

WEBVTT

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00:00:06.000 --> 00:00:11.660

Zoom Producer: Seconds or so, and then you can all just start the meeting. After about 10 seconds.

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00:00:16.670 --> 00:00:21.058

EHS-B224: Do you get pounds on that

3

00:00:25.620 --> 00:00:26.810

Zoom Producer: Hey? We're good to go.

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00:00:27.380 --> 00:00:37.870

EHS-B224: All right. Welcome everybody to the May meeting of the Johns Hopkins Accountability Board. I would like to call the meeting to order. It is 6 0, 2

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00:00:38.550 --> 00:00:44.589

EHS-B224: 1st up we have roll call for JHU. Board members.

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00:00:45.080 --> 00:01:01.230

EHS-B224: Nope, good evening, everyone. April Warren present China, Sinclair, Duke Cemetery present Ed. Kangasi.

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00:01:03.610 --> 00:01:04.349

Ed Kangethe: Or is it.

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00:01:05.260 --> 00:01:13.660

EHS-B224: Elizabeth Hazel Present Freed Williams, Magnon Oops, Jarell Bratcher.

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00:01:15.060 --> 00:01:16.009

Jerrell Bratcher: We're using.

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00:01:17.150 --> 00:01:22.249

EHS-B224: Kamaria Hill, Kim Yada Ricks.

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00:01:28.502 --> 00:01:45.739

EHS-B224: Laura Rossi, here Medusa, Romanian, Dr. Panagist, Sam Johnson, Sonia Merchant Jones.

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00:01:46.170 --> 00:01:47.820

EHS-B224: Double check to see that.

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00:01:48.630 --> 00:01:49.340

EHS-B224: Yeah.

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00:01:52.590 --> 00:01:56.200

EHS-B224: And right now we have 1, 2, 3, 4, 5, 6

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00:01:57.380 --> 00:02:13.797

EHS-B224: present. Alright, so as of right. Now we have 6 present, and we need 8 for quorum, and so we will be having an informal meeting waiting for at least another 2 members to join

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00:02:14.650 --> 00:02:21.970

EHS-B224: hopefully more so we can move on. Oh, to an introduction of Johns Hopkins, staff and guests.

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00:02:23.950 --> 00:02:30.439

EHS-B224: Phil Caston, the senior director, for training and compliance with public safety.

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00:02:30.900 --> 00:02:37.679

EHS-B224: Thank you and welcome. I'm Amy Taylor, coordinator for the Accountability Board and Public Safety.

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00:02:38.910 --> 00:02:41.480

EHS-B224: Thank you, Amy. Welcome. Thank you.

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00:02:43.820 --> 00:02:44.570

EHS-B224: Hmm.

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00:02:44.960 --> 00:02:46.630

EHS-B224: Sabrina Harris.

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00:02:47.927 --> 00:02:54.239

EHS-B224: Incoming board member for Mount Vernon and Balbade Association.

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00:02:55.360 --> 00:03:01.090

EHS-B224: Thank you so much. And is there anyone else online that would like to introduce themselves.

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00:03:03.260 --> 00:03:05.230

Kimyatta Ricks: Hi! This is Kamita Ricks.

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00:03:06.263 --> 00:03:07.610

EHS-B224: Yay, welcome!

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00:03:08.370 --> 00:03:09.899

Kimyatta Ricks: Hi! How are you?

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00:03:10.270 --> 00:03:11.559

EHS-B224: Good! How are you?

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00:03:11.730 --> 00:03:16.789

Kimyatta Ricks: Good sorry I couldn't be there this evening in person, but I'm here.

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00:03:16.790 --> 00:03:19.399

EHS-B224: Wish you were here too. But thank you for joining.

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00:03:19.980 --> 00:03:20.680

Kimyatta Ricks: You know.

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00:03:22.240 --> 00:03:23.310

EHS-B224: Anyone else?

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00:03:28.730 --> 00:03:29.660

EHS-B224: 7.

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00:03:30.770 --> 00:03:37.129

EHS-B224: Okay, alright. So we still, we still need one more since the

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00:03:38.641 --> 00:03:42.918

EHS-B224: the approval of minutes. The committee reports.

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00:03:45.350 --> 00:03:49.259

EHS-B224: we don't have to vote on that. So would you like?

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00:03:49.390 --> 00:03:54.360

EHS-B224: Go ahead. Dr. Panagas just joined. Oh, perfect! All right, Dr. Panagas.

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00:03:55.090 --> 00:03:57.559

Panagis Galiatsatos: Hello! Sorry for running a little late. Hi!  
Everyone!

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00:03:58.027 --> 00:04:12.520

EHS-B224: Hi, welcome. Thank you so much for joining. And so that puts us at a forum. So thank you. Thank you. And I believe we have one more. Is that, doctor?

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00:04:13.220 --> 00:04:21.510

EHS-B224: Yes, come on in would you like to introduce yourself as a yes, for our meeting?

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00:04:21.610 --> 00:04:23.359

EHS-B224: I'm Daniel Webster.

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00:04:23.580 --> 00:04:40.949

EHS-B224: incoming board member. So thank you so much. And now we can move on. We have 8 present. So again we are at a quorum now. Next up on our

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00:04:42.450 --> 00:04:47.750

EHS-B224: agenda approval of the March 19th accountability board minutes. Did everyone get a chance to review those?

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00:04:48.240 --> 00:04:51.800

EHS-B224: Yes, yeah. Were there any questions.

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00:04:53.250 --> 00:04:53.730

Panagis Galiatsatos: No.

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00:04:53.730 --> 00:04:54.820

EHS-B224: Additions.

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00:04:55.880 --> 00:05:01.870

EHS-B224: All right. Now, I'll take a motion to. I'll entertain a motion to approve the minutes.

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00:05:02.850 --> 00:05:03.580

EHS-B224: That's okay.

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00:05:03.580 --> 00:05:05.620

Ed Kangethe: A motion to approve the minutes.

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00:05:06.020 --> 00:05:17.099

EHS-B224: All right, has made a motion. Yes, second sorry, and Elizabeth has second seconded the motion all in favor of approving the minutes from the March 19th Accountability Board meeting. Say, aye.

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00:05:17.610 --> 00:05:18.330

Kimyatta Ricks: Bye.

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00:05:19.000 --> 00:05:27.369

EHS-B224: All oppose hearing no opposition. The motion carries, and we'll approve those minutes

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00:05:28.160 --> 00:05:41.239

EHS-B224: next up number 4 on our committee reports we have the Policy Committee, update a draft letter to public safety, and so I'll now turn the meeting over to June.

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00:05:42.011 --> 00:05:50.589

EHS-B224: Thank you. This is Duke. I'm the outgoing chair of the Accountability Board

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00:05:51.486 --> 00:05:54.273

EHS-B224: Policy Review Committee. So

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00:05:55.320 --> 00:06:05.580

EHS-B224: we had the policy review meeting a month ago. Several items were reviewed. But for today's update. I want to just cover 2 quick things. One is that we are working on an update for the

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00:06:05.980 --> 00:06:09.554

EHS-B224: the frequently asked questions. Page

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00:06:10.390 --> 00:06:25.054

EHS-B224: the one page that we'd like to give out when we meet with the public in person. But those we was decided that those quick frequently asked questions could then also be doled out and placed on the website under the correct heading as need be.

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00:06:26.680 --> 00:06:27.550

EHS-B224: there's

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00:06:27.880 --> 00:06:38.370

EHS-B224: 2 2 things still pending. The most important one is the frequently asked questions about the Jhpd jurisdictional boundaries.

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00:06:38.972 --> 00:06:56.170

EHS-B224: And just briefly, as most people will know, will recall the jurisdictional boundary issues is a little complex, because to understand the jurisdictional boundaries, you need to recognize and familiarize yourself with several framework documents, including the Cssa.

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00:06:56.540 --> 00:07:18.581

EHS-B224: the community safety and Strengthening act of the Maryland Legislature, and, for example, the Mou with the Baltimore Police department. So so therefore, breaking it down to key points is helpful. I think so working on that. The second item I want to raise is, as was mentioned a draft letter.

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00:07:19.350 --> 00:07:44.819

EHS-B224: second version of the draft is now in circulation. That will go to Dr. Barton. Jhpd public Safety hierarchy asking them to formally update and enhance the the jurisdictional maps number one. Give us a timeframe when that could happen. Number 2,

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00:07:45.170 --> 00:08:00.581

EHS-B224: and and when I say enhance, that means to to try to to enhance those maps so that they more clearly show what would be the Jhpd's patrol area as opposed to their 1st responder areas.

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00:08:02.780 --> 00:08:05.186

EHS-B224: Okay? And I'll leave it at that

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00:08:06.618 --> 00:08:26.701

EHS-B224: that, and that though. And then, furthermore, that those maps be updated on a regular basis at least once every 6 months, even if they're not updated. I think they should be reposted once every 6 months. So that's what the what the ask is in the letter that we're now reviewing. That will be formally forwarded to the to public safety.

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00:08:27.780 --> 00:08:32.590

EHS-B224: and if there's any questions fine. But that was basically what I wanted to post.

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00:08:35.799 --> 00:08:39.809

EHS-B224: Fantastic. Any any other questions.

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00:08:40.929 --> 00:08:44.745

EHS-B224: Alright, thank you. Thank you, Duke, for the

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00:08:45.440 --> 00:09:01.240

EHS-B224: policy committee update, may I? Just? Oh, yes, say so. That letter is now being circulated to members of the Policy Review Committee. Once we finalize it, which we're about there, it will be uploaded to the shared drive, so that the other members of the Board.

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00:09:01.440 --> 00:09:08.720

EHS-B224: The Full Board can can review it and comment great, wonderful

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00:09:09.200 --> 00:09:15.839

EHS-B224: alrighty! And then moving along. Were there any other committee updates we'll get there.

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00:09:16.120 --> 00:09:27.889

EHS-B224: Wonderful next to old business, we have, 1st up a discussion of the community engagement documents, revisions from the Jh.

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00:09:28.210 --> 00:09:33.960

EHS-B224: JHAB and that I will. With that I will turn the meeting over to Elizabeth.

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00:09:33.970 --> 00:10:02.889

EHS-B224: Yeah, thank you very much. So my name is Elizabeth Hazel, and I was earlier this year just sort of organizing the Accountability Board's feedback to a community engagement plan, a 1st draft of the community engagement plan, and I spoke with April, and thought that it might be nice to very quickly review these together as a board, since I know people don't have a lot of time necessarily to review a lot of documents offline. But again, just as a reminder, and it also had been some months

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00:10:02.890 --> 00:10:15.919

EHS-B224: since we initially sent all of our feedback. But I think we were envisioning that this would be like formal feedback that's given to public safety, similar to the to the the Policy committee feedback as well, too.

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00:10:15.920 --> 00:10:38.080

EHS-B224: So the 1st sort of, and, you know, feel free. I'll kind of pause after each one, so feel free to jump in. But the 1st one should be, you know, the draft community, the draft community engagement plan. That's a type of not communications plan should be publicly posted, and there should be an open comment period. So again, that's just feedback from the board as a whole.

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00:10:38.080 --> 00:10:45.180

EHS-B224: and we also wanted to be upfront, and about a scheduled communication cadence.

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00:10:45.180 --> 00:11:10.039

EHS-B224: We reviewed the annual report and really appreciated the data and the metrics that are in there. And, in fact, some of those metrics were ones that we, as the Board had recommended. So we appreciate the inclusion of that. The big, our big comment around that is the data look good for now. And there's also not a lot of data, because the officers are just now beginning to be deployed. There'll be more data to look at.

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00:11:10.040 --> 00:11:14.155

EHS-B224: I think, in the coming months. But our big comment around that was just

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00:11:14.560 --> 00:11:29.340

EHS-B224: that in increase the cadence of the data that's in the annual report ideally quarterly, I think, is what we landed on monthly is probably too much. Sydney Annual might be okay, but I think Quarterly seems like a good a good cadence. So

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00:11:30.193 --> 00:11:36.080

EHS-B224: we also wanted to. I'm just scanning it now.

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00:11:37.030 --> 00:11:51.669

EHS-B224: We also were interested to talk more about how the email updates come from public safety. Given a particular information. I'm trying to. That's right. So there was a memo that was

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00:11:51.730 --> 00:12:02.360

EHS-B224: released by public safety some time ago, some months ago that was circulated again amongst the medical school around the Public Safety's

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00:12:02.360 --> 00:12:28.130

EHS-B224: role in ice operations, Federal ice operations. And I think because that was circulated just among the medical school campus. I think there was a lot of confusion about. Is this new? But you know, when you went to the Public Safety Side. It really clearly says the memo and the date it was published, but because it was circulated widely several months later. People are like, Oh, is this new? So you know, I think maybe talking about like more frequent sort of push notification

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00:12:28.130 --> 00:12:47.097



EHS-B224: type updates about public safety activities to the Hopkins community would be really helpful, and we had talked. We would like to explore ways to get that information out to the wider community as well, too. So I think that's what that piece was about. Maybe I'll stop there, since that sounds kind of a lot.

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00:12:54.727 --> 00:13:02.847

EHS-B224: This is approved welcome. And would you like to introduce yourself. We have a new

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00:13:03.860 --> 00:13:08.589

EHS-B224: Anyone for joining us. Go ahead. Hello, everyone! My apologies for the delay.

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00:13:08.640 --> 00:13:23.239

EHS-B224: Don't get off till 6, but thank you. I am Natasha Ortiz Fortier. I'm a senior program associate with the Bloomberg Center for public innovation, and I am listening.

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00:13:23.240 --> 00:13:48.550

EHS-B224: The staff side of things learn from all. Y'all, this is exciting welcome, and so you'll be joining the board next month, and also we have Miss Sonya here to introduce you. Wonderful wonderful! And so were there any comments on the 1st 2?

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00:13:49.175 --> 00:14:02.349

EHS-B224: I guess number number One and number 2, I know when, in talking to some of y'all individually. We had talked about quarterly updates would be preferable. And if that's kind of where we

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00:14:03.990 --> 00:14:12.240

EHS-B224: line on that, that was the only thing us off it. Get.

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00:14:12.460 --> 00:14:30.850

EHS-B224: Yeah. Any thoughts, particularly around the push notifications to ensure that that this information is circulated to the community because I mean information about how the Public Safety officers would interface with ice. You know it's posted on public safety, but making sure that information gets out to the surrounding communities as well.

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00:14:32.840 --> 00:14:35.129

EHS-B224: Yes, there's do it

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00:14:35.470 --> 00:15:00.059

EHS-B224: you? I know that the community outreach arm is it possible to send things out through them? So they do currently send out information to community now, which information they send out, I can't say but typically if there are things that impact the community that are public safety specific. They do go to meetings regularly. They do

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00:15:00.060 --> 00:15:08.199

EHS-B224: share that, especially with community association presidents. That are impacted in that specific area. Right? So

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00:15:08.530 --> 00:15:30.720

EHS-B224: I I think it all depends which information they send out. Because not everything is germane to the community per se but if this is a topic of interest, then I think that's absolutely something we we don't shy away from. You know what our posture is. And so we'd be happy to discuss that

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00:15:31.066 --> 00:15:39.380

EHS-B224: with anybody. And and of course, Corey Ramos comes to our our community meeting. I don't know what you know what everybody else is.

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00:15:39.380 --> 00:15:47.600

EHS-B224: Community relationships are. But for my community association meetings she's always sharing, updating.

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00:15:47.630 --> 00:16:03.719

EHS-B224: So for everyone. Could you would you mind to explain who she is. She is the community engagement specialist for the Jhp. Specifically. So she is out in the community. She is going to community meetings.

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00:16:04.114 --> 00:16:27.019

EHS-B224: Now, you all have a relationship with our government and community Relations office. And so, Corey, sometimes you work with the Gce, sometimes it's Corey, Ramos. But again this information that they share information. We talk all the time, and so they will be happy to answer those questions. But she is specifically working for Jhpd

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00:16:27.080 --> 00:16:35.479

EHS-B224: on community engagement. And so she has been out for the last couple of years. Working with community associations.

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00:16:35.876 --> 00:16:59.249

EHS-B224: Working on the PAL project which is a part of the Cssa, and a requirement of John Hopkins to do, and she's out all the time. So if you follow her, Linkedin right there for social media account. She is

everywhere. She was out last night, and she got a video of you at the event.

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00:16:59.250 --> 00:17:08.899

EHS-B224: Yeah. Yeah. So she she she is she's out all the time, and she is one of those positions that is required under the law.

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00:17:09.109 --> 00:17:09.940

EHS-B224: Good!

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00:17:12.230 --> 00:17:21.083

EHS-B224: She out and about in like Mount Vernon area, we can make sure that she is. That'd be great.

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00:17:23.120 --> 00:17:39.639

EHS-B224: Alright. So yeah, I'll continue so going on to number 3, and this is a request that we've heard during some of our Town Hall meetings, and that is, including an infographic in the community engagement plan. That shows the differences in uniform between Baltimore City Police Department.

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00:17:39.640 --> 00:17:54.629

EHS-B224: Johns Hopkins, the police department, but also the other security forces that Jhu hires as well, including, you know, ones that are unarmed, and you know. So so the community members can easily recognize each cadre of worker. And you know know who they need to respond to

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00:17:55.141 --> 00:18:23.480

EHS-B224: also. So so now, we also suggested in the Community Plan engagement plan to include a separate section on communications. And you know, that is where we're envisioning sort of like thinking about making the annual port a little bit more updated on a quarterly basis. You know which of the metrics could be would be shown quarterly versus. Maybe there are some that change less that could be shown annually, and also the modality of communication. You know.

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00:18:23.480 --> 00:18:41.910

EHS-B224: I you know we're. I think everyone's working towards this idea that we can have a dashboard kind of like the Baltimore City police Department does. You know, being able to post it on social media accounts. That's great, that that Ramos has a social media account. That's very active. Yeah, but something similar for that, and also the timeline as well, too. And then

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00:18:43.150 --> 00:18:47.621

EHS-B224: I'm gonna see if I can quickly shift. Yeah. And then the other one.

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00:18:48.050 --> 00:18:49.023

EHS-B224: Yep, is

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00:18:49.860 --> 00:19:02.503

EHS-B224: the part of that communication plan. Implementing a plan that is able to communicate information on a more agile and flexible basis. So these are things that

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00:19:03.070 --> 00:19:32.989

EHS-B224: that you know things about like if there's officer misconduct. If there's officers deployed response to student or community led protests, ice activity on campus was another recent one that we're hearing a lot about from students. And I think that our idea is that if public safety can, you know, kind of provide this information on a quick basis upfront. Because I mean, we've all seen that these events get picked up Baltimore Banner, and you know, and are circulated widely. I think I'm having a plan to communicate that a little more

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00:19:33.520 --> 00:19:40.519

EHS-B224: order to communicate that more more frequently and proactively. So yeah, some, some. So maybe I'll stop there again.

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00:19:42.920 --> 00:19:43.710

EHS-B224: Thank you.

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00:19:44.190 --> 00:20:10.970

EHS-B224: And just real quick. We did have another totally fair. Please introduce yourselves to us and well, Hello, everyone! Good evening. My name is Sumana Conley. I am a preventive medicine here at Hopkins, at the School of Public Health, and 1st time board member here for one year hopefully. And thank you for having me here.

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00:20:11.901 --> 00:20:16.949

EHS-B224: Thank you. And then back to our

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00:20:18.160 --> 00:20:43.595

EHS-B224: questions. So so maybe if may I direct a question to Calvin? Maybe if you are in a space to provide like maybe a little background and context, and how public safety is envisioning like being able to communicate. I I think we're serious. Yeah, yeah. So so I, I think the the big thing is this right? And so and I'll use

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00:20:44.960 --> 00:20:48.533

EHS-B224: the most recent encounter. As an example.

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00:20:49.170 --> 00:20:51.749

EHS-B224: we will be releasing all of the video footage.

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00:20:52.220 --> 00:20:58.150

EHS-B224: Right? It will be on our website. The information will be available to you, and it will be available to you

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00:20:58.840 --> 00:21:22.569

EHS-B224: soon. And so we are not like Bpd, if somebody request the information and they can send it really quickly. We are working out the process as to how we do that, get that information online so that you are able to review it for yourself. So that is in the works as we speak. And so for major things, you will be able to get that information publicly, really quickly.

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00:21:23.038 --> 00:21:37.350

EHS-B224: And it won't be a quarter right. It it will be in a a pretty short period of time. So we are committed to being transparent about that. And so we will release that information as an institution and make it publicly available.

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00:21:37.759 --> 00:22:06.529

EHS-B224: In terms of the the data pieces that you're asking for. I literally was just in a meeting where we were looking at building a dashboard. We have one currently that does all of our calls for service from our our system that does that across the institution. Now we're working on one for all the crimes in our 3 geographic areas, and it's a dashboard that we will be able to see and we may be able to publish. I I can't speak to the publisher

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00:22:06.540 --> 00:22:15.869

EHS-B224: yet. But that does not mean that we might not be able to get that information to you much more quickly. We're looking to pull that information daily.

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00:22:16.611 --> 00:22:39.970

EHS-B224: So I think there's gonna be some data pieces. That similar to what I think I discussed with you all the Clery geographic information, right? A lot of the crime information is the same information, right? So it's a smaller footprint. But it's the same information, so we can go and pull that and put that in the dashboard. And now what we're adding to that is cost for service for Jhpd specific.

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00:22:40.190 --> 00:22:45.355

EHS-B224: What are the types of things that Jhp responds to?  
Specifically, what is our our

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00:22:46.740 --> 00:23:07.914

EHS-B224: deployment right? How many offices are going to which faces.  
How often are they getting call? How many calls do we receive? Where are  
they located? The types of calls, all those types of things? So I think  
we're getting to a space now as we are when the opera operating we'll go  
with that

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00:23:08.300 --> 00:23:28.759

EHS-B224: right. And we are, are. We are. We're we're getting to that  
place. We have more and more people coming on board that are come. We had  
our 1st person come out of the Academy last week. On the 14.th we have a  
couple more coming. In August. We got another class starting in July.  
We're hiring some new folks, and so

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00:23:29.090 --> 00:23:36.290

EHS-B224: we're getting to a place that probably by the end of the year  
we will be able to have people out

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00:23:36.800 --> 00:24:00.629

EHS-B224: 24 HA day or something close to it. As we continue to build so  
what I suspect is going to happen, we will see that activity pick up. But  
what we're doing right now is really pulling the pieces together because  
all of the technology is finally coming in all the stuff connecting with  
Epd and getting the systems together, so that when it's 1 of our  
properties and

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00:24:02.410 --> 00:24:31.669

EHS-B224: point to that property, right? So all of that is happening  
right now, it is definitely picking up speed. You know, building out the  
servers, getting the radios, you know, audio cameras and all the things,  
and making sure they all work together the way that they're supposed to.  
It has been a huge undertaking. But I think we're finally getting to a  
place where we're gonna start to see that data come in in a consistent  
way. But I do think for some of those other pieces like.

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00:24:31.670 --> 00:24:47.479

EHS-B224: how do? How can you tell where we deploy our resources. Well,  
we can start looking at the clear data now, because we get that data  
every week. And so we'll be able to get some of that to you more quickly.  
Especially in this upcoming year.

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00:24:47.690 --> 00:25:04.160

EHS-B224: But we are working on that project. That is an ongoing thing. And we are just trying to give. You know, this is something new, right? We have not had to capture it in this way, and because the health system, East Baltimore, Peabody, and and Homewood

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00:25:04.160 --> 00:25:25.589

EHS-B224: in many ways functioned as separate places. We are pulling all of that together into one place, so that we get all of us can have visibility into what that looks like so sooner than later. It will be my answer. I I won't commit to a day but what I will commit to is that is an ongoing project I am

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00:25:25.640 --> 00:25:30.769

EHS-B224: personally working on to make sure that it gets across the finish line, for you all.

137

00:25:31.350 --> 00:25:49.310

EHS-B224: Do they respond to Carrie as well? We would. Jhpd. Would not respond to Carrie. Okay, now, public safety. Yes, because we have officers in the building public safety officers. But Jhpd, that is not a part of the jurisdiction. Thank you. You're welcome.

138

00:25:50.200 --> 00:25:50.940

EHS-B224: all right.

139

00:25:51.518 --> 00:26:12.341

EHS-B224: I just one call out so the the update that you just provided with staffing is great. And I think that would also be something that we would be good for regular cadence, just because we're in this period of change? Right? And we have. There's a lot of

140

00:26:12.720 --> 00:26:29.199

EHS-B224: hiring right interviewing, staffing up. So what does that mean, as far as the workforce is concerned? Right like, when are they ready to be deployed? Right? So I think that would be, that's good, too, so I can give you a little bit of context. I don't want to get into the other, but I can give you a little bit

141

00:26:29.200 --> 00:26:48.930

EHS-B224: for a brand new police officer. It takes about a year from the time and feels here, so you can probably verify. Would that be a fair statement? It takes about a year from the time they get hired to get through the Academy, to then go back and field training, and then the gap training that the University provides before they're ready to be deployed on the street.

142

00:26:50.600 --> 00:27:03.950

EHS-B224: That's correct. Now, there are other circumstances where someone might be a lateral, or they're in a supervisory role where they may be able to be deployed more quickly. And the timeline might be, I want to guess.

143

00:27:04.130 --> 00:27:20.600

EHS-B224: still tends to be about 6 6 weeks at the fastest, and that's a Maryland certified police officer that's coming directly to us from an agency with little to no break in service.

144

00:27:20.770 --> 00:27:25.779

EHS-B224: But it still takes, and to get through the interview process takes a considerably

145

00:27:26.300 --> 00:27:40.750

EHS-B224: a considerable amount of time. So again, we we've gotten in the process. We we are seeing some growth. We're seeing some movement. We are hiring folks. But once we hire, it takes a year from about a year from the time they

146

00:27:40.940 --> 00:27:45.739

EHS-B224: start for the time they are ready to come and work out on the street.

147

00:27:46.500 --> 00:27:51.190

EHS-B224: Thank you. You're welcome one week.

148

00:27:53.530 --> 00:28:11.559

EHS-B224: So thank you very much that that was really helpful and much appreciated. Just continuing on to the last couple. We have discussed that it would be good to for public the Public Safety to notify the Economy Board, but also community members.

149

00:28:11.560 --> 00:28:36.330

EHS-B224: When video surveillance is being used, I think we have talked about, I've talked about several board members about how you know Hopkins, faculty and staff. I think they understand that residing and working in this area there's going to be surveillance use. But that may not be as apparent to community members. Which, do, you know, go through, particularly the Homewood campus, and I think other campuses to use it as sort of a public space and

150

00:28:36.330 --> 00:29:04.039

EHS-B224: appreciate its use as a public space. So just considering having signage. So people know when they, you know, pass this area that



they will be under video surveillance. I think. It's something we've talked about, too. Number 7 is a duplicate. I'll I'll we've already discussed it, and then number 8, I think, might be for a little bit further down. And this is just directly from the Bridgewater Report, which is a report of best policing practices that I think Calvin circulated to us and was a really great resource.

151

00:29:04.040 --> 00:29:27.720

EHS-B224: And that's just, you know, publishing these case studies which provide sort of like qualitative data and sort of like an illustrative example that the public can see and then can be used. So public safety can say, Okay, this is what we think we did. Well, and this is what we think we can improve on, and just give something a tangible narrative to talk about. But that's probably a little bit further down the road. But that was one of the recommendations.

152

00:29:28.520 --> 00:29:29.990

EHS-B224: Think so? Yeah.

153

00:29:30.380 --> 00:29:36.601

EHS-B224: Oh, yeah, yeah, no, it's just part of more. Yeah. Yeah. So

154

00:29:37.593 --> 00:29:46.789

EHS-B224: thank you, Elizabeth, for putting all this together, we really do appreciate it. Are there any other comments or things to add.

155

00:29:47.870 --> 00:29:59.370

EHS-B224: maybe maybe next steps. I think we had talked about this being a vote, but maybe it's not a vote yet. Maybe we write it up in a draft letter like policy. Yeah, yeah, okay.

156

00:29:59.808 --> 00:30:06.971

EHS-B224: so yeah, well, that would be the next steps for that. Like a letter and then vote on that on that letter.

157

00:30:07.340 --> 00:30:35.373

EHS-B224: Alright, well, thank you. Elizabeth, and now there'll be a review of the Town Hall. I know a few of us were there at the at the Town Hall. This was a town hall on. Forgive me, I don't have the date. But it was the 1st one of the accountability words, and that was put on by the

158

00:30:36.680 --> 00:30:38.180

EHS-B224: office of.

159

00:30:38.780 --> 00:30:42.743

EHS-B224: So so yeah, right. So it's office

160

00:30:43.450 --> 00:30:58.902

EHS-B224: man. I miss that but it was put on the Orec office of civil rights office of civil rights. There we go and so it was. It was meeting over closer to my neighborhood in East Baltimore, and

161

00:30:59.430 --> 00:31:10.270

EHS-B224: I think it was informative for a lot of people that were there a lot of community members who may not have known all the different boards in Baltimore City because there are a lot but would anybody like to give a

162

00:31:10.540 --> 00:31:13.400

EHS-B224: review account? Anybody that was there.

163

00:31:13.730 --> 00:31:15.440

EHS-B224: and a drill you were there.

164

00:31:15.980 --> 00:31:17.263

Jerrell Bratcher: Yeah, it was

165

00:31:18.720 --> 00:31:32.220

Jerrell Bratcher: beautiful it was well orchestrated and produced. And so there were there was it allowed for a lot of feedback and community input and conversation. And so I look forward, you know.

166

00:31:32.470 --> 00:31:35.310

Jerrell Bratcher: to you know, that. Be mimic here. But

167

00:31:35.590 --> 00:31:41.599

Jerrell Bratcher: anything that all the other folks over there, you know. Share! I echo those a hundred percent.

168

00:31:43.910 --> 00:31:48.530

EHS-B224: Fantastic. And any anybody else?

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00:31:48.690 --> 00:31:51.200

EHS-B224: Yeah, all right.

170

00:31:51.400 --> 00:32:07.719

EHS-B224: I know there will be. There will be more of those. I know that Jamal from the Baltimore City. Police accountability board. I know he is

looking forward to hosting more of those in different neighborhoods to do outreach. And that's, you know.

171

00:32:08.410 --> 00:32:24.189

EHS-B224: one of the big pushes that I hope that we, as an Accountability board, continue to move forward is the community outreach and interaction, because that is our biggest our biggest mission. Here

172

00:32:24.642 --> 00:32:48.639

EHS-B224: I always find that the panel does more of the talking, and the people who are there to share how they feel, and I think that in the future it might be best for us to tweak the way a panel, or what a panel does. I think, too, it's important for those who get in line to understand that when you come, of course, share your feelings.

173

00:32:48.640 --> 00:33:10.580

EHS-B224: and what you think is good, and what you think is in between are bad, but also come to the table with a solution to what you feel. Your your issue. Your matter is so that there would be less panel chiming in and saying things that we missed, because so much is being said. So I'll close it at that. No, it's fantastic. I'll take that back.

174

00:33:10.580 --> 00:33:11.430

Jerrell Bratcher: Straight up.

175

00:33:14.930 --> 00:33:17.600

EHS-B224: All right, anybody else.

176

00:33:19.410 --> 00:33:47.499

EHS-B224: Thank you. I'm so sorry. No, thank you. Thank you for bringing this up. I just a quick reflection. I just thought it was a really nice opportunity for us to work with the other accountability boards in the city, and I think it would be great if we could explore other methods of working with them and sharing knowledge and things like that, too. So thank you again for organizing that and leading that piece? April, yeah. Did you all see the email that came out with the

177

00:33:47.983 --> 00:33:52.290

EHS-B224: list? It came on with the meeting minutes. I sent the list. Did you all see that?

178

00:33:59.660 --> 00:34:22.110

EHS-B224: Oh, okay, yeah, I will. I will double check on that and then so moving on, we have a training update. And I'm gonna turn it over to Laura Rossi, from Peabody

179

00:34:22.350 --> 00:34:43.549

EHS-B224: and I'm joined with Bill Caskin. So he's actually Have. We've been conversation opportunity for the Board to actually participate in review of the content. Of of gap training and so

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00:34:44.230 --> 00:34:51.515

EHS-B224: what? There's a whole list there. That I'd like to share today. This is the very beginning of it.

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00:34:52.000 --> 00:35:10.950

EHS-B224: decisions have been made. Of course, this is just us sort of socializing potential proposal. So there's an opportunity for members of the Accountability board to actually participate in presentations

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00:35:11.050 --> 00:35:25.590

EHS-B224: of 30 specific courses. Throughout a specific schedule of time. So the the week is, I believe, July 21st to the 25th

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00:35:26.674 --> 00:35:36.119

EHS-B224: and again the the topics that we have been selected have been selected based on community feedback.

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00:35:36.120 --> 00:35:58.940

EHS-B224: What our questions have been as a board, etc. So so yeah. So that's sort of what's out there on the table it offers are an opportunity for us to see here directly what the officers would see in here in their training. It would also offer the opportunity for us to provide any feedback.

185

00:36:01.200 --> 00:36:02.170

EHS-B224: Okay.

186

00:36:04.890 --> 00:36:29.320

EHS-B224: do you? Wanna do you want to fill in any blank? That'd be great if possible. Thank you. It's great. And Phil Caston with the Public Safety Training Section, and if the Gap program is, it's sort of like a gap filler, if you will. Some people will look at it that way. We call it our general acceptance program. It's how we hopkinize our police officers.

187

00:36:29.320 --> 00:36:55.420

EHS-B224: So we have a unique mission vision and values. And we have rules, specific rules, processes, and procedures that ask a lot more of our police officers than many other agencies do. And those have been developed through and informed by things like the Bridgewater Study. Many

other reports, the work of the Accountability Board and the Policy Work group went into helping us build

188

00:36:55.420 --> 00:37:00.929

EHS-B224: procedures and policies to guide that. And then we went to work on building training.

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00:37:00.930 --> 00:37:10.949

EHS-B224: And just like we've done with policy development and other pieces of the implementation process. We've worked with the consultants at 21 cp. To help us

190

00:37:11.170 --> 00:37:30.199

EHS-B224: stay focused on best practice, engage with the community that has helped us build the policy. So our internal stakeholders, we have great experts that are on staff here at Hopkins as well as outside in the community that support us. And the process and program that we've put together.

191

00:37:30.200 --> 00:37:46.319

EHS-B224: Those are lessons are built around the policy. And then they go into a little bit more detail about why we've selected some of those processes or developed some of those procedures, and why it's important for our personnel to

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00:37:46.440 --> 00:37:48.299

EHS-B224: do it. The Hopkins way.

193

00:37:49.053 --> 00:38:14.179

EHS-B224: The 30 courses. They're they're high interest. They were based and selected by the 21 Cp. Group as based on the feedback that they received from the Board and the community, and some of the things that were brought up in the development of the police department and the legislation. As as we went forward. There are a number of other courses right now. We're up to about 6 weeks.

194

00:38:14.330 --> 00:38:42.559

EHS-B224: but just like what we had done with the policy process we feel like this is a great opportunity to get good feedback from the Accountability Board, and we would invite you to come. Be part of the training process for that particular week 21 Cp. Has helped us design an evaluation tool that will help you. Look at not just the the course content, but also the presentation

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00:38:42.590 --> 00:38:52.569

EHS-B224: we're working with adult learning principles. Are they engaging? Are we getting our officers in the process of problem, solving and applying those

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00:38:52.570 --> 00:39:16.019

EHS-B224: concepts in the classroom. So it's not just straight lecture, based instruction. There's going to be activities and things that will be part of that. And at the same time the leadership team that we have been assembling to help us operationalize the police department. They will be right next to you, helping do some of those assessments along with the industry experts at 21 cp.

197

00:39:16.020 --> 00:39:36.890

EHS-B224: So we will take that feedback at the end of the process, and just like what we did with the feedback we've received from the board and the community on the policies. Our team here will go to work, and we will find ways to incorporate, improve, expand, and make that that training process an outstanding tool

198

00:39:36.910 --> 00:39:53.689

EHS-B224: for our personnel. It is another thing that sets us apart. But most importantly, it's what helps to Orient, our new police officers and the experienced ones that come to us to to policing at Johns Hopkins and public safety in our community.

199

00:39:53.730 --> 00:40:20.719

EHS-B224: So we ask that you would join us. You know the summer is hard. A lot of our courses, as I mentioned, just like the policies were developed in a team environment. We will be teaching in a team environment. So we will be calling on our subject matter experts that have helped us develop policy. They've also helped us develop the training, and you'll see team teaching that will be going on by some of our very own resident experts and community members.

200

00:40:20.720 --> 00:40:31.329

EHS-B224: The scheduling we've tried, as as Laura had mentioned, a number of ways to look at the schedule, and we arrived at a double session each day

201

00:40:31.370 --> 00:40:36.510

EHS-B224: for that week in July to bring people together.

202

00:40:36.810 --> 00:41:03.239

EHS-B224: We will feed you lunch and then dinner. We don't ask you to stay for an entire session, but we do ask that when you participate in a lesson that you stay for the entire presentation and complete the tool so that we can gather that feedback and put that to use. We realize

everybody has a challenging schedule, and this is a difficult time of the year for you, for your families and and definitely work schedules. So

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00:41:03.640 --> 00:41:08.900

EHS-B224: I think that's probably it in a nutshell, and I'd be happy to answer any questions.

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00:41:09.640 --> 00:41:10.719

EHS-B224: so it would be like.

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00:41:12.442 --> 00:41:18.959

EHS-B224: So it would be like a morning session, and then like a afternoon session, kind of thing if you

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00:41:19.340 --> 00:41:44.050

EHS-B224: can come for the morning, you just stay for that whole portion. So in the schedule that we proposed, you will see those 30 lessons broken out. Some of them might only be an hour. Oh, okay, it's a primer class in our orientation to, you know, for that that week before we send our new officers off to the Academy, we want to hook them on the Jhpd. We want to let them know what's so special about us.

207

00:41:44.100 --> 00:42:05.969

EHS-B224: and make sure that they want to come back excited to be a member of the ghpe while they go through their training at another agency, their entrance level training, and then some of them, the longer things like stop, search, and arrest, use of force. Those are longer courses. We have a couple of 8 h blocks in there. Those are long ones, but we will split them up.

208

00:42:05.970 --> 00:42:16.850

EHS-B224: We'll make sure that you eat both lunch dinner. We'll have some snacks there, and it will be here in our our beautiful facility on the campus here.

209

00:42:17.400 --> 00:42:30.080

EHS-B224: Yeah, hi! This is Duke terms here from Peabody community. I'm curious. So when the gap training is

210

00:42:30.200 --> 00:42:51.650

EHS-B224: actualized and actually implemented, implemented, how will the participants be assessed? Are there going to be written tests? Are there going to be presentations? Oral exams? What's the idea behind this 6 week program? And will we meaning that board members be able to review the assessment

211

00:42:52.507 --> 00:43:18.812

EHS-B224: pieces as well. Excellent question. So there are different types of assessments, and it depends on what the objective is so there will be written tests. There will also be problem solving activities. Some of activities or lessons require skills demonstration. And then we have a a larger project that will span the entire course of of gap. We even have some

212

00:43:19.900 --> 00:43:48.369

EHS-B224: hunts where you go around and find certain things on the campus. We've added a lot of different measurements in to make sure, one that learning is interesting, and 2 that we are assessing the learning and understanding that it sticks. There's virtual learning that we will be doing as well to exercise judgment and evaluate judgment, and those tests all follow the standards of the Maryland Police and Correctional Training Commission, which

213

00:43:48.550 --> 00:44:11.489

EHS-B224: I think we have over 200 objectives, that by the time Gap is done it will meet 200 of the Training Commission's objectives, and for each of those objectives they have a measurement requirement for many of them, and we have to follow whatever their specific measurement requirement is whether it's a written test, a skills, demonstration and problem solving activity.

214

00:44:13.390 --> 00:44:14.150

EHS-B224: And

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00:44:18.143 --> 00:44:41.630

EHS-B224: so Bill's been great partner. And so he actually provided the schedule. The proposed schedule wanted to have the opportunity to sort of introduce it first.st so people have a better understanding. I can send that information to the board. For your review and and feedback.

216

00:44:42.402 --> 00:44:49.250

EHS-B224: and if you want, what we can do is work with Amy to do like a

217

00:44:50.290 --> 00:45:01.599

EHS-B224: do of the dates so that they can start picking and choosing that way. We can coordinate with Phil. Because that might make it easier.

218

00:45:02.110 --> 00:45:03.150

EHS-B224: Yeah, great

219

00:45:04.400 --> 00:45:20.090



EHS-B224: and that assessment tool. I apologize. I think I didn't answer the last half of your question to the assessment tool that 21 Cp. Has developed will be rating, not just the instruction, but the instructor, the course materials, and those assessments.

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00:45:21.140 --> 00:45:21.940

EHS-B224: Fantastic.

221

00:45:24.540 --> 00:45:25.519

EHS-B224: All right.

222

00:45:26.200 --> 00:45:51.871

EHS-B224: thank you. Alright, thank you, Laura. Thank you, Phil, we appreciate that. And now, moving on to Number 6, new business. We have a review of orientation. So I know orientation is in June June 24, th and I know a lot of you probably got a little scared, and you saw we requested, like 15 and a half hours of your day.

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00:45:52.410 --> 00:46:06.780

EHS-B224: it is it's not gonna be all all business. It's gonna be a little bit of getting to know everybody as well. With a evening meal portion as well, and so

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00:46:07.150 --> 00:46:13.420

EHS-B224: I know some of some of us can't make it, but this was the best day that

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00:46:13.600 --> 00:46:30.226

EHS-B224: we could get everyone everyone together. So hopefully, everything is going to be recorded. So those of you that can make it you can go back and and look at the recordings, but if you can make it, or even virtually attend, I would encourage you to, because the board the board has been

226

00:46:30.860 --> 00:46:52.760

EHS-B224: there, there's a kind of steep learning curve, and it makes it a lot easier when you know who you're talking with and who you're working with and so we really hope that that is something that you all are looking forward to. Is there anything, I guess from? I just wanted to get a little bit of feedback information from anybody, something that you wish maybe was

227

00:46:53.200 --> 00:47:04.429

EHS-B224: covered in orientation or brought up in orientation. That wasn't but we were getting on the board or from the the folks coming onto the board. What you're most

228

00:47:05.140 --> 00:47:08.400

EHS-B224: anxious to learn about or think about

229

00:47:08.920 --> 00:47:16.809

EHS-B224: as far as orientation goes, I know it's kind of a loaded question. But if there's any anything we make sure we can include.

230

00:47:19.012 --> 00:47:22.635

EHS-B224: I have one thing. I would like to a

231

00:47:23.530 --> 00:47:45.450

EHS-B224: I guess the in-depth description of the committees and what's required. Because I did look at the committees and the titles, but I would like to know what each committee does to help me determine what committee I would like to join description, and for me, description and deliverables like, what is? Yeah.

232

00:47:45.660 --> 00:47:56.570

EHS-B224: that's the same thing that we sent out last year. Correct? So I can send that out to them or do? Should I wait until orientation? But that's something that you all spoke about in orientation. So should we wait for that time or send it out to them.

233

00:47:57.580 --> 00:47:58.040

EHS-B224: Okay?

234

00:47:58.450 --> 00:48:06.589

EHS-B224: Yeah, you can send you can send out. Now, that's that's fine. And then it's not gonna hurt. We'll review it at orientation as well. So that'll be good.

235

00:48:07.030 --> 00:48:07.890

EHS-B224: Yes.

236

00:48:08.530 --> 00:48:17.280

EHS-B224: sorry, Duke. Here I have just 2 things, I think, should be covered, and I think they maybe were covered. But the one is the Clery act.

237

00:48:17.540 --> 00:48:30.929

EHS-B224: And how that impacts the report. Because I everyone throws around this word Clery. But for the new people they may not understand

what the heck it is and where it came from, and what what's what data must be collected according to the clear app.

238

00:48:31.160 --> 00:48:37.180

EHS-B224: That's number one. The second one is the kind of the

239

00:48:37.460 --> 00:49:04.130

EHS-B224: you we talked about already in this meeting, and I'm I'm sure that some of the new people on the board aren't very clear. The police accountability environment, because there are all these different police accountability boards and people say Police accountability board. And sometimes they mean the Baltimore City Police Accountability Board and not the J. Police accountability Board. Then there's other ones, and it gets very confusing to someone who's new, even if you weren't new. So to try to cover the the accountability board

240

00:49:04.780 --> 00:49:12.169

EHS-B224: environment like Baltimore City County wide, so that people know where we fit in and

241

00:49:12.680 --> 00:49:40.370

EHS-B224: and and we get questions from the community. I got an email saying, Are you going to this meeting, for example? And it was a Baltimore city police accountability where I'm like, no, that's not the accountability board. I sit on. Right? So yeah, so there are. We get questions from the community as well, and we have to be in a position also to explain to them that there are different accountability. That's fantastic. Can I add on to that, too? I think that's great. Duke. And I think, also, too, that the different accountability boards

242

00:49:40.460 --> 00:49:49.000

EHS-B224: have different responsibilities. Yeah, yeah. And I think that might lead to some confusion as well. Absolutely. Yeah.

243

00:49:49.290 --> 00:49:52.599

EHS-B224: no, I think that's fantastic, Jarrell. I see your hand raised.

244

00:49:53.930 --> 00:49:59.695

Jerrell Bratcher: Hey? I know we've been doing quite a bit. I I can't remember which meeting it was, but we had

245

00:50:00.450 --> 00:50:06.860

Jerrell Bratcher: had voted on, including the committee descriptions like on the

246

00:50:07.070 --> 00:50:12.969

Jerrell Bratcher: the agendas, so that folks would be able to see the committees and

247

00:50:13.950 --> 00:50:18.490

Jerrell Bratcher: understand like that the scope of work or function for each.

248

00:50:19.100 --> 00:50:25.050

EHS-B224: Oh, I remember it on the agendas, but I do remember it in for the bylaws.

249

00:50:25.460 --> 00:50:26.559

EHS-B224: Is that what you mean?

250

00:50:27.260 --> 00:50:33.999

Jerrell Bratcher: No, it was before it was before we got to the Bylaws. Bylaws was later, but it was. It was ahead of that.

251

00:50:35.380 --> 00:50:39.404

EHS-B224: Okay, I don't remember that, but I will put that oh.

252

00:50:45.840 --> 00:50:46.685

EHS-B224: alright

253

00:50:49.620 --> 00:50:53.970

EHS-B224: And IA last call from anybody else.

254

00:50:57.520 --> 00:51:00.597

EHS-B224: The review of orientation. All right.

255

00:51:01.310 --> 00:51:03.520

EHS-B224: are we ending the meeting before?

256

00:51:06.330 --> 00:51:29.970

EHS-B224: no, because yeah. So before we turn, I just wanted to again thank the newest members for coming and getting a a crash course, and where we are and as we transition to your terms we we do have some folks that are leaving us.

257

00:51:30.459 --> 00:51:52.680

EHS-B224: And this is will be the end for them. And so I'm gonna look at my list just to make sure that I get them all right. A team is gonna be

leaving us china, Sinclair Duke kind of a tier. So we wanted to give you this token of our appreciation.

258

00:51:55.473 --> 00:51:59.560

EHS-B224: thank you.

259

00:52:00.486 --> 00:52:01.183

EHS-B224: Yeah.

260

00:52:01.930 --> 00:52:06.469

EHS-B224: Freud, who again? This he has done. Kamaria Hill

261

00:52:07.065 --> 00:52:32.700

EHS-B224: and I would also share with you all that he also is accepted a new role at Duke University. He and his wife, so we please wish him well when you next speak with him. And those are the folks who are leaving us.

262

00:52:33.157 --> 00:52:38.402

EHS-B224: And then we have 2 special things we wanted to share today.

263

00:52:39.590 --> 00:52:44.060

EHS-B224: it can get. The and Sonia Merchant Jones

264

00:52:44.190 --> 00:52:49.257

EHS-B224: have been on the Accountability Board for 5 years.

265

00:52:53.910 --> 00:52:54.640

EHS-B224: Cool.

266

00:52:56.002 --> 00:53:15.389

EHS-B224: We know you're not with us today is not with us today, but we want it. We will make sure we get this to you. But we want

267

00:53:15.390 --> 00:53:24.751

EHS-B224: we wanted to show you, give you a token of our appreciation. For the hard work, and this is a volunteer board. We are grateful

268

00:53:25.420 --> 00:53:34.641

EHS-B224: for for your support and the work that you have done in the time that that you've been on the board, and will continue to be on the board. And so,

269

00:53:34.930 --> 00:53:44.007

EHS-B224: you know, this is a a milestone year, so we just wanted to make sure that we celebrated you all appropriately.

270

00:53:49.040 --> 00:54:18.280

EHS-B224: But I know that this is about me all right for your steadfast support and commitment to the Accountability Board. You're being honored with much appreciation and gratitude, and I will say it's been more for me than it ever could be for anyone else. And it's just my complete joy to be a part of

271

00:54:18.430 --> 00:54:43.039

EHS-B224: something such as this. It has been wonderful, everybody wonderful. We have weathered many, many storms, and yes, I do have to say it. Thank you, Calvin. Thank you, Amy, but everything that you do. Thank you. Everybody who has ever walked through the door in the last 5 years it has been a wonderful, wonderful ride for me personally. Thank you.

272

00:54:43.460 --> 00:55:04.519

EHS-B224: With that everyone we appreciate you. Ed, we can't wait to get your gifts to you as well. We appreciate all the work you've put in. Thank you, everyone. And with that I will take the next board. The next committee meeting will be June 18, th from 6 to 7 30 and now I will entertain a motion to adjourn the meeting.

273

00:55:04.730 --> 00:55:32.830

EHS-B224: So motion a motion. Second. Second, right, all in favor. Hearing no objection, the meeting will be adjourned. Thank you, everyone, thank you. And it is 6, 56, and that they know that we're we've adjourned. Yeah.

274

00:55:32.830 --> 00:55:34.610

Zoom Producer: Yes, thank you. April. Thank you. Everyone.

275

00:55:34.610 --> 00:55:35.770

EHS-B224: Thank you so much.