

WEBVTT

101

00:15:39.720 --> 00:16:09.320

Johns Hopkins: so good morning, everybody. My name is Tyler Smith, and we're going to jump right into the agenda. So I want to thank you for coming today and spending some time with us. We are starting our kickoff orientation for our new topics accountability board for the 2025, 26. 0, I guess I can't move around

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00:16:10.483 --> 00:16:12.390

Johns Hopkins: all right.

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00:16:12.880 --> 00:16:14.539

Johns Hopkins: No, it's fine

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00:16:16.760 --> 00:16:26.021

Johns Hopkins: that better? Yes, okay. So for the 2020. So now note to note to everyone in here that comes to speak you. You have to speak into the mic.

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00:16:26.720 --> 00:16:30.140

Johns Hopkins: for the 2025, 2026

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00:16:30.410 --> 00:16:48.019

Johns Hopkins: term. And so before you. You have your agenda on your agenda. Thank you all for getting here. We have our breakfast that we've just eaten. We're going to do a quick welcome, which will be by our chair April.

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00:16:48.360 --> 00:16:57.392

Johns Hopkins: Throughout the day. We have several things planned. If you can see we have icebreaker, we have an overview of our community safety and strengthening act.

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00:16:57.880 --> 00:17:04.619

Johns Hopkins: We have our guest facilitator, Brian Core, who will be here with us all day. Good morning.

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00:17:05.319 --> 00:17:07.929

Johns Hopkins: Our other facilitator is here.

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00:17:11.200 --> 00:17:14.890

Johns Hopkins: Oh, sorry!

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00:17:15.750 --> 00:17:16.090

Johns Hopkins: It's

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00:17:17.190 --> 00:17:30.560

Johns Hopkins: we will have Phil come in and talk about gap training, which is, gonna be the big thing that you all engage with here shortly. As we'll be ready to launch that starting in august, July and August

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00:17:31.710 --> 00:17:32.690

Johns Hopkins: lunch

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00:17:33.330 --> 00:17:41.779

Johns Hopkins: some more team building history oversight, and then we're gonna do some scenario based learning. So right now, I'm gonna call up April to do the welcome, and then we'll go from there

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00:17:52.820 --> 00:17:53.460

Johns Hopkins: alright.

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00:17:54.120 --> 00:18:22.677

Johns Hopkins: So welcome everybody. I'm so happy that everyone's here and I'm very excited to get this year started for the Accountability Board. One of the things I'm most excited, for is you all? The all the new people coming on? It's just such a great breath of fresh air. I got to speak to a lot of you beforehand kind of as a little intro, and just the excitement that you guys have, and the willingness and

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00:18:23.310 --> 00:18:32.590

Johns Hopkins: just enthusiasm for being engaged in the communities that you are, are already a part of within the Hopkins and Baltimore based areas

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00:18:32.730 --> 00:18:42.799

Johns Hopkins: to bring feedback from the community back to us so that we can hopefully help make the best

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00:18:43.710 --> 00:18:45.429

Johns Hopkins: police force that

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00:18:45.580 --> 00:19:10.529

Johns Hopkins: Johns Hopkins can have. So I'm very, very excited about that. And I'm really excited for today, of being a part of the planning process. There's going to be a lot of interaction, a lot of building and getting to know each other and being a part of a board, especially one

that has such a great task ahead of us, can be intimidating, especially if you don't have personal connections. And so I'm really hoping that today everybody is just

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00:19:10.530 --> 00:19:23.310

Johns Hopkins: themselves is very open, as you all already are. And we just really get to get to know each other, and really form a really great board that can do really great work. And so thank you. And with

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00:19:23.310 --> 00:19:36.180

Johns Hopkins: that was not 5 min. But with all of that. I guess I'm going to hand it. Then back over to Cal, and we will go from there so welcome and thank you for coming today.

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00:19:41.022 --> 00:19:46.967

Johns Hopkins: No, it's all through, all right. So

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00:19:48.010 --> 00:20:06.560

Johns Hopkins: now we'll have a quick video from Dr. Bar, who many of you have met. But if you have not he is the Vice President for Public Safety and chief of the Johns Hopkins Police department. Unfortunately, he could not be with us at this point in time. He may make it today. But he says his regards

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00:20:09.090 --> 00:20:11.099

Johns Hopkins: but he click on me.

126

00:20:12.500 --> 00:20:13.440

Johns Hopkins: It was a bit

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00:20:23.880 --> 00:20:24.850

Johns Hopkins: my beach.

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00:20:27.000 --> 00:20:34.540

Johns Hopkins: I'm not gone. I'm here, you see. Did you send it to do? You have the original?

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00:20:36.070 --> 00:20:48.415

Johns Hopkins: Yeah.

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00:21:01.120 --> 00:21:02.330

Johns Hopkins: all right.

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00:21:02.550 --> 00:21:29.339

Johns Hopkins: So again, welcome to everyone here. And I, my goal here is to introduce our facilitators for today, so you will not hear me most of the day. I only have a little bit to play, but these 2 fantastic and wonderful individuals will be with us today. 1st up is Denisha Barn. You have her bio in your packet, and she is one of the folks that comes to us from Mark 43, right?

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00:21:29.920 --> 00:21:43.560

Johns Hopkins: Actually, you know, I got a new job. What's the new job? Oh, wait no. Right here, Chief Minneapolis, Police Department's Bureau of Constitutional Policing. Give her a round of applause.

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00:21:44.337 --> 00:21:53.189

Johns Hopkins: But in addition to work with us for years, as we have gone on this journey I should have read this. I read the old one.

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00:21:54.830 --> 00:22:14.219

Johns Hopkins: She's been with us for some time as we started this process, and continue to help build it. She especially works with you all in the Accountability board. She is, someone who has been a consummate professional has made sure that we've been put in the best position to be successful. And so one of our facilitators today is Ganesha Martin.

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00:22:15.390 --> 00:22:22.060

Johns Hopkins: and then our second one, and this is his second appearance is Brian Core.

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00:22:22.170 --> 00:22:40.353

Johns Hopkins: I didn't mess up too bad. No, no, no, it's all good. Brian. Actually, it's funny enough. We met last year in Chicago on the hum it was. It was really random. I was buying a hat.

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00:22:40.970 --> 00:22:50.069

Johns Hopkins: you know, but I I knew his name throughout the bar, and, as I understand it, he came to be with you all I want to say 3 years ago. That's right.

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00:22:50.070 --> 00:23:13.350

Johns Hopkins: And so Brian is an expert all around the country on oversight and civilian oversight and accountability. He's going all throughout the nation. He's up in Cambridge, Massachusetts, and so I look so forward to him, telling his story and talking you through the history of of accountability boards, and how you all can be successful as a board.

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00:23:13.350 --> 00:23:17.480

Johns Hopkins: So I'm just excited that he was able to be here with us today. And so

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00:23:17.890 --> 00:23:22.169

Johns Hopkins: I'm going to. Just I'm not. We're not trying to go to you right now.

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00:23:22.540 --> 00:23:24.460

Johns Hopkins: Yes, it is icebreakers.

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00:23:24.940 --> 00:23:28.110

Johns Hopkins: So we're gonna do some icebreakers for people to get to know each other.

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00:23:29.170 --> 00:23:30.970

Johns Hopkins: The floor is yours.

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00:23:31.000 --> 00:23:59.571

Johns Hopkins: Yeah. Might as well, we're we're in this together. So we just looked at each other, said, which icebreaker did we agree to so transparent right? This is a learning experience for all of us. But I will say that one of the icebreakers that we did before that, I think, worked well with what you like was, we have a lot of new members. Is

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00:24:00.250 --> 00:24:06.090

Johns Hopkins: telling everybody their name kind of what area you represent. But then.

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00:24:06.815 --> 00:24:14.843

Johns Hopkins: what made you join? Oh, because of people work working, I mean, watching. Yeah. So what?

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00:24:15.360 --> 00:24:37.579

Johns Hopkins: made you join the board? We thought that was going to be a very simple question the 1st time, but then it got pretty deep, and it helps us really understand and know you. And then the other one. Should I go ahead and do that, Miss Sonya? The what's your favorite ice ball? I mean ice. What is an ice ball? Snowball? See? That's how you know, I've been out of Baltimore too long. You know what a snowball is. I do not

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00:24:37.690 --> 00:24:47.660

Johns Hopkins: let them know. You guys, let's let them know you guys. Okay, so what made you join? And what is your favorite snowball flavor?

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00:24:48.040 --> 00:24:53.300

Johns Hopkins: Okay, let's let's start with you. Dr. Webster.

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00:24:54.010 --> 00:25:01.780

Johns Hopkins: Hi, I'm Daniel Webster. I'm a professor in school. Public health, Mike over, please. Thank you. There we go.

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00:25:03.280 --> 00:25:12.901

Johns Hopkins: I'm Daniel Webster. I'm a professor in the school public health, and I'm part of a center for gun violence solutions.

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00:25:13.890 --> 00:25:19.270

Johns Hopkins: and I've been with Johns Hopkins since 1992

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00:25:19.590 --> 00:25:33.079

Johns Hopkins: So for a few minutes so why did what made you sort of join the board? So I I teach courses in the School of Public health about violence, prevention.

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00:25:33.210 --> 00:25:34.159

Johns Hopkins: and

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00:25:36.760 --> 00:26:03.740

Johns Hopkins: Schools of public health are interesting places. They are very far to the left oriented brains, and many firmly, firmly believe that we should do away with all police, and that the Hopkins police would just wreak all kinds of havoc on not only our campuses, but in the communities.

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00:26:04.060 --> 00:26:10.099

Johns Hopkins: as someone who studies all forms of public safety, including policing.

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00:26:10.310 --> 00:26:15.319

Johns Hopkins: I was very disturbed by how uninformed that conversation was.

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00:26:15.490 --> 00:26:34.139

Johns Hopkins: and again sort of cards face up here. I was one who thought certainly at the time of the decision that this was a good thing that Hopkins needed this. We were too reliant upon

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00:26:34.652 --> 00:26:38.760

Johns Hopkins: off duty, Bpd. And things like that, and it wasn't really working

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00:26:39.577 --> 00:26:58.310

Johns Hopkins: so that was my main motivation. And so if I'm going to tell my students like, Hold up, you know, this can be a good thing. I also felt a responsibility personally that I could have some hopefully, some positive role in making sure that this

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00:26:59.520 --> 00:27:00.840

Johns Hopkins: police force

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00:27:01.720 --> 00:27:11.879

Johns Hopkins: operates, as everyone would want. And so that's that was my principal motivation. Now, to the most important question about favorite.

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00:27:12.440 --> 00:27:23.029

Johns Hopkins: I would say, probably, Cherry, okay, okay, sorry for my mispronunciation there.

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00:27:24.340 --> 00:27:27.100

Johns Hopkins: Perfect. Okay. -Oh, yeah.

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00:27:28.040 --> 00:27:30.050

Johns Hopkins: Good morning, everyone.

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00:27:30.270 --> 00:27:47.780

Johns Hopkins: My name is Sumana Conley. I'm a preventive Medicine Resident Physician at Johns Hopkins School of Public health. The reason why I applied to be a part of the Accountability Board is again coming from the Public Health Angle. Preventive medicine is

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00:27:47.900 --> 00:27:52.478

Johns Hopkins: in other countries known as like community and social medicine. And

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00:27:53.260 --> 00:28:10.271

Johns Hopkins: it's still a health thing. I think. You know the factors involved in policing. And so I kind of just wanted to be a part of that, and offer perspective in that way from a more of like a health angle of things. And then

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00:28:11.567 --> 00:28:16.310

Johns Hopkins: Oh, favorite snowball flavor. Pineapple. Okay? Okay.

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00:28:16.430 --> 00:28:26.320

Johns Hopkins: Awesome. Well, welcome. Thank you. Hi, I'm Laura Rossi. I'm the Hr. Director at the Peabody Institute in Mount Vernon.

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00:28:26.670 --> 00:28:28.589

Johns Hopkins: and I've been.

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00:28:28.780 --> 00:28:34.440

Johns Hopkins: I actually fell in love with Baltimore City during my

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00:28:35.470 --> 00:28:40.080

Johns Hopkins: my 1st stint in higher education, Hr. Leadership.

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00:28:40.711 --> 00:28:43.060

Johns Hopkins: And during that time, thank you.

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00:28:43.180 --> 00:28:52.759

Johns Hopkins: And during that time I sort of grew to love the community, right? Love where I work, love the the people and

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00:28:52.870 --> 00:29:02.199

Johns Hopkins: based on that, I made a decision to move from rural Pennsylvania right into Baltimore city

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00:29:02.940 --> 00:29:07.620

Johns Hopkins: when I did that I felt there was a need to commit

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00:29:08.390 --> 00:29:18.009

Johns Hopkins: to the community, to my place of work. And to where I live. So this gives me that opportunity to do so.

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00:29:20.440 --> 00:29:33.000

Johns Hopkins: So chocolate raspberry, and it's called Tootsie Roll. Yeah.

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00:29:36.410 --> 00:29:37.600

Johns Hopkins: yes, ma'am.

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00:29:41.503 --> 00:29:57.970



Johns Hopkins: Good morning. My name is Sabrina Harris. I live in a Mount Vernon community. So I'm here representing the Mount Vernon community. I'm also on the board of the Mount Vernon Community Association. So I was approached.

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00:29:58.390 --> 00:30:18.689

Johns Hopkins: Didn't really know anything about this at all, I was approached by the President Board to ask what I consider. So I was like, well, let me just see what it's about. So I researched on the website also talked to Calvin, who gave me some insights about what you know, what this role would entail.

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00:30:19.600 --> 00:30:33.669

Johns Hopkins: And so I'm kind of like an activist at heart. I'm always like, you know, raw, raw behind something, and I thought this week would be great being on the board of Mount Vernon Community Association.

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00:30:33.830 --> 00:30:40.259

Johns Hopkins: hearing what people are saying at our meetings, bringing the information back and exchange the information. So my

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00:30:40.660 --> 00:30:42.990

Johns Hopkins: learn and desire is

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00:30:43.230 --> 00:31:08.140

Johns Hopkins: to share information, to kind of shut down people that don't know what's going on behind the scenes, and I would be able to knowledgeably say, what's going on with this board, you know, to help everyone kind of come to some cohesiveness about this. I understand everybody's not going to agree, but to me, if you don't have all the information. You don't really have a right

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00:31:08.190 --> 00:31:17.080

Johns Hopkins: to route up people. Because what I noticed at our Community Association, we we've had a couple of people, groups that have come. That was against this.

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00:31:17.360 --> 00:31:23.589

Johns Hopkins: And I really thought that what really surprised me is that I thought this was still

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00:31:23.660 --> 00:31:49.250

Johns Hopkins: being developed. And then Kevin was like, no, this is already done. Okay, so what are people bitching about? But it's already done. So the only thing we can do is figure out the pieces to this to

make it work, because that's already done. So. I'm here to learn more to sign up for whatever I can sign up for, so that I can be an advocate for

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00:31:49.250 --> 00:32:00.120

Johns Hopkins: the board and this program, and to also bring, you know, exchange information. So yeah, Miss Sabrina, okay, it's not Sunday, but I think you just preached a certain.

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00:32:00.380 --> 00:32:06.119

Johns Hopkins: But this is really good. Underlying is the information giving information to folks

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00:32:06.120 --> 00:32:30.669

Johns Hopkins: to make informed decisions. Whether that's still you yelling, or you're saying, Oh, okay, let me figure out how to help but definitely appreciate that. Okay, snowball. And my favorite snowball is egg custard with marshmallow. Okay, she went all the way plastic with it. Okay, thank goodness. Well, good morning. Everyone again. My name is April Warren. My reason

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00:32:30.670 --> 00:32:38.549

Johns Hopkins: for joining the board was firstly proximity to the East Baltimore medical campus

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00:32:39.002 --> 00:32:53.549

Johns Hopkins: my home is within a block of the the edge of the jurisdiction, and so one of the concerns about community was from community was Johns Hopkins, expanding the boundaries. And you know, being an overly

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00:32:53.730 --> 00:33:19.049

Johns Hopkins: policed peoples, we, you know, just sharing that concern, and and so making sure that I would have a voice in that and so I applied many times, and I did not get it until I was appointed. So now and so so now I'm here, and and and additionally

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00:33:19.910 --> 00:33:23.546

Johns Hopkins: educating the community, I think, is is so important.

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00:33:24.080 --> 00:33:44.170

Johns Hopkins: just even from the basics of like, what does the Johns Hopkins police force uniform look like? You know, we have plenty of students with special needs that may not know what the difference is. And you know, seeing in the news things that happened with, you know us, the children, and coming in contact with that. So just sharing information because it's not always easy to to get

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00:33:44.210 --> 00:34:00.390

Johns Hopkins: information. And so, being a part of my community association and and really knocking on doors and trying to get people to come out. Our part of East Baltimore has been redeveloped. I'm in the Ebdi Project area. So it's been

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00:34:00.500 --> 00:34:17.650

Johns Hopkins: gentrified. And there's a lot of tensions already. And so just kind of building community around information and exchanging information and ideas is kind of my life's work in a way. And so this was just another way to make sure that I'm I'm participating. And

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00:34:17.870 --> 00:34:35.059

Johns Hopkins: and secondly, and more personally, I've come from a large family here and in the Dominican Republic, and every single male member of my family has addiction issues. And so the contact with police is something that is ever present

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00:34:35.060 --> 00:34:53.630

Johns Hopkins: in my life, and more readily in their lives. And so, if I can be a part of you know not making things better there. But where I am here that's very important to me. So that. And then my favorite snowball flavor is peanut butter.

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00:34:54.070 --> 00:35:23.370

Johns Hopkins: Okay, that makes sense. That makes sense. I'm gonna take a moment. Okay, the party has arrived. I'm gonna take a point of of privilege here. One of the things I want to say is both Calvin and I as a person that's been here for I don't know 4, 3, 4 years. At this point I can't remember, and Calvin coming on in the recent years. We look back at the orientations as they've been done before, and said we needed to do them very different

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00:35:23.400 --> 00:35:36.570

Johns Hopkins: before you'll hear some of the statue language you'll hear. But we we talked at you a lot, and y'all were very great without going to sleep, but one of the things that happens.

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00:35:36.950 --> 00:35:40.029

Johns Hopkins: and and and and Brian will talk about this

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00:35:40.896 --> 00:35:48.993

Johns Hopkins: as a member of something that's so important, and sitting in between something that is controversial. If you will.

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00:35:50.103 --> 00:36:14.239

Johns Hopkins: you're gonna be challenged in a lot of different ways, personally, professionally, that sort of thing. And you have parameters of what you can do. But what I'm hearing from going around this room is, and I really want to encourage you both today and and through your tenure all the things y'all are talking about. Why, y'all got here. Figure out ways to make sure that makes it into the DNA. Of how y'all work.

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00:36:14.480 --> 00:36:38.339

Johns Hopkins: because everything you all are saying just enriches what this board was actually set up to do. And I'll tell you the structures as they're set up now, not intentionally, just because we've been learning and growing and stumbling and figuring out just basic stuff for the past couple of years. The structure does not automatically draw that out of you.

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00:36:38.440 --> 00:36:46.999

Johns Hopkins: So I will just say, to be intentional, as you think through things today, take some notes, that sort of thing. And take that with you into

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00:36:47.908 --> 00:36:52.860

Johns Hopkins: your your work. I just wanted to to to point that out. All right, Miss Sonya.

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00:36:58.040 --> 00:36:59.420

Johns Hopkins: Good morning. Everyone.

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00:37:01.400 --> 00:37:09.959

Johns Hopkins: Good good morning. Okay. My name is Sonya Merchant Jones and I represent the Homewood campus.

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00:37:11.320 --> 00:37:16.759

Johns Hopkins: There was a lot of back and forth between a lot of community organizations.

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00:37:17.020 --> 00:37:19.730

Johns Hopkins: Should this exist, should it not?

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00:37:20.270 --> 00:37:25.239

Johns Hopkins: And I always thought, Well, everybody has a police department.

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00:37:25.808 --> 00:37:38.660

Johns Hopkins: Morgan has one. Coppin has one so forth, and so on. Why wouldn't Hopkins have one? Well, the word was it was private, but private didn't necessarily mean that this would be a rogue

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00:37:38.870 --> 00:37:56.169

Johns Hopkins: police department. This is a police department that would fall under the guidelines of every other police department. It's a private university. They don't take public money in the sense that other universities do. And you know I had to look into that and research it.

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00:37:57.850 --> 00:38:11.889

Johns Hopkins: I heard it said that people think they think it would be this. They think it would be that this is going to happen. That's going to happen. But I think knowing is best, and the only way that you can know what's going to happen is if you make up your mind

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00:38:12.190 --> 00:38:20.619

Johns Hopkins: to sit down and talk to people whether you are in agreement or not. People are blowing up cities all over the world

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00:38:20.810 --> 00:38:44.959

Johns Hopkins: because they don't want to talk to one another because they want to be right. What is right is coming together and making a decision, and in the end you can find that it would be a very beautiful thing. It's about compromise. You do it with your children. You do it with your husbands, your coworkers, everybody here in the room, and I think that that's the best

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00:38:44.990 --> 00:39:06.100

Johns Hopkins: way to go. I wanted to know for myself, and I tell you once I sat down and I have to say it because it really inspired me. I told Dr. Bard straight up, you know, if this ain't on the real, you know, this whole thing will implode on itself. He told me a lot of things, but in telling me a lot of things.

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00:39:06.700 --> 00:39:08.310

Johns Hopkins: He kept his word.

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00:39:08.700 --> 00:39:29.729

Johns Hopkins: Every last thing he said was 100, and it doesn't matter what people feel in terms of someone's past. It was this mistake it was that we all can look inward and say there were things that we could have and should have done better. It's about growing. It's about moving forward. It's about bringing every voice in this community together

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00:39:30.340 --> 00:39:38.170

Johns Hopkins: to to make certain that this is the example that people will want to follow all over the world. It's very personal for me

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00:39:38.430 --> 00:39:49.159

Johns Hopkins: growing up as a little kid across from the Hopkins campus. It was like, it's over there, and Nanny and granddad work over here, and that's the truth. And just for them to see

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00:39:49.300 --> 00:40:00.960

Johns Hopkins: how we have moved forward and evolved in that Sonia is sitting on that board, running her mouth, saying how she feels and trying to bring people together, not apart.

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00:40:01.020 --> 00:40:09.430

Johns Hopkins: I don't want no smoke with nobody. I just want that we would figure out together how to make the best

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00:40:09.480 --> 00:40:30.400

Johns Hopkins: police force that people would say, Wow! They brought people in off the street and sat them down and put them on the board. No one tells us what to do or what to say. I mean, it's just freestyle. We just say how we feel, and I'm just so happy about that. All of what I thought it should be is what it is. And that is because of all of the

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00:40:30.400 --> 00:40:42.749

Johns Hopkins: Accountability Board members, and you come through to support us and to let us know what you think. And then we make the decisions. And that's just a wonderful thing, and I think that this should be something that's

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00:40:42.810 --> 00:40:44.859

Johns Hopkins: everywhere. And I want to thank Amy.

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00:40:44.990 --> 00:41:07.249

Johns Hopkins: I just really do. No, I just do. You know we could move forward. I'm here from the beginning, and so I know what it looked like. I wondered how we could take the wrinkles out, but we're doing that bit by bit, day by day it's getting better and better. And I thank you. And yes, I do like coconut snowballs.

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00:41:07.770 --> 00:41:10.920

Johns Hopkins: Okay, mo. Let me see.

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00:41:11.060 --> 00:41:14.489

Johns Hopkins: Oh, yeah, we have time. All right.

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00:41:15.250 --> 00:41:22.909

Johns Hopkins: oh, Jared, that's right. That's right. Oh, people online. Oh, okay, okay, all right.

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00:41:23.420 --> 00:41:24.319

Johns Hopkins: So

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00:41:25.330 --> 00:41:42.380

Johns Hopkins: so Jarell, we're doing 2, a two-part introduction. Why, you joined the board. Okay? And well, obviously your name, and and who you represent. But why you joined the board and then favorite snowball flavor. Oh, okay, yep, Jarrell Bratcher.

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00:41:44.290 --> 00:41:48.959

Johns Hopkins: They're gonna pull the whole stand over whatever. Oh, but that's yeah. I'll leave it there.

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00:41:50.860 --> 00:41:55.975

Johns Hopkins: Yeah. Jarrell Bratcher. Good morning, everyone. A lot of familiar faces

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00:41:56.910 --> 00:42:08.910

Johns Hopkins: joined the Police Accountability Board to continue to do some great work form with this institution. Favorite snowball is a custard with marshmallows on top and the bottom

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00:42:09.720 --> 00:42:17.520

Johns Hopkins: oh, and the bottom. Okay, alright. And, by the way, are we standing in front of the people, we blocking them.

240

00:42:18.180 --> 00:42:26.789

Johns Hopkins: They they can see you. Oh, they can see. I have to move so we can see that. Oh, they're on that little monitor. That's where they're gonna be. Okay.

241

00:42:28.980 --> 00:42:38.120

Johns Hopkins: Okay. Okay, all right. Well, whoever maybe the 1st person that's on line.

242

00:42:40.390 --> 00:42:42.650

Jonathan Aguilar: Hi! How are you all doing today.

243

00:42:42.650 --> 00:42:45.600  
Johns Hopkins: Ohio. I love it!

244

00:42:45.800 --> 00:43:07.089  
Jonathan Aguilar: Yes, okay, thank you so much. I'm glad I could be here. Everyone. Hi! My name is Jonathan Aguilar, but you all can call me Johnny. It's been great hearing from everyone. Everyone's little piece. Everyone's little testimonies. I think it's great. And listen to all your reasons for being here. I'm so sorry I couldn't be there in person. I am currently back in my family. I'm with my family back in Texas.

245

00:43:07.090 --> 00:43:07.480  
Johns Hopkins: Oh!

246

00:43:07.480 --> 00:43:21.451  
Jonathan Aguilar: But as far as my reasons for being here as a licensed nurse who recently relocated to Baltimore, and is preparing to start my new life there. I'm currently a fresh. I'm currently a rising sophomore, actually,

247

00:43:22.190 --> 00:43:33.579  
Jonathan Aguilar: a student and undergrad at Johns Hopkins. So I joined the Jhpab to ensure health, care, and public safety and public safety. Safety intersect in a way that empowers our community.

248

00:43:34.030 --> 00:43:39.140  
Jonathan Aguilar: In my nursing practice I've witnessed how fear and misunderstanding can escalate crises

249

00:43:39.350 --> 00:43:59.080  
Jonathan Aguilar: similarly to a point where April brought up, which, by the way, thank you for sharing, I've witnessed firsthand how addiction can devastate individuals, and families when treatment and compassion are sidelined, and I know from my community's experience and the experience of other communities, how misconduct can erode trust in law enforcement or governmental bodies

250

00:43:59.680 --> 00:44:10.170  
Jonathan Aguilar: on the Advisory Board. I want to draw on all my different experiences, to actually be able to be a beacon for other people and facilitate more helpful conversation.

251

00:44:10.740 --> 00:44:20.619  
Jonathan Aguilar: and I just want to be able to bring a good presence at least, and foster accountability, not only with each other, but within the department as a whole.



252

00:44:21.150 --> 00:44:40.590

Jonathan Aguilar: and for the Johns Hopkins community and for the community and for the deeper community in Baltimore, to help make everyone feel secure and supported, and as far as favorite snowball flavor. We have those in where I'm from. We just call them Raspas, where I'm from, but blue coconut cone. Grahamma is probably my favorite.

253

00:44:40.930 --> 00:44:50.189

Johns Hopkins: Yeah. So remind me, I was trying to think so. I grew up in Texas. And I'm like, what do we call it in Texas. It's called it's not a snowball, a snow cone.

254

00:44:50.750 --> 00:44:59.919

Johns Hopkins: Oh, I know. In Michigan they call it water ice water, ice. Yes, I was a joke. Yes, I was going to bring it back around. Yes, yes, yes. Okay.

255

00:45:00.400 --> 00:45:19.600

Johns Hopkins: Got to have some translation. Cultural translation. No, no, yeah, we don't have. We didn't have that we have like, red, yellow, green. Okay, Johnny, we are so happy to have you okay. And who is the next person online?

256

00:45:19.890 --> 00:45:20.750

Johns Hopkins: Julie.

257

00:45:21.940 --> 00:45:22.580

Yuli Wang: Hello!

258

00:45:22.580 --> 00:45:32.279

Johns Hopkins: He's taller than Calvin, apparently. So okay.

259

00:45:34.490 --> 00:45:36.339

Johns Hopkins: how you know, Zoom don't really let you.

260

00:45:36.340 --> 00:45:36.899

Yuli Wang: Can you see me.

261

00:45:36.900 --> 00:45:42.249

Johns Hopkins: And hey, Yuli, can you see.

262

00:45:42.250 --> 00:46:05.249

Yuli Wang: Oh, Hi, everyone my name is yeah, I back home in New York. So I'm so sorry that I can be there in person. I'm the final year period. Students from Johns Hopkins, Department of American Engineering. And I think that the purpose that I want to join the boys, because I want.

263

00:46:06.000 --> 00:46:23.539

Yuli Wang: I want to do some contribution for this community, and especially in the last year here, and I want to see what I can contribute for safety and also for better community here at Johns Hopkins. I think this is my purpose and and that's it. And for

264

00:46:23.740 --> 00:46:30.380

Yuli Wang: for the I think, for the favorite snowboard. I never tried. I don't know, but if I can choose, maybe the

265

00:46:30.500 --> 00:46:32.459

Yuli Wang: pineapple something like that. Yeah.

266

00:46:33.346 --> 00:46:35.120

Johns Hopkins: Thank you.

267

00:46:35.620 --> 00:46:54.499

Johns Hopkins: You're gonna have to do a field trip out to get some snowballs. Yeah, yeah, yeah, yeah. Well, thank you and welcome. And then. So I think we're going to end with you. We gotta we gotta hear from you the East Baltimore girl that, you know, came to Hopkins. Yeah.

268

00:46:54.500 --> 00:47:07.370

Johns Hopkins: So let the people know who you are. And actually, what made you? Come, come on, come on. Eyelashes. Okay, all right. Yes. Good morning. Everyone. So. Yes, East Baltimore.

269

00:47:07.370 --> 00:47:15.750

Johns Hopkins: homegrown, certified, actually grew up down the street from Hopkins East Baltimore campus. And so in my

270

00:47:15.750 --> 00:47:44.449

Johns Hopkins: next life, right? You always hear the sound of law and order to do like, because in my mind I thought I was going to be an attorney and be on the other side defending and telling the police. Yeah, y'all did everything wrong. I had my children a little early, so that wasn't my journey, you know, growing up young, not having the right support. My family also was plagued with addiction. My story is very relatable to many of our community members. I lost my dad by the time I was 3, my mom by the time I was 22 venturing being a new mom.

271

00:47:44.620 --> 00:47:50.600

Johns Hopkins: So even with all of those things, I still was like, okay, well, how do I give back? Because for me

272

00:47:50.760 --> 00:47:56.397

Johns Hopkins: the relationship with police and community was not was never pleasant.

273

00:47:57.300 --> 00:48:26.339

Johns Hopkins: they will pull up, and I'm like, why are you talking to us? And you know damn well we are not the ones that's out here doing anything. But you keep saying something to us, and not the ones who are actually committing the crimes, or whatever the case may be. And then I also think that yes, in the world of protests. We know that it was very successful during civil rights movement. And so we like to do that. But how do we change and impact policy? How do we impact culture? How do we impact what we feel as though is necessary for us as ourselves, to be representative? To say, this is how you should treat us

274

00:48:26.420 --> 00:48:46.710

Johns Hopkins: that sent my journey to now becoming to law enforcement, and have come become this advocate before we started putting labels and definitions to it. Being a reformist around. You know what policing should look like, how we should engage our young people even in community engagement. Being a very loud voice sitting at the table. I was probably always outside.

275

00:48:46.710 --> 00:49:00.159

Johns Hopkins: you know, of my peers when they're like, Oh, we're going to go and do this mass. No, no, we're not. We're not locking people up. We're not causing more hurt and harm to our communities. We can do this better. And so I'm a true advocate that believes that

276

00:49:00.570 --> 00:49:13.819

Johns Hopkins: we need voice from community. We need that input their ideas so that they can share to us how we should engage with them at the end of the day we are servants, and we should be servants. We shouldn't walk around in authority. We don't need that.

277

00:49:13.820 --> 00:49:40.860

Johns Hopkins: Folks already recognize who you are, just by right of uniform. But how are you building and developing those relationships which to me is critically important in how we do this work? We cannot do it opposite of. We have to do it all within, and so for me, that has always just been my passion, and there's a considerable passion. And so I left Baltimore City after 23 and a half years, retired last year, as the Number 2 in the Organization Deputy Commissioner for Operations

278

00:49:45.190 --> 00:50:06.619

Johns Hopkins: to come here for a tremendous opportunity. We never get to be able to say that we have been involved in the very early framework processes that really underlies and builds out what policing should look like, and I am a true believer that we can police better. We can do this better, and we can do this alongside our community. So.

279

00:50:06.620 --> 00:50:19.370

Johns Hopkins: being able to come here and being selected, you know, by Dr. Barr to now be doing the same thing, that I was, but in a different capacity, meaning, as we build this out, I get to pour all of that in, so that we do not have a misstep.

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00:50:19.370 --> 00:50:25.189

Johns Hopkins: I understand, in the world of Hopkins, because I grew up in East Baltimore. I know the reputation of Hopkins as well.

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00:50:25.190 --> 00:50:38.099

Johns Hopkins: and I also know the reputation of law enforcement in this city as well, I mean lived. It breathed it for 23 and a half years, and probably starting to kind of digress in some of my trauma from it, but

282

00:50:38.100 --> 00:51:01.980

Johns Hopkins: I say that but now we get to do it in a way that we now become gold key standard, where others can now look at us and say, if Hopkins can do it, then we all should be doing it, and so grateful to be here and definitely grateful to be, you know, a part of this opportunity with you all to, you know, journey on to make sure that one you hold us accountable, and 2 that we build the best police department in policing in a way that it should always have been

283

00:51:04.640 --> 00:51:32.419

Johns Hopkins: okay. My people are y'all excited. Okay, from the same stock, because you know their years overlap. We do. We do come. We come from the exact same stock, and we recognize that early on, and we find it a blessing that we are back together again to do this good work. Yes, so has Amy. Have you? Okay? She's like, Nope, Nope, Nope, okay, all right do we turn it back over?

284

00:51:32.800 --> 00:51:37.886

Johns Hopkins: So we did a great job. Yeah, yeah, I did some support.

285

00:51:38.310 --> 00:51:44.909

Johns Hopkins: It did feel better with you standing next to me.

286

00:51:46.170 --> 00:51:49.249

Johns Hopkins: Alright. So we I'm gonna do a a quick

287

00:51:49.610 --> 00:52:13.699

Johns Hopkins: overview of the community safety and strengthening act. And then I'm going to talk a little bit about the accountability boards and accountability in Baltimore City, because I think that's an area where we want to make sure we demystify it a little bit and make sure that we clear that up, so that as you all move forward in your charge, you know which organization is responsible for what?

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00:52:13.960 --> 00:52:20.339

Johns Hopkins: And then what the question that I want you to think about all day as we do any of these exercises

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00:52:21.070 --> 00:52:22.699

Johns Hopkins: is what now.

290

00:52:24.200 --> 00:52:30.459

Johns Hopkins: So now that we know what our charge is, what are the next things that you all need to do as a board.

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00:52:30.830 --> 00:52:52.970

Johns Hopkins: to take that recommendation and turn it into policy change. To take that data information and turn it into policy change or realignment or recommendations that are going to help make this better. So as we go through today, that's the frame. I want you to think about how we're doing all of our work. Because

292

00:52:53.740 --> 00:52:55.765

Johns Hopkins: the time is now right.

293

00:52:56.370 --> 00:53:06.789

Johns Hopkins: by this time next year we will have people patrolling on a regular basis. Am I? Am I okay to say that Deputy Chief Brown? Yes, this time next year.

294

00:53:06.980 --> 00:53:13.229

Johns Hopkins: right? So your work will increase. The data that you get will increase.

295

00:53:13.568 --> 00:53:37.921

Johns Hopkins: The opportunities to to be in contact and understand citizen interactions. And how this thing is going will increase. And so

then you all need to think about what processes you're gonna put in place in order to get through that information and get it out to make us make this whole thing go better. Okay, alright. So just a brief update. And this is me. And so I'll do this quickly.

296

00:53:38.760 --> 00:53:50.249

Johns Hopkins: my reason for being here. I have been for those who don't know. Prior to this I was the chair of the nominating committee for the Accountability Board

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00:53:50.660 --> 00:53:53.380

Johns Hopkins: from its inception in 2019.

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00:53:53.510 --> 00:54:02.680

Johns Hopkins: And so I got to see this process from the beginning. When they went to the Legislature in 2018, and it got shot down.

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00:54:02.930 --> 00:54:07.139

Johns Hopkins: Then they went to the Legislature again in 2019, and it went through.

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00:54:07.430 --> 00:54:10.380

Johns Hopkins: Then George Floyd happened, and it went on a pause.

301

00:54:10.890 --> 00:54:14.759

Johns Hopkins: Then it came back, and we restarted all of the work that we were doing

302

00:54:14.970 --> 00:54:16.920

Johns Hopkins: to this point that we're at now.

303

00:54:17.340 --> 00:54:39.409

Johns Hopkins: and I got to see the progression, and with Dr. Barr coming on board, and all that stuff, and how I was moving. I've been at Hopkins for 10 years. In various capacities. I live in East Baltimore. I live in the in the footprint of the Jhpd. I am raising 2 sons in East Baltimore, and so I am as

304

00:54:40.120 --> 00:54:53.149

Johns Hopkins: vested in the success of this as all of you, just from a different place, right? And so know that your success is all of our success.

305

00:54:54.130 --> 00:55:16.529

Johns Hopkins: Your role is critical to that success, but I serve here as the Deputy Chief of Staff Public Safety, and I work with Dr. Bar and I work with all of you and and run around, as I'm told, whatever it is that needs to get fixed. We go fix it. You were being modest on your bio, Cal. That's a separate issue.

306

00:55:17.470 --> 00:55:22.180

Johns Hopkins: So with that community safety and strengthening act, this is

307

00:55:22.840 --> 00:55:36.360

Johns Hopkins: Senate Bill 793, it took effect. July 1, st 2019. And there are 2 main components. There are community investments that the University has agreed to make, which they have made several and then authorization for the Jhpd.

308

00:55:36.980 --> 00:55:40.900

Johns Hopkins: The other thing it established in the Mou. Between Baltimore City

309

00:55:41.130 --> 00:55:54.030

Johns Hopkins: and Johns Hopkins University in terms of the jurisdiction, and what activities. The Johns Hopkins Police Department would be able to do versus what activities the Bpd would continue to maintain.

310

00:55:55.820 --> 00:55:57.160

Johns Hopkins: It talks about

311

00:55:57.970 --> 00:56:06.310

Johns Hopkins: where the department will operate. So East Baltimore, Peabody as well as Homewood. It talks about and lays out here

312

00:56:06.630 --> 00:56:15.760

Johns Hopkins: how it can expand and what are the criteria for it to expand, it said, we must

313

00:56:16.250 --> 00:56:22.539

Johns Hopkins: establish a police accountability board. It talked about what the composition of that board will be, and

314

00:56:22.690 --> 00:56:40.210

Johns Hopkins: subject to the jurisdiction of. So this is important, because it's going to take us to what our next things were are that we're going to talk about the at the time it was the Civilian Review Board

after George Floyd and the changes in the law, it became the Police Accountability Board

315

00:56:40.760 --> 00:56:52.320

Johns Hopkins: and the Administrative Charging Committee. I want you to remember those 2 things because those 2 things are important to your work, and it's important to helping you answer some questions that you can. You get in the community. Often

316

00:56:55.250 --> 00:57:16.850

Johns Hopkins: it must establish a public complaint process. And one thing that this police department had that was not true, for it's not true, but I want to say and please correct me if I'm wrong. Most people still have qualified immunity. We are the only ones who in this state do not, and that was in 2019 when the law passed.

317

00:57:17.230 --> 00:57:26.599

Johns Hopkins: So another misnomer. There are protections that many police officers have that the Jspd officers do not have legally

318

00:57:26.970 --> 00:57:28.230

Johns Hopkins: per this law.

319

00:57:30.840 --> 00:57:46.510

Johns Hopkins: So the role of the Accountability board, as stated by the Cssa, is to review metrics involving crime, review current and prospective pd policies, procedures, and training, and provide recommendations to Jhu. On all of the above

320

00:57:47.000 --> 00:58:09.950

Johns Hopkins: you all must be. I want to interject here for the new members in particular. You get a lot of questions, particularly right when you're taking things back around the Accountability board and what you do, and the word accountability can sometimes seem a misnomer to folks where they think you can met out punishment. You can do a lot of different things.

321

00:58:09.950 --> 00:58:27.180

Johns Hopkins: And so we really want to emphasize that this is the parameters in which you can work. Now, there's a lot of things you can do within that right. But that is what the strengthening act prescribes. So just wanted to double tap that because that is a big big issue in the community

322

00:58:30.470 --> 00:58:56.829



Johns Hopkins: and thank you to Amy again. As always, it says, post the minutes before the meeting on the public website. Amy takes care of that for us. Make sure all of our videos are posted. She makes sure the things are transcribed, must hold at least one public meeting a year. Typically that meeting is in October or November, and once Jspd. Is established, it must acknowledge and respond to any recommendations from the Board within 120 days. So

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00:58:57.400 --> 00:59:00.779

Johns Hopkins: you make recommendations. We have to comply

324

00:59:01.130 --> 00:59:14.330

Johns Hopkins: and respond, but we can't ignore you by law, and I know Dr. Barr may be able to grace us at some point, but not the one thing that I hear him say often is, as long as it doesn't run afoul of the law, and it's not against the policy.

325

00:59:14.630 --> 00:59:18.689

Johns Hopkins: He pretty much will do it right. And so

326

00:59:20.270 --> 00:59:24.030

Johns Hopkins: he welcomes the recommendations. He welcomes the feedback.

327

00:59:24.480 --> 00:59:25.430

Johns Hopkins: He just

328

00:59:25.570 --> 00:59:42.210

Johns Hopkins: easier to get it to him right. And I know you all have it. You have a question. Oh, no, he's very accessible, you know, to everybody. And actually, with the meetings we meet ahead of that because we meet monthly and most cases. So a lot of that we do above and beyond.

329

00:59:43.530 --> 00:59:56.790

Johns Hopkins: So now I just want to talk a little bit about accountability in Baltimore City. The 3 there are 3 things that you should be aware of. So the 1st one is the Baltimore Police City Police Accountability Board.

330

00:59:57.550 --> 01:00:11.059

Johns Hopkins: This is set up through the Baltimore City code, and that board must hold quarterly meetings with the chiefs of all of the police departments in the city, and those are Johns Hopkins.

331

01:00:11.240 --> 01:00:29.949

Johns Hopkins: Coppin, State, Morgan State University of Maryland, at Baltimore. Baltimore City School police. I think that's it right. Yep. And Bpd, I can't forget Bpd. And so, and the sheriffs Quarterly. They all must meet with the Police Accountability Board.

332

01:00:30.430 --> 01:00:43.779

Johns Hopkins: Dr. Barr will meet with them on July 7.th He does it once a quarter, and so he will go through and give updates. They will ask questions and they will do their their oversight job.

333

01:00:44.290 --> 01:00:49.210

Johns Hopkins: They are to appoint civilian members to the Administrative charge committee and trial boards.

334

01:00:49.650 --> 01:00:58.759

Johns Hopkins: They receive police, they receive complaints filed by members of the public. You all also receive complaints by members that are filed by the public.

335

01:00:59.660 --> 01:01:02.050

Johns Hopkins: You haven't, but you you can.

336

01:01:02.250 --> 01:01:03.909

Johns Hopkins: That's part of your purpose.

337

01:01:05.570 --> 01:01:19.860

Johns Hopkins: One of the things that they do that is, statutorily in their Board's charge that is not in the Jhpd's charge is to review the outcomes of disciplinary matters considered by the Administrative Charge Committee every quarter, including Jhpd.

338

01:01:20.200 --> 01:01:33.809

Johns Hopkins: So when people say there's no one reviewing, or there's no one holding Jhpd accountable. The same police accountability board that has to oversee all the other police departments in the city also has to oversee ours.

339

01:01:34.000 --> 01:01:36.419

Johns Hopkins: Now, that is not to say.

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01:01:36.680 --> 01:01:39.800

Johns Hopkins: because you all have made some requests for data

341

01:01:40.030 --> 01:01:43.980

Johns Hopkins: that you would not be privy to that same data that they receive.

342

01:01:45.340 --> 01:01:50.940

Johns Hopkins: But in terms of your charge this isn't their charge.

343

01:01:51.160 --> 01:02:02.480

Johns Hopkins: Does that make sense? So again, as some folks are asking you all questions, and they trying to catch you on technicalities. I want you to be equipped with the information to help you be successful.

344

01:02:03.690 --> 01:02:19.789

Johns Hopkins: Advise the Mayor and City council on policing matters, and for each complaint to the police misconduct filed with the board within 3 days. You also have that charge, and in your package there is a sheet. That? Says Maryland. Police.

345

01:02:19.900 --> 01:02:26.320

Johns Hopkins: Mp, yes, yeah. On the right side. Yeah, yeah. This one

346

01:02:28.160 --> 01:02:35.279

Johns Hopkins: and that goes through this process. I'm I'm I'm just giving you some of the technical details. Just to make sure that we provide clarity.

347

01:02:37.210 --> 01:02:39.579

Johns Hopkins: the administrative charging committee.

348

01:02:39.990 --> 01:02:43.979

Johns Hopkins: And so if you look at that sheet it will be the pink area.

349

01:02:44.890 --> 01:02:46.829

Johns Hopkins: So once a.

350

01:02:47.300 --> 01:02:54.060

Johns Hopkins: this is the second thing that is critical to the work. So when people say there is not civilian oversight.

351

01:02:54.240 --> 01:02:58.099

Johns Hopkins: The administrative charging committees charge

352

01:02:58.750 --> 01:03:07.149

Johns Hopkins: is to review the findings of each Law enforcement Agency's investigation forwarded to the agency by the committee, ie.

353

01:03:09.150 --> 01:03:21.560

Johns Hopkins: The this is our in our case would be the public safety accountability unit. It will be an internal affair. It would be something within the law Law enforcement agency that investigated a misconduct complaint

354

01:03:21.840 --> 01:03:24.490

Johns Hopkins: that then goes to administrative charging committee.

355

01:03:24.700 --> 01:03:32.718

Johns Hopkins: They then review the information they review body cameras, footage that may be relevant to the matters they authorize. Police officers

356

01:03:33.300 --> 01:03:39.769

Johns Hopkins: authorize a police officer call before the committee to be accompanied by a representative, and within 30 days that they receive it.

357

01:03:40.010 --> 01:03:43.039

Johns Hopkins: Unless the committee requests further time to review.

358

01:03:43.420 --> 01:04:00.680

Johns Hopkins: they must determine whether the police officer who's subject to the charge investigation should be administratively charged or not charged, so they determine whether there's a charge levied against a police officer for Jhpd. Officers and all other officers in Baltimore City.

359

01:04:02.960 --> 01:04:11.360

Johns Hopkins: They then determine. They determine if that charge officer should be administratively charged, they recommend discipline pursuant to the disciplinary matrix.

360

01:04:11.910 --> 01:04:20.079

Johns Hopkins: If they determine they should not be charged, they make a determination that the allegation the police officer is unfounded or the police officer exonerated.

361

01:04:20.270 --> 01:04:24.069

Johns Hopkins: They issue a written opinion for each.

362

01:04:25.370 --> 01:04:28.650

Johns Hopkins: and then at that point it goes back to the agency.

363

01:04:29.340 --> 01:04:33.139

Johns Hopkins: So whoever the oversee, the Law Enforcement Agency is

364

01:04:33.660 --> 01:04:38.019

Johns Hopkins: to make sure that they then adjudicate the matter.

365

01:04:38.330 --> 01:04:50.019

Johns Hopkins: they cannot. So Dr. Barr, the Administrative charging committee comes back and recommends this disciplinary action for this officer. Dr. Barr, cannot do less than what they recommend, but he can do more.

366

01:04:52.520 --> 01:04:59.089

Johns Hopkins: So civilians get the 1st say in what the disciplinary action should be for an officer, for Jhpd.

367

01:04:59.980 --> 01:05:20.349

Johns Hopkins: okay. And that's through the administrative charging committee. And now, finally, we talked about your charge already. So I just want to reiterate that again, in short terms, review police metrics involving crime review current and prospective police department policies, procedures and training and then provide recommendations to the university on current and prospective police policy department policies, procedures, and training.

368

01:05:21.640 --> 01:05:22.959

Johns Hopkins: I'm gonna stop here.

369

01:05:24.030 --> 01:05:27.120

Johns Hopkins: I won't pass any questions about that part.

370

01:05:27.400 --> 01:05:40.499

Johns Hopkins: I know we're gonna talk about it a lot. But this is a area where I think you all often get asked, well, what is your role? And we're this we're going to spend the rest of the day talking about and how you

371

01:05:40.780 --> 01:05:49.820

Johns Hopkins: get this information and turn it into policy change. Yes. So I was just gonna say.

372

01:05:50.320 --> 01:06:10.100

Johns Hopkins: sorry, I was just gonna say that for me. One of the things that has been really helpful is attending the pab meetings online. I know drills on them often. So those are the 1st Monday of the month, and usually 6. They're a little longer than ours, but they have a lot to cover. But

373

01:06:10.210 --> 01:06:20.809

Johns Hopkins: seeing what they're talking about, and and also just seeing their meetings with the different police chiefs has been helpful because

374

01:06:21.060 --> 01:06:21.940

Johns Hopkins: this

375

01:06:22.510 --> 01:06:46.722

Johns Hopkins: it just is confusing like it. It just is. So. Yeah, I mean, you can hear it. But someone's gonna ask a question, and you're gonna be like, wait a second. No, this is this is in a different language. So it is. It is confusing. But attending those meetings, even if it's just for an hour, and it doesn't have to be everyone. Is is very helpful and

376

01:06:47.250 --> 01:07:16.419

Johns Hopkins: The chair of the Police Accountability Board for Baltimore City is incredible. His name is Jamal, and he is wonderful, and so we will be working with him towards the end of this past term. We did a town hall, where the chairs of the Baltimore City accountability were all on a panel, and so that was really informative even for me, as someone who's been doing this for a year. Now it was helpful, I think, for all of us, because.

377

01:07:16.920 --> 01:07:20.919

Johns Hopkins: being able to hear them talk in real time about their work and the challenges that they have.

378

01:07:21.180 --> 01:07:24.700

Johns Hopkins: It's helpful. So send me the key.

379

01:07:25.840 --> 01:07:32.469

Johns Hopkins: Any other thoughts about my confusing Mumbo Jumbo. Yes, sir, I just had a question. So

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01:07:32.740 --> 01:07:37.660

Johns Hopkins: it says, review metrics involving crime.

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01:07:38.840 --> 01:07:39.750

Johns Hopkins: But we've

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01:07:39.900 --> 01:07:47.789

Johns Hopkins: have access to anything more than numbers. I mean, it's in terms of sort of context or nature, of

383

01:07:47.960 --> 01:07:56.399

Johns Hopkins: whatever things are going to be counted. Can you get some more context? Yeah, I I guess what I was wondering? If so.

384

01:07:56.890 --> 01:08:05.364

Johns Hopkins: look, I, I study violent crime. Yeah, I know sort of different categories of violent crime, and we can put things in different categories. Great?

385

01:08:06.900 --> 01:08:09.194

Johns Hopkins: I wondered whether

386

01:08:10.230 --> 01:08:21.614

Johns Hopkins: like on the let's let's say you've got an excessive force or something like that. Is that something one is that something counted. I'm sorry I don't know that, but but 2, I guess again.

387

01:08:22.830 --> 01:08:32.509

Johns Hopkins: I'm just curious whether this board gets any context around any one of the numbers, you know one of those incidents, because

388

01:08:32.660 --> 01:08:44.930

Johns Hopkins: it seems to me if we're trying to come up with recommendations for improvement, if all we see is numbers. We're not going to be nearly as well informed as if we have some information about context

389

01:08:45.310 --> 01:08:46.709

Johns Hopkins: of those events.

390

01:08:48.470 --> 01:08:49.210

Johns Hopkins: Oh.

391

01:08:49.590 --> 01:09:04.709

Johns Hopkins: I mean, I can go ahead. I can answer from so yes, definitely around uses of forces. I mean, that's a huge part of your

review process for us as well. So those numbers. And I know that we're already working on

392

01:09:05.189 --> 01:09:23.389

Johns Hopkins: crime data processes, those things because we're also looking at, how do we capture engagement? Right? That shows that it's positive or negative, positive in a way that we can, of course, uplift and share our narrative, but negative in a way that we can get in front of it in some early intervention processes. So

393

01:09:23.680 --> 01:09:37.350

Johns Hopkins: I think that you'll be able to have access to it beyond just the data, right? But like you're saying, giving you some context. If we do have a user force at some point, we'll have a like a performance review, meaning that we will sit down and walk through the incident.

394

01:09:37.550 --> 01:09:56.129

Johns Hopkins: With that out of that should come some recommendations. Is it more training that we need, you know? Is it more something that we need to impact or change in policy. Right? Do we send that person back for some remedial? Or is it discipline that needs to be attached to it. So it won't be just okay. We've only had this number, and that's all you get to see.

395

01:09:56.240 --> 01:10:07.240

Johns Hopkins: The goal would be that you are a partner with us to help us, of course, make sure that we are staying at the the top tier as we should be, but if there's any recommendations for improvement that we need to do that definitely. You were involved with that

396

01:10:08.150 --> 01:10:10.050

Johns Hopkins: I really appreciate that.

397

01:10:10.260 --> 01:10:24.869

Johns Hopkins: And and I can just. And I started asking some questions about this, because I knew that question was gonna come up and so I remember, I mentioned that the Police Accountability Board would be reviewing data quarterly

398

01:10:25.030 --> 01:10:30.950

Johns Hopkins: and for all misconduct and other issues that may happen at Jhpd, and I,

399

01:10:32.070 --> 01:10:42.820



Johns Hopkins: I understood, and actually one of our policies, and she was just speaking to the Performance Review Board receives the same de-identified summaries

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01:10:43.210 --> 01:10:57.520

Johns Hopkins: that the Police Accountability Board will be receiving, that the Accountability Board will be receiving. So you all will be working off the same Hindo. Perfect. Okay. Because I I again, this was part of the

401

01:10:59.050 --> 01:11:07.360

Johns Hopkins: unpacking, what we do, what we don't do, and how we make sure that we are all getting the same information to make the best decisions. Does that make sense

402

01:11:07.480 --> 01:11:09.320

Johns Hopkins: alright? So great? Question.

403

01:11:09.920 --> 01:11:16.979

Johns Hopkins: And yes, yes, yes. Any online members have any questions.

404

01:11:18.240 --> 01:11:23.749

Jonathan Aguilar: Yes, sorry. Can you? Can you just potentially share the presentation?

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01:11:24.000 --> 01:11:24.930

Jonathan Aguilar: Please.

406

01:11:25.710 --> 01:11:27.180

Johns Hopkins: Oh, you mean email.

407

01:11:27.960 --> 01:11:33.999

Jonathan Aguilar: Or yeah, an email would work like a screen share or an email would be.

408

01:11:34.000 --> 01:11:34.400

Johns Hopkins: Is it.

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01:11:34.400 --> 01:11:37.424

Jonathan Aguilar: Yeah, can. You would.

410

01:11:38.030 --> 01:11:38.840

Johns Hopkins: Hold on.

411

01:11:39.600 --> 01:11:41.149

Johns Hopkins: Am I on this computer.

412

01:11:41.150 --> 01:11:43.430

Jonathan Aguilar: You're on the screen. Yes.

413

01:11:49.420 --> 01:11:51.749

Johns Hopkins: Oh, but zoom is not up on this computer, is it?

414

01:11:52.390 --> 01:11:54.689

Jonathan Aguilar: No, it it is.

415

01:11:55.110 --> 01:12:00.009

Johns Hopkins: See you, and they can see the slide. They can see the slide.

416

01:12:00.440 --> 01:12:02.329

Jonathan Aguilar: Yeah, we could see it.

417

01:12:05.234 --> 01:12:09.779

Johns Hopkins: Think he was saying. He's like share the slide deck.

418

01:12:10.110 --> 01:12:11.279

Johns Hopkins: That's what I asked.

419

01:12:11.590 --> 01:12:12.390

Jonathan Aguilar: Yes.

420

01:12:12.390 --> 01:12:14.739

Johns Hopkins: Via email. Yeah, I'll share via email.

421

01:12:15.390 --> 01:12:16.320

Jonathan Aguilar: Thank you.

422

01:12:16.320 --> 01:12:18.470

Johns Hopkins: Please, Jonathan.

423

01:12:21.120 --> 01:12:26.909

Johns Hopkins: alright. So, as you look at this document, I know again it's confusing. But I tried to make it a little bit cleaner

424

01:12:27.110 --> 01:12:29.750

Johns Hopkins: top left headquarter. That is both

425

01:12:30.170 --> 01:12:57.569

Johns Hopkins: signifying you all and the Police Accountability board for Baltimore City. You can receive complaints, but complaints can come from anywhere. They can come directly to the agency. They can come in through a tip line. They can come in through a complaint card. There are many ways that we can get complaints, but some complaints will come directly to you all you will have once you get it. We have 3 days to get that to the university or the agency in which the complaint was given.

426

01:12:57.790 --> 01:13:06.150

Johns Hopkins: We forward that complaint. It goes to the Aac to review the findings. Investigation recommends charges. Then it comes back to the agency head

427

01:13:06.910 --> 01:13:19.450

Johns Hopkins: who offers discipline recommended by the Aac or something higher. That's the simple way to think about it. I just wanted to give you this visual so that it gave you some context as to what happened when there's police misconduct.

428

01:13:20.566 --> 01:13:24.950

Johns Hopkins: Yes, the the Acc. Or a a

429

01:13:25.180 --> 01:13:30.279

Johns Hopkins: oh, it should be Acc, my apologies. Acc.

430

01:13:30.410 --> 01:13:31.500

Johns Hopkins: Acc.

431

01:13:33.110 --> 01:13:44.909

Johns Hopkins: And can we go back just real quick to the Accountability Board? Sorry the Accountability Board responsibilities just real quick. So I think the other piece, after being on the board for

432

01:13:45.140 --> 01:13:47.065

Johns Hopkins: like a year or so.

433

01:13:47.710 --> 01:13:50.457

Johns Hopkins: One of the major, I would say,

434

01:13:51.390 --> 01:13:56.949

Johns Hopkins: responsibilities that we have had is ensuring, like communication

435

01:13:57.380 --> 01:14:03.889

Johns Hopkins: to community members, right and responding to questions, providing clarity.

436

01:14:04.541 --> 01:14:15.780

Johns Hopkins: getting questions answered, etc. So being able to do that. And I think that that's sort of summarized within those points there but just calling that out specifically

437

01:14:21.770 --> 01:14:22.490

Johns Hopkins: alright

438

01:14:24.010 --> 01:14:34.030

Johns Hopkins: committee descriptions, so again, I want you to think about that, as we think about some of the scenarios we'll do later. And some of the other things is this something you're supposed to engage in. If you do.

439

01:14:34.540 --> 01:14:35.515

Johns Hopkins: what are you doing?

440

01:14:36.790 --> 01:14:47.129

Johns Hopkins: Or I invited him, we need make a small call.

441

01:14:47.640 --> 01:15:08.430

Johns Hopkins: all right. So we're going to go over the committee descriptions and updates. And later today you're going to have a chance to kind of go with the different committee chairs that you most want to be a part of. We do ask that everyone be a part of at least 2 committees and to participate in the work.

442

01:15:08.600 --> 01:15:31.409

Johns Hopkins: And so we have the data committee and the current chair is Elizabeth Hazel. The role is to analyze and propose recommendations based on regularly reported crime, police misconduct data aim for transparency and policing metrics to support accountability to communities. And basically there was a set of data that Hopkins is going to give. Jhpd is going to give us

443

01:15:31.410 --> 01:15:42.590

Johns Hopkins: on a quarterly basis. However, there are going to be other data metrics that we're going to get more frequently. And so we'll be able to. The data committee will be able to

444

01:15:42.620 --> 01:15:56.660

Johns Hopkins: work with that data, ask questions, propose any other policies pertaining to that. Additionally, one of the things that the chair Elizabeth did was go through the final

445

01:15:56.860 --> 01:16:04.299

Johns Hopkins: review, the final but community engagement? Yes, the the committee, the community

446

01:16:04.560 --> 01:16:20.730

Johns Hopkins: engagement? and make recommendations based on that. And looked at basically what other communities do, what their like annual reports look like, and to kind of make recommendations and and things based off of that.

447

01:16:20.740 --> 01:16:25.459

Johns Hopkins: So that's the data Committee. The Governance Committee drill.

448

01:16:25.460 --> 01:16:51.480

Johns Hopkins: The chair is Jarell Bracher, and so their role is to analyze and propose recommendations based on Jhpd's adherence to State and local laws. Specifically the Cssa which established the Jhpd. The Governance Committee is also runs our elections, and so that will be one of their 1st tasks in the

449

01:16:51.670 --> 01:16:55.297

Johns Hopkins: at the start of our our new term and

450

01:16:57.240 --> 01:17:12.119

Johns Hopkins: the policy Committee. This was run by our the previous chair was Duke, and they analyzed and proposed policy recommendations to improve the function of the Jhpd. This was, in my opinion, the most

451

01:17:12.310 --> 01:17:19.570

Johns Hopkins: tedious. I don't know how he read through so many documents, and then took the

452

01:17:19.750 --> 01:17:44.950

Johns Hopkins: edits and recommendations, and then added them back in. I would have fallen asleep many times, so just, so so so much work, and

very, very diligent work. But this is a committee that's very, very important, because the policies are it like when people talk about like, well, they did this, or they did this, or they did this. What do the policies say? That's all we can do. That's what any

453

01:17:45.300 --> 01:18:00.100

Johns Hopkins: organization falls back on. And so people don't realize how important the policies are, and like the words, have to be specific and precise. And so the policy Committee, we would love your your work on that in the Policy Committee.

454

01:18:00.530 --> 01:18:24.910

Johns Hopkins: and then the Training Committee. Laura Rossi is our chair for the Policy Committee. They analyze and propose training recommendations to improve the functioning of the Jhpd. And we're so lucky, because in July I think everybody saw we will be able to attend trainings, and so those of you that are able to attend those trainings. Please do, and we'll be doing reviews of those as well.

455

01:18:25.381 --> 01:18:46.258

Johns Hopkins: So if you can attend, please do it. Sign ups are open for that those 2 weeks. Additionally, if you are reading or learning about other trainings that may be interesting or pertain to the Jhpd. And the work we do here. That is something that also can be recommended. And

456

01:18:46.830 --> 01:18:50.000

Johns Hopkins: Lars doing a fantastic job of the

457

01:18:50.170 --> 01:19:12.509

Johns Hopkins: Training Committee, and then the Community Engagement Committee with Miss Sonia Merchant Jones, analyze and propose recommendations to improve the relationship between Jhpd and the Baltimore community to which it serves, and personally as the current chair. I really hope that everyone is involved in the community engagement Committee, because this is

458

01:19:12.820 --> 01:19:40.339

Johns Hopkins: our charge is to go into community and because we have members of the Board in various facets within Johns Hopkins and the school and faculty staff, as well as in the community and the neighborhoods. This is our most important task is to make sure the community is involved, is understanding, and then take that feedback. And so we had some wonderful

459

01:19:40.560 --> 01:19:41.390

Johns Hopkins: I

460

01:19:41.770 --> 01:19:56.809

Johns Hopkins: discussions last year with with community. And I I hope that we're able to continue that. And from speaking with all of the new members coming on, you guys were all so eager to do that as well. So I look forward to that.

461

01:19:57.010 --> 01:20:00.869

Johns Hopkins: And now we get a break, we get a break.

462

01:20:01.020 --> 01:20:05.089

Johns Hopkins: So break. Are there any questions about the committees just before?

463

01:20:05.940 --> 01:20:09.699

Johns Hopkins: Not not a question or comment. Oh, anyone online? Oh, 2.

464

01:20:13.070 --> 01:20:19.960

Jonathan Aguilar: I had a question. I had a question. But I you could go ahead and go first.st I I heard someone out in the audience had a question.

465

01:20:20.380 --> 01:20:23.130

Johns Hopkins: No, no! Go for it. Go ahead! Go ahead, Johnny. It's you.

466

01:20:23.590 --> 01:20:41.289

Jonathan Aguilar: Okay, thank you. Yeah. I was just gonna ask, as far as joining multiple committees would those days overlap, because on the calendar it shows that there's only one day for each committee meeting. So how would that look as far as overlap for those meeting days?

467

01:20:41.480 --> 01:21:01.639

Johns Hopkins: Yeah, absolutely. So we have a 1 time because of the Open Meetings Act. We have to have all of our meetings. Live, streamed and available to the public. So we have one set block of time in the off months where we don't have a full board meeting. So if this month we have a full Board meeting. Next month will be meeting time set aside for the committees.

468

01:21:01.640 --> 01:21:15.800

Johns Hopkins: and the committee chairs will just let our wonderful Amy know, and then we'll put the agenda together, based on which committee which committees need to meet that month. So if data is committees first, st maybe they take 20 min

469

01:21:16.144 --> 01:21:25.790

Johns Hopkins: and then next, you know, could be community engagement. Maybe they take 10 min, but that that time is basically just blocked out for us as committees.

470

01:21:26.000 --> 01:21:31.969

Johns Hopkins: and so every committee may not meet every time there's a

471

01:21:32.270 --> 01:21:35.030

Johns Hopkins: committee time blocked off. Does that make sense.

472

01:21:35.030 --> 01:21:36.750

Jonathan Aguilar: Gotcha. Thank you so much. That helps a lot.

473

01:21:36.990 --> 01:21:38.010

Johns Hopkins: Absolutely.

474

01:21:38.090 --> 01:22:04.031

Johns Hopkins: And and one other thing, Jonathan, and let's say and like this year, because training is so critical they may need to meet more often. They can set up a time outside of the designated time, and we'll support that activity as well. So that if they need more than 20, or they need an hour and a half to just for their committee. Then we'll do it on a separate day. So there's flexibility, and how the committees meet.

475

01:22:04.340 --> 01:22:13.060

Johns Hopkins: but they we tend to work really far in advance in terms of trying to get it on the calendar. So that everybody has ample time to participate. Okay.

476

01:22:16.260 --> 01:22:17.286

Johns Hopkins: all right.

477

01:22:17.800 --> 01:22:19.110

Jonathan Aguilar: Awesome. Thank you.

478

01:22:19.410 --> 01:22:40.510

Johns Hopkins: Thank you. Oh, sorry, I'm sorry. Yeah, Calvin said. The last part that I was going to to say, but we are. Keep in mind a relatively small number of folks who join us board. So

479

01:22:40.570 --> 01:22:50.119

Johns Hopkins: my plea and petition is that folks would give up themselves to as many committees as your you know, time would allow.



480

01:22:52.260 --> 01:23:00.720

Johns Hopkins: I'm still alright. So with that I now release you for a 10 min. Break Angel

481

01:23:01.570 --> 01:23:15.730

Johns Hopkins: right back. At 1020. I tried to do something. Oh, no, it's okay, I mean.

482

01:23:15.990 --> 01:23:27.769

Johns Hopkins: yes, yes. Did you all notice that we got the parliamentary procedure? Guy? Yeah. Amy sent it to you, easy decision committees and then descriptions.

483

01:23:28.150 --> 01:23:31.429

Johns Hopkins: But it still's fine, and we'll make sure we get it to you.

484

01:23:35.300 --> 01:23:37.280

Johns Hopkins: Everyone pretty much set on this side.

485

01:24:07.890 --> 01:24:10.240

Johns Hopkins: So I was talking about.

486

01:24:55.707 --> 01:24:58.219

Johns Hopkins: I was like.

487

01:25:01.790 --> 01:25:03.099

Johns Hopkins: so you know, we got

488

01:25:20.320 --> 01:25:20.990

Johns Hopkins: okay.

489

01:25:21.260 --> 01:25:22.760

Johns Hopkins: Let's say to you.

490

01:25:22.900 --> 01:25:30.069

Johns Hopkins: And if there were discussed people supposed to those measurements and everything almost forgot to say.

491

01:25:34.033 --> 01:25:38.119

Johns Hopkins: especially this, anytime we have to leave.

492

01:25:41.674 --> 01:26:01.080

Johns Hopkins: I mean, yeah, it was 5

493

01:26:02.260 --> 01:26:11.099

Johns Hopkins: engaged in different levels of different ways, and some of that. It's just, you know, they they, you know.

494

01:26:11.560 --> 01:26:18.960

Johns Hopkins: we'll make sure that we are in proximity. And that's like the

495

01:26:21.010 --> 01:26:24.050

Johns Hopkins: it's. It's like a window on this phone.

496

01:26:28.910 --> 01:26:31.740

Johns Hopkins: Just kind of, Marcus?

497

01:26:32.200 --> 01:26:40.570

Johns Hopkins: And then those who are engaged who are just like no.

498

01:26:41.540 --> 01:26:45.099

Johns Hopkins: And then you have also those 300.

499

01:26:46.376 --> 01:26:53.230

Johns Hopkins: I moved some microphone over. So we're here

500

01:26:53.650 --> 01:27:00.069

Johns Hopkins: because of the whole squeaky war

501

01:27:11.750 --> 01:27:22.499

Johns Hopkins: authorized orders, the 1, 2, or 3, 2, and 4 engage whatever necessary, whatever will be kind of

502

01:27:24.125 --> 01:27:28.709

Johns Hopkins: right right? Right? Right?

503

01:27:30.790 --> 01:27:40.549

Johns Hopkins: So this is my, this is my second year, and then I'm going into the second

504

01:27:42.485 --> 01:28:00.419

Johns Hopkins: coming back, even though I didn't need to submit a nomination, and we should be

505

01:28:02.600 --> 01:28:19.470

Johns Hopkins: when we go back, because they're not.

506

01:28:19.950 --> 01:28:24.240

Johns Hopkins: they will reference the demo with whom

507

01:28:25.230 --> 01:28:30.060

Johns Hopkins: and then they will reference the

508

01:28:30.370 --> 01:28:48.450

Johns Hopkins: the actual. And so one of the things.

509

01:28:51.624 --> 01:29:07.429

Johns Hopkins: Yes, yes, and so I'm also

510

01:29:24.820 --> 01:29:26.000

Johns Hopkins: 90, for Active

511

01:29:27.100 --> 01:29:38.899

Johns Hopkins: will tell you. I mean, she's been on it since the beginning, but we had some right when we worked it was nothing.

512

01:29:39.090 --> 01:29:41.220

Johns Hopkins: This young man came in.

513

01:29:41.940 --> 01:29:47.859

Johns Hopkins: No, it was everybody. Let's be over there

514

01:29:47.940 --> 01:30:01.099

Johns Hopkins: in the beginning. But all kind of debate and everything

515

01:30:07.790 --> 01:30:21.070

Johns Hopkins: is that

516

01:30:21.340 --> 01:30:44.620

Johns Hopkins: people people don't know what to do. Oh, yeah, I told her they will. They will like. Those are the 4 documents outside of everything else that we need to have, because they are always going to go back to projects

517

01:30:44.680 --> 01:31:03.389

Johns Hopkins: in the neighborhood breakfast. We still don't have.

518

01:31:04.754 --> 01:31:20.220

Johns Hopkins: I said, well, April, I guess they're only gonna acknowledge the new 4 countries

519

01:31:21.010 --> 01:31:48.690

Johns Hopkins: it might get. Yeah, they're hoping for a different answer, and I wouldn't be surprised if they mentioned. But we didn't get much attraction with the old thing, and so we're hoping with the new.

520

01:31:49.429 --> 01:31:58.569

Johns Hopkins: Just let us know we were doing something right by, where is that

521

01:31:58.720 --> 01:32:02.302

Johns Hopkins: should be able to put it

522

01:32:05.500 --> 01:32:14.549

Johns Hopkins: wanted to do the the one from the city.

523

01:32:14.670 --> 01:32:19.850

Johns Hopkins: There were some people who were trying to get them to decide with them for this thing.

524

01:32:19.990 --> 01:32:27.879

Johns Hopkins: Yeah, shut us down. Can y'all wrap up shop, y'all know. Y'all over. So what can y'all do to dismantle this thing and end it?

525

01:32:28.830 --> 01:32:31.510

Johns Hopkins: Whoa! Got a pizza?

526

01:32:31.710 --> 01:32:41.329

Johns Hopkins: You if you go, if you they bring it up as a question every time the last one that they had last month that me and April was over.

527

01:32:43.160 --> 01:32:51.660

Johns Hopkins: That was school they were meeting, that they were meeting over in West Baltimore, and it was like, All right. So now that we got.

528

01:32:52.270 --> 01:33:17.059

Johns Hopkins: But you'd be surprised at the things that people say so. Don't be surprised, and that's not true. It's just, you know. It's just a bull in your pocket, and they're going to be more familiar with you than you are with them. They stop at a grocery store in the market, and they're like, Oh, yeah, no, you yeah.

529

01:33:23.853 --> 01:33:37.440

Johns Hopkins: Yeah. Well.

530

01:33:45.900 --> 01:33:53.590

Johns Hopkins: well, that's the thing. We'll hear about it in an email.

531

01:33:53.590 --> 01:34:17.960

Johns Hopkins: What was that? I was making a joke? We'll hear about it in the email, are we live? No, okay, yeah, we'll hear about it from what Claude or April. Oh, okay, I was making a joke. We'll hear about it from Claude April in the email. I spotted 2 min late. I know. Okay, so just everybody, Fyi, we are being recorded. So if there's anything you do not want to be. Yeah, that's why I'm asking. Yeah.

532

01:34:17.960 --> 01:34:19.999

Johns Hopkins: But you said we're not looking at it right now.

533

01:34:24.021 --> 01:35:04.440

Johns Hopkins: No air in my time got some thoughts for you there. Good.

534

01:35:04.440 --> 01:35:26.079

Johns Hopkins: I'm glad I was able to come in person in person is a much different experience. When I asked Calvin if he would also get for everybody the the one of the things that should also be in the folder is the new bylaws, the Oma.

535

01:35:26.280 --> 01:35:44.590

Johns Hopkins: the summary, and the actual bill, I mean. But that way they got a physical copy of it, because the bulk of what we get is gonna be. And that way people have that access to actually have something to thumb through

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01:35:45.084 --> 01:36:01.819

Johns Hopkins: their experience where the police are giving attention to people whose they didn't need to give attention attention because, the bulk of our questions that we get are going to come here from the summary.

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01:36:02.840 --> 01:36:31.149

Johns Hopkins: They are gonna come, and then they're gonna come. And all right. Hello, everybody.

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01:36:31.790 --> 01:36:56.419

Johns Hopkins: all right. Well, I don't even know if anybody's in the room. Hello, everybody alright. Well, I'm very glad to be here. You're gonna hopefully not get too sick of me. They luckily broke up my talking time a bit, because I think I can talk. I have a lot to say hopefully. It will be helpful and useful information, and I'm gonna do my best to make it a little interactive. But I do have a lot of content. So I'm very mindful of

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01:36:56.691 --> 01:37:07.000

Johns Hopkins: the idea that we don't want this to be a lecture. So I'm going to do my best to be as interactive as I can as we go along. And the other thing I'll just say is that

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01:37:07.380 --> 01:37:27.680

Johns Hopkins: I'm just really, really glad to be here. I think the work that you all are doing is so important. You know, there are very few universities with any sort of oversight of their policing function, and Johns Hopkins has really been working hard to do it in a way that is different and unique.

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01:37:27.850 --> 01:37:51.520

Johns Hopkins: I never want to say this one's better than the other, but I will say that the intentionality and the partnership between the police department and the Public Safety and the community has been really powerful to see. When I get to the history of oversight and talk a little bit more about Baltimore from an outsider's perspective. But just know that what happens here in Baltimore is really watched

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01:37:51.630 --> 01:37:56.709

Johns Hopkins: by people all over the country. So this, I'm glad to be a small part of this today.

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01:37:57.300 --> 01:38:06.650

Johns Hopkins: So I was given the topic of Great Expectations how to be an effective board member. So my goal is to make you feel

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01:38:07.060 --> 01:38:17.180

Johns Hopkins: that you are either equipped now, or will soon be equipped to be great board members. If you already don't feel that way, and I hope some of you do feel that way already.

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01:38:18.190 --> 01:38:34.669

Johns Hopkins: So the 1st thing is what makes a board effective. There are lots of different kinds of boards. I'm sure some of you have served on a number of boards I know some of you have, and some people. This might be your 1st time serving on a board. There are all kinds of different boards, and

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01:38:35.060 --> 01:38:45.821

Johns Hopkins: despite those differences, whether it's a board of a giant corporation or a nonprofit or community organization, or even, you know, a neighborhood group?

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01:38:46.800 --> 01:38:54.440

Johns Hopkins: there's some common things because it's kind of, how do we work together as people, how do we find what it is that we need to be doing together?

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01:38:54.600 --> 01:39:07.679

Johns Hopkins: There will be all sorts of legal things and requirements and bylaws. But ultimately this, this quick list here, you know, a shared sense of purpose. Right? You all come to this with different backgrounds and perspectives.

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01:39:07.680 --> 01:39:33.400

Johns Hopkins: and as we heard, it was beautiful to hear people share why they were on this board. But then there's also how do you bring that together to have this shared sense of purpose. You know how to have a shared commitment to do the work in your own individual way, to bring your own vision. The information from the communities that you represent and are part of your personal history. And then take that with the information that you're learning.

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01:39:34.002 --> 01:39:41.250

Johns Hopkins: So that diversity of lived experience, that variety that you have is really important. But also

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01:39:41.490 --> 01:40:10.800

Johns Hopkins: it's involving coming together and learning right growing, getting that information from what's presented to you by the department, getting information from the community, coming up with your own ideas and information, figuring out how to like, bring those things together, how to synthesize debate, conversation, bringing all those different perspectives together and doing all that right with integrity, independence, and accountability.

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01:40:10.880 --> 01:40:19.839

Johns Hopkins: So these are the things right that we want from our institutions, from our society. We demand accountability and integrity from

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01:40:19.940 --> 01:40:23.489

Johns Hopkins: the university, from the police department, and

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01:40:23.530 --> 01:40:34.320

Johns Hopkins: we need to demand that from ourselves and each other when we do this work right? We, we represent our own views and our own history, and a community, or some constituency.

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01:40:34.340 --> 01:40:59.660

Johns Hopkins: but we also have to be accountable right, and that that means different things to different people. That means different things to us that can mean different things to those who want to hold us accountable, that we see ourselves as accountable to. So it's it's really important to think about that all the time. It's not really a static thing, and I'm sure if you think about the rest of your lives.

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01:41:00.060 --> 01:41:29.550

Johns Hopkins: your ideas about how you're accountable to your family, your friends, it changes right. It's based on your experiences. You learn things, you, you discover that maybe something you thought was true was not true. You discover someone that you trusted you can't trust, and then you also find people that you weren't so sure about that. Now you recognize this is someone that you can trust. And these kind of dynamics come up in boards. And in these kinds of organizations.

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01:41:30.030 --> 01:41:45.679

Johns Hopkins: I hate to read slides. So I just quickly roles responsibilities and expectations. I think Calvin touched on this. I know it comes up in your work, it's true, for the Board in general, but also for your committees, because there is a lot of work.

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01:41:45.680 --> 01:42:06.900

Johns Hopkins: We heard an impassioned plea for people to be engaged in committees. But it's also important that you're clear about like what you can actually do. Or if you're going to sign up for 3 committees? Do you have the time? Can you contribute to it? What are your expectations from the chair of your committee? What are your expectations of yourself as a committee member and as a board member.

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01:42:07.700 --> 01:42:11.490

Johns Hopkins: And then this last piece about constructive relationships.

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01:42:11.810 --> 01:42:25.240

Johns Hopkins: For me, personally, relationships are key I mean, everything is about relationships. I mean, we are human beings is the way we evolve the way we developed as societies is all about relationships. And so

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01:42:25.270 --> 01:42:42.810

Johns Hopkins: we have to be always aware of that right? There's there are ideas about justice and injustice. There are rules and systems, but it really comes down to how are we connected to people the community at large? Members that we know

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01:42:42.810 --> 01:43:01.179

Johns Hopkins: the institution here? All the different stakeholders, including the police department, the individual officers, all of this is part of how we have to be doing our work and thinking about it. And there's a lot to do. There's neat details and meetings and tasks and life.

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01:43:01.220 --> 01:43:08.819

Johns Hopkins: and it sometimes seems like we're just trying to get through all those things, but but always having in the back of your mind. What are these these

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01:43:09.040 --> 01:43:14.619

Johns Hopkins: deeper principles that can make us effective as board members in this context?

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01:43:15.010 --> 01:43:15.980

Johns Hopkins: So

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01:43:16.750 --> 01:43:27.689

Johns Hopkins: some of this I kind of talked about because my tendency is, I talk so much. I'm like, Oh, I'm just going to say that next slide. But some of this I haven't specifically. And these are like the detailed things right. Come prepared.

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01:43:27.970 --> 01:43:52.960

Johns Hopkins: I will acknowledge that I am one of those people that I come to meetings sometimes, and I've got the thing there, and I'm like, I got a good question. So there's a reviews investigatory file. Now, how does that happen right now? I'm not proud, but we all do that to some degree right. We all we're busy. We show up. We haven't really prepared. So do your best right. Have a commitment to review those materials

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01:43:53.040 --> 01:44:02.379

Johns Hopkins: to read what's given to you ahead of time. If there's data and analysis, do that and then follow the issues right? Keep up with what's happening in the community.

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01:44:03.070 --> 01:44:14.219

Johns Hopkins: Ask thoughtful questions. Not not the what can I point to the page? Right? I mean, maybe that's thoughtful. But you know, really, when we talk in meetings as board members.

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01:44:14.430 --> 01:44:38.879

Johns Hopkins: It's important that we, you know, sort of step up and step back right if we're quiet, that we push ourselves a little bit to step up and and ask thoughtful questions. And if we are a talker, okay, maybe hang back a little bit, or just if the chair isn't doing it. Just think about okay. How many times have I spoken today? Do I need to say this? Or maybe if I leave a little space. Someone else will bring up the same point. Someone else will say the same thing.

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01:44:39.220 --> 01:44:42.740

Johns Hopkins: balancing advocacy and oversight.

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01:44:43.180 --> 01:44:51.650

Johns Hopkins: Kind of obvious, in a sense. But it's I think most of us kind of lean into one or the other, and

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01:44:51.930 --> 01:45:07.930

Johns Hopkins: sometimes we lean into. How am I going to get my point across? How am I going to make sure this voice is heard? Sometimes we lean into? I have a tough question that you need to answer, but you got to balance those things right because you are. Oh, please, I would appreciate if you just kind of

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01:45:08.880 --> 01:45:17.016

Johns Hopkins: elaborate a little bit about what you mean by advocacy and oversight, the the balance. It's not obvious to me. Okay, all right.

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01:45:17.510 --> 01:45:19.010

Johns Hopkins: no, this is good. Thank you.

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01:45:19.180 --> 01:45:28.310

Johns Hopkins: So I it's probably what people have talked about. And in my world of oversight we have people that are very focused on

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01:45:28.550 --> 01:45:52.080

Johns Hopkins: advocacy. Right? We need to do this. There's this policy that's wrong or on a deeper level. We believe that policing is inherently broken and racist, and so we are here to demonstrate that we are here to call it out, or we believe that policing is targeting these people. So our role is to make sure that that is front and center. I'm here for these people. I'm here for this issue.

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01:45:52.200 --> 01:46:19.980

Johns Hopkins: and and there are a lot of other things we can do. But I think the kind of other tendency I see a lot in this field is the oversight we are in charge of you. We have power over you, you know you. You are out of control as a police department or policing as an institution is out of control. And so our job is to rein you in our job is to make sure you're speaking the truth, and to reveal that to people. And and

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01:46:19.980 --> 01:46:38.239

Johns Hopkins: they're not always in opposition. But my experience has been. There's a tendency for these things to kind of compete with each other. There's the, you know. We need to just blow the whole system up and change it. Or we need to take the system and control it and have community control over the police. And so

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01:46:38.390 --> 01:46:47.220

Johns Hopkins: those are important things to be thinking about and do it, but sort of trying to balance those things out. I mean, there's other things that we need to do. But so hopefully that was helpful.

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01:46:47.330 --> 01:46:51.529

Johns Hopkins: Please your 1st slide. I'm really

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01:46:51.820 --> 01:46:55.939

Johns Hopkins: kind of zone in on that the one before this, the one before this video?

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01:46:56.940 --> 01:47:01.339

Johns Hopkins: Because it brings up some good points in each me.

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01:47:01.590 --> 01:47:08.560

Johns Hopkins: it's truly worth conversation. I know it really really is, because it would

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01:47:09.660 --> 01:47:15.709

Johns Hopkins: set the tone for how we operate, and it would give if it, too, would give itself

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01:47:15.850 --> 01:47:28.770

Johns Hopkins: to all the members getting to know one another in terms of because you brought up the issue of response. Right? Oh, I'm sorry you should speak into my guys as well.

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01:47:28.890 --> 01:47:29.610

Johns Hopkins: Okay.

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01:47:29.740 --> 01:47:47.420

Johns Hopkins: it put up the issue of who you can trust, who you can't, you know, and that's sometimes kind of difficult for people to do when they don't have an opportunity to really get to know someone. So this, that relationship, all of this

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01:47:47.550 --> 01:47:50.680

Johns Hopkins: is an opportunity for people

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01:47:50.790 --> 01:47:57.760

Johns Hopkins: to get to know the heart of others, and even when someone is quiet.

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01:47:57.990 --> 01:48:01.499

Johns Hopkins: you know, I think the chair plays an important part in that

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01:48:02.380 --> 01:48:06.029

Johns Hopkins: in terms of if someone is you call them, hey?

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01:48:06.230 --> 01:48:22.260

Johns Hopkins: What do you think? We haven't heard from you? And I've been in meetings a lot. I've been on a lot of boards once you do that that opens that person up to say, you know they want me to be a part of this, too. That's right. And so I see all those things but those points

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01:48:22.430 --> 01:48:24.010

Johns Hopkins: on the 1st slide.

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01:48:24.270 --> 01:48:27.000

Johns Hopkins: Very critical those points.

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01:48:28.370 --> 01:48:41.369

Johns Hopkins: and then discussing it. And just like, I'm so glad. Daniel raised his hand because I was sitting here thinking such good points,

such good things for us to have exchange. Thank you, all right. No, thank you. I appreciate it.

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01:48:41.710 --> 01:49:10.170

Johns Hopkins: And you made me think of something, and it'll come back to me because it was important. Oh, I just what sort of a pro tip! So one of the things I often do when I'm facilitating or cheering. I haven't had a chance yet. Today is not only call on someone, say, Hey, you haven't had a chance to speak yet, but also sometimes just go around the room right? Because there are people who, if you, if you kind of put them on the spot. They may be nervous, but if they're kind of like, okay, it's coming around to me, and everyone's supposed to speak. And sometimes the the most brilliant insights

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01:49:10.170 --> 01:49:18.170

Johns Hopkins: come from that person who was not ever going to raise their hand and speak up. But if you are going, and everyone is offered a chance to speak.

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01:49:18.600 --> 01:49:32.179

Johns Hopkins: they will. So yeah, no, thank you. And again, that whether it's a committee meeting or a community meeting that that could, you know, and on the size. It can be a really powerful way to include everybody and help build those relationships.

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01:49:32.932 --> 01:49:38.459

Johns Hopkins: So again, try not to read the slides, confidentiality and transparency.

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01:49:38.590 --> 01:49:44.109

Johns Hopkins: I imagine you have talked about this, but it is really important because

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01:49:44.600 --> 01:50:04.339

Johns Hopkins: we are here to make things transparent and make things visible. And there's absolutely a need for confidentiality in different ways. Whether it's legal confidentiality, confidentiality around officers and specific issues, confidentiality around members of the community that have concerns

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01:50:04.580 --> 01:50:10.859

Johns Hopkins: may not want their name attached to it for all sorts of reasons, power, and privilege.

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01:50:11.160 --> 01:50:18.550

Johns Hopkins: I mean, I think our society talks about this a lot now, and there's many different ways that we can think about it.

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01:50:19.800 --> 01:50:36.359

Johns Hopkins: I guess my offering would be. I feel like we've gotten pretty good at calling out power and privilege in others, and what we as a society are not as good at is looking at our own power and privilege. And and that's and even something as simple as step up, step back right. Like

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01:50:36.610 --> 01:51:06.369

Johns Hopkins: most of us, myself included. We look at where we lack power and where we lack privilege. What we don't have, and we're not as good at looking at where we have privilege. We just see that as a given and so, just being mindful of that. And then the last one mission focus, even in disagreement. Now you may not always all agree about exactly what the mission is, and that might be a disagreement even in and of itself. But the broader mission, right to create

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01:51:06.530 --> 01:51:35.089

Johns Hopkins: a safe and just environment around policing and public safety around Johns Hopkins and the surrounding neighborhoods in the city of Baltimore. I mean, that's the mission, right? So when things come up that are hard, I don't get the sense that there's necessarily a lot of hard things in this group. But I don't know, because I'm not here with you every day. I've only watched you online a couple of times. I'm here with you now, but you know, keep that in mind. Did you want to say something? Oh, yeah, to your point, I mean? Well.

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01:51:35.090 --> 01:51:54.779

Johns Hopkins: yeah, we don't look like what we've been through with the last year with this board, luckily. But your use of the word power and privilege is very interesting, because for the sake of this board this is kitchen table conversation with me and my family.

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01:51:55.110 --> 01:52:16.570

Johns Hopkins: and I'm sure others may, you know, hear throughout the work. But there is some sense of power and privilege that folks may feel, or some members of the community may feel. We have innately, just by serving on this board that there's some extra privilege that we have by nature of it, and some power

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01:52:16.680 --> 01:52:27.590

Johns Hopkins: which isn't necessarily true. But it's just. Unfortunately, it comes with the Territory, and then to your point about the reading the materials.

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01:52:27.790 --> 01:52:47.480

Johns Hopkins: That is key. That's been our lived experience for this last year on the board, and so like my my Bible, that I keep with me proverbally for this group and this work in these meetings are our new bylaws.

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01:52:47.650 --> 01:52:56.630

Johns Hopkins: The the bill a hard copy of the bill, a hard copy of the Open Meetings Act, and then a hard copy of the Summary, because

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01:52:57.120 --> 01:53:01.659

Johns Hopkins: the bulk of the questions are gonna come from there, if not policy.

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01:53:02.810 --> 01:53:08.429

Johns Hopkins: you know. Thank you. I appreciate that and it makes me think something like a tangent

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01:53:08.760 --> 01:53:33.700

Johns Hopkins: but thinking about power and privilege. Right? Because you're right. I mean, this is again this field of civilian oversight I think about when we have our National Conference. You've got, you know, members of Congress or national figures and people who are community activists who are struggling people who've lost people to violence in the hands of the police come to this, and they see 5, 600 people. And we have access to these very important people. And they're like, why are you spending all your resources to have a fancy conference

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01:53:33.700 --> 01:53:48.710

Johns Hopkins: when you could be spending all those resources on the injustice we face? So people see it in different ways, and there can be a lot of conflict around that. And then the thing the tangent I didn't get to yet is, so I have to tangent on the tangent. But

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01:53:48.780 --> 01:54:15.270

Johns Hopkins: so let's just say hypothetically, if something happened to you or someone you knew you, you can call Calvin on his cell phone and say, Hey, this thing came up. Can you help me out right? And that's not like that's not a privilege like, Oh, I get to do whatever I want kind of privilege, but it is a way in which you have a power and privilege that other people in the community don't have, and and that's neither right nor wrong, right? But it's like, how can you make use of that? How do you have?

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01:54:16.030 --> 01:54:43.429

Johns Hopkins: That is something that you're thinking intentionally. If I have that, how can I use it to support positive change? How can I use it

to help people in crisis? How can I use it to defuse a situation where maybe there's someone I'm talking to in the community that has a misunderstanding, or, you know, saw someone and thought it was a Jhpd officer, and it turns out it wasn't. You know, there's all these different ways. It can play out. So you know, power and privilege is something.

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01:54:43.580 --> 01:54:47.009

Johns Hopkins: Almost everyone in this society has in some way.

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01:54:47.160 --> 01:54:48.110

Johns Hopkins: But

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01:54:48.380 --> 01:55:04.480

Johns Hopkins: just again being mindful. And how do we? How do we understand it? How are we aware of it. How do we make use of it? How do we, you know, help other people understand that they've got power and privilege, too. Right? It's not just like, hey, I've got this power, and you don't. It's like you have power, too.

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01:55:04.480 --> 01:55:20.220

Johns Hopkins: You have power to make change. You have power to speak up. You have power to be seen. You have power to share your story, and where you don't feel like you have power, how can you reach out to other people to get help and support like there are a lot of different ways. This shows up.

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01:55:20.650 --> 01:55:24.740

Johns Hopkins: You know. I had my notes here that you know, it's that

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01:55:25.210 --> 01:55:39.159

Johns Hopkins: it's not about being perfect in this work, but it's about being prepared, present and principled right? So you're a watchdog. But you're also a problem solver and a bridge builder. And so that's

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01:55:39.360 --> 01:55:48.790

Johns Hopkins: how you have to think about being effective. And again, that idea of stepping up and stepping back. It's all connected as individuals who are serving on board.

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01:55:49.010 --> 01:55:50.440

Johns Hopkins: Let's see what's next.

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01:55:51.230 --> 01:56:01.860



Johns Hopkins: The problem of doing this stuff is like, what? Okay. So another thing about effectiveness. I'm gonna come up. Come to this a few different times is

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01:56:01.960 --> 01:56:03.320

Johns Hopkins: credibility.

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01:56:03.460 --> 01:56:23.610

Johns Hopkins: So I am going to say, a lot of my conversation is going to focus more about credibility with the police department and the institution, not because community is not important, but each of you comes specifically representing, in a sense and being a liaison to specific communities. So

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01:56:23.610 --> 01:56:36.920

Johns Hopkins: and I know you talk about this a lot. So I'm going to lean a little bit more into the other side of it. But don't, please don't take it. As you know, it's only about one side, because I don't actually think there are sides. I think we are all hopefully on the same side.

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01:56:37.290 --> 01:56:44.489

Johns Hopkins: But to establish credibility. One of the things that is important is this right doing, training

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01:56:44.490 --> 01:57:10.399

Johns Hopkins: and doing training in a way that people can see that it's visible doing training in a way that's hopefully sort of interactive. And you know, this idea of an orientation is one of the key things in, and not just oversight, but any kind of effective board right? How many of you have joined something or been part of something, and they sort of gave you 2 or 3 sheets of paper or sent you an email like, Okay, ready, go.

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01:57:10.530 --> 01:57:38.780

Johns Hopkins: And like, you have the resources. The resources are there. And you have the document that very clearly outlines how things work. I mean, it's it's clear, right? It's specific. But but having training that allows you to really dig in and think about things is really important. My sense is that that's been an ongoing like sort of a work in progress. But it has definitely continued. And when I think back to what I was hearing when I interacted with this board in 2022,

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01:57:38.780 --> 01:57:50.900

Johns Hopkins: and where the board is today it it really feels like there's been a lot of good work. A lot of groundwork has been weighed so that that training will be happening. And you know, and it is

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01:57:51.080 --> 01:58:10.349

Johns Hopkins: as it says here, it's a shared responsibility. So you know, it's not just Staff coming in and saying, Here's the training or some expert professional coming in to do training. But it's an interactive process, you know. And so we got to work with April. As we were looking at what this training should be and how to make it effective for all of you.

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01:58:10.630 --> 01:58:11.820

Johns Hopkins: And

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01:58:11.990 --> 01:58:40.519

Johns Hopkins: that piece about training is not a 1 and done right? It's not just okay. We got trained on X. So now we know, like in most of our fields, either there's professional development or continuing education, or you just things just change. And you just have to learn new things. And that's what we do as professionals. That's what we do as family members. If any of you has ever raised a child, you know, every time you think you have it figured out, they change.

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01:58:40.660 --> 01:58:52.062

Johns Hopkins: and then they're like, How come you don't understand what's going on with me. So it's the same in anything like this, you have to be continuously learning and developing. And

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01:58:52.730 --> 01:58:55.119

Johns Hopkins: it's it's important that

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01:58:56.420 --> 01:59:25.469

Johns Hopkins: any group of people on any kind of board is doing that, but also that you have to speak up about what you need right? You have to let people know. I mean give feedback during and after these sorts of trainings give feedback to staff about what questions keep coming up and being reflective about what it is that would help you fulfill your role better. And it's not even just like performance. I mean, you want to perform well, but like what would make you feel better

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01:59:25.470 --> 01:59:31.559

Johns Hopkins: about your role? What would make you feel like? I'm actually contributing what would make you feel like at the end of the day.

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01:59:31.590 --> 01:59:58.340

Johns Hopkins: You know, I'm going to look back on this 5 years from now and think I made a difference whether that's a difference in how policing was done, or a difference in how the institution thinks about it, or a

difference in how the people on the board got to work together and be effective, so that that kind of continuous learning, continuous education is really important, and again it falls on staff to implement it.

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01:59:58.340 --> 02:00:08.349

Johns Hopkins: but it also falls on the board to ask for it and understand it, and think about this again, not just in terms of the board meetings, but in terms of your committees.

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02:00:08.350 --> 02:00:29.979

Johns Hopkins: and in terms of how you interact with the broader community, whether you're going back to the the group that you are representative of or just the interactions you have as you're talking to people. And you say, Oh, I'm on the Accountability Board, and people go. Well, what is that? Or how come you're not doing anything, or or I'm so glad you're doing that, whatever those things are, right. Hopefully, you get some of that last one.

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02:00:29.980 --> 02:00:42.939

Johns Hopkins: I I do know that often in oversight if you're doing your work well, everybody's a little bit mad at you, right? Everyone annoyed, you know. Nobody's totally happy. But hopefully you're getting some of that, that good positive feedback.

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02:00:43.760 --> 02:00:57.959

Johns Hopkins: Now this one, I will say I don't have as good a granular knowledge about how much this is happening, but I know that Mo. Is right here. I know that Dr. Bard works with you all the time, and you've got Calvin and Amy, but

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02:00:58.090 --> 02:01:18.830

Johns Hopkins: part of being an effective board member in this context, which could apply to anything is actually getting to understand the institution that you're working with. Right. And you're not the governing board. I mean, there's lots of different types of boards, advisory boards governing boards, accountability boards. But in this case.

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02:01:18.920 --> 02:01:43.819

Johns Hopkins: and again, as I said, maybe all of you have all this down, Pat, but I imagine some of this is stuff you may have to learn more about is the structure and composition. I know it's growing like we're talking about. Patrol is happening. I've seen new people come on since Dr. Bard was 1st put in the role of vice president. So it's so, in a sense, you're actually lucky, right? Because you don't have to come in

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02:01:43.820 --> 02:01:52.649

Johns Hopkins: to a department with, you know, 800 people and 7 divisions. And all this different. You can you? You're here as it's being built

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02:01:52.650 --> 02:02:05.631

Johns Hopkins: right? So you're kind of helping to fly the plane as you're building it. That famous metaphor which I don't know why we use it, because every time I don't want to be on that plane. But yeah, at least you're flying the plane.

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02:02:05.920 --> 02:02:14.670

Johns Hopkins: But then, you know, starting to get to know what it's like. And this is what I said about my leaning into the the side around policing. What are the

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02:02:14.670 --> 02:02:42.840

Johns Hopkins: things that officers are going through? What's their job like? What are their challenges? I think it's easy to kind of imagine. Well, you know they're police. They've got weapons. They tell people what to do, but to actually understand what their lives are like and what their challenges are. I know there are people in the broader police accountability world who will say, Hey! They signed up for it. They got guns, not here, but most they have qualified immunity.

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02:02:42.840 --> 02:02:46.589

Johns Hopkins: And so I don't. You know. I don't need to hear it, but but

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02:02:46.590 --> 02:03:12.239

Johns Hopkins: I would actually say one, everybody needs to. But and 2 people need to be understood to be able to do things and perform but 3, especially in your role, to have that understanding of what? What not every moment is like. But what are the things that officers experience? What's their life like? How are people treating them? How do they try to treat people now talk more about some of that later, too.

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02:03:13.440 --> 02:03:40.879

Johns Hopkins: Where are the department's priorities, you know. Where are they going again? This is, it's still in this building phase. So I think it's a little more obvious and a little more transparent about what the priorities are, because it's kind of the daily business. But you know, especially over time thinking about, where is this going to be? 1020 years from now? Those priorities may not be as obvious. They may not be as transparent. And how you do work today

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02:03:41.210 --> 02:03:48.030

Johns Hopkins: will help to set that foundation so that people in the future will be able to make those assessments.

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02:03:48.200 --> 02:03:51.654

Johns Hopkins: It's also, and I'll say more about this later, too.

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02:03:52.470 --> 02:04:08.460

Johns Hopkins: you know part of this, how to have credibility and have influence as outsiders. So for a lot of people, you may be the consummate insiders. You're up here at Johns Hopkins. You're in meetings. You're getting fed, you're on TV, you know. You're an insider.

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02:04:08.460 --> 02:04:26.830

Johns Hopkins: and I think, for I don't want to speak for anybody in particular, but I think in general, in policing to the officers, you guys are outsiders, you have, you are not police. You have not walked a day in the life. You don't know what they go through, even though I'm just saying you want to learn, and

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02:04:27.840 --> 02:04:42.530

Johns Hopkins: it's easy for people when there's someone who has some level of authority over you, who you don't really know. It's easy for people to assume the worst that people don't know that they're not doing it for good reasons. And why should we listen to them? So

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02:04:42.640 --> 02:05:06.069

Johns Hopkins: there are a lot of things you have to do in the broader community. But that is one thing that I think is an important task is thinking about how to have that kind of credibility and influence. And then, just briefly, because I put it on here, police community partnerships again, this is evolving, and you all have a role in that. But as the department continues to grow and evolve, what are those partnerships like

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02:05:06.100 --> 02:05:20.309

Johns Hopkins: right and community internal to the University, and more broadly within Baltimore city, especially in the adjacent neighborhoods. What are the things that are going on? How are they working? How can you, as people who are kind of that bridge

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02:05:20.310 --> 02:05:48.267

Johns Hopkins: help to look at those and offer advice, you know, kind of in multiple directions, you know, understanding what happened when those initiatives occurred and how the community feels about it. Right? So these are different ways than sort of the traditional. Here's what our authority is and our responsibility. These are things that you do in public outreach in public meetings, in various interactions. You just have one on one with people.

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02:05:49.010 --> 02:05:55.629

Johns Hopkins: those police community partnerships. You'll get a sense from people about how they feel.

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02:05:55.900 --> 02:06:01.484

Johns Hopkins: and then you have to kind of figure out. How do I bring that back? You know, and I guess

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02:06:02.970 --> 02:06:22.149

Johns Hopkins: but I will jump into for a moment. I depend on how much time I take I may talk about in more detail. One of the things that comes up obviously, is the role of trauma and traumatic experiences. You know I appreciate people sharing openly about their families experiences with addiction, and we know addiction often comes

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02:06:22.150 --> 02:06:39.670

Johns Hopkins: with because of in conjunction with trauma, the trauma that happens in communities and the trauma that people who are in public facing helping professions and not just police firefighters, emts, social workers, doctors, nurses, all of these different

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02:06:39.670 --> 02:07:01.550

Johns Hopkins: groups of people who are out there helping people have direct and secondary experiences with trauma, and that is all part of how people show up and how we react to people, and how people understand each other, and people's recognition and understanding of trauma, or the lack of that.

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02:07:01.910 --> 02:07:22.989

Johns Hopkins: whether or not they've experienced trauma, because all of us have some sort of traumatic, psychologically traumatic experiences can really play out in complicated, difficult ways. So just as you are learning about the department and learning about what happens and building credibility, you want to kind of keep those things in mind.

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02:07:24.540 --> 02:07:28.090

Johns Hopkins: Yeah, I got a lot here. So let me, before I launch a next thing.

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02:07:28.450 --> 02:07:31.400

Johns Hopkins: thoughts, comments, questions. How are we doing?

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02:07:32.970 --> 02:07:34.300

Johns Hopkins: That was quiet.

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02:07:36.680 --> 02:07:48.589

Johns Hopkins: Okay, look. I could be commenting all throughout this thing. But I just want to see you're stepping back away. Okay, all right, please. But I don't think you should.

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02:07:48.740 --> 02:07:51.370

Johns Hopkins: I think, if you actually, that's how we learn.

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02:07:51.520 --> 02:08:19.619

Johns Hopkins: And that's why we get out in good time. Yes, because the piece that you said about credibility. Oh, oh, I just went back to that last slide. Yeah, the piece that you said about credibility reminds me of a quote that I think Dr. Michael Eric Dyson had said, moral credibility is not a slogan.

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02:08:19.790 --> 02:08:43.020

Johns Hopkins: It is earned through struggle, sacrifice, and standing in the gap for those who are voiceless. And so you know, it's important that with any work that we're doing in the community, and it's the same thing, I say to youth and late Dr. Elijah Cummins or Congressman Elijah Cummins said it, that our children are living messengers that we send into a future that we never see.

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02:08:43.030 --> 02:08:57.480

Johns Hopkins: But it's also important that when pouring into that, that we are also credible as messengers, and with our messaging as well, and it pertains, you know, closely to the work that we do.

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02:08:59.450 --> 02:09:00.630

Johns Hopkins: No, thank you.

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02:09:02.430 --> 02:09:08.177

Johns Hopkins: Well, you just had that ready to go. I have to work that quote up. I love that.

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02:09:09.200 --> 02:09:23.270

Johns Hopkins: Yeah. So again, I got a whole lot of words on this slide. I'm gonna try. I try not to read slides, but you can also see them. You know some of it, and I won't. I won't read these, but I'll approach it more as principles right now. I think these are true

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02:09:23.450 --> 02:09:47.348

Johns Hopkins: working with anybody, but I do think, especially around issues of policing. It's it's so deeply important to people. As people have said, there was conflict and controversy from the beginning of

proposals even create this department. I know there will continue to be, and as I will again, I'll talk about more in my my second part of lecturing.

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02:09:47.810 --> 02:10:05.189

Johns Hopkins: There's a whole history in Baltimore. That's not even about this police department that is about policing yesterday today and tomorrow, and they all intersect. So when you come into this work. You know, I think one of the things I learned early on is that working with police.

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02:10:05.800 --> 02:10:21.730

Johns Hopkins: there is a culture around policing. And again, there's critiques of that, and there's things are good and bad about. But it's a culture that we may think we understand as outsiders, because we all watch law and order. We all see TV. We've all met police officers. We may even have officers in our family, but

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02:10:22.180 --> 02:10:42.479

Johns Hopkins: and it doesn't mean not challenging it or pushing back against it, but it means understanding it as best you can, and you've got some great great resources to help you understand that. But it's also about how you have credibility and credibility is not just, you know, for credibility's sake, but to be effective right? This is all about being effective. So

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02:10:42.860 --> 02:10:51.150

Johns Hopkins: you. You are working with a culture that may not be your culture, that you may not always agree with that may have different priorities.

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02:10:51.890 --> 02:11:08.420

Johns Hopkins: Another thing I'm just gonna again try not to read the slide. There's so many things that come up in this work. Now, I don't know if this is a challenge for any of you. But I know I'm interested in a million things like there's lots of stuff that's really interesting. And so how in your time that you have available

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02:11:08.420 --> 02:11:36.770

Johns Hopkins: and the focus that you have to to make sure you're honing in on the things you can actually do. And it's that it's a challenge. I know for me. There are always other things I see. There's always other things I'm curious about, and I got stuff I got to get done, you know, and I struggle with that. I'm often 5 min late. I'm just gonna be honest, because I'm trying to do one more thing I'm trying. Oh, I can answer that email. I can get this thing set up. I can put the laundry in the dryer before I leave the house, and



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02:11:37.080 --> 02:11:45.519

Johns Hopkins: if you don't have that kind of personality. Maybe it's not quite so hard. But I think a lot of people that join boards. We want to do a whole bunch of things. So not

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02:11:45.930 --> 02:11:52.710

Johns Hopkins: scattering, not rushing off to address things. And also the reason I put it in this context is because

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02:11:54.560 --> 02:12:02.950

Johns Hopkins: people will perceive you as having a direct impact over their lives in community, but especially in policing. And if

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02:12:03.470 --> 02:12:31.550

Johns Hopkins: your role is a B and C, and they they perceive you as like. Oh, we want to do E and F and G. And what about H. And I and J. It. People start to wonder, well, what are you all about? What are you here to do? Are you here for the thing that I was told you're here to do, or do you have some other agenda, because we know there are people with many agendas who come to different types of work. Being consistent. Say what you're going to do. I mean. Miss Sonya talked about this with Dr. Bard, I believe, but

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02:12:31.830 --> 02:12:37.850

Johns Hopkins: that is one of the most important things, and I think to any group of people who

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02:12:39.270 --> 02:12:44.530

Johns Hopkins: experience trauma experience change, are dealing with difficulty.

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02:12:44.650 --> 02:12:47.920

Johns Hopkins: which includes a lot of police. Just the nature of the work.

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02:12:48.390 --> 02:13:07.942

Johns Hopkins: Consistency is key. People need to know that you're gonna do what you say you're gonna do. And if you say we want to hear from you 3 times a year like, don't let that be the meeting that gets canceled or postponed. Don't let that be the one they're like, well, yeah, we're gonna have a meeting, but everybody's down at the beach in Delaware. So we're not gonna do that today.

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02:13:08.690 --> 02:13:09.870

Johns Hopkins: be patient.

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02:13:10.130 --> 02:13:25.670

Johns Hopkins: Recognize that when you will get there. This is a long journey. When I talk about history. I know I keep talking about what I'm going to talk about. I mean, this history goes back a long way now, not just in Baltimore. I mean, it goes back a long way. And so.

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02:13:25.880 --> 02:13:30.130

Johns Hopkins: you know, there's a lot of feeling of like change can't wait.

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02:13:30.250 --> 02:13:34.190

Johns Hopkins: We gotta do it now. But sustainable change takes time.

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02:13:34.550 --> 02:13:47.240

Johns Hopkins: If you want to make a change that's going to last, you have to be thoughtful and take the time to do it. I'm trying to read all this. I think.

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02:13:48.650 --> 02:14:01.140

Johns Hopkins: be interested and enter with curiosity and not judgment. I mean, I have it here specifically about policies and procedures for a reason. First, st I'll just say in general, be curious.

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02:14:01.320 --> 02:14:29.280

Johns Hopkins: it's it's easy in our society, and this is not about any one of us as individuals to judge to be judgmental. And I think it's only gotten worse. The last couple of decades with social media and the Internet and the 24 h News cycle, which is more than 2 decades old. But I remember before that, and it's so easy to just be like. Well, of course it's blah blah blah! That person must blah blah blah. But if we open, if we approach with curiosity and openness.

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02:14:29.400 --> 02:14:44.090

Johns Hopkins: it allows more understanding on our part, and it creates relationships, but also specifically about policies and procedures. Now, again, I feel like you guys are in a unusual position because you're kind of there from the beginning, even if not each

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02:14:44.160 --> 02:15:09.210

Johns Hopkins: person here has been there at the beginning of developing policies and procedures, of seeing a transparent process where external people were brought in to look at standard policies and policing and figure out how they want to be done here in this context with community input. But over time that you know, things become practices. They become just what you do.

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02:15:09.210 --> 02:15:28.870

Johns Hopkins: and on the one hand, you want to question those and think about them. But question for a point of curiosity, not of critique, initially. Wonder. Why was this policy established, and not in the kind of the oh, so why was this policy established, but in a serious way of curiosity, because

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02:15:28.870 --> 02:15:54.350

Johns Hopkins: people generally want to talk about why they do the things they do. If they feel like you actually want to listen. People want to share. Well, we have this policy because this was a situation, or this is what we've learned. Or this used to happen. And this policy is to address it, or we wanted to do something that no one else had done. So we developed this policy. People actually want to talk about policy, at least the people I know please.

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02:15:55.740 --> 02:16:04.030

Johns Hopkins: So so if I'm hearing everything you're saying, and I completely agree with it, however, and also.

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02:16:04.370 --> 02:16:28.039

Johns Hopkins: if you have watched a public meeting like our annual public meeting, and one that was held on zoom where we are all little boxes just trying to keep our composure, because some people are not coming to us with the curiosity or questions, or or whatever, and that that is, that is part of the deal like I totally understand that.

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02:16:28.930 --> 02:16:34.459

Johns Hopkins: But then there's also a I feel like.

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02:16:34.620 --> 02:16:47.700

Johns Hopkins: and maybe this is just I'm just trying to work it all out. But that in part of the demonstrating that you will continue to show up is like, how many times are you going to take this meeting before I like

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02:16:48.090 --> 02:17:00.738

Johns Hopkins: trust you that you are not. Gonna just go away. And you're gonna actually listen to me when I say the thing that can actually be addressed versus just vitriol, right? And so I think that is

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02:17:01.650 --> 02:17:09.639

Johns Hopkins: hard. And I wasn't a hundred percent expecting it to the degree that we've gotten it. But I will say that

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02:17:10.860 --> 02:17:13.029  
Johns Hopkins: in my experience, if you

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02:17:13.700 --> 02:17:28.500  
Johns Hopkins: can hold your composure long enough and and hold out long enough. Eventually people run out of steam. And you kind of get to the actual issue. And then you can start to be like, Okay, well, this is maybe something we can address here.

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02:17:29.959 --> 02:17:35.980  
Johns Hopkins: But I I would love that like in a perfect world. That would be great if everyone got that slide. Yeah.

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02:17:36.290 --> 02:17:46.170  
Johns Hopkins: before we had a conversation. I think that that's so well said, and you know that last line demonstrate that you care about them

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02:17:46.350 --> 02:17:58.729  
Johns Hopkins: and the community that you both serve. I mean, I was thinking, maybe, about policing, but it's also true, more broadly, and it is not easy, and I want to acknowledge it is not easy. It takes some tough skin

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02:17:58.730 --> 02:18:19.189  
Johns Hopkins: it takes being able to vent and share in a safe space, and and part of the challenge of being a public body is that this is a public body. It's a public meeting, it's it's not set up as a forum for interpersonal sharing and healing. And it's the Forum our society gives. So

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02:18:19.190 --> 02:18:45.029  
Johns Hopkins: you have to operate in that and kind of get through it. But then you also have to find your own personal resources, and that might be someone else on the board. It might be other kinds of things, but it can't be like a board meeting, you know, but it's it's really important. I mentioned briefly, if you do this work well, everybody's a little bit mad at you, and and that's a very simple way of putting it, but that the underlying truth is that there are people who

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02:18:45.129 --> 02:18:56.389  
Johns Hopkins: have been hurt directly, indirectly, multi-generational trauma. There are people who have their own issues. They're working through, and

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02:18:56.610 --> 02:19:23.620

Johns Hopkins: you become a public person. When you are in this kind of role, you become a figure, and part of that is, I think, is, as you said, very well, it's like, how do you like rehumanize yourself to those people and and it and it can take a lot out of you. So you have to also find ways to do self-care. You know it's it's that kind of put on your mask before helping others. I mean, it's not quite another airplane metaphor. It's not quite

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02:19:23.620 --> 02:19:43.539

Johns Hopkins: that. But but you do have to take care of yourself, please, and and also piggybacking off of oh, sorry sorry I'm gonna get it right? And also piggybacking off of April. It's it's also twofold, because

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02:19:43.680 --> 02:19:51.640

Johns Hopkins: there are, you know, voluntarily and involuntarily, you know, situations where we have to

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02:19:52.030 --> 02:19:58.389

Johns Hopkins: kind of uplift and uphold like what is true and suss out. You know that because they're just, you know.

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02:19:58.540 --> 02:20:20.089

Johns Hopkins: different ideologies that folks have, or different intentions that folks have that just want to for lack of a better word, muddy or murky, the waters right? Of a good thing that's happening. And so sometimes we have to. I've used it in some of the board meetings, you know. We got to be a community firefighter, or come with our own

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02:20:20.090 --> 02:20:35.790

Johns Hopkins: extinguisher to put out the as Miss Sonya say, you know, don't want no smoke, but you know I bring the fire extinguisher so that there isn't any. But because I think a good metaphor that I've like thought about is.

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02:20:36.250 --> 02:20:43.239

Johns Hopkins: you know, really, what we're doing is with this new work, right? We're trying to lay a foundation.

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02:20:43.500 --> 02:20:47.689

Johns Hopkins: and build a house like brick by brick by brick.

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02:20:47.850 --> 02:21:03.259

Johns Hopkins: with not the best form of concrete and mortar. Mix on a challenging landscape within a complex community who are and want to be Co. Architects, and that is hard.

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02:21:04.190 --> 02:21:05.050

Johns Hopkins: Yes.

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02:21:05.150 --> 02:21:33.959

Johns Hopkins: absolutely. What time is your sermon on Sunday? No, y'all got some good preachers here. I'm not complaining. I'm not complaining at all. I'm appreciative. The homiletics are strong in this team, and then see if anybody on the line has any. But you really got to stay on your ground, and what you believe, even when the public comes to you with their thoughts and their challenges. If you are really grounded in, why, you're on this board.

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02:21:33.960 --> 02:21:55.759

Johns Hopkins: people will get that. They want to see what makes you tickle. Will you switch out and you stand your ground in terms of why you're doing what you're doing. Believe me, I think the tide is turning in the sense of this very vocal protest. And I think people, because in the communities they've come to me and said, Okay.

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02:21:55.790 --> 02:21:56.940

Johns Hopkins: we've ready.

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02:21:56.990 --> 02:22:21.799

Johns Hopkins: We're ready. We know it's a long time coming, and we're ready. I mean, I've had people say that we see you're going to stand your ground, and you're not going to take it. And so we're ready to sit down and talk. So that's basically what we have to do is just to be confident in how we feel even on this board, where we have differing opinions about this police department.

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02:22:21.800 --> 02:22:27.699

Johns Hopkins: and just come together and put all the cards on the table and turn them over. Thank you. No, thank you.

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02:22:28.640 --> 02:22:37.960

Johns Hopkins: Alright and I see. I see Daniel, I guess. Is there anybody online? Because I I can't see the screen from where I'm standing? So I don't even know if I could tell.

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02:22:40.470 --> 02:22:43.161

Johns Hopkins: Okay, all right, Daniel, please.

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02:22:46.110 --> 02:22:52.489

Johns Hopkins: 1 1 thing is, has not been clear to me about my responsibility is

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02:22:53.549 --> 02:23:04.740

Johns Hopkins: to what degree, if any, do I need to be proactive? Say, for example, letting students faculty staff in the School of Public Health, where where I am.

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02:23:05.420 --> 02:23:09.990

Johns Hopkins: know I'm on this board know anything about it like as opposed to like.

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02:23:10.490 --> 02:23:16.149

Johns Hopkins: someone just finds that out and comes to me like, what do do you? If- if

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02:23:16.580 --> 02:23:23.399

Johns Hopkins: if you guys like. Peabody's much smaller, of course, but like public health is a big operation, right? There's

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02:23:23.660 --> 02:23:25.540

Johns Hopkins: thousands of people right?

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02:23:25.660 --> 02:23:30.809

Johns Hopkins: And I I honestly don't really know. What

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02:23:31.180 --> 02:23:39.010

Johns Hopkins: can anybody into that? I'm gonna ask for the wisdom of the group here because you guys are here on the ground. So I was. Gonna say, like, it's not like.

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02:23:39.550 --> 02:23:46.340

Johns Hopkins: you know, like, if someone asks you, you have to like, tell them. But like it's not like a secret, but like it. It wouldn't

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02:23:47.140 --> 02:24:09.060

Johns Hopkins: like, you know. Maybe when you're, you know, introducing yourself to your students, things like that. But it's not like every conversation. Say, Hi, Dr. Daniel Webster, and I'm on the Police Accountability Board. Do you have any questions or complaints like that? It doesn't have to be like that? But there will be opportunities, and we'll we'll kind of talk about this as well. More in community engagement. Where you can have more formalized

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02:24:09.444 --> 02:24:19.045

Johns Hopkins: interactions with the folks that you are interacting with on a daily basis. And then just also in in casual conversations as well.

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02:24:20.120 --> 02:24:48.129

Johns Hopkins: things like that come up like I don't. I don't say it all the time that I'm on the Police Accountability Board, but I do make time in. You know a community meeting. Does anybody have any anything as a representative on the Police Accountability Board? That kind of thing? But it's not like every class. Please don't. I mean piggyback off of that understanding. The sensitivities in public health is maybe not what he's raising, but we understand that they do have

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02:24:48.130 --> 02:24:54.230

Johns Hopkins: some sensitivities. It is important, I think that maybe you should say that. But I think the the

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02:24:54.230 --> 02:25:18.899

Johns Hopkins: the big piece there is to say, Hey, listen! I'm looking to collaborate. How do I bridge us right. How do I bring us together? More in collaborative thought, space, and not just the resistance of, or the you know, the opposition against, to say, Give me your ideas, tell me your innovation. And how do I take that back to make sure that those things can be implemented so that you can see in our service to you in our service, performance or

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02:25:18.900 --> 02:25:43.630

Johns Hopkins: development again, through policy training practice. However, that is even an engagement, because I'm looking for those 2. What does that look like? Right? Again? They have a very large voice that we know that is very oppositional just to law enforcement, authority period. It is not necessarily just because it's Jhpd is just that the profession as a whole. But we need those voices right? Because how do we get better. We can't improve.

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02:25:43.630 --> 02:26:03.429

Johns Hopkins: We cannot implement any of those things that their voice is only to come up against and not say, How do we collaborate to be better. So I think you have a great opportunity that can maybe mold some of that and switch it, and then it also helps us to become the best that we can be. Well, thank you. That's sort of along the lines I was thinking about, because

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02:26:06.150 --> 02:26:09.070

Johns Hopkins: if you could

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02:26:09.290 --> 02:26:23.690



Johns Hopkins: be more constructive in a inviting kind of way. To to. Anyway, this is very helpful feedback. I'll think about some more. So thank you. That was a great question, too.

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02:26:24.470 --> 02:26:37.079

Johns Hopkins: I think it's it's a challenge for a lot of us who serve on any kind of board like, how how do we navigate that? How upfront out there reactive, you know. So thank you for asking that.

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02:26:37.823 --> 02:26:55.739

Johns Hopkins: Let's see, not one more big slide with lots of words. And I'm gonna try to be a little more interactive before. So again, as as you've seen, I mean, I'm framing this around with the police department here, but also it applies to lots of other things. You know. Now, again, this 1st thing about identifying key people.

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02:26:55.920 --> 02:27:20.490

Johns Hopkins: you know, you've got key people in the room, I mean, so that that part's kind of easy. I think you you have that. So, you know, finding people who can help speak to. Why, what you're doing is important within the department. That's a huge challenge for most people involved in civilian oversight. You guys are in a really good spot compared to almost everybody else in this field so that one's easy, so you can check out the list

759

02:27:20.490 --> 02:27:38.510

Johns Hopkins: forming relationships. Now, again, I don't know. It varies in different places with jurisdictions and rules, but going out and doing, walk alongs and ride alongs and building those relationships. It's important to see for yourselves what officers are doing. And again, I recognize where you are in the development of this.

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02:27:38.510 --> 02:28:01.150

Johns Hopkins: But as it continues, it's also important for them to get to see who these people are on this board and to get to know you, and just being in a car for 2 or 3 h, or doing a walk along on campus with somebody, they get a sense of you. And you know, there's this like police telegraph thing, where it's like people talk and people talk a lot. And so

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02:28:01.530 --> 02:28:18.415

Johns Hopkins: how that experience happens will get spread. People like, you know, I was out with this person. Blah blah blah, they're very reasonable. I had good questions. We had great conversation, talked about our kids, talked about whatever. And it's it's at relationship building. And often for me comes back to relationships.

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02:28:18.880 --> 02:28:23.900

Johns Hopkins: I want to throw, I'd say, being flexible. I kind of talked about that a little bit. If you're doing

763

02:28:24.290 --> 02:28:49.859

Johns Hopkins: presentations in the community, be mindful that you have multiple audiences that include community members, all the different kind of people we just talked about. But but whatever kind of comes up, whatever people are pushing on, you remember that other people are watching, and they may not have that big agenda. And so they they are going to see. How do you show up? How do you respond, how are you addressing the interests of everybody?

764

02:28:50.170 --> 02:29:00.430

Johns Hopkins: I kind of talk about stuff. I guess the last thing I'll just say use real life local stories. Sometimes I say that, and that's obvious to people, and sometimes like, What do you mean? But

765

02:29:00.680 --> 02:29:13.270

Johns Hopkins: and again, I don't sense. It's a big issue here, but in a lot of the work I've done, people talk about what's happening around the country, what's happening historically, and

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02:29:13.670 --> 02:29:28.799

Johns Hopkins: it can be hard for people to hear. You know, I'm concerned about what you're doing today in my neighborhood. Because 7 years ago in Los Angeles this happened. Now I get why, that's important. It's not at all denying the realities of policing in our country.

767

02:29:28.800 --> 02:29:54.779

Johns Hopkins: And I think the most effective way to have an impact with people is to share. You know, this happened to me, you know, in my neighborhood. This happened to my neighbor, and they shared this with me, and it's a real story, and it doesn't have to be super dramatic, right? I mean, it can be just. You know, this person. They had this interaction with the officer, and the officer walked away, and the person just felt terrible. They were just so upset

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02:29:54.780 --> 02:30:24.209

Johns Hopkins: they felt they hadn't been listened to, or they were so scared when they were approached. And then the officers, yeah, we're good. Okay, thanks a lot. Bye. And you know, those kinds of things actually can have much more of an impact than you know, retelling the stories of police misconduct around the country. So just as you think about how you share information, how you share stories, assuming they come up. You know that people share things with you or your own experience. Think about in that context.

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02:30:25.610 --> 02:30:30.000

Johns Hopkins: So let me see if I can jump a head.

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02:30:34.340 --> 02:30:40.703

Johns Hopkins: Okay, yeah, I'm gonna skip that one. You guys know better where you are. Then I I don't need to tell you that

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02:30:41.260 --> 02:30:56.757

Johns Hopkins: But I do wanna pause for a moment and ask people I'm gonna now this one. We ask everybody to respond, even if it's and you know, don't take up too much time, but I want I want to hear everybody's voice. If you're comfortable sharing something, everybody

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02:30:57.250 --> 02:31:19.300

Johns Hopkins: So a concept that some of you may be familiar with is Sankofa. It's from the Akan people on West Africa. And what's now Ghana, and I guess it's on my mind because this is random. I'm gonna share. My 85 year old mother is with my sister and brother-in-law and niece in Ghana. My, my, she's never been on the Continent, and

773

02:31:19.890 --> 02:31:43.979

Johns Hopkins: My brother-in-law is a professor of African history in Chicago, and he's been going there for 20 years, so I haven't even looked. My sister just sent me like 15 pictures this morning of one was my mother signing the Guest registry, I think, at one of the slave castles. So it's on my mind anyway today. But this concept of Sankofa

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02:31:43.990 --> 02:31:59.439

Johns Hopkins: is, you know, basically a way of saying we have to remember our past, to understand our present and know where we're going and plan for the future. Right? So this image is a bird with its feet planted firmly forward.

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02:31:59.650 --> 02:32:03.420

Johns Hopkins: with its head turned backwards, and with an egg

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02:32:03.670 --> 02:32:09.280

Johns Hopkins: which represents the future, even though you can't see what's inside that egg, you know.

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02:32:09.390 --> 02:32:17.900

Johns Hopkins: holding it very carefully. And so when the spirit of Sankofa, why was this board established?

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02:32:18.250 --> 02:32:24.819

Johns Hopkins: What is Johns Hopkins as a community and the broader community? What are they looking for? And what will your legacy be?

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02:32:25.800 --> 02:32:31.399

Johns Hopkins: Right? So I'm gonna give people a moment to think about this. And then I'm just gonna ask people to go around

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02:32:31.600 --> 02:32:32.744

Johns Hopkins: and

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02:32:34.290 --> 02:32:51.730

Johns Hopkins: could I start with you? No, all right, I'm gonna start with Daniel. And then we'll get to Jarrell. Oh, God! Oh, wow! And then we'll ask people online. We're gonna ask people online. And then we're gonna keep coming around this way, all right. So

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02:32:51.820 --> 02:33:14.510

Johns Hopkins: why was this board, you know? And you don't have to like answer all these like boom! Boom! But just your reflection in the spirit of Sankofa. And I. We've got about 10 min for this section, so if you could try to do it in a minute or less. That would be awesome. And we all know that the farther we go the longer we talk. So yeah, so it's just true. Yeah.

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02:33:15.119 --> 02:33:20.960

Johns Hopkins: Why was the board established? I'm gonna be real. I think it's because

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02:33:21.840 --> 02:33:34.290

Johns Hopkins: Hopkins, leadership tried to move too fast and and get a police force too quickly. And and people pushed back. They didn't like how they didn't like, how Hopkins managed that.

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02:33:34.520 --> 02:33:41.035

Johns Hopkins: And and I agree with it. What is Hopkins in Baltimore looking for?

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02:33:45.850 --> 02:33:47.939

Johns Hopkins: I I think of

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02:33:48.610 --> 02:34:08.499

Johns Hopkins: true engagement with community and true accountability. I don't know if much more than that. But, as you acknowledged, there's a history. There's a history with policing in Baltimore that has nothing to

do with Johns Hopkins, and then there's something to do with Johns Hopkins, which is, there's there's always tension

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02:34:08.990 --> 02:34:19.560

Johns Hopkins: around Hopkins being sort of a a elite moneyed institution. That that others don't relate to, and you know.

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02:34:19.960 --> 02:34:22.639

Johns Hopkins: has done both good and not good, right

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02:34:22.860 --> 02:34:26.682

Johns Hopkins: trustworthy, and not trustworthy, worthy things.

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02:34:27.870 --> 02:34:30.269

Johns Hopkins: What were your legacy? Peak on? I don't know.

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02:34:32.300 --> 02:34:36.040

Johns Hopkins: Hi, to be determined. I don't know. Okay.

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02:34:40.440 --> 02:35:01.971

Johns Hopkins: yeah, I'm gonna just go with his answer while I was established because I was I was here in the lab. No. And and and I I you know, as someone who's close to this process and more process, the process that that kind of made this come to be

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02:35:03.380 --> 02:35:27.749

Johns Hopkins: That is an accurate depiction of one of the reasons they put the the Legislature put the Accountability board in place, because, you know, there were those in the community who said and I remember this as I was in my walk, and this was happening, and it was raging. They don't even do the thing that their world renowned for. Well, why should we give them this power?

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02:35:29.500 --> 02:35:32.159

Johns Hopkins: That's what some community members say, and

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02:35:32.848 --> 02:35:52.771

Johns Hopkins: and and with great power comes great responsibility. And so if we are gonna put ourselves out, is going to have the best Law Enforcement agency at an institution of higher education or across the country, which is a quote that we heard from President Daniels to you all.

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02:35:53.390 --> 02:36:18.660

Johns Hopkins: then we need to do it, and we need to, you know, use every mechanism to to put us in that position. What is Hopkins in Baltimore looking for the community, like any community wants to be safe, wants to be heard. Wants to be feel valued. Hopkins is, you know, we're here to deliver education and medicine, and and

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02:36:19.100 --> 02:36:27.680

Johns Hopkins: to the extent we get it right. Sometimes we do to the extent we don't get it right. That's also true. And so we? I think we're all just working to be better

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02:36:28.020 --> 02:36:33.639

Johns Hopkins: better in relationship and in collaboration. Because Baltimo, I mean

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02:36:33.960 --> 02:36:40.950

Johns Hopkins: Hawkins isn't going anywhere right. And we're not going anywhere. And so to the extent that we can do that

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02:36:41.482 --> 02:37:01.790

Johns Hopkins: and and be better, and and build the relationships and the trust. I think that's what it is. And what will my legacy be? What will the legacy be of this board? My hope is that we live up to the promises we made when we started this legislation, and so I work every day to work with you all to that end.

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02:37:03.000 --> 02:37:03.740

Johns Hopkins: Oop.

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02:37:06.060 --> 02:37:11.459

Johns Hopkins: So I think everyone already discussed why the board is established, basically to hold

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02:37:11.800 --> 02:37:35.169

Johns Hopkins: the Jhpd accountable. I think Hopkins is looking for safety, and I think the city is looking for a reduced case burden almost so that their bandwidth is not so compromised to deal with all things. Jh, and we can focus on enhancing and committing to safety within our campus

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02:37:35.779 --> 02:38:01.709

Johns Hopkins: in terms of my legacy. I think the context I come with in terms of the actual health, and then also public health, and hoping that my creativity and my background can kind of enhance some of our solutions and some of our safety measures going forward. I think that's my hope

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02:38:03.680 --> 02:38:07.090

Johns Hopkins: for me on number one.

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02:38:07.270 --> 02:38:18.180

Johns Hopkins: Yeah, yes. And you know, although the points that Dr. Webster made Alvin and also someone I made

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02:38:19.212 --> 02:38:28.004

Johns Hopkins: in regards to, why was this board established? I agree with Dr. Webster that

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02:38:28.870 --> 02:38:44.719

Johns Hopkins: if if we were able to turn back the hands of time right? There's some things that could have been done could have been done better. Yes, could it have been done different? Yes. Would it have taken time to do so? Yes, and I don't think that

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02:38:46.300 --> 02:38:49.249

Johns Hopkins: there was a lot of impatience around that

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02:38:49.370 --> 02:39:03.879

Johns Hopkins: right. And so hence why, it had 2 phases. The 1st one didn't necessarily happen in the way it didn't. It's like, all right. Let's go back to the drawing board, and let's make sure this time it goes through that, you know. We get it to the finish line.

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02:39:07.170 --> 02:39:11.399

Johns Hopkins: I truly can't speak on

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02:39:11.960 --> 02:39:19.500

Johns Hopkins: like what what is Hopkins looking for? Right? But I would think that

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02:39:20.360 --> 02:39:49.529

Johns Hopkins: you know to the point of some of the things that were shared, you know, providing some that it has the the transparency and the oversight mechanisms there, and taking, you know the recommendations and stride, and you know, ensuring that you know the voices. Everyone that I heard. What I can speak a lot on is what Baltimore is looking for, you know, having been a son of Baltimore, and then not only that, just from my time

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02:39:50.025 --> 02:40:06.640

Johns Hopkins: serving on this board, and then also seeing the iterations, because I was here at Hopkins during all of those phases, and, you know, saw all of the the roller coasters. So you know they're looking. Hopkins has a lot of excellence.

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02:40:06.860 --> 02:40:09.430

Johns Hopkins: privilege, power.

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02:40:10.290 --> 02:40:26.749

Johns Hopkins: money, everything with it. And that comes a gift and a curse for this community in the way it exists right. So anything that we add to this institution is going to be looked at from both lens, a lens of

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02:40:26.880 --> 02:40:28.130

Johns Hopkins: privilege

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02:40:28.300 --> 02:40:36.480

Johns Hopkins: right, and the lens of power, and some of that, both positive and negative. But for the community, you know, they're looking at.

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02:40:36.760 --> 02:40:54.009

Johns Hopkins: you know the trustworthy and the transparent systems of public safety. But that's wrought within what they haven't seen already. Right, if you haven't already, or they don't feel like someone don't care how much you know till they know how much you care, and they haven't already seen that, or don't feel like it. Whether it's been shown or not.

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02:40:54.740 --> 02:41:04.319

Johns Hopkins: They're always going to hold that mantle and those collaborative models, right of justice and public safety. Again, that's an accountability.

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02:41:04.420 --> 02:41:13.820

Johns Hopkins: That's a tangled web, because then you also have to look in the city and state in which we reside. And there's politics wrought within any

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02:41:14.250 --> 02:41:38.040

Johns Hopkins: policy and framework that comes about, and it's wrought within this. And then the evidence of that community feedback and real change. But again, it's not just right now. They also join back on past experiences not to cut you off. Oh, yeah. Oh, I don't want to tell the students or



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02:41:38.040 --> 02:41:56.589

Johns Hopkins: other people that not to speak to us. So I'm just gonna take it out on you. So if you can wrap it up soon. My legacy, I mean I can't, you know. Necessarily I'm I'm continued to build my legacy, and one of those things in my ethos is just bridge building truth, telling and future shaping. Okay.

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02:41:57.230 --> 02:42:11.070

Johns Hopkins: again, the homolytics run deep. Thank you. So I guess next I think we've got Yuli and Johnny? Maybe, Yuli, do you mind sharing your reactions to these questions?

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02:42:18.190 --> 02:42:41.649

Jonathan Aguilar: I I don't think that Yulie is here. But yeah, I could go ahead and give my answer as far as the 1st question goes. Why the board? Why the board was established. I think that one major issue is trust, especially when it comes to law enforcement. So I feel as though the presence of the Board will help build that trust again in the community.

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02:42:44.320 --> 02:42:48.960

Jonathan Aguilar: As far as I I'll go into the

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02:42:49.590 --> 02:43:00.652

Jonathan Aguilar: the legacy that I want to leave. I feel like that's a little bit harder. I feel as though I just want to see something good like any good legacy as as far as a board

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02:43:01.220 --> 02:43:04.399

Jonathan Aguilar: I'd I'd I'd wanna at least be that

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02:43:04.896 --> 02:43:07.109

Jonathan Aguilar: leave them something to go off of.

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02:43:07.230 --> 02:43:12.870

Jonathan Aguilar: as far as the second question goes, what was it? Again? I don't. I can't see it.

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02:43:12.870 --> 02:43:20.830

Johns Hopkins: Okay, yeah. So you got the 1st and the 3.rd So the second question is, what are Johns Hopkins and Baltimore looking for.

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02:43:21.040 --> 02:43:26.089

Jonathan Aguilar: Got it. Yes, I might answer that one was security and stability.

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02:43:27.720 --> 02:43:28.430

Johns Hopkins: Okay.

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02:43:28.430 --> 02:43:30.390

Jonathan Aguilar: Security and stability. Thank you.

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02:43:30.570 --> 02:43:34.270

Johns Hopkins: Oh, thank you, thank you. All right, and excellent modeling.

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02:43:34.640 --> 02:43:35.230

Jonathan Aguilar: Thank you.

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02:43:35.800 --> 02:43:49.670

Johns Hopkins: All right, so we'll keep going around the circle in the room now. Sure, so I don't know if I have much more to add than it's already been sort of articulated. And it's been lovely. So I think

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02:43:50.580 --> 02:43:57.819

Johns Hopkins: what I was, gonna I actually, I'd like to skip to the Johns Hopkins and Baltimore. And what are they looking for? Right? I think it's

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02:43:58.570 --> 02:44:25.029

Johns Hopkins: I don't want to make assumptions right? I think, in my brain. What I'm seeing is that there's opportunity there, right? And what do I see it? As right as a board member, community member employee of Johns Hopkins? Right? It's the opportunity to collaborate, improve communication, improve the understanding of each individual's views, right perspectives.

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02:44:25.570 --> 02:44:30.710

Johns Hopkins: and also have sort of an understanding of

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02:44:31.260 --> 02:44:35.900

Johns Hopkins: what the future that we both want looks like.

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02:44:36.000 --> 02:44:40.049

Johns Hopkins: And I think that's where the the collaboration should focus right?

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02:44:41.510 --> 02:44:43.980

Johns Hopkins: From a legacy perspective.

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02:44:44.300 --> 02:44:50.470

Johns Hopkins: I think it goes back to the initial remarks made about like, what?

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02:44:50.620 --> 02:44:59.560

Johns Hopkins: Why, I'm doing this work right. And I think it's about giving what I can back to the community where

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02:44:59.740 --> 02:45:00.530

Johns Hopkins: I live.

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02:45:01.190 --> 02:45:01.990

Johns Hopkins: Thank you.

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02:45:04.800 --> 02:45:05.960

Johns Hopkins: Oh, wow!

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02:45:09.110 --> 02:45:14.249

Johns Hopkins: I really don't know what to say, but I'm gonna say it, anyway. So you know, we want to hear you.

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02:45:14.580 --> 02:45:18.852

Johns Hopkins: Why was the board. Why was this board established?

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02:45:20.650 --> 02:45:29.189

Johns Hopkins: I feel like I'm too green right now to totally answer the deck of that question, so I'm relying on

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02:45:30.020 --> 02:45:36.610

Johns Hopkins: my colleagues here to help me to understand the the depth of why the board was established.

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02:45:36.810 --> 02:45:49.670

Johns Hopkins: not not to put you on the spot per se, but like, if you were just talking to someone. And they asked you that question, what would you say? Just from what you know right now? Okay, because I don't feel comfortable saying anything right now, and I'm

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02:45:50.470 --> 02:45:55.249

Johns Hopkins: I always challenge myself to know what I'm talking about, even if it's just a little bit.

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02:45:55.470 --> 02:45:58.510

Johns Hopkins: And sometimes you could try to explain, or

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02:45:58.650 --> 02:46:01.849

Johns Hopkins: I try to explain things and get myself in a deeper hole.

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02:46:02.710 --> 02:46:16.199

Johns Hopkins: you know, trying to explain it, and I don't have all the information. So I guess I would have to have to design that elevator speech that they always say you should have when you're involved, and stuff that you can say what you do quickly

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02:46:16.350 --> 02:46:29.969

Johns Hopkins: and and try to get some buy in. Yeah. But I want to say, I appreciate that you recognize that. And you're you're open about like you still need to learn. You're still in that learning phase, and not everybody is willing to do that. So I appreciate that. Thank you.

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02:46:30.655 --> 02:46:43.589

Johns Hopkins: And you know, just from knowing that we could look at the bill like that's in my notes. Oh, I gotta go online and get this bill so I could see you know how it was established, and and what has been going on, so I think

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02:46:44.060 --> 02:46:48.410

Johns Hopkins: I will know that the answer to that one day, really soon.

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02:46:49.148 --> 02:46:52.099

Johns Hopkins: What John Hopkins in Baltimore are looking for.

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02:46:52.750 --> 02:46:58.290

Johns Hopkins: The only thing I can think of right now is transparency, and on both sides, actually.

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02:46:58.400 --> 02:47:02.679

Johns Hopkins: And that comes with, I'm sure, a lot of controversy.

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02:47:03.391 --> 02:47:09.499

Johns Hopkins: Even the definition of transparency sometimes is different to people. So sometimes you have to know.

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02:47:09.890 --> 02:47:21.110

Johns Hopkins: What does transparency mean to you? And what does it mean to you, John Hopkins? And what does it mean to you, Baltimore? Especially in light of all the stuff that's going on with police and all of that now

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02:47:21.300 --> 02:47:27.259

Johns Hopkins: and then. What will my legacy be again right now?

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02:47:27.470 --> 02:47:33.660

Johns Hopkins: Just staying committed to the process and learning the process of the board.

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02:47:34.384 --> 02:47:44.050

Johns Hopkins: If you ask me, maybe a couple of months later, I'm sure that that answer will change as I go along with this process, because at some point I would be able to say.

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02:47:44.410 --> 02:48:00.170

Johns Hopkins: What's my legacy? So I don't wanna make myself overwhelmed thinking, oh, my God, I gotta, you know, create this legacy for myself. I just wanna go along, you know. Chew on a little bit, step by step, and then I'll be able to to say that with some confidence.

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02:48:00.910 --> 02:48:02.189

Johns Hopkins: Alright, thank you.

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02:48:05.044 --> 02:48:21.519

Johns Hopkins: All right. So I'll answer. The 1st question was, why this board was established, I think, 1st and foremost, because people stood up and said we need police accountability. So just in general, just police accountability as a whole was established because people.

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02:48:21.670 --> 02:48:30.929

Johns Hopkins: everyday people said we need this, and they said it loud, and they kept saying it, and they kept showing up. And so now we have certain models of police accountability. And so that's

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02:48:31.080 --> 02:48:43.090

Johns Hopkins: part of the reason why this board was established. What are Johns Hopkins and Baltimore looking for? I don't know, Johns Hopkins, but I know that Baltimore is not a monolith, and I think it depends on your neighborhood. It depends on who you are. It depends on what you've experienced and

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02:48:43.090 --> 02:49:03.889

Johns Hopkins: where and how you live. What exactly you're looking for, because if you ask a homeless person that lives right on the border. They're going to say something different than someone who owns a business. So I think that as far as Baltimore, I think that needs to be all encompassing of all the human beings that live in Baltimore, and I think that they, and and

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02:49:04.030 --> 02:49:16.370

Johns Hopkins: for most people it is safety and security, and whatever that looks like to you, and that's going to be different at different times. And what will my legacy be? I hope that

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02:49:16.560 --> 02:49:37.359

Johns Hopkins: it will be one of showing up for my neighborhood, and being respectful to all those involved, and helping move this, this board and the work forward in a community and centered way, whether that be in the Hopkins community and also the Baltimore community as well.

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02:49:37.610 --> 02:49:38.480

Johns Hopkins: Thank you.

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02:49:42.530 --> 02:49:45.369

Johns Hopkins: Well, you. You hear the name, Johns Hopkins.

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02:49:45.490 --> 02:49:48.920

Johns Hopkins: and it's recognized all over the world. It's not too many places

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02:49:48.970 --> 02:50:16.320

Johns Hopkins: where people don't know what Johns Hopkins is. So the board was established because it had to be, and those were just notes that I wrote down. I mean, people continue to visit the ghosts of the past, and they keep resurrecting them so that they can't move forward. So that's why this it was important, too, for this board to be established. What does Hopkins want? I believe they want people to see that they now get

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02:50:16.560 --> 02:50:38.360

Johns Hopkins: what? The how the Baltimore saw them. You know the money they have. You're not giving to the community. You're this big, shining entity up on the hill where all people can do is to look up but not touch. And I think Hopkins wants to be seen recognizing how the people of this city

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02:50:39.300 --> 02:50:55.679

Johns Hopkins: see themselves in this equation, this place that could make a change. But they didn't. They experimented on us. They they didn't ask us if they could they? They don't respect us. They don't like us, you know. We're just lab

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02:50:55.960 --> 02:51:19.029

Johns Hopkins: to them. And so Baltimore is looking for them to make that right. The legacy will be that I was here from the very beginning. I saw the the everything and from the beginning to to this point, and I can say that even though it has been difficult at times. It is, has been for me a really beautiful journey.

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02:51:19.570 --> 02:51:21.740

Johns Hopkins: No, thank you.

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02:51:23.640 --> 02:51:38.265

Johns Hopkins: Okay. So the the board. I think everybody has such on a was established one, of course, to hold us accountable, but I think also to make sure that we are improving and being exactly who we say that we're trying to be.

887

02:51:38.640 --> 02:51:54.420

Johns Hopkins: which is a great agency. You know world. Now, where we are setting the standards for others right? And and not saying that, hey, we are trying to work on it, but becoming those things. And so what Hopkins and Baltimore are looking for.

888

02:51:54.420 --> 02:52:15.640

Johns Hopkins: First, st I'll say healthier and safer communities. Right? That is what public safety is originally designed for. And yes, I think Hopkins may be a little late to the game to have their own police department, considering that we do have other colleges in the city who has always, or it would seems they have always had their own police department.

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02:52:15.760 --> 02:52:23.940

Johns Hopkins: Now we're here right? And so, Baltimore, the same, I can tell you, coming from Baltimore City Police Department and having to manage

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02:52:23.980 --> 02:52:30.860

Johns Hopkins: the entire agency right when you have resources and you are resource. Constrained, as Bpd. Is right now.

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02:52:30.860 --> 02:52:54.620

Johns Hopkins: you can't provide the best service to our own campus consumers the way that now we can right. Having your own dedicated resource to say, Hey, I have a problem. We can have a faster response to resolve those issues. And I know that there's concerns around what that looks like, right? Because the goal isn't to be over policing. I can tell you that it's not gonna happen under my watch. I don't like that, either.

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02:52:54.620 --> 02:53:00.570

Johns Hopkins: The goal is to be servitude to what our needs are, what the community has a need for us to say. This is what

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02:53:00.620 --> 02:53:05.529

Johns Hopkins: how we should be servicing, I can tell you. East Baltimore is just a different

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02:53:05.690 --> 02:53:28.980

Johns Hopkins: in Homewood there are 2 very different unique campuses, Peabody as well. Peabody is a lot more insulated to what their concerns are, but those concerns are outside those doors right East Baltimore is this Mini city all in itself, that has multiple priorities that are that are happening at the same time, we're having a dedicated resource can be more beneficial, you know, of course, to

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02:53:28.980 --> 02:53:48.569

Johns Hopkins: whether you're a faculty, your staff, a doctor, a visitor, a nurse, a patient, the patient's family. Now get to say, Hey, listen! I am safe here, or even in their own perception, to say that I had a need for something, and it was a quick response that gave me again resolution. So lots of pieces that I think that are there in complexity, but

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02:53:48.570 --> 02:53:55.250

Johns Hopkins: overall just having healthy and safer communities, I think ultimately, is what we both want on both sides.

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02:53:55.380 --> 02:54:24.329

Johns Hopkins: and I think my legacy is what I always try to continue to aspire to be. And so I was in a documentary that Dr. Webster was very, very involved with on the data behind before I even got involved. I didn't realize they had been filming probably 3 years before I got involved and got volunteered that I was going to do it, thanks to Kenisha as well that I was going to be a part of this documentary because they wanted to be around your family. I had a young young grandkids, and I was like y'all want to be in my house. I'm a little apprehensive about that.

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02:54:24.370 --> 02:54:52.769

Johns Hopkins: but not realizing the legacy that it leaves, especially until my grands actually watch the film with me in one of the debuts and



tell me how proud of me that they are. And I'm like I'm the one that's supposed to say I'm proud, not them. But you don't realize how it really brings together to show that humanity is there. So my legacy is always going to be humility and humanity. And how do we do it in a way that we are advocates, and the voice for all of the communities that we serve and not just use the authority that we have. That's in us, because we can't.

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02:54:53.380 --> 02:55:13.730

Johns Hopkins: Yeah, yeah, all right. Again. The church of Johns Hopkins. Good. So I'm a little over. I know we start a little bit late. So I'm gonna wrap this part up and I'm just gonna show this one slide.

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02:55:14.130 --> 02:55:16.340

Johns Hopkins: I won't. I won't talk about it.

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02:55:17.270 --> 02:55:35.000

Johns Hopkins: but you can. Just. I'll just leave that up for a moment as I hand it off to. I think, Calvin, to take on this next piece, and then we'll have some lunch. So you're standing between us and lunch. Is that what I hear all right now? But you take the time you need. So all right. Do you want? You want your slides back up?

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02:55:35.250 --> 02:55:37.279

Johns Hopkins: We'll see. We'll see if I can do that.

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02:55:52.430 --> 02:55:56.440

Johns Hopkins: Yes, all right.

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02:55:57.190 --> 02:55:58.869

Johns Hopkins: There you go, my friend. Thank you

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02:55:59.410 --> 02:56:18.709

Johns Hopkins: alright folks. So I am standing between you and lunch and unfortunately, Phil got pulled away for an emergency down at the hospital. So I'm gonna I'm gonna pitch it for him and go through the training deck and I know, Laura. I'm Gonna be looking at you because I know you and him worked on some of this. But we'll we'll get there. Okay.

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02:56:19.050 --> 02:56:42.880

Johns Hopkins: well, this is Phil. He got a new head shot. It's actually a great shot but Phil is our senior director for training and accreditation. He has been working, and I'm not going to go through it verbatim, but he has been working all the policies that you see, he's working on all the trainings. He's working on the Gap training. But in addition to that.

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02:56:42.880 --> 02:57:05.609

Johns Hopkins: Bill oversees the operation for all training for public safety. So it is also our campus security officers. It's also the trainings that some of us receive in leadership. He tracks that information. And so, in addition to Jhpd. And all the certifications that they have to get are based on a new Maryland law. Our campus

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02:57:05.610 --> 02:57:28.200

Johns Hopkins: security officers have to go get certified and have to comply with different regulations. And so Phil has a huge job on his hands, and sometimes we get pulled away. But he's an excellent person for us here at Johns Hopkins. He does so much to make sure that we are meeting the needs of the stakeholders, both internal and external.

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02:57:28.270 --> 02:57:31.100

Johns Hopkins: So policy, review and development.

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02:57:31.610 --> 02:57:32.820

Johns Hopkins: So

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02:57:38.450 --> 02:57:41.192

Johns Hopkins: so what we have here is

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02:57:42.580 --> 02:57:55.345

Johns Hopkins: Phil, just wanted to make sure that you understood all of the folks that we had to utilize, and that we use as benchmarking for our making up our policies. So we had the

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02:57:57.400 --> 02:57:59.520

Johns Hopkins: hold on. Let me let me make this a little better.

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02:58:01.660 --> 02:58:04.159

Johns Hopkins: I want to make sure. I say this correctly.

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02:58:09.020 --> 02:58:10.410

Johns Hopkins: Here we go.

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02:58:11.050 --> 02:58:12.869

Johns Hopkins: That's what I needed. Okay.

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02:58:14.150 --> 02:58:28.704

Johns Hopkins: so we use the Aclu, the Leadership Conference on Civil Rights, the International Association of Chiefs of Police and the Police

Executive research firm, Perth, and we we also utilize as a benchmark the Aclu's

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02:58:29.170 --> 02:58:44.329

Johns Hopkins: racially just policing models, policies for colleges and universities, justice collaboratory at Yale Law School principles on procedurally just policing President Obama's commission on 21st century policing and the standards for law enforcement Agencies

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02:58:44.330 --> 02:59:09.060

Johns Hopkins: Commission on Accreditation for law enforcement agencies, Calea. So now the last one, I will say, is what is also in the Cssa, that we must, as a institution, adhere to that is the highest standard of accreditation, and by comparison think of the Middle States for accrediting Johns Hopkins. That is what Calea is to policing.

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02:59:09.140 --> 02:59:26.179

Johns Hopkins: And so we have to meet that standard. We are well on our way to meeting that standard. That is something that we are working through now, and and should be credited by this time next year is my understanding. So we are diligently working to get that done.

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02:59:26.890 --> 02:59:49.119

Johns Hopkins: We also, as a part of our policy development, remember, the Jhpd came into being in 2019, and then there was a change in the Maryland police reform legislation, so that we needed to make some adjustments to our policies to reflect and adhere to the changes that came from the Maryland police reform legislation.

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02:59:52.550 --> 03:00:00.188

Johns Hopkins: the Bpd consent decree and the Mou. Between Bpd and Jpd. So we also utilize some of the same

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03:00:01.240 --> 03:00:17.449

Johns Hopkins: things that came down from the consent degree that Baltimore City was putting in place as well because they were national best practices. So know that a lot of our policies and trainings are based on the best things that were are available, and as new things emerge.

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03:00:17.800 --> 03:00:21.089

Johns Hopkins: we need your help to help get those things into policy, too.

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03:00:24.070 --> 03:00:33.310

Johns Hopkins: While some of our university peers finalize policies online, they do not typically post any publicly accessible materials regarding their policy process.

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03:00:33.390 --> 03:01:00.343

Johns Hopkins: As you all may remember, for those who were here. We went through an extensive policy process and policy review process that included the outside community that included. This board as was talked about. Duke and Dr. Madhu spent a lot of time going through those policies and of those policies, about 90% of the comments that this board made were accepted into those policies.

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03:01:01.150 --> 03:01:13.589

Johns Hopkins: we also work with our Vice President for Public Safety and Chief of Police 21 Cp solutions, key members of Jh. Leadership team and comments. Right? All these people went through these policies.

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03:01:13.960 --> 03:01:15.840

Johns Hopkins: Then we put some drafts up

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03:01:16.670 --> 03:01:29.280

Johns Hopkins: public comment period, and then we sent a a document that actually goes through all of the comments, and whether they were accepted, rejected in their original form, not in their original form. So

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03:01:29.390 --> 03:01:31.999

Johns Hopkins: that is not something that is typical

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03:01:32.220 --> 03:01:40.540

Johns Hopkins: of any process that involves that level of detail and policymaking. But Johns Hopkins did engage in that process.

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03:01:41.030 --> 03:01:59.109

Johns Hopkins: Here's just a timeline of kind of how that went, and, as you know, last summer is when those policies were published. The finals. But that does not mean that new policies won't emerge. That does not mean that your work is done on the policy front, because, as new things come which I'll talk a little about a little bit about in a second

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03:01:59.360 --> 03:02:03.170

Johns Hopkins: we will engage in that same process again. Okay.

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03:02:07.580 --> 03:02:32.680

Johns Hopkins: so we will invite you, as on the next slide. We have 2 new policies coming. One is the campus experience, and one is the trike

personal vehicle. So we do have trikes that our police officers will use on campus, and then we will talk about the campus experience and how we want to make it again to encourage and engage in the campus. All of the campuses we have.

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03:02:33.550 --> 03:02:49.449

Johns Hopkins: And then there's a material update to our fleet management policy. That's also in development to account for the addition of the electronic car publishing of the 3 new updated policies is forecasted to occur during early 2026. So 1st Q, 1, 2026 market down.

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03:02:49.690 --> 03:03:02.509

Johns Hopkins: we gotta get a new chair for the policy committee, so that person will be leading up those efforts. So if that's something you're interested in, we'll talk about the elections, and next next steps a little bit later. Today.

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03:03:05.290 --> 03:03:14.560

Johns Hopkins: all newly drafted policies and updates to existing policies resulting in material changes will be shared with the Accountability Board for for review and comment.

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03:03:14.880 --> 03:03:23.929

Johns Hopkins: So as we continue to move forward and Deputy Chief Brown continues to work through making the police department operational

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03:03:24.180 --> 03:03:28.509

Johns Hopkins: a lot. Folks will find areas of the policy that need to be tweaked.

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03:03:28.690 --> 03:03:34.270

Johns Hopkins: Some of them may be substantive, some of them may. Some of them might be. We missed a period

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03:03:34.430 --> 03:03:48.330

Johns Hopkins: right? Some of them might say we need to change a whole sentence. When those things happen, you all will be involved in the dissemination as well as the review and the update of those policies. So

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03:03:49.100 --> 03:03:56.052

Johns Hopkins: we will make you aware anytime we make changes to biases. And so if you all have questions or feedback.

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03:03:57.610 --> 03:04:10.729

Johns Hopkins: please let us know. Right. Does it help Jhpd safely carry out its stated mission? Is this policy understandable? I think that's 1 of the places where we always need your help is because we can speak in a very technical.

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03:04:10.980 --> 03:04:12.520

Johns Hopkins: very

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03:04:12.650 --> 03:04:36.090

Johns Hopkins: the difficult way for for the layman layman's terms, right for people to understand. And so we want to make sure that we are using language that everyone can understand to the extent that we can use that language. Of course, some things have to be tech very technical for a reason. But then there are some things that we might be able to massage, and that's what we'll need your help to make sure that it's understood.

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03:04:38.570 --> 03:04:53.690

Johns Hopkins: We will continue to have a page that's dedicated to our final policies again readily available. You can see them at any time. We're not hiding the ball, and so all draft policies will be posted on the Public Safety website for 30 days to allow for comments. So that process will remain the same.

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03:04:54.960 --> 03:05:13.829

Johns Hopkins: So now let's get to the good stuff part that's going to be good for you all. Next, training, development and review. So first, st let's level set. All members of Jhpd must meet or exceed the initial and ongoing education requirements for the Maryland police training Standards, Commission, Mptsc and the community safety and strengthening act.

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03:05:14.060 --> 03:05:15.540

Johns Hopkins: So what does that mean?

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03:05:15.820 --> 03:05:34.430

Johns Hopkins: Because I know this is sometimes questions you all get, and sometimes you all have posed to the University. Newly hired police officer candidates must successfully complete their Mptsc certified policy entry level training Academy. That is a minimum of 850 h.

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03:05:34.800 --> 03:05:40.010

Johns Hopkins: or they must be a curt. So in other words, this is, that's for a brand new officer

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03:05:41.510 --> 03:06:00.919

Johns Hopkins: or a currently certified officer in good standing, who joins Jhpd. From another law enforcement agency that is recognized by the Mptsc. Provided they have completed comparably entry level training and require Mptsc in-service training or other required learning.

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03:06:01.630 --> 03:06:03.499

Johns Hopkins: So that's what we would call a lab

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03:06:05.620 --> 03:06:13.919

Johns Hopkins: specialized training and qualification with any defensive weapons, field training and up to 240 h field training up to 240 h

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03:06:14.360 --> 03:06:25.889

Johns Hopkins: at minimum, all Mptsc certified law enforcement officers must receive at least 18 h of in-service training each calendar year. So these are the baselines that everyone must do.

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03:06:26.670 --> 03:06:49.909

Johns Hopkins: Current members of the Jhpd. Have been assembled to assist with the operationalization and implementing of the Jhpd policies to include assisting the delivery of the generally accepted general acceptance program training. So that is the last portion, and this is the portion that you all will be helping us with. So all the things above these are things that are required by the State.

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03:06:50.310 --> 03:06:52.960

Johns Hopkins: They must happen, we must do them.

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03:06:53.260 --> 03:07:07.950

Johns Hopkins: The things at the bottom are the 88 policies that we have established, and so, before a police officer can step foot on the street as a Jhpd officer, they must have completed all of it.

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03:07:08.180 --> 03:07:19.479

Johns Hopkins: Yes, so like the the 18 h of in service training that happens every calendar year. Is it the same training, or is it different?

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03:07:19.580 --> 03:07:28.070

Johns Hopkins: So I'm gonna let mo chime in. There is the 18 h the same training, or is it different training every calendar year?

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03:07:29.330 --> 03:07:52.709

Johns Hopkins: Yes, it would be a refresher, but it also could be what is happening nationally right, that we need to adapt some new best practices. Okay? So let's let's take behavioral health. When we started

to understand what that looked like. To give us better tools in the toolbox. 1st we started with some de-escalation techniques, right? That is very.

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03:07:52.940 --> 03:08:12.580

Johns Hopkins: very minimized or more, a little bit more condensed in training. But then, when you want your officers to have this expanded knowledge, the training basis is much more broader. So for de-escalation training, maybe an 8 h day of training right that teaches you all these de-escalation techniques, and how you should go down the pendulum or go up the pendulum to de-escalate

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03:08:12.580 --> 03:08:35.059

Johns Hopkins: right? And what you should do what tools you should use, how you can talk to individuals, recognize some of the mental crises that they may be in, or some behavioral crises that they're in. But then for, like a critical incident, or like around our cit training, now, that's 40 h meaning that you have more extensive training that really teaches you some brain science, some

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03:08:35.060 --> 03:08:47.490

Johns Hopkins: how to recognize what they could be on, and so teaches you a lot more in depth. So in service is normally based on what's happening right now, nationally, that we need to have some more adaptive best practices that helps us

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03:08:47.890 --> 03:08:50.720

Johns Hopkins: be better tools and agents, you know, than we're out there.

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03:08:51.020 --> 03:08:51.810

Johns Hopkins: Thank you.

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03:08:53.010 --> 03:08:56.409

Johns Hopkins: That's it. That's why I'm glad you said

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03:08:59.350 --> 03:09:18.879

Johns Hopkins: so that that all makes sense, though. Okay, in addition to our electronics policy assignment and familiarization. All Jhpd officers must attend and successfully complete the Gap training. So gap training is designed to Orient new and already certified police officers to the Johns Hopkins Community and Jhpd's mission values and Guiding principles.

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03:09:20.220 --> 03:09:25.569

Johns Hopkins: specific instruction or Jhpd rules, procedures and statutory requirements unique to the Jhpd.



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03:09:25.780 --> 03:09:38.299

Johns Hopkins: Naturally recognized best practices in response to people with behavioral health conditions or in crisis and culturally responsive in police decision making, including fair and impartial policing, de-escalation, use of force stops, searches and seizures.

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03:09:38.740 --> 03:09:51.530

Johns Hopkins: Training is delivered in a variety of adult learning approaches learning center teaching techniques to facilitate a positive learning, environment and student experience. So all of that, to say.

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03:09:52.590 --> 03:09:57.450

Johns Hopkins: the goal is to make sure that the trainings meet our officers where they are.

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03:09:57.620 --> 03:10:14.310

Johns Hopkins: It is also designed to ensure that, in addition to that 850 h, plus all of the other things that they're getting, that they understand not just how to police in a municipality, but what it means to police on a campus, because that is not the same thing.

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03:10:14.660 --> 03:10:19.489

Johns Hopkins: and while they're they're they will they? This campus is within an urban setting

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03:10:19.967 --> 03:10:34.149

Johns Hopkins: the the operating and moving and touching the stakeholders looks a little different. And so we want to make sure that we are. We are guiding and equipping our officers with all of the necessary information, so that they can be successful.

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03:10:34.990 --> 03:10:59.780

Johns Hopkins: And of course, dealing with students is a completely different world. Right? You were, you were going to ask a question. I was, yeah. The other question I was going to ask is, they receive the training right? But then they're also receiving. I would imagine there's some like assessment as part of the training that demonstrates that they have an understanding of what they've learned. Yes, and and Deputy Chief Brown. Correct me if I'm wrong.

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03:11:00.310 --> 03:11:26.850

Johns Hopkins: We could not be Kalia compliant or certified if we did not have those assessments. So we have to assess, to, to demonstrate learning in order to get that accreditation as an agency. And and the it won't just be us doing, assessing the Kalia agents come and do the assessing as

well. Yeah. So it's not just us. And then so what would happen? Right?  
The what if so, what would happen if someone doesn't meet

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03:11:28.300 --> 03:11:29.200

Johns Hopkins: doesn't

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03:11:29.380 --> 03:11:56.879

Johns Hopkins: pass the assessment right? Would they have an opportunity to reassess or like you mean for training? Yes, so remedial. We'll always reteach. We'll always retrain, you know, and it may even get down to being some one on one type of of a deal right? Maybe I have to walk you through to understand where those gaps are. So when we test out, we can see where someone's not passing like, if there's a question we can, you know. And then

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03:11:56.940 --> 03:12:21.890

Johns Hopkins: we all have to take the test again. And so if you again fail on that same question, it may be time for us to lean in to say, Okay, let's talk this through. Where are you getting hung up on in this part? Right? Because it may just be something that has to be explained for a little bit more clarity, or it could just be that the test or the question isn't written. Very well. That may also be a fact check for us or some improvement factor to say, yeah, we probably should rewrite this question, or we should eliminate.

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03:12:21.890 --> 03:12:35.219

Johns Hopkins: And I could tell you the promotional exams. That has happened right, because you'll take it. And now you get it, and everyone has failed on this, on this question, or something like that. But we will always come back in to retrain. We will always, of course.

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03:12:35.220 --> 03:12:42.690

Johns Hopkins: you know, Reteach, any of that until we make sure that the proficiency is there, or the clarity for that that individual is understood

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03:12:42.950 --> 03:12:43.680

Johns Hopkins: enough.

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03:12:44.750 --> 03:12:46.966

Johns Hopkins: Thank you. Yep, alright. Great.

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03:12:47.760 --> 03:13:11.660

Johns Hopkins: See, I'm doing good. We almost done, and we'll be back on time, gap, training, development and review and outgrowth of the Jhpd Review Process board members are invited to observe the delivery of the

Gap training as this progress and share feedback. So, as you all know, and you should have received already, we have a week of training that is specific to you all for us to go over the major trainings

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03:13:11.700 --> 03:13:29.839

Johns Hopkins: so that you all can provide feedback again. Please sign up for some slots. You don't have to do them all, but we would love to make sure that you get your eyes. Someone from your board gets your eyes on these so that you can. All you know. Do your statutory

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03:13:29.980 --> 03:13:48.809

Johns Hopkins: required job, give us feedback, and so we can make adjustments to these trainings. And what we really want to give feedback and help us evaluate is the content, the course material, the overall presentation, and then the instructor delivery. We don't want someone who is going to do what we sometimes do is

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03:13:49.460 --> 03:13:56.249

Johns Hopkins: that's the content course. Material, like, you know, word for word. And so if we.

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03:13:56.360 --> 03:14:10.500

Johns Hopkins: if they're not engaging, or there's some other type of feedback or some ways that they can show up. We want that feedback. Okay? It'll be used to update the lesson content and the course materials and the presentation and delivery.

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03:14:12.650 --> 03:14:26.450

Johns Hopkins: With the help of 21 cp. Both orientation and gap topics have been recommended, based on earlier feedback. Longer presentations and those that are similar have been grouped into a single session. So we have had some of those meetings already.

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03:14:26.969 --> 03:14:54.539

Johns Hopkins: And you know, 21 Cp. Was here working with our training team the other day, and they were coming up with even the timing of how certain things are going to be delivered, because we know that certain things that at certain times are remembered differently than when you 1st started your orientation. So they they got really in depth in how we're going to deliver this. And so after your feedback. I believe the goal is to have the 1st full on Gap class when we have our

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03:14:54.580 --> 03:14:58.309

Johns Hopkins: set of students returned, and I believe that's August Wg. Brown.

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03:15:00.020 --> 03:15:21.479

Johns Hopkins: We got 2 full coming back in August end of August end of August. They will have to one go to field training. Field training is about 2 months. So John Marcus right now is in his second phase of field training. So we will have him shortly. And then by the time he comes back, and by the time they graduate Gap will be available for all of them.

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03:15:23.080 --> 03:15:26.070

Johns Hopkins: So we'll be right on time, so we need your help.

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03:15:28.980 --> 03:15:35.200

Johns Hopkins: Members are not required to stay for the entire day or session, but we're asked to remain for the entirety of any one session they plan to attend

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03:15:35.420 --> 03:15:50.209

Johns Hopkins: to ensure that we do not exceed the quorum, for any single workshop is capped no more than 2 Johns Hopkins Accountability Board members, because these are not presentations that will be delivered. Y'all know why. We know we know why.

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03:15:50.210 --> 03:16:18.590

Johns Hopkins: and then all presentations will be held at Johns Hopkins, Eastern campus with snacks, including lunch and dinner, will be provided. A summary of the review process and list of the feedback received will be, as well as the disposition will be provided with other updates. So we're going to engage in that same process. We're going to get comments. We're going to get feedback. And we are going to disposition. What that comment was, what that feedback was, whether we accepted it and whether it ended up in the presentation all right, and that will be a publicly available document.

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03:16:19.410 --> 03:16:21.730

Johns Hopkins: Alright, yes.

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03:16:21.890 --> 03:16:38.869

Johns Hopkins: share the training that I just sent out for the poll that some of them have to change because some instructors couldn't do certain things, so they had to be changed. So more to be determined on that. And I think he's gonna

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03:16:39.080 --> 03:16:40.000

Johns Hopkins: share that.

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03:16:42.080 --> 03:16:50.120

Johns Hopkins: So with that any additional questions about training and I stayed relatively close. I did good.

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03:16:51.770 --> 03:17:16.210

Johns Hopkins: No, I just want to thank you, because I know it's a lot of time y'all spent blood, sweat, and tears with this, and I can tell your heart and commitment is in it, you know, Ganesha Ryan, Calvin Amy, you know, and everybody else not here. So no, I just appreciate you. I know you're probably going to do some platitudes, you know, Madam Chair. But no, I just appreciate it, and all the feedback that was taken.

1002

03:17:17.286 --> 03:17:40.599

Johns Hopkins: All right, so we can pause while we go to lunch, and then we will reconvene at 1245. 0, yeah, you don't have the itis. Oh, Lord! Oh, my Lord, yeah, Grant, somebody's grandma made that lunch. Lunch is dinner. Calvin took that feedback

1003

03:17:43.060 --> 03:18:04.030

Johns Hopkins: So so they learn a little bit more. And we'll be, you know, and it's lunch. So

1004

03:18:04.486 --> 03:18:13.609

Johns Hopkins: how do you? How do? How do we set that up, or how are you orchestrating us in the room?

1005

03:18:15.820 --> 03:18:20.659

Johns Hopkins: Got it also named that the Powerpoint? Oh, okay.

1006

03:18:25.410 --> 03:18:26.500

Johns Hopkins: go out.

1007

03:18:30.080 --> 03:18:34.060

Johns Hopkins: No, none of us can do that.

1008

03:19:01.000 --> 03:19:15.739

Johns Hopkins: Put this Powerpoint on that computer. And then we want to play.

1009

03:21:15.460 --> 03:21:25.749

Johns Hopkins: And I know that's what people think. They overthink. They overthink. They drive as if so, it's like, she said, that's so good.

1010

03:21:27.910 --> 03:21:34.660

Johns Hopkins: If I say it in heaven, I am going to say, you know, saying like yourself, not like him, and not like her right

1011

03:21:43.911 --> 03:21:58.359

Johns Hopkins: bratcher to bring his things, you know. Look, I'm gonna show up every day all day, you know. I can't even study the flight. You never sit back and say, Well, I'm not. It's a bottle

1012

03:22:00.050 --> 03:22:08.509

Johns Hopkins: we know we've been through that.

1013

03:22:08.730 --> 03:22:24.189

Johns Hopkins: Well, I well, it's not necessarily. Oh, we gonna go back to that now, because otherwise I got put my mayweather gloves on. We ain't going back to nothing. I look to everything that happened

1014

03:22:24.910 --> 03:22:41.450

Johns Hopkins: this year and the years before me. I'll have no regrets with it. By nature of this accountability will work. We moved. We did move forward now, and I know there might be some contention in community about right, our definition of moving forward. But we did.

1015

03:22:41.470 --> 03:23:02.140

Johns Hopkins: And we're gonna just we turn in the page and continue to move forward, staying right there. I'm gonna keep walking. Keep on walking. I ain't talking to you anymore.

1016

03:23:02.210 --> 03:23:19.600

Johns Hopkins: You want to play some with audio.

1017

03:23:20.040 --> 03:23:35.809

Johns Hopkins: They got a vegan option out there. Oh, yeah, it is throwing stuff. I know that's Vegan, because so it's not going to be on my plate, but

1018

03:23:35.820 --> 03:24:02.779

Johns Hopkins: I ain't no vegan, but I ain't want to be a Vegan stuff. You know what

1019

03:24:02.880 --> 03:24:24.710

Johns Hopkins: you do that as a good sauce or okay. I was like, I saw all these cameras. I'm like, hold on, what did I want to do?

1020

03:24:25.720 --> 03:24:31.419

Johns Hopkins: But yeah, this is probably the most actually in this room. I mean, we might as well have them

1021

03:24:31.720 --> 03:24:35.929

Johns Hopkins: accountability board meetings in here, but I'm sure they have paid a lot to get all of them

1022

03:24:36.470 --> 03:24:38.150

Johns Hopkins: set up.

1023

03:24:38.540 --> 03:24:55.860

Johns Hopkins: Yeah, we got all these cameras and everything. This is a hot. It's not only a hot mic, it's a hot camera.

1024

03:24:56.120 --> 03:24:59.830

Johns Hopkins: Yeah. Everything in here is hot.

1025

03:25:05.410 --> 03:25:10.079

Johns Hopkins: We couldn't escape being in the public. I wanted to do this.

1026

03:25:13.710 --> 03:25:27.390

Johns Hopkins: I didn't realize, like the way constantly grow my casin. I love it support.

1027

03:25:27.640 --> 03:25:35.340

Johns Hopkins: I want all of us to snore after this. This is good, though.

1028

03:25:36.870 --> 03:25:59.069

Johns Hopkins: I mean but yeah, y'all came with the kick drum with food, I mean short or shabby on that. But no man. I appreciate it. I do notice all the modifications y'all put in, and added like, so the one thing I love is the like. Oh, my gosh!

1029

03:26:00.650 --> 03:26:17.289

Johns Hopkins: If you could give me the original video file you have the Powerpoint from last year, whenever we have a meeting, I'll just stand behind him, he tall. He just you know he could be my shade. Yeah, Calvin said. He's taller than him.

1030

03:26:21.550 --> 03:26:26.229

Johns Hopkins: Everybody's are you on the Wi-fi should be.

1031

03:26:26.360 --> 03:26:27.920

Johns Hopkins: Yeah. But yeah.

1032

03:26:28.090 --> 03:26:45.730

Johns Hopkins: what are you doing this summer? I just got after this week. It's been a minute. I haven't taken it. Yeah, because I've been waiting. It's been a long time coming like Sam Cook saying, because I haven't taken like a true vacation

1033

03:26:45.820 --> 03:26:59.450

Johns Hopkins: like 2022. So I'm gonna take off. Yeah. So oh, no, this ain't no, I ain't staying nothing

1034

03:26:59.660 --> 03:27:13.410

Johns Hopkins: - from from Monday to next Wednesday. Yeah, I'm or the following Wednesday from the 1st to yeah. The 8.th I'm gonna take a vacation go to Cedar Point.

1035

03:27:13.530 --> 03:27:23.449

Johns Hopkins: do some other stuff with the kiddo, and then I plan on taking about 3 or 4 more over the summer, just because I know the the fall. Once that kicks in, it's gonna get hot and heavy. You're just

1036

03:27:23.900 --> 03:27:25.220

Johns Hopkins: on right.

1037

03:27:25.560 --> 03:27:30.509

Johns Hopkins: I'm so used to staying on, because then I gotta just hop from one thing to the next.

1038

03:27:32.400 --> 03:27:33.230

Johns Hopkins: No?

1039

03:27:33.480 --> 03:27:37.817

Johns Hopkins: Well, look shameless. Plug, Dr. Webster. Oh, man,

1040

03:27:39.133 --> 03:27:43.710

Johns Hopkins: Yeah, I'm gonna just go and do the segue while we're not on cam.

1041

03:27:44.100 --> 03:27:46.560

Johns Hopkins: because we do have a vacancy.



1042

03:27:46.780 --> 03:27:53.039

Johns Hopkins: and there's no, you know, if anybody else don't. Professor Scott Galloway has a quote.

1043

03:27:53.280 --> 03:28:00.809

Johns Hopkins: You already know what my, what my lead in is. There's no better person to also kind of fill that vacancy than

1044

03:28:00.970 --> 03:28:06.519

Johns Hopkins: the policy person who we have amongst us the Dr. Daniel Webster.

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03:28:07.119 --> 03:28:10.350

Johns Hopkins: It could happen so low. It happened in cold

1046

03:28:10.480 --> 03:28:14.161

Johns Hopkins: thanks. I mean, when they were going through the committees.

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03:28:14.750 --> 03:28:23.900

Johns Hopkins: the things that seem natural to me, because can you come in policy?

1048

03:28:24.310 --> 03:28:29.510

Johns Hopkins: But I'm a little bit torn, because community engagement is

1049

03:28:29.570 --> 03:28:54.890

Johns Hopkins: but 3. But those can happen because they're that work isn't all simultaneous. So it's not like right, we're trying to like drink from a fireholes with it. We do stagnate like. If there's a heavy topic with heavy topic, with.

1050

03:28:55.180 --> 03:29:04.000

Johns Hopkins: we'll alternate those.

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03:29:04.730 --> 03:29:09.460

Johns Hopkins: I think we've moved it that way kind of midpoint.

1052

03:29:11.035 --> 03:29:12.330

Johns Hopkins: 14.

1053

03:29:20.120 --> 03:29:23.440

Johns Hopkins: We do things that like that

1054

03:29:27.580 --> 03:29:28.940

Johns Hopkins: press? 5.

1055

03:29:34.510 --> 03:29:39.980

Johns Hopkins: Yeah. Oh, it's a neat oh, how many

1056

03:29:51.500 --> 03:29:59.079

Johns Hopkins: think everybody is pretty! If there's any committee that everyone is only for the most part

1057

03:30:12.020 --> 03:30:14.419

Johns Hopkins: you would be able to do.

1058

03:30:31.890 --> 03:30:32.620

Johns Hopkins: Oh.

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03:30:39.702 --> 03:30:41.827

Johns Hopkins: well, yeah.

1060

03:30:58.620 --> 03:31:00.379

Johns Hopkins: I would have never. No.

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03:31:05.560 --> 03:31:11.969

Johns Hopkins: yeah. Normally they would embargo like

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03:31:12.330 --> 03:31:16.080

Johns Hopkins: we'll call like I do about 50 going in there.

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03:31:23.535 --> 03:31:27.793

Johns Hopkins: and that happened definitely fine.

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03:31:28.510 --> 03:31:34.513

Johns Hopkins: It's a prime system. Well, I'm sorry.

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03:32:07.600 --> 03:32:19.510

Johns Hopkins: And how much true would she be able to

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03:32:19.770 --> 03:32:28.930

Johns Hopkins: 10 toes down. And and yeah, and to your point, the one thing honestly with us not being on camera

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03:32:29.300 --> 03:32:30.480

Johns Hopkins: is

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03:32:31.186 --> 03:32:39.509

Johns Hopkins: to that point. I that's what keeps me up at night. That's what I think about, and I immediately thought about with her appointment.

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03:32:39.560 --> 03:32:51.140

Johns Hopkins: But then I also hope right with looking in my rear view, that so. So now what is it from the

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03:32:51.140 --> 03:33:15.699

Johns Hopkins: now? What it's been in the past? She's good to go, regardless of whether it comes internal, external. If she does not. I'm gonna have a problem because we're not going to have a situation where

1071

03:33:15.750 --> 03:33:41.048

Johns Hopkins: you know we've dealt with some of the things and knowing you know what the challenges have been with public health situation. Yeah, I'm not about to do this with another sister who, we know, is like a credible manager, and there's a great work, you know, or or great does great work with her expertise,

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03:33:41.500 --> 03:34:05.599

Johns Hopkins: and all of her. I'm not about to see her fall by wayside, so we might not need a police.

1073

03:34:22.330 --> 03:34:46.649

Johns Hopkins: It's my great pleasure to welcome you back to the Johns Hopkins University Orientation session for this new term. Goodbye. I will be on the next hiring pound.

1074

03:34:47.080 --> 03:35:02.190

Johns Hopkins: We gonna get her somebody.

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03:35:04.790 --> 03:35:27.689

Johns Hopkins: Hello! I'm Brando Bard, Vice President for Public Safety and Chief of police here at Johns Hopkins. It's my great pleasure to welcome you to the Johns Hopkins University Police Accountability Board Orientation session for this new term. Yes, your role is the leading oversight of the Johns Hopkins University Police Department. They would be able to fill those soon.

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03:35:28.644 --> 03:35:44.689

Johns Hopkins: I agree. I agree. I was thinking about all of that like, who would be on this other role

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03:35:44.910 --> 03:35:48.089

Johns Hopkins: especially, you know, because what we're saying honestly is.

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03:35:48.550 --> 03:35:55.795

Johns Hopkins: you know, some of these folks want to take.

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03:35:56.600 --> 03:36:19.160

Johns Hopkins: That's a lot. That's a lot of that. Most of them still like to keep their practice.

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03:36:19.160 --> 03:36:28.739

Johns Hopkins: It's naturally, I mean, the meetings are there before she wakes up, you know, after she goes to bed so.

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03:36:30.998 --> 03:36:52.140

Johns Hopkins: And it's tough at university, I mean, under different circumstances outside.

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03:36:53.600 --> 03:37:23.479

Johns Hopkins: right? Oh, my yeah. Oh, not right.

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03:37:33.670 --> 03:37:52.510

Johns Hopkins: Oh, probably

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04:00:57.830 --> 04:01:16.379

Johns Hopkins: great that the work that you did, reviewing our policies and and providing a guidance there, we adopted a high percentage of your recommendations and thank you for that thoughtful work. And I look forward to working with you all in the future. And this upcoming term. So thanks again and

1085

04:01:18.270 --> 04:01:21.299

Johns Hopkins: appreciate what you did absolutely. Yeah.

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04:01:24.520 --> 04:01:32.839

Johns Hopkins: And we got you the father of civilian oversight, all right. So now we'll have Brian.

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04:01:33.410 --> 04:01:37.080

Johns Hopkins: and he'll do the history of both side. Okay, all right

1088

04:01:37.700 --> 04:01:43.989

Johns Hopkins: switch up the slide decks. Yeah, it's it's not funny.

1089

04:01:56.460 --> 04:01:58.340

Johns Hopkins: Okay, how's everybody doing?

1090

04:01:58.560 --> 04:02:24.589

Johns Hopkins: Good? Yes, okay, that's good. That's good. We lost a couple of people. So you're ready for more, all right. So now you you already saw I can talk so I'm hoping that as I talk I'll try to provide some space as before. Please do stop me and ask questions. I may say I'm going to get to that, or among my 175 slides. No, I don't.

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04:02:25.070 --> 04:02:33.239

Johns Hopkins: I have done that. I don't have that. But I have more than you think. So we're just gonna run through some of this stuff. And

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04:02:33.350 --> 04:02:49.229

Johns Hopkins: basically, I want to talk about history of how civilian oversight has developed in this country because it's different different countries. So how it's structured, the things. It does the underlying principles that make it useful and effective.

1093

04:02:49.610 --> 04:03:11.090

Johns Hopkins: And if I have time I'm going to say something about trauma a little bit more than I did. I may not get there because I want to be respectful of people's time, and then a little bit more, just about looking ahead. So we're going to see how much of this I get through, and what I get through will be what we need. And if I skip a few slides. You know, this will be available about make sure Kelvin and Amy have everything. So

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04:03:11.340 --> 04:03:12.369

Johns Hopkins: with that.

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04:03:13.030 --> 04:03:39.230

Johns Hopkins: let's talk a little bit about the history and the theory. So we all know that there's this traditional sense about civilian oversight, about policing. Excuse me, that you know there used to be these little villages in England there'd be a constable. Hark! Who goes

there? Or a night watch person? A night watch, man! See, I've already adapting, and that that's where history

1096

04:03:39.230 --> 04:03:51.159

Johns Hopkins: of policing came from right. That's a you don't hear that that much anymore. But that is a traditional view, you know. Just kind of start in your little village, and that was the foundation of American policing

1097

04:03:51.210 --> 04:04:18.229

Johns Hopkins: coming from England like so much, did now what we have heard much more the last 10 years, and very rightfully so is the history of policing as is connected to the enslavement of Africans and African Americans, and I always have said, I don't like to read slides, I do like to read this one. So this is from 1828, just about 200 years ago, in North Carolina, a slave patrollers oath.

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04:04:18.700 --> 04:04:36.839

Johns Hopkins: I do swear that I will, as searcher for guns, swords, and other weapons among the slaves in my district. Faithfully and as privately as I can discharge the trust reposed in me, as the law directs to the best of my power, so help me God!

1099

04:04:37.610 --> 04:04:57.059

Johns Hopkins: So this is part of the history of policing in this country, and we've heard a lot about it. We've heard that this is the full history of policing. We've heard people that say, policing has nothing to do with this, but this is part of the history, but, like so many things in our country, there are competing narratives. Let me do this, and I'll come back to you.

1100

04:04:57.340 --> 04:05:00.310

Johns Hopkins: So the year for this, 1829,

1101

04:05:00.980 --> 04:05:24.340

Johns Hopkins: the next year this was in England, Sir Robert Peel, who later went on to be Prime Minister of England, was charged as a minister of creating a police department for metropolitan London. This massive, growing city and the 7th principle is often quoted by people in policing. People do training, and I won't read this whole thing. But the kind of common way, it's said is.

1102

04:05:24.340 --> 04:05:33.399

Johns Hopkins: the police are the public and the public are the police. That police are no different from us other than they've been asked to take on this special duty and responsibility

1103

04:05:33.400 --> 04:05:36.869

Johns Hopkins: to focus on something that's incumbent upon all of us

1104

04:05:36.870 --> 04:05:48.099

Johns Hopkins: to keep our communities safe. So these principles of Sir Robert Peel are important. They are also part of the history of policing, but neither of these is the full truth. If someone tells you

1105

04:05:48.360 --> 04:05:50.699

Johns Hopkins: policing is the complete

1106

04:05:51.380 --> 04:06:00.590

Johns Hopkins: history of slavery brought to the current day or policing is really about professionalization developed in England in the early 18 hundreds. They're wrong.

1107

04:06:00.700 --> 04:06:09.882

Johns Hopkins: it's both, and it's more. But April on the 1st slide. It had as privately as I can. But

1108

04:06:11.000 --> 04:06:28.267

Johns Hopkins: like. What's the context for searching privately? No, I don't know. No one's ever asked me that question. So I may ask, maybe one of our researchers here to look into that and let us know. I don't know. But the same thing caught my eye like, why, privately,

1109

04:06:29.170 --> 04:06:38.919

Johns Hopkins: maybe it's so. I'm just gonna guess maybe it's so that other people don't find out that someone escaped and get some ideas.

1110

04:06:39.220 --> 04:06:41.310

Johns Hopkins: But I don't know. I'm just guessing.

1111

04:06:42.550 --> 04:06:43.050

Johns Hopkins: Yeah.

1112

04:06:43.710 --> 04:07:00.759

Johns Hopkins: So I like to start with these competing histories, because that informs a lot of our work that informs some of the conflicts that we face when people come to us and say, Are you doing anything? What are you doing? Why are you doing this? Who are you to do this?

1113

04:07:00.990 --> 04:07:04.109

Johns Hopkins: So I believe that every

1114

04:07:04.360 --> 04:07:21.720

Johns Hopkins: type of law enforcement agency needs to have some form of civilian oversight, and you could define it ultimately as saying, Well, you've got the president of the University, or the mayor of the city, or something like that. I would say you need some form of civilian oversight that is closer and has a specific focus, like you do

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04:07:21.720 --> 04:07:41.700

Johns Hopkins: on policing and public safety. So it's not just up to the president of Johns Hopkins. But you have a group of people who are tasked with this, who are civilians, and as this community has done, you define this form of oversight that is appropriate for the issues you're facing. It's different in Baltimore City than Johns Hopkins

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04:07:41.700 --> 04:07:43.350

Johns Hopkins: than Annapolis.

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04:07:43.350 --> 04:07:49.650

Johns Hopkins: Then Fredericksburg. No, that's not Fredericksburg Frederick every community

1118

04:07:49.760 --> 04:07:55.780

Johns Hopkins: has to figure out what works and that. And I'll say this again, civilian oversight is not sufficient.

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04:07:56.540 --> 04:08:06.699

Johns Hopkins: but it's necessary. And if I were in charge of the world. Every community that had any kind of law enforcement would have a civilian oversight, mechanism, and entity.

1120

04:08:07.680 --> 04:08:09.510

Johns Hopkins: So in this country

1121

04:08:10.040 --> 04:08:27.219

Johns Hopkins: there is a complicated history around policing and oversight. But it's also a complicated landscape. I've done this presentation in Canada where they can't even get their head around. How complicated our governmental structure is. So there are about 18,000

1122

04:08:27.220 --> 04:08:51.470

Johns Hopkins: law enforcement agencies in this country, and as it says, they're from little tiny rural departments. You know, I'm in Massachusetts. We have 351 cities and towns. Almost every single one has



some kind of police department, and then you've got massive police departments. Baltimore is a very large one. New York City, la, and they're all different, right, as you would expect. Now, people in other places think that's bizarre.

1123

04:08:51.800 --> 04:08:58.609

Johns Hopkins: But in the Uk. They have 8 police departments, basically in the United Kingdom.

1124

04:08:59.240 --> 04:09:24.210

Johns Hopkins: And there's a sense that it's standardized and we know how to do things. We've got a college of policing here. We lean into. Everybody wants their own department and should be focused, and we're in charge of it. But what that means is, there's massive diversity and totally different ways of doing things. So oversight doesn't mirror that. But there's some similarity in that right now. There are about 240 civilian oversight agencies.

1125

04:09:24.210 --> 04:09:33.490

Johns Hopkins: It's always changing. Recently a big setback was Florida, made civilian oversight, illegal and abolished and disbanded. Their civilian oversight agencies.

1126

04:09:33.490 --> 04:09:38.769

Johns Hopkins: but mostly it has been growing. And I'll talk about that in the next couple of slides. But

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04:09:38.770 --> 04:09:58.320

Johns Hopkins: many people are aware of it, not just because of big issues that have come up, but because most major cities, now the 10 largest cities, all have some form of civilian oversight. Phoenix was the most recent, even though much like Tennessee and Florida, it's been very contested by the Conservative State legislatures.

1128

04:09:58.360 --> 04:10:22.660

Johns Hopkins: Most of these oversight agencies began in response to some problem in the major cities, and as we've grown as a field, there are different paths to it. But that's kind of the original origin generally, and when the off again, on again, off again, on again. World of Department of Justice, consent, settlements, consent, decrees, and settlement agreements.

1129

04:10:22.890 --> 04:10:40.019

Johns Hopkins: It has been something that's been increasingly put in there as it was in Baltimore City, I mean, Baltimore City is actually one of the places that our field has paid a lot of attention to with the

challenges and the positive things, and all the different work around building civilian oversight into permanent change.

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04:10:40.830 --> 04:11:04.219

Johns Hopkins: So the quick timeline is civilian oversight in some form is just about 100 years old in this country. The 1st effort to create oversight was in 1928. In Los Angeles the Committee on Constitutional Rights was formed by the La Bar Association. So it wasn't a governmental entity, and it was an attempt to

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04:11:04.690 --> 04:11:09.720

Johns Hopkins: create a way to deal with police misconduct and the complaints that were coming about it.

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04:11:09.850 --> 04:11:24.949

Johns Hopkins: It wasn't very effective, only because there was no direct way other than lawyers trying to take on cases. 3 years later there was a National commission, the Wickersham Commission, which recommended that there should be a disinterested agency

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04:11:24.950 --> 04:11:46.740

Johns Hopkins: to combat lawlessness in law enforcement. The official title was the National Commission on Law, Observance and Enforcement, and it was really looking at the effects of prohibition. You know President Hoover at the time set this up, and although it was looking specifically at prohibition, and you know, we all think about Chicago and all those things gangsterism.

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04:11:46.740 --> 04:11:56.950

Johns Hopkins: What this Commission led to was a real focus on widespread corruption and tactics that a hundred years ago people felt were unacceptable by police.

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04:11:57.680 --> 04:12:00.450

Johns Hopkins: Excuse me, so jump ahead. 20 years.

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04:12:00.530 --> 04:12:21.179

Johns Hopkins: 1948, the 1st official Civilian Oversight Board was formed in Washington, DC. It wasn't felt to be effective, because in its existence from 48 for almost 20 years. In 1964, it only reviewed 54 cases. So it was, but it was the 1st time it was actually enshrined in government.

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04:12:21.180 --> 04:12:31.377

Johns Hopkins: 5 years later New York formed the 1st version of a Civilian Complaint Review Board. It was completely within the department. Excuse me, so it was

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04:12:32.000 --> 04:12:41.369

Johns Hopkins: based with 3 police commissioners. They had the Commissioner model. So it was, you know, 3 civilians. But they were basically part of the police structure and governance.

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04:12:41.370 --> 04:13:04.889

Johns Hopkins: and it kept changing forms. Sometimes it was completely internal. It eventually led to reforms to what there is today, and then, which is a civilian Complaint Review Board in New York, and then in 58. This is kind of the early history of oversight. The Police Advisory Board was formed in Philadelphia, and that existed until just a few years ago, when a new oversight agency was created.

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04:13:04.950 --> 04:13:25.970

Johns Hopkins: But these were the sort of those 1st attempts in a 30 year period to create some form of oversight, please. I assume that in 1931 they weren't looking at racial issues like we are today as implicated in some of the oversight. Do you know what type of things the officers were doing in 1931 that they were trying to address?

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04:13:26.010 --> 04:13:55.649

Johns Hopkins: I don't know specifically. No, it's good. No, you know, I mean, I give a lot of this basic stuff. Yeah. And I always get questions. I've never gotten like no one's ever asked me another question. I don't know again I could guess, but it would just be a guess. I mean, I'm imagining things about corruption graft, you know, paying people off, you know all the things that we know about that happened under prohibition, which I think now we sort of like, oh, yeah, that was what was happening. Protection money. But I don't actually know that makes sense

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04:13:56.200 --> 04:13:58.060

Johns Hopkins: all right. But thank you, this is good.

1143

04:13:58.530 --> 04:14:24.190

Johns Hopkins: So moving into the more modern phase phase 2, the 1st oversight agency that still exists today was formed in 1970 in Kansas City. The office of Citizen Complaints, which has changed its name a couple of times, but has basically stayed in the same form. It's a civilian entity. It's staffed in part by the police department police department, but it's led by non-police staff. And

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04:14:24.190 --> 04:14:48.050

Johns Hopkins: basically it looks at complaints. It's the oldest one that still exists. Second oldest is Berkeley, which again has recently changed its form through a charter change, but that was the 1st one where there was a referendum in the city, and the voters put civilian oversight into the city government 73. So this kind of started this newer wave.

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04:14:48.050 --> 04:14:59.080

Johns Hopkins: By 1980 there were 13 civilian oversight agencies in operation. Cambridge, in fact, was 1984. So it was still in that 1st handful.

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04:14:59.080 --> 04:15:01.900

Johns Hopkins: and by the time you get to 2,000

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04:15:02.120 --> 04:15:05.570

Johns Hopkins: there are about 100 civilian oversight agencies around the country

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04:15:06.160 --> 04:15:23.843

Johns Hopkins: kind of stabilized for a while, and then, with all the events that happened in the 2,010 s. You know, from Trayvon Martin, who was that? Was not actually a police officer, as we all know, but it was part of that whole movement, and all the other names, which I only say because I don't want. Leave someone out.

1149

04:15:24.120 --> 04:15:53.269

Johns Hopkins: There was a new move to create civilian oversight, and I'll talk in more detail about some of the things that came up during that, like the President's task force for 21st century policing, and then certainly the murder of George Floyd at the beginning of the covid-nineteen pandemic created another burst. So at this point, there are between 230 and 240 civilian oversight agencies depends exactly how you count them. And again. There's a little setback with Florida, but

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04:15:53.570 --> 04:16:11.669

Johns Hopkins: it has really been a field that has grown from a handful of practitioners 45 years ago to a field with, you know, national organization may call conferences training structure, people who can exchange information and and it continues today

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04:16:12.030 --> 04:16:14.023

Johns Hopkins: so quickly.

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04:16:15.850 --> 04:16:22.250

Johns Hopkins: this is a really important thing. I'm not going to spend much time on it. But despite all of the changes in politics.

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04:16:22.270 --> 04:16:41.689

Johns Hopkins: police departments across the country, especially more progressive minded police departments and police leaders have gone back over and over again to the 21st century task force on policing. There are a lot of different ways you can talk about its origin, and one thing to note is that it delivered its final report on May 18, th

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04:16:41.690 --> 04:16:52.790

Johns Hopkins: 2015, just one month after the death of Freddie Gray here in Baltimore. So so this process was already underway and moving when Baltimore went through its own

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04:16:53.280 --> 04:17:04.789

Johns Hopkins: situation after that, and it's a great report. It is still available. It's not actually available on the main government website, but it's out there. And it's archived.

1156

04:17:05.210 --> 04:17:27.860

Johns Hopkins: There are these 6 pillars, one of those 6 pillars is policy and oversight, which is part of what this is, and policy oversight, officer. Safety and wellness is also a really important thing I mean, these are all important for me. I have a very strong interest in the role of trauma in policing in communities, and there's a lot of really good

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04:17:28.470 --> 04:17:55.390

Johns Hopkins: information principle suggestions around that that came from this, including the Iacp, the National International Association of Chiefs of Police. Having an officer, they call it, officer, safety and wellness. They lead with safety officer, safety and wellness, symposium that is, promoting research and support and transforming how officers get support they need, but for our purposes today the policy and oversight piece

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04:17:55.740 --> 04:18:16.419

Johns Hopkins: what's very striking. And again, I don't need to read this, but in the second pillar they talk about the need for policies to reflect community values, that agencies should collaborate with community members. All the things that I will note have happened here in this process that most departments

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04:18:16.440 --> 04:18:37.190

Johns Hopkins: just can't quite find their way to do today. Even if people are pushing to do this, there's always pushback. There are always concerns, and so just know that you are part of a process that is really

living up to what this 21st century task force called for. Also, just this is a little plug for civilian oversight, Nicole.

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04:18:37.300 --> 04:18:50.859

Johns Hopkins: they called us out, noting that oversight varies quite a bit, and as I try to zoom through this, I'm going to say a little bit more in a bit about the varieties of oversight.

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04:18:50.970 --> 04:19:14.800

Johns Hopkins: and how it looks different different places which is in part to help equip you when people say, but it's not oversight unless it's but that's not oversight, because it doesn't, or where's your subpoena power oversight varies a lot and just know that you have to figure out what works for you, what's workable in your political context, what the need is, what are the issues you're dealing with. So

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04:19:15.570 --> 04:19:36.590

Johns Hopkins: I talked a little bit before about Sankofa. The idea that you need to understand where you've come from to know where you are and where you're going. So it feels kind of weird to talk to people who were born and raised in a community about their history. But what I have discovered. And I think it's right. You'll tell me is that having someone who's outside

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04:19:36.820 --> 04:19:38.970

Johns Hopkins: share their perspective can be helpful.

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04:19:39.680 --> 04:19:44.469

Johns Hopkins: So the history is context, right?

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04:19:44.800 --> 04:19:57.480

Johns Hopkins: There's just I'm going to say all this. I'm gonna try to cover all this. And I'm gonna skip some of the stuff about the police accountability act because you all heard about this in just a few minutes. So this is going to be Brian's 5 min history of policing in Baltimore.

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04:19:57.870 --> 04:20:02.799

Johns Hopkins: So you may know this. You may not know this Baltimore.

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04:20:02.970 --> 04:20:10.580

Johns Hopkins: and this is a theme. Right was founded when it was founded in 1706, and was founded in 1729,

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04:20:10.800 --> 04:20:17.329

Johns Hopkins: because it was founded as a tobacco port right, and who who was gathering the tobacco. We know this

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04:20:17.540 --> 04:20:23.649

Johns Hopkins: for the colony of Maryland. Charles Carroll, who was instrumental in the founding.

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04:20:23.850 --> 04:20:27.540

Johns Hopkins: personally owned more than a hundred enslaved people.

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04:20:27.800 --> 04:20:34.329

Johns Hopkins: Lexington Market, which, when I went to my hotel, there was a thing about go to Lexington market, check it out. That was where

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04:20:34.480 --> 04:20:37.680

Johns Hopkins: enslaved Africans and African Americans were sold

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04:20:38.180 --> 04:20:47.970

Johns Hopkins: right here in Baltimore, and I think probably all of you know this, but I can tell you most people in this country do not know that we are south of the Mason Dixon line.

1174

04:20:48.110 --> 04:21:08.159

Johns Hopkins: right? So we know about the history of Maryland, and that Baltimore was an important part of that, you know. When you think about Charles Carroll. His mansion still stands in Carroll Park, right. He was one of the owners of Baltimore ironworks which use enslaved labor

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04:21:08.180 --> 04:21:24.950

Johns Hopkins: to produce iron, and when they put it up for sale, kind of like Georgetown. The the sale included a furnace, 2 forges, and 28,000 acres of land, and more than 200 negroes and stock of every kind.

1176

04:21:25.810 --> 04:21:28.629

Johns Hopkins: Okay, so this is Baltimore, right?

1177

04:21:28.950 --> 04:21:39.109

Johns Hopkins: There's a lot more to Baltimore. But this is part of Baltimore. How was it founded? Who founded it? Was it 1729, when it was refounded by the Colonial Legislature

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04:21:39.300 --> 04:21:40.410

Johns Hopkins: hard to say.

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04:21:40.900 --> 04:22:04.459

Johns Hopkins: So it was incorporated as a city in 1827, and there's some information on the Baltimore City website about the history. And so again, an interesting combination of abolition and work for liberation. You know. Strangely enough, I'm a Quaker. So, Quakers, there's a Quaker meeting house still right down in the center city.

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04:22:05.210 --> 04:22:07.379

Johns Hopkins: Quakers pushed for manumission.

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04:22:07.440 --> 04:22:27.529

Johns Hopkins: Frederick Douglass was born here, you know, in about 1818 he escaped his enslavement and went on to become a leading voice for abolition. You know, abolitionism is sometimes thought about as like white people up in New England, but it was African Americans who led that effort and went on to

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04:22:27.530 --> 04:22:41.009

Johns Hopkins: talk in Ireland. In England as a lecturer, became the U.S. Ambassador of Haiti. When we finally decided that we could recognize a country that had thrown off its enslavers, it just took a few decades, and

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04:22:41.080 --> 04:23:05.940

Johns Hopkins: this is another part of the history of Baltimore. So, as you can see, I have a theme here. Things are contested, things are complicated, and you will find people that only see one part of the history, and and without getting political, I will say we're living in a moment, nationally, when that kind of thing is happening. So we should take care, I would say, not to fall into those traps ourselves.

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04:23:07.330 --> 04:23:09.879

Johns Hopkins: So policing in Baltimore. Now again.

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04:23:10.170 --> 04:23:17.250

Johns Hopkins: this is not the Baltimore City Police Accountability Board. But the history of policing in Baltimore is important.

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04:23:17.290 --> 04:23:42.299

Johns Hopkins: and when did it start? So the community oversight task force, which was part of the response to the death of Freddie Gray, talked about the police Department being formed in 1853 by the Maryland State Legislature. The Baltimore Police Department on its website talks about its rich, long, and rich history since its founding in 1784.

1187



04:23:43.590 --> 04:23:45.130  
Johns Hopkins: When was it started?

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04:23:45.230 --> 04:23:57.789  
Johns Hopkins: Like a lot of things? There's not a clear answer. So we have to interrogate these things and try to understand for ourselves, based on what we can see and what we experience and know that there is no one answer.

1189

04:23:58.530 --> 04:24:27.360  
Johns Hopkins: and the current state of policing in Baltimore is challenging. I mean, I did. You know I? Who am I telling this to? But you know, in 2022 the department planned to have about 2,600 sworn officers, and when I was preparing for this I saw a Baltimore sun article from just a couple weeks ago that said that with 47 new officers in October that brought the total to 2023, after dipping below 2,000. Right? So.

1190

04:24:27.540 --> 04:24:31.010  
Johns Hopkins: however, it started back in the 18 hundreds.

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04:24:31.490 --> 04:24:44.119  
Johns Hopkins: Policing today in Baltimore has a lot of challenges. And this is not talking about external problems, how the community feels the history and detail just having enough people to do the work.

1192

04:24:44.670 --> 04:24:50.329  
Johns Hopkins: So it is a challenging environment. Broadly, in Baltimore

1193

04:24:50.570 --> 04:25:10.760  
Johns Hopkins: another piece of history that again, I have no idea what people here know, but Baltimore is where redlining was invented in residential. I see lots of nods. Okay, good. Good. I don't always get that. So from the beginning of its founding, whenever that was African, Americans and enslaved Africans were part of the city

1194

04:25:12.410 --> 04:25:19.080  
Johns Hopkins: in 19 1,115 years ago Baltimore was the 1st place to adopt

1195

04:25:19.260 --> 04:25:25.430  
Johns Hopkins: this man mandating mandated block by block segregation and

1196

04:25:25.770 --> 04:25:33.559  
Johns Hopkins: the New York Times at that point said, nothing like it can be found in any statute book or ordinance record of this country. Well.

1197

04:25:34.200 --> 04:26:00.980

Johns Hopkins: and it's still in the deeds. See that in the house I grew up in Detroit. I'm from Detroit. It was still in the deed when my parents bought it in 1973 that the house could not be owned or occupied by a member of the negro race, and we'll probably like the history here. Our neighborhood was changing over, as Jewish people sold their houses to black people, and they moved out to the suburbs, and then, when black people started moving to the suburbs in Detroit. They followed the Jewish people. The same thing is true in Boston.

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04:26:00.980 --> 04:26:12.619

Johns Hopkins: in Boston. It's a wedge that goes south of the city through Roxbury, skips over Brooklyn and keeps going south, and now has gone into the suburbs. So so these patterns are nationwide, and

1199

04:26:13.150 --> 04:26:32.939

Johns Hopkins: they started in Baltimore. Now this is not the beginning of all residential segregation, but sort of putting it into this legal framework. And you know this was something encouraged by city leadership. It was all the reasons, I think people know now about economic issues and preserving wealth and safety.

1200

04:26:33.230 --> 04:26:43.120

Johns Hopkins: But by 1970 Baltimore was the 9, th most segregated city in the United States. So this this is again.

1201

04:26:43.360 --> 04:26:50.950

Johns Hopkins: Now, we're not talking about like history. History. We're talking about history, that a lot of us in this room were alive for right? 1970

1202

04:26:51.310 --> 04:27:04.089

Johns Hopkins: could seem like a really long time ago. But I remember 1970, I know some of y'all remember 1970. So we are. We are living with the history as it has affected people who we are living with. Now.

1203

04:27:05.226 --> 04:27:13.073

Johns Hopkins: Again, I'm in Baltimore. I can't really teach you about what happened with the death of Freddie Gray.

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04:27:13.760 --> 04:27:40.279

Johns Hopkins: But, as as you know, it led to protests, it led to calls for change. It led to the Department of Justice coming in and doing an investigation about the Boston Police Department at the request of the Mayor. The Civil Rights Division did that, worked with people all around

this community to collect stories, and did put in place a consent decree that is. Still, there is a lot of work going on.

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04:27:40.580 --> 04:27:59.389

Johns Hopkins: I like, I said, I don't even want to try it, because there's people. Which is why we got Dr. Bard here. Yeah, because he was. He's seen a lot of that work. Not only well, I'm not putting on spot. But you know, yeah, yeah, familiar, you know, with that. I mean, really, we have. We have people here who know?

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04:27:59.710 --> 04:28:08.650

Johns Hopkins: Yeah, yeah, well, yeah. So I mean, yeah, yeah. Yeah.

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04:28:08.870 --> 04:28:15.010

Johns Hopkins: But but just to say, I guess what I will say is that. And I said this once or twice before

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04:28:15.120 --> 04:28:24.250

Johns Hopkins: people all over this country look to Baltimore to see what has happened, what is changing and what's going to happen, and

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04:28:24.830 --> 04:28:44.109

Johns Hopkins: out of a horrible tragedy has grown something that's transformed policing and will continue to transform policing. And it's just not without its bumps. It's not without its challenges. It's still hard to recruit officers, and that's certainly not just Baltimore. That is pretty much every department in the United States, and change is happening

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04:28:44.410 --> 04:28:46.600

Johns Hopkins: in part because of people seeing in this room.

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04:28:46.870 --> 04:28:56.469

Johns Hopkins: right? So know that that history is complicated and difficult, but it also leads to positive change.

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04:28:58.080 --> 04:29:18.310

Johns Hopkins: again. I think, after whatever, I don't need to talk about the nature of the consent decree. But I do just want to say it does include behavioral health. It's got the transparency website, the Independent Monitor, the task force that was put in place. And, as people have already said, these changes continue. And remember, though, that

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04:29:18.310 --> 04:29:35.389

Johns Hopkins: even with a consent decree, that's a floor right? That's about ensuring that the Constitution is being followed. That's not necessarily going to ensure that everybody's getting the kind of policing services that they need want and deserve. I mean, it helps a lot, right? But

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04:29:35.520 --> 04:29:42.740

Johns Hopkins: more work to do for for generations. And again. Not just Baltimore. This is policing in this country.

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04:29:44.780 --> 04:30:10.999

Johns Hopkins: I you know I would say I'm not going to talk about. It's interesting to go back and look at the task force recommendations, because they certainly all didn't happen. I don't know that all of them would have been wise, but I think it's interesting to look back and see what a group of residents who were pretty varied, you know, who came together with a specific task, came to as what they thought would be helpful for policing in Baltimore.

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04:30:11.286 --> 04:30:18.449

Johns Hopkins: So it's still out there online. I think I'm sure it's still on the consent decree website, because it's part of that whole process, but

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04:30:18.640 --> 04:30:33.199

Johns Hopkins: again, not to read it as like, oh, here's what should have happened, but to see an example of people looking at information, looking at systems, looking at history and coming up with their sense of what could happen. And then look at what actually happened, and how things have progressed.

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04:30:33.824 --> 04:30:44.059

Johns Hopkins: I would, you know, and I just I should say I got to do some work with Nicole on that with the civilian oversight task force, so I guess I'm personally interested in it. And this

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04:30:47.340 --> 04:30:50.340

Johns Hopkins: right, Covid pandemic

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04:30:50.580 --> 04:31:00.829

Johns Hopkins: everybody was in their houses had not been out. I mean, remember that point where you weren't supposed to leave your house to like go, maybe go exercise for 20 min a day.

1221

04:31:01.620 --> 04:31:20.309

Johns Hopkins: all sorts of loss and trauma on multiple levels. I would say, part of what's happening in our nation today, even though people won't think about that way, is because of the unresolved trauma that we went through as a nation, as individuals, and that has led to the displacement and way people think. But in this moment.

1222

04:31:20.550 --> 04:31:23.549

Johns Hopkins: when George Floyd was killed in Minneapolis.

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04:31:23.930 --> 04:31:30.336

Johns Hopkins: you just you were. You were in the I have the hurricane

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04:31:31.680 --> 04:31:41.239

Johns Hopkins: you know it. It was a shift, and I remember in Cambridge, when Dr. Bard was our police commissioner. We had a youth led youth organized rally.

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04:31:41.500 --> 04:31:48.750

Johns Hopkins: and in Cambridge because of work that's been done there. The police commissioner actually spoke at the rally organized by youth to

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04:31:48.900 --> 04:31:56.140

Johns Hopkins: talk about how we wanted to show up after the murder of George Floyd, but it led to

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04:31:56.790 --> 04:32:21.840

Johns Hopkins: a whole range of responses right? So all across the country. And we had a reckoning here at Hopkins. Even within the institution across our entire enterprise it shook and rattled the institution just in and around that. And, you know, ran those social justice and equity issues and disparities wrought all across. You know those spectrums. Yeah.

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04:32:21.930 --> 04:32:32.350

Johns Hopkins: And I'm sure, like our nation, it's a work in progress, right? It didn't. People didn't wake up and fix everything. It's still contested. But but it was a moment that made people stop and reckon

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04:32:32.500 --> 04:32:35.490

Johns Hopkins: it was a moment that some would say, had some overreach.

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04:32:35.640 --> 04:33:01.319

Johns Hopkins: There was this famous moment, Minneapolis, where it ended up being this amazing photo OP. Where the Council was on a stage where other people had put the words Defund Police. But then they said, Yes,

we're going to defund the police, and, like many things, they discovered that was much more complicated because the city charter and the requirements for so many police officers per population. But there were. There were so many responses.

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04:33:01.500 --> 04:33:03.829

Johns Hopkins: 8 min and 46 seconds.

1232

04:33:04.310 --> 04:33:11.929

Johns Hopkins: I can't breathe when the looting starts, the shooting starts defund the police.

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04:33:12.779 --> 04:33:40.219

Johns Hopkins: All of these things came out. Whether it's reactions here locally, the Capitol Hill occupied protest. In Seattle. What happened in Portland? Black lives matter, murals all around the country. There were all these responses, monuments, and markers were removed, and names were changed. Waiver actions. 8. Can't wait from Campaign 0, which again had varying responses from different departments. But all of this

1234

04:33:40.349 --> 04:33:45.519

Johns Hopkins: came about in the midst of a global pandemic, when there was massive disruption

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04:33:47.060 --> 04:33:48.970

Johns Hopkins: all across the United States

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04:33:49.310 --> 04:33:59.909

Johns Hopkins: communities in 2020, and beyond started looking at what could they do? There was Federal legislation around the Breath Act, ending qualified immunity.

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04:34:00.040 --> 04:34:14.830

Johns Hopkins: Communities, large and small, called together, task forces issued, reports came up with ideas, came up with new structures, had community engaged processes from California to New York to every part of the country.

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04:34:14.950 --> 04:34:18.430

Johns Hopkins: and that movement

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04:34:18.919 --> 04:34:33.429

Johns Hopkins: did not bypass Maryland or Baltimore. And so the Maryland Police Accountability act right, which again you already talked about. I don't need to try to go into a lot of detail. Most of you could probably

do better than me, anyway, and we just heard about some of this from Calvin. So

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04:34:33.490 --> 04:34:51.020

Johns Hopkins: that act there had been people working to do something like this for a very long time, and it provided an opportunity to actually do that which changed the structure of oversight in, I guess, really in the whole State, but very specifically in certain places, it creates some

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04:34:51.419 --> 04:35:01.860

Johns Hopkins: general ways that all parts of the State had to allow people to make complaints about what constitutes police misconduct, about what information you need when you file a complaint.

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04:35:02.080 --> 04:35:07.899

Johns Hopkins: And this, this these 2 pieces of history lead me to just say.

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04:35:08.529 --> 04:35:13.439

Johns Hopkins: this is a kind of a snapshot of the evolution of civilian oversight.

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04:35:13.480 --> 04:35:37.269

Johns Hopkins: so traditionally, oversight had been reactive. There would be some sort of terrible incident. There would be a response. Something would get set up. The focus was on individual complaints. People would make a complaint, it would be reviewed, investigated, addressed. In some way policies would get reviewed after a complaint or an incident brought them to the attention of

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04:35:37.270 --> 04:36:07.030

Johns Hopkins: whomever the systems were often very legalistic. The board in Cambridge, the original ordinance basically has a quasi legal hearing where you've got an adversarial hearing with evidence and attorneys could be there. This adversarial administrative process, the idea was to recommend sanctions for individual officers, because if officers know, they'll be held accountable that will stop misconduct, because bad things happen because people think they can get away with it.

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04:36:07.080 --> 04:36:08.779

Johns Hopkins: That was the history

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04:36:08.880 --> 04:36:35.960

Johns Hopkins: where it has shifted increasingly, including during this last wave, starting in 2020 was to be proactive, so that it's looking at

problems proactively. It's trying to figure out what are the reasons that we see misconduct, but even more broadly, what are the reasons we have outcomes that we aren't looking for? Where people are dissatisfied? What are those causes? How do we change organizations. Or in the case of this.

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04:36:35.960 --> 04:36:52.790

Johns Hopkins: how do you create an organization from day one that is doing things in a different way, knowing that it will still need to change down the road right? It's not just that. We'll figure out and build it, and then everything's perfect. But how do you continue to do that kind of organizational change that meets the moment and meets the needs of the community.

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04:36:53.080 --> 04:37:00.269

Johns Hopkins: You are looking at preventing misconduct rather than holding people accountable for misconduct.

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04:37:00.540 --> 04:37:09.070

Johns Hopkins: It's building partnerships with law enforcement, and it's creating bridges ideally between law enforcement and the wider community.

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04:37:09.240 --> 04:37:31.340

Johns Hopkins: And I'll just take this picture. Now, I've been using it for years. When I 1st started. This individual was the police chief in Richmond, and then he was the police chief of Tucson, and then he was the head of customs and border protection, and then he got fired, and not because he was bad, because this is a police chief who's standing at a black lives matter protest with a black Lives matter sign.

1252

04:37:31.720 --> 04:37:41.469

Johns Hopkins: This is Chris Magnus. So he was fired because he was trying to do so much work to change how the border patrol worked that they pushed him out

1253

04:37:41.610 --> 04:37:55.289

Johns Hopkins: so and I'm not about like heroes per se. But and you know he's not perfect critiques of Chris, like everybody else, you know. But this is an example of how civilian oversight

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04:37:55.640 --> 04:37:58.009

Johns Hopkins: can work with police.

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04:37:58.770 --> 04:38:21.149

Johns Hopkins: and how police can accept civilian oversight. And again, I've worked with an individual in Cambridge who was not only accepting of civilian oversight, but recognized that it was an essential partner in



creating the kind of policing that we needed in our city. So you know, oversight has shifted, although some places you still need that like accountability based oversight. So

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04:38:22.750 --> 04:38:27.590

Johns Hopkins: I'm talking a lot. So I force myself to stop talking by asking a question.

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04:38:28.200 --> 04:38:49.829

Johns Hopkins: and I won't ask everybody. I won't go around, but just, you know, 3 or 4 of you. Where do you see yourself reflected in the history of oversight? And I will say, because I heard some beautiful prayers and sermons this morning. Ask people to try to be brief, but I'll give you a moment, and I'll just pause, and anyone can offer where you see yourself reflected in this history of oversight.

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04:39:03.680 --> 04:39:04.950

Johns Hopkins: All right, thank you.

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04:39:05.390 --> 04:39:09.080

Johns Hopkins: Oh, can you speak into the microphone?

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04:39:09.310 --> 04:39:19.259

Johns Hopkins: So I see myself at a few intersections on that timeline. I see myself as a youngster on the streets in Philadelphia, in the

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04:39:19.529 --> 04:39:35.899

Johns Hopkins: late seventies, early eighties, when you know, oversight was desperately in need, and then I see myself as a police and professional, willingly accepting of, you know, oversight and accountability. So yeah, I see myself in a few different places.

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04:39:36.200 --> 04:39:37.310

Johns Hopkins: I'm thinking.

1263

04:39:39.250 --> 04:39:40.470

Johns Hopkins: Someone else.

1264

04:39:46.320 --> 04:39:53.880

Johns Hopkins: So right after pretty graze killing

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04:39:57.020 --> 04:40:01.337

Johns Hopkins: great deal of trauma right in our in our city, and

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04:40:02.010 --> 04:40:06.650

Johns Hopkins: Not too long after that President Daniels

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04:40:07.400 --> 04:40:16.899

Johns Hopkins: encouraged me and some my team to form a partnership with Bpd. That then extended to the State's Attorney and the mayor's office.

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04:40:17.050 --> 04:40:17.905

Johns Hopkins: So

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04:40:20.040 --> 04:40:24.440

Johns Hopkins: Quite honestly, that was the most frustrating professional experience I've ever had in my life.

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04:40:29.360 --> 04:40:37.819

Johns Hopkins: Ganesha was in a leadership position there. I was reflecting on phone calls, driving into work, talking to Ganesha.

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04:40:40.480 --> 04:40:45.960

Johns Hopkins: That was a hard institution to to move really hard and

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04:40:47.690 --> 04:40:53.059

Johns Hopkins: we just had a revolving door of leadership. It was really really hard time.

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04:40:53.180 --> 04:41:03.209

Johns Hopkins: But one thing that I wanted to say about that, as you sort of pan through these different events was how 2020? How

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04:41:03.450 --> 04:41:18.169

Johns Hopkins: we experience, how I experienced 2020 in Baltimore because there were, you know, you can call them uprisings. You can call them protests wherever you want to call them, but through cities across the country.

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04:41:18.350 --> 04:41:28.999

Johns Hopkins: and one would expect, in a place like Baltimore, with the history that you very well, you know, summarize for us that it could get really ugly here. It did not.

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04:41:30.330 --> 04:41:31.510

Johns Hopkins: it did not

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04:41:33.040 --> 04:41:39.290

Johns Hopkins: And from my own experience, just my own eyes and just watching things, I think.

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04:41:41.430 --> 04:41:46.630

Johns Hopkins: People on both sides when I say both sides, the policing side and community side saw just

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04:41:46.810 --> 04:41:50.975

Johns Hopkins: how much harm was connected to that?

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04:41:52.170 --> 04:41:56.059

Johns Hopkins: you know. 2020, 15 event and

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04:42:00.320 --> 04:42:07.260

Johns Hopkins: Baltimore was literally like the only major city that did not see a spike in homicides in 2020,

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04:42:07.440 --> 04:42:10.790

Johns Hopkins: and I'm convinced it had something to do with

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04:42:12.210 --> 04:42:18.210

Johns Hopkins: frankly good work with some of the folks in this room to start repair

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04:42:19.030 --> 04:42:23.470

Johns Hopkins: So anyway, that's thank you. 2 cents.

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04:42:24.640 --> 04:42:34.249

Johns Hopkins: One of the things to add to Dr. Webster's point here. I have a lot on my brain to say. But I'm gonna say this one little thing

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04:42:34.680 --> 04:42:47.330

Johns Hopkins: when we talk about civilian oversight or things around policing because it's reported in the news in sound bites. We lose a lot of nuance.

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04:42:48.120 --> 04:43:06.190

Johns Hopkins: and I don't even know if you know this, Dr. Webster. But part of the reason why Dr. Webster could not get what he needed from the police department. Was the lawyer literally staring and ignoring what the Commissioner said, because the Commissioner said, Give him everything

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04:43:06.820 --> 04:43:31.580

Johns Hopkins: I got virtually nothing. And so it was the lawyer. So what often happens right, particularly even with civilian oversight, or the suing of a police department or transparency, or all those things. You have a lawyer who you never hear their name. They never stand up in front of a podium right? But they are the ones telling the police chief of the police Commissioner. You can't show that video. You can't release that information. We got to protect the prosecution

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04:43:31.580 --> 04:43:53.950

Johns Hopkins: different things like that. And so when I think about police reform oversight, all of these things, people always want to talk about them in a very clean box, but it is very nuanced. And this is why groups like this matter, because you get to get behind that scene and figure out. You know what lever to try and pull to get good work done.

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04:43:54.080 --> 04:44:19.530

Johns Hopkins: and sometimes it is the police standing in the way. And then sometimes there's people in the shadows, and then sometimes quite frankly. And we know this. It's community members who literally don't want it to work, because if it works, then they don't have anything to do. And I had to kind of learn the difference between the 2. As I was going going through this work, so just wanted to add that little nuance to it. Thank you. Thank you.

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04:44:20.370 --> 04:44:24.510

Johns Hopkins: One more doesn't have to be.

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04:44:24.860 --> 04:44:26.892

Johns Hopkins: I'll free from that.

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04:44:27.950 --> 04:44:30.720

Johns Hopkins: Don't forget to say that

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04:44:33.230 --> 04:44:41.910

Johns Hopkins: whenever I heard about smoking groups oversight I didn't believe that it was possible. I'm like, oh, they're just saying that.

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04:44:42.988 --> 04:44:49.080

Johns Hopkins: You know. It's just an answer to the uprising that's going on to calm the troops down.

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04:44:49.728 --> 04:44:55.449

Johns Hopkins: But now, listening to this and seeing the history and the background of oversight.

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04:44:57.610 --> 04:44:59.880

Johns Hopkins: It gives me a

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04:45:01.240 --> 04:45:09.150

Johns Hopkins: trust to know that it is true that there was a development, you know, through history of to where we are now.

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04:45:09.410 --> 04:45:19.893

Johns Hopkins: and it's a heavy lift. I'm learning through this whole training, orientation session.

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04:45:20.850 --> 04:45:24.350

Johns Hopkins: and so it's ironic. I found myself sitting here

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04:45:24.820 --> 04:45:30.599

Johns Hopkins: the sake of me. But it's a good day and it

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04:45:31.950 --> 04:45:36.170

Johns Hopkins: it just made me to leave and the process, and

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04:45:36.660 --> 04:45:38.999

Johns Hopkins: we don't have all the answers. But

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04:45:39.390 --> 04:45:41.089

Johns Hopkins: you need to be here, sir.

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04:45:41.220 --> 04:45:44.569

Johns Hopkins: That's that's 100 bucks. Yeah, all right. Thank you.

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04:45:44.970 --> 04:45:53.236

Johns Hopkins: Can I just add one additional thing, cause it's important thing. I think you missed actually, even though you were

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04:45:54.190 --> 04:45:56.139

Johns Hopkins: when it comes to Baltimore.

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04:45:56.250 --> 04:46:08.760

Johns Hopkins: the gun trace task force. Scandal was about as a big of scandal that you could imagine, and what that did to the hard work that

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04:46:08.950 --> 04:46:12.580

Johns Hopkins: folks were doing right to right the ship.

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04:46:12.710 --> 04:46:15.189

Johns Hopkins: How difficult that made it!

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04:46:15.995 --> 04:46:23.439

Johns Hopkins: It it just. You cannot overstate how big of a deal that was, how much it

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04:46:23.790 --> 04:46:32.549

Johns Hopkins: shown a light on some really, really bad stuff. At least it does. Everyone basically know what this was all right.

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04:46:34.030 --> 04:46:35.100

Johns Hopkins: And thank you.

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04:46:35.990 --> 04:46:44.269

Johns Hopkins: And I I think I was just gonna add that in in

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04:46:44.330 --> 04:46:49.429

Johns Hopkins: the way that I I've connected with police and and in the past is

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04:46:49.450 --> 04:47:15.789

Johns Hopkins: not necessarily through oversight, but just through access in general. I remember I was a young rotary member in Pennsylvania, outside Philadelphia, and we had the outgoing police Chief Ramsey, I believe, to speak at Montgomery County Community College. And it was this huge thing. And there was maybe maybe 20 people of color like

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04:47:15.960 --> 04:47:17.030

Johns Hopkins: any color

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04:47:17.310 --> 04:47:38.170

Johns Hopkins: in the whole auditorium. And when I think about and I grew up in a town that didn't have, we didn't have police. We only had access to State police. So if you wanted to make a complaint against someone, it could be anyone from any part of southeastern Pennsylvania. So we we didn't have that, and to see this group of

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04:47:38.290 --> 04:47:59.159

Johns Hopkins: wealthy, older white men, and speak about their relationship to the police, and and very, very different, obviously, than

than what it is in Baltimore. But just realizing. And I asked the question, I said, it is kind of crazy that you're the Philadelphia police chief, and you're in Montgomery County, Pennsylvania. You're not even in the same jurisdiction. Why do

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04:47:59.360 --> 04:48:09.739

Johns Hopkins: this group of people have access to you coming to them? And why? Why are why isn't this in in Philadelphia? And here in Baltimore, where we have

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04:48:10.450 --> 04:48:17.910

Johns Hopkins: people who are just community, I mean, just. But community members, it's not like we are.

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04:48:18.280 --> 04:48:21.447

Johns Hopkins: whatever. It's truly civilian. And it's truly

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04:48:22.070 --> 04:48:42.240

Johns Hopkins: just that access is so different. And I I think that's really a Testament to even just looking at the history of the last so many years is is incredible. And I think that's really impactful when it comes to community and relating to the police force. So that's my only observation.

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04:48:42.710 --> 04:48:43.879

Johns Hopkins: All right.

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04:48:44.140 --> 04:49:10.427

Johns Hopkins: I'm gonna keep moving. I haven't had to skip any slides yet. It will probably happen so next I'm just gonna do a little medium level stuff about the nature and structure of oversight. And I'll just kind of I I this is why I do, and I try to be transparent. I'll see how much I get through, and I'll give you what seems to be appropriate and what works, and make sure that you guys get to talk as well. So

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04:49:10.850 --> 04:49:31.449

Johns Hopkins: So we at the in the world talk broadly about these benefits of oversight. It builds bridges through like stakeholder community outreach efforts, conversations, relationships it can create accountability for policy for behavior. And you know, for

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04:49:31.470 --> 04:49:58.220

Johns Hopkins: the departments generally being accountable back to the community for the departments. It can help with risk management, because it can help internally. When there's an external group looking at things it doesn't always get seen this way. But if you can say, Look, the

community just won't stand for this. We've got to take action. It's not personal, it's not about. I don't like you. It can promote effective policing. It can build public confidence and trust

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04:49:58.320 --> 04:50:14.939

Johns Hopkins: and and it's a way to protect people by having mechanisms for them to make complaints, to bring up grievances, to talk about their concerns, whether they're specific and personal or broader in a community.

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04:50:15.080 --> 04:50:24.031

Johns Hopkins: So all of these, I mean, each of these could be like a 5 min conversation, but these are just some of the general benefits of oversight that that we see.

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04:50:24.400 --> 04:50:45.840

Johns Hopkins: Some of the goals of oversight. And there's lots of little tiny text. I'm sorry, but basically it helps to allow more access whether that's access to a complaint process, or, or, as you were just saying, access to police leadership, making things more open and transparent. It promotes

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04:50:45.840 --> 04:51:01.730

Johns Hopkins: the idea is that it would promote fairness through thorough, reasonable review of processes, policy, individual complaints in bigger agencies, actually investigating those complaints and can improve public confidence in the police.

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04:51:02.000 --> 04:51:03.360

Johns Hopkins: It can help

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04:51:03.750 --> 04:51:32.830

Johns Hopkins: to make sure that discipline is being done in a way that's consistent. I've been doing some work out in Oak Park, Illinois, and their oversight mechanism. It's a suburb of Chicago, not very liberal, was like Tacoma Park in DC. It was originally set up to address complaints inside the department about racial discrimination around promotions and treatment and shifts, and over the time over the years, 40 years has shifted into more of a traditional civilian oversight agency.

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04:51:33.190 --> 04:51:59.079

Johns Hopkins: some other common goals are to support improvement in policing by having some external views on things like data of trends. What kind of complaint patterns people are seeing? It can help with deterrence. I don't think this is the main thing, but there are definitely aspects around deterrence. If there's an effective oversight mechanism, it can reduce legal liability



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04:51:59.100 --> 04:52:00.689

Johns Hopkins: through those

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04:52:01.270 --> 04:52:27.900

Johns Hopkins: activities, through reducing some of the problems. And and I actually think this is one of the most important ones. It can help improve the public's understanding of policing and not just well, here's why I did what I did. But what are the police trained to do? What are they asked to do? How are they judged in their work? What what is it that we, as a community, are asking our police department to do, and are they doing it. Do we need to ask them to do something differently.

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04:52:27.980 --> 04:52:32.879

Johns Hopkins: you know. So it's not just again about individual complaints, but these broader issues.

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04:52:32.970 --> 04:52:57.300

Johns Hopkins: And for me in the ideal world. There's shared accountability for community safety between an oversight entity and the law enforcement agency, so that both the public and the police have a voice right that police or the public, public or police, will parallel specifically around complaints. When you have an external agency, find something was a violation or exonerate somebody

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04:52:57.300 --> 04:53:08.779

Johns Hopkins: that can help with all sorts of internal processes. I'll talk a little bit about legitimacy in a minute, but the sense of legitimacy, of how things are being done is important.

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04:53:08.780 --> 04:53:09.870

Johns Hopkins: And

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04:53:09.870 --> 04:53:36.769

Johns Hopkins: that idea that you have people who are not part of the system, who also have a view into what's happening and are giving their opinions, rendering their judgments. Whatever form oversight takes is a really powerful thing. And again, it's easy for people to dismiss it. But as people learn more about it and have engagement in it, it helps to transform that and create that shared sense of accountability for community safety.

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04:53:36.940 --> 04:54:05.310

Johns Hopkins: So one of the things that I still talk about all the time. That was part of the task force report on 21st century policing. Actually, the concepts came out of a couple of professors at Yale Law

School, Tom Tyler and Professor Tracy Mears and she, Tracy Mears, was actually on the task force. But procedural justice is broadly about all sorts of institutions, and there's lots of people again who can do this more eloquently than I can, but that

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04:54:05.340 --> 04:54:11.670

Johns Hopkins: people care not just about like was the law followed, and how I was treated. But

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04:54:11.800 --> 04:54:21.339

Johns Hopkins: what was the quality of the treatment, you know? Did I have a voice? And you can think about this as someone being stopped on the street or pulled over in a car?

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04:54:21.630 --> 04:54:36.919

Johns Hopkins: Did they have an opportunity to to speak literally? Was, did they have a chance to say what was going on? Was their voice heard? Did they have a role in that decision making? Do they feel that the person they're engaged with is neutral, you know, is that person

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04:54:36.960 --> 04:54:50.480

Johns Hopkins: making decisions on the facts and not on biases or preconceived notions. Again, what's that respect? And that's a little more intangible. But people know when they feel like they're treated with respect, and when they don't.

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04:54:50.480 --> 04:55:18.339

Johns Hopkins: and so do people feel that way, and then trust. Do people trust that those individuals are working with have their best interests at heart, and are doing things for the right reasons? And I will say that this is about any institution, right? I'm sure people think, huh! What about Johns Hopkins? What about the State of Maryland? What about the United States of America. But procedural justice is deeply important, and it feeds into this idea of whether or not

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04:55:18.360 --> 04:55:38.820

Johns Hopkins: people see entities in their work as legitimate, so legitimacy and legitimacy is, in a sense, it's literally that idea of. Is this a legitimate process? Is this a legitimate institution? Do these people legitimately have a right to do what they're doing, should they be doing it?

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04:55:38.820 --> 04:55:56.559

Johns Hopkins: And these things are tied together, legitimacy and procedural justice. But the difference is a little bit say, like it says here the quality of the decision making, do people feel like they're

making those decisions in that neutral fair way, or the way they're treated, and

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04:55:56.970 --> 04:56:21.759

Johns Hopkins: that this idea of procedural justice is often more important than the outcome. You know the the classic story I've heard from multiple police over the years. But now I just tell it like it's my story is that you know, if someone gets stopped for a traffic violation and you get the kind of the classic, you know, kind of a barking at you and trying to make you just like feel a little bit scared and off base versus

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04:56:21.760 --> 04:56:32.239

Johns Hopkins: Hello. My name is Officer Core. The reason I pulled you over is that I observed you not come to a full stop at that stop sign. I need to ask you to please give me your license and registration.

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04:56:32.460 --> 04:56:50.000

Johns Hopkins: Now the classic story I've heard. I'm not a police officer, so the people who can tell me if I'm wrong or right. Is that the long term perception has been? You know, that someone that got yelled at but didn't get a money. Fine is going to be. You know. They're going to go away happy because they didn't get a ticket. They don't have to pay a fine, and

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04:56:50.620 --> 04:57:19.768

Johns Hopkins: what I've heard is that the person who gets a ticket and has to pay, but was treated with dignity and respect, is far more likely to walk away from that feeling like, well, I don't want to have to pay this ticket, but you know, what can I say? I broke the law. I did the wrong thing. And that idea of treatment again, that's a very small example, is is a way to think about legitimacy and procedural justice. And having that done, takes more than

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04:57:20.260 --> 04:57:35.370

Johns Hopkins: Just, you know, some training and some policies. It really becomes a practice. And so in policing legitimacy, I I just I'll sum it up. I won't read. All this is that basically, people

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04:57:35.850 --> 04:57:54.039

Johns Hopkins: feel that the police are doing something they should do. And okay, we go along with the police. We work with the police. The police ask us to stop. We stop because we believe they're they're doing something they should be doing, and it also applies to civilian oversight. So

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04:57:54.270 --> 04:57:58.620

Johns Hopkins: in civilian oversight again, this goes back to that power piece.

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04:57:59.240 --> 04:58:09.049

Johns Hopkins: There's a way in which I've dealt with many civilian oversight agencies and practitioners, as we call people in the field, because it's a whole range of things from staff to board members and volunteers

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04:58:09.050 --> 04:58:34.039

Johns Hopkins: that, like the law, says that we have this right, and we're going to do it. You have to tell us this, you have to do that, and and it's not to say that people shouldn't cooperate, because that's the law. But the reality is when people feel like those agencies aren't legitimate, that they shouldn't be doing what they're doing, that they don't really have a right to do it that they don't know what they're doing. They're going to push back. They're going to slow walk things. They're going to be less than cooperative.

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04:58:34.040 --> 04:58:42.760

Johns Hopkins: not every individual. But that will be a response that that is kind of a normal human response. When you think someone is doing something that's illegitimate.

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04:58:43.400 --> 04:58:44.020

Johns Hopkins: But

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04:58:44.550 --> 04:59:08.539

Johns Hopkins: for there to be legitimacy, people should feel that what the agency is doing is legitimate, that if the agency is asking for information it ought to be given, you know, lawyers, notwithstanding which I totally get. That is very true, but that the agency should feel that the work of the oversight. The Law Enforcement agency should feel. The work of the oversight agency is legitimate.

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04:59:08.540 --> 04:59:33.900

Johns Hopkins: And so the thing that comes up a lot is like, what does this mean? Procedural justice and legitimacy? And the short version is that procedural justice centers on how authority is exercised. So it's the way that you do things. Legitimacy is sort of how you're perceived, and it can come out of in large part, how you treat people and how you do things.

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04:59:33.900 --> 05:00:02.960

Johns Hopkins: But again, if you step back and think about any large institution and our experiences with it, when we feel like we're not being treated in a way that's procedurally, just when the procedures

aren't just when they're not clear, when we don't know how the outcome is going to be determined when we don't know when things are going to be decided when we don't know who's involved in the process. We feel like at the very least, it's unjust, even if we think that you know, something we did is something that should be looked at. This process is unjust.

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05:00:02.960 --> 05:00:05.580

Johns Hopkins: And so it's also important.

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05:00:05.600 --> 05:00:09.870

Johns Hopkins: As an aside within departments. One of the things that is.

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05:00:09.980 --> 05:00:31.949

Johns Hopkins: I've heard from officers directly is that you know you're telling us we need to go out there and treat people with this procedural justice, but we don't have any of that inside now. Some of that can be rhetoric, but a lot of times it's real, too. So as as you do your work, and you're working with the leadership of the police department. You want to be thinking about like we need to do our work in a way that

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05:00:32.020 --> 05:00:53.019

Johns Hopkins: people can perceive. It's procedurally just and legitimate. And we also want to make sure that the police department is doing that with the community. And internally. So these are really important concepts that again, we're lifted up by the President's task force in 21st century policing. I can talk about all day, and I don't have all day. So

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05:00:54.060 --> 05:01:01.510

Johns Hopkins: okay, no questions. That's either good or bad. So I'm gonna jump ahead to this one slide here and say.

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05:01:02.170 --> 05:01:20.950

Johns Hopkins: the last sort of conceptual thing about this is, there are these 2 basic types of authority that come up. There's statutory authority and legitimacy based authority. And I've talked about this in a sense. But again, when I was talking about oversight, is it reactive or proactive? I kind of like these, you know it's like.

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05:01:20.950 --> 05:01:37.210

Johns Hopkins: not binaries. But there's 2 different ways of thinking about things. Statutory authority. That's what the law says. That's what the rule says. That's what you have to do. Reactive authority, driven accountability and punishment command and control, measuring numbers and results.

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05:01:37.380 --> 05:01:56.739

Johns Hopkins: Legitimacy based authority is not based so much on the rules and the law, but on community expectations and values, that it's proactive that you build the work on willing compliance, that people think that. Yeah, what you're doing is important. We want to be supportive, part of it help you

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05:01:56.970 --> 05:01:58.449

Johns Hopkins: agree with you.

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05:01:58.600 --> 05:02:02.289

Johns Hopkins: The quality of the process is as important as the outcome.

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05:02:02.520 --> 05:02:24.200

Johns Hopkins: And again back to something I said before, you want to be looking at changing the conditions that lead to police misconduct to the extent that you're dealing with it. And and I should say even more broadly, I should probably change this slide in the future. It's not misconduct, right? It's outcomes that we don't want, because there can be lots of things right that are.

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05:02:24.750 --> 05:02:27.783

Johns Hopkins: They follow the rules. They

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05:02:28.510 --> 05:02:44.890

Johns Hopkins: did everything they were trained to do, and it's just not good, right lawful but awful is a common phrase. So if there's no violation of policy depending on your oversight model, which I haven't gotten to the oversight models yet, we'll see how much I talk about that is.

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05:02:45.370 --> 05:03:04.200

Johns Hopkins: what do you do if your mandate is just to look at a specific complaint and say, did the officer follow policy and procedure, and the officer did. Well, that's it. But how do you ensure that? If it's a if you're allowed to in your model and your structure. Look at more broad issues like.

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05:03:04.200 --> 05:03:22.560

Johns Hopkins: okay, we've got 4 complaints about this topic, and in each case the officer followed their training. They didn't violate policy and procedure. But this isn't working. What what could be done to make it work? Is there a way to shift the training? Is there a way to shift the policy.

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05:03:22.660 --> 05:03:26.229

Johns Hopkins: you know, and sometimes that is really

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05:03:26.400 --> 05:03:50.150

Johns Hopkins: not that complicated to do. But there's this idea of, you know, front end accountability and back end accountability. Right? So back end accountability is what happened, what went wrong. And you want to figure that out right. You know, people talk about airplane crashes, and that they do extensive work to figure out exactly what happened so hopefully. That particular set of circumstances will never happen again. But

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05:03:50.390 --> 05:04:05.149

Johns Hopkins: they also do a lot of work when they build airplanes. I know I'm back to building airplanes. That you hopefully don't have that happen right because we fly all the time, and things almost never happen thankfully. But that's front end accountability. Right? That's building a system.

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05:04:05.150 --> 05:04:27.330

Johns Hopkins: Again, I'll emphasize the way that I see things happening here, so that concerns are taken into account on the front end. That people are listened to. It doesn't mean every single thing everybody says gets incorporated, but one of the key things that some of the people looking at this in particular, Barry Friedman and his group, the policing project at New York University School of law

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05:04:27.330 --> 05:04:40.249

Johns Hopkins: is these underlying issues, talking to communities ahead of time and recognizing well, I've heard a little bit of even here today that many communities and many people in communities feel over policed

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05:04:40.520 --> 05:04:45.749

Johns Hopkins: and under police at the same time. When I call the police they ain't coming.

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05:04:46.140 --> 05:04:55.159

Johns Hopkins: I called them 2 days ago. They haven't even come by. Take a report. But when I I don't need the police they're harassing me on the corner, they're stopping me and frisking me right. So

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05:04:55.760 --> 05:05:18.139

Johns Hopkins: how do you shift so that you can set up systems and policies and procedures and training so that you avoid those kind of situations. So the policing project. It's it's a work in progress, but it's been around for over a decade, and it's doing some interesting work in a lot of cities. But for me, the thing that I really love is that idea of working with people

1387

05:05:18.220 --> 05:05:29.680

Johns Hopkins: to build things the way the community wants it to be, so that rather than figuring out. Oh, this isn't working after we did our boilerplate policy that 12 other departments have in our State.

1388

05:05:30.330 --> 05:05:42.310

Johns Hopkins: We did the work on the front end to ensure that our policies, as best as we can manage, are promoting and addressing the needs of our community members and those that we serve so.

1389

05:05:44.960 --> 05:05:48.290

Johns Hopkins: So civilian oversight, is it the answer?

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05:05:49.010 --> 05:05:53.540

Johns Hopkins: No, but again, it's not enough

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05:05:53.900 --> 05:06:02.530

Johns Hopkins: by itself to gain legitimacy, but without it it can be difficult, if not impossible for the police to maintain the public trust.

1392

05:06:03.110 --> 05:06:17.180

Johns Hopkins: and just know that most places, most of those 18,000 law enforcement agencies don't have any form of civilian oversight like this, with a group of people who are focused working in partnership to make changes.

1393

05:06:17.930 --> 05:06:35.890

Johns Hopkins: All right. So I'm gonna take, I'm gonna take a break for a second. Any questions, comments before I keep watching it, because I'm getting a lot of nodding, but people are getting quiet. We had lunch people had like everybody had.

1394

05:06:36.970 --> 05:06:38.649

Johns Hopkins: oh, yeah, who's online?

1395

05:06:39.210 --> 05:06:41.543

Johns Hopkins: Yeah. Oh, they sleep. They.

1396

05:06:42.010 --> 05:06:44.510

Jonathan Aguilar: Hi, it! It's just me online over here.

1397

05:06:47.770 --> 05:06:50.839



Johns Hopkins: Thank you, Andy. Amy's Amy's honest here.

1398

05:06:51.286 --> 05:06:55.439

Johns Hopkins: Alright. So I'm gonna ask everyone if you're able to stand up for a second

1399

05:06:55.560 --> 05:07:18.299

Johns Hopkins: boots on the ground. All right. You don't have to do anything in particular. You can. You can stretch. I can make you do some stretching exercise or some like theater exercise. But I'm not going to do that. I just figure it's like, Get a little blood flow going before I launch into part 2 of

1400

05:07:18.570 --> 05:07:20.707

Johns Hopkins: part 2. Yeah,

1401

05:07:22.290 --> 05:07:28.190

Johns Hopkins: So I was gonna make a joke. Yeah, Miss Sonya, we need this type of meal

1402

05:07:28.430 --> 05:07:39.620

Johns Hopkins: at the community meetings right? It'll be a happier ghost.

1403

05:07:40.850 --> 05:07:52.719

Johns Hopkins: The board desires it, and she so for anyone who's on Zoom, I'm afraid Ganesha has just gone out and gotten a dessert as distributing it.

1404

05:07:53.840 --> 05:07:54.320

Johns Hopkins: Take care.

1405

05:07:54.320 --> 05:08:00.360

Jonathan Aguilar: No way. I can't believe I'm missing out. I saw, did you guys get? I know you guys got lunch. Did you all get breakfast, too?

1406

05:08:00.360 --> 05:08:01.165

Johns Hopkins: Yeah.

1407

05:08:01.970 --> 05:08:03.330

Jonathan Aguilar: Yay!

1408

05:08:03.330 --> 05:08:03.729

Johns Hopkins: Got it.

1409

05:08:03.730 --> 05:08:09.700

Jonathan Aguilar: Lucky y'all are making me jealous being over here.

1410

05:08:09.870 --> 05:08:15.520

Johns Hopkins: I'm sorry, Johnny. If we could. We should see if there's some online service we can send you some brownies.

1411

05:08:16.530 --> 05:08:17.479

Johns Hopkins: I'm still bad.

1412

05:08:17.480 --> 05:08:21.090

Jonathan Aguilar: Don't worry. I'm there. I'm there in spirit. Y'all, I'm there in spirit.

1413

05:08:31.330 --> 05:08:34.759

Jonathan Aguilar: Actually, it's actually hotter in Baltimore than it is over there right now

1414

05:08:35.480 --> 05:08:38.609

Jonathan Aguilar: we're it's it's hotter in Baltimore than it is over here in Texas.

1415

05:08:41.400 --> 05:08:43.459

Jonathan Aguilar: Wait! I can't really hear you all that. Well.

1416

05:08:43.783 --> 05:08:48.310

Johns Hopkins: Oh, oh, someone's asking if we could see you. They want they they but.

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05:08:48.540 --> 05:08:52.630

Jonathan Aguilar: Oh, sure, yeah, I'm just here in the natural lighting. I'm just sitting by a window.

1418

05:08:53.255 --> 05:08:59.270

Johns Hopkins: Yeah, he has his boots on the ground for real cause. Yeah, he's down in Texas.

1419

05:08:59.270 --> 05:09:02.449

Jonathan Aguilar: Yeah, that's how it looks outside.

1420

05:09:02.885 --> 05:09:04.625

Johns Hopkins: What part is it.

1421

05:09:05.820 --> 05:09:07.719

Jonathan Aguilar: It's a 2016.

1422

05:09:08.300 --> 05:09:09.690

Johns Hopkins: Toyota.

1423

05:09:11.510 --> 05:09:12.050

Jonathan Aguilar: Landing.

1424

05:09:12.050 --> 05:09:13.369

Johns Hopkins: Texans, are you.

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05:09:14.080 --> 05:09:14.740

Jonathan Aguilar: I'm sorry.

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05:09:14.740 --> 05:09:16.560

Johns Hopkins: What, what city in Texas are you in.

1427

05:09:17.234 --> 05:09:29.000

Jonathan Aguilar: It's it's in the Rio Grande Valley. It's it's it's like it's like way down south. It's literally like right next to the Mexican American border. Like, literally like, it's like I could literally walk to. I could walk

1428

05:09:29.620 --> 05:09:32.140

Jonathan Aguilar: Mexico relatively quick.

1429

05:09:32.890 --> 05:09:34.930

Jonathan Aguilar: Yeah. 9, 5, 6.

1430

05:09:34.930 --> 05:09:36.329

Johns Hopkins: I used to live there.

1431

05:09:36.330 --> 05:09:37.710

Jonathan Aguilar: Really.

1432

05:09:37.820 --> 05:09:40.459

Johns Hopkins: I knew it when you said Raspas.

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05:09:41.080 --> 05:09:43.400

Jonathan Aguilar: Really, what part, what part.

1434

05:09:44.620 --> 05:09:45.230

Johns Hopkins: Edinburgh.

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05:09:45.550 --> 05:09:48.340

Jonathan Aguilar: No way. Yeah, that's like an hour for me.

1436

05:09:48.920 --> 05:09:49.619

Johns Hopkins: Okay. Yeah.

1437

05:09:49.620 --> 05:09:55.529

Jonathan Aguilar: Yeah, that's like a that's like an hour for me. I'm like a a little, a little bit off of harlingen.

1438

05:09:56.164 --> 05:09:58.999

Johns Hopkins: In like like San Benito area. But.

1439

05:09:59.760 --> 05:10:00.710

Jonathan Aguilar: Yeah.

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05:10:01.420 --> 05:10:04.203

Johns Hopkins: Wow! That's nice out there.

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05:10:04.760 --> 05:10:05.170

Jonathan Aguilar: Yeah.

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05:10:05.170 --> 05:10:09.058

Johns Hopkins: A future investigator here.

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05:10:10.030 --> 05:10:11.180

Jonathan Aguilar: That's cool.

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05:10:11.180 --> 05:10:11.690

Johns Hopkins: Does.

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05:10:11.690 --> 05:10:16.749

Jonathan Aguilar: Yeah. But yeah, we we don't call them snowballs over here. We call them raspas. So.

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05:10:16.750 --> 05:10:42.369

Johns Hopkins: That's what my husband does. Is that why he does that? Oh, yeah. Is he a physician? That's what we do best. Oh, God! He gets on my nerves. Okay, you just did some well, couples therapy. It's a full service board in here.

1447

05:10:42.370 --> 05:10:48.039

Johns Hopkins: See? You never know you come to civilian oversight circle, you know. There's all kind of people.

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05:10:48.120 --> 05:11:08.449

Johns Hopkins: all right. Well, I know I'm going to skip some slides here just because I want to create a little more space. But so this is where I actually talk a little bit about civilian oversight. So one of the things is, when I think about this. I'm often helping people think about how they want to structure things. You guys aren't doing that. But it's also important for people to know where they fit, because

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05:11:08.540 --> 05:11:23.266

Johns Hopkins: people as I sort of that people, come at you like. Well, you know, I've worked the Aclu, and they said for civilian oversight to be effective. It's got to have subpoena power, and it's got to have 18.2 7 5 people per square inch, and you know. So I used to work at the Aclu, so I can make fun of them. But,

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05:11:23.790 --> 05:11:26.869

Johns Hopkins: You know, people come to this work

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05:11:27.280 --> 05:11:47.340

Johns Hopkins: from a variety of backgrounds. But then there are people who are outside of this work who are sure they know exactly what you do. And there's a lot of us in different fields that have that experience, right, that it's valuable to get an outside perspective. And it doesn't mean that just because someone's on the outside, they know more than you like it, it can be valuable. So

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05:11:47.700 --> 05:12:06.309

Johns Hopkins: the broad overview of civilian oversight is, it's a pretty broad tent, right? It's any agency that does one or more of these 3 categories, investigates, audits or reviews, internal law enforcement investigations or processes, including complaints and use of force incidents

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05:12:06.400 --> 05:12:28.490

Johns Hopkins: it could conduct ongoing monitoring of law enforcement agencies, policies, procedures, training and management and supervision practices, and or it could include any agency or procedure that involves

active participation in the above by persons who are not sworn officers, so just a small aside example

1454

05:12:28.650 --> 05:12:46.990

Johns Hopkins: in Seattle many years ago. Now Seattle has multiple forms of civilian oversight for its policing system. They took their entire Internal Affairs Department and created the office of professional accountability which sits outside the police department. It's headed by a civilian, and it employs

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05:12:47.000 --> 05:13:15.379

Johns Hopkins: both sworn officers and and non-police investigators to investigate everything that would happen in. Generally what's called internal affairs for professional standards. So Seattle is complicated. I'll get to this in the hybrid model thing that I talk about in a bit. But so that is considered civilian oversight in our civilian oversight world, even though it's basically a police internal affairs agency, but it is civilian led and partially civilian staffed.

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05:13:15.380 --> 05:13:17.740

Johns Hopkins: So we have a pretty broad definition.

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05:13:17.970 --> 05:13:42.790

Johns Hopkins: And I say we, I mean both naicol as an organization, but our field of oversight practitioners. So the the main things that you will hear in terms of what kinds of models are there there are review focused models, a Civilian Review board where you're reviewing complaints, investigations, an investigation focused model where you have an entity outside the police department. But inside the Government that is

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05:13:42.790 --> 05:13:49.099

Johns Hopkins: taking in and generally taking in, but investigating those complaints and issuing reports and decisions.

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05:13:49.100 --> 05:14:16.209

Johns Hopkins: You can have auditors, monitors, or inspectors, general. And they are looking at more systemic issues. It's not just about it. We're often myself. It's that idea is not about individual complaints, looking at systems, looking at training, looking at procedures, issuing reports and audits and auditor and then hybrid models. So I've got all these slides which I'm going to run through quickly, because I just

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05:14:16.210 --> 05:14:24.340

Johns Hopkins: so. What I do is I have too many slides, and I cut them down, and I kept going. I don't know which ones to cut out. So I'm a fly through because I have too much detail for each model. But

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05:14:24.910 --> 05:14:33.469

Johns Hopkins: the review focus model is the one that people are most familiar with. This is the one that has come up traditionally. And it's

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05:14:33.630 --> 05:14:55.290

Johns Hopkins: whereas I said, you've got people who are reviewing completed investigations, and they can be staff. They can be board members or a combination of the 2. And it does have a lot of benefits. It ensures that the community has some input into the process. It can increase public trust to know that there are individuals inside that system

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05:14:55.290 --> 05:15:05.140

Johns Hopkins: who are looking at complaints, and often they can agree or disagree with the findings which, depending on how that goes, can have a lot of power, or at least

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05:15:05.594 --> 05:15:07.410

Johns Hopkins: some food for thought.

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05:15:07.530 --> 05:15:35.630

Johns Hopkins: I'll say a little bit. I'm not going to skip all the slides for this one. So generally you have professional staff reviewing complete investigations and providing some feedback. It can be done by volunteer board members, although it can be more challenging without staff. But in smaller communities, where you may have 5 or 10 complaints a year that can happen. They may have the authority to ask for additional investigation if they weren't satisfied, and generally they have their meetings in public.

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05:15:35.750 --> 05:15:56.279

Johns Hopkins: There may be some restrictions, or there may be, some things are redacted. And again, every State has different rules and laws. Again, because this is the most common model. I'll just say that it can provide. A high level of transparency, as I said, includes involvement from the community, and it's a good way to help

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05:15:57.100 --> 05:16:22.750

Johns Hopkins: your decisions and your recommendations get taken seriously because they're done publicly. Sometimes they do lack independence because they're so dependent on the police department for everything they have. If you have a group of. That's all volunteers which they do in some places. There's only so much they could do because complaints and the investigations can end up being very complicated, with lots of documents and materials and increasingly body worn camera footage.

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05:16:22.750 --> 05:16:38.599

Johns Hopkins: And and it really does need training to do that work. You can't. It's I mean you can. But I would never recommend that. You just don't get training, and you're reviewing, you know. Use of force reports and complaint investigations and body worn camera footage.

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05:16:38.870 --> 05:16:54.400

Johns Hopkins: So I'm just gonna blow through the other things quickly. The investigation focus model is sort of what it says. Instead of having, or usually, in addition to having, internal affairs, you have an agency with trained staff who get specific specific training

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05:16:54.400 --> 05:17:18.049

Johns Hopkins: in investigations, and they are doing that work. They're doing the work instead of internal affairs. It's usually for complaints that come in from the public. There are such a variety. There are places where it could be around complaints that come from inside the department. But they've got to go out and do witnesses and gather evidence. Prepare the reports, make recommendations

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05:17:18.050 --> 05:17:24.440

Johns Hopkins: around specific allegations. So again, it takes training. It's not something that a volunteer can really do.

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05:17:24.630 --> 05:17:28.185

Johns Hopkins: And or even a staff person who's not trained.

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05:17:28.600 --> 05:17:42.430

Johns Hopkins: okay, I'm just gonna keep going. There's too much detail auditor monitor focus models. They are more well suited for I'd say bigger places where you're looking at big issues. So New York City

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05:17:42.430 --> 05:18:00.280

Johns Hopkins: has a civilian Review board around complaints, but they also have an Inspector general who's doing broader issues like looking at Stop and frisk right, which is not just about individuals complaining, but looking at this broader system, and how it has an impact. And in New York that went to a consent decree.

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05:18:00.690 --> 05:18:11.149

Johns Hopkins: It's not looking at individual complaints. So in a large community, it it actually involves less staff than trying to create something separate from internal affairs to look at complaints

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05:18:11.510 --> 05:18:18.841

Johns Hopkins: and they do a lot of reports. I'll just emphasize that from this slide and

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05:18:20.390 --> 05:18:32.179

Johns Hopkins: I keep going. It's too much stuff. I always have too much stuff, but it's available if you want it. The last thing I'll say is hybrid models or systems. So I mentioned Seattle. They're increasingly places.

1478

05:18:33.000 --> 05:18:50.401

Johns Hopkins: Often places where people have felt like oversight failed or oversight didn't do what we wanted to do. So we're going to create a different agency to take something on. And so, in Seattle, you've got the office of professional accountability. You also have a

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05:18:51.720 --> 05:19:07.829

Johns Hopkins: Oh, God, what's it called? But basically a community Civilian Review Board that makes recommendations. I can't remember the name off top of my head, I should. And now you also have an Inspector General, who's doing these more systemic things? So you've got all these different entities in Seattle?

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05:19:08.160 --> 05:19:24.699

Johns Hopkins: And some would say, this is great. There are questions it's hard to coordinate that work. But that has happened, whereas in New York you've had the Civilian Complaint Review Board for decades, and as things evolved, there was a decision by the Council

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05:19:24.800 --> 05:19:41.559

Johns Hopkins: to push the mayor to create an Inspector General. So there's an Inspector General specifically for policing that looks at those systemic issues. So it's becoming more common where you, instead of having multiple agencies, you have an agency that does

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05:19:41.560 --> 05:20:06.539

Johns Hopkins: aspects from different things. You've got an agency that's doing these systemic reviews and also taking individual complaints. So that's more common. And what I've seen is often community advocates will be pushing for some sort of hybrid system because they want multiple things to go on. And that can be really important. Or it can be. I was reading about what they do in this city, or I was talking to my friends that are in that city. And so this is what we should

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05:20:06.540 --> 05:20:12.239

Johns Hopkins: have here. So it's it's something to think about the attention to. But to be conscious of

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05:20:12.240 --> 05:20:20.779

Johns Hopkins: these things have evolved in specific contexts, to meet specific needs. And the question that often comes up is, what's the best model of oversight?

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05:20:21.070 --> 05:20:39.469

Johns Hopkins: There is no best model. It depends on your community. It depends on what you need. It depends on the issues you're facing it depends on what is sustainable. So you really have to do again what is not just? I know I keep saying this, but I really am.

1486

05:20:39.470 --> 05:20:59.530

Johns Hopkins: I really am impressed by the work that's happened here in terms of taking these broader principles and figure out something that will work in this context and and doing the work to build it right, not just putting something in place, kind of cookie cutter and saying We've got it. But that doing this continuous exploration to figure out how to make it work.

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05:20:59.580 --> 05:21:07.430

Johns Hopkins: So, okay, and this is where I'm gonna transparently skip ahead a little bit

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05:21:14.680 --> 05:21:19.150

Johns Hopkins: again. This is, I mean this is more to put a PIN in it. I'm not going to go into great detail.

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05:21:19.220 --> 05:21:47.169

Johns Hopkins: So Naicol, the National Association as part of the 21st century task force which led to some grants from the cops office. The community oriented policing services which one went to Naicol got a grant to do research into what makes oversight effective. And this was a longstanding question about well, there's no research. What we how do we know? It's effective? So through a process that involved studying 9 cities, including Cambridge and including

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05:21:47.970 --> 05:22:01.770

Johns Hopkins: Philadelphia and a few other cities of different sizes around the country. There were these 13 principles that were developed. Now I always emphasize that these are not the 13 commandments of civilian oversight.

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05:22:01.880 --> 05:22:23.279

Johns Hopkins: I don't think there's a single entity that is doing all of these, not because they're being ineffective, but because it's not

necessary in their context, or it's not something that will work. And sometimes there can be tensions between these different things. But these are available on Nicole's website. They're they're pretty much out there. But

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05:22:23.490 --> 05:22:36.599

Johns Hopkins: some of them are kind of obvious, right? Like you need to have clearly defined and adequate jurisdictional authority. So I pick on this one, because often, as I mentioned, people will say, oversight has failed.

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05:22:36.600 --> 05:22:54.599

Johns Hopkins: and what I say is that generally oversight has failed to meet expectations, and that could be because the expectations were not well founded. It could be because expectations were put out there that weren't possible on that slide about the Minneapolis City Council standing in front of the Defund Police sign.

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05:22:55.240 --> 05:23:24.330

Johns Hopkins: They failed to meet expectations. Did they fail. Well, I mean they didn't really fail, because they said they were going to do something they couldn't do. So oversight has to be very careful about that, but we also have to be careful when people come and say, Well, oversight has failed. Well, what is it that you were thinking it was going to do? What is it that you were expecting it to do? What is its power? What is its remit? What are its responsibilities? So, anyway? I mean, these are all interesting things to look at, and there's

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05:23:24.410 --> 05:23:44.069

Johns Hopkins: each of these has, like a paragraph which is followed by a 3 page analysis, which is followed by examples. So again, it's a good thing to look at. And and I just want to emphasize, not as the 13 Commandments. It's not the 13 things that you must have, or you're not doing your job. But there are things to think about. And

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05:23:44.320 --> 05:23:45.990

Johns Hopkins: let's see what's the next one.

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05:23:46.670 --> 05:23:51.099

Johns Hopkins: And so real quick. Well, actually, let me just say one thing as I say now.

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05:23:51.240 --> 05:24:15.448

Johns Hopkins: so one thing we do is, we say, when people are looking at those 13 principles to ask these 3 questions, is it an appropriate fit for your local context? Will it strengthen your oversight in relation to the 13 principles by looking at single principle. And what are the

potential unintended consequences of implementing it? Okay? So, Ganesha, yeah, I just noticed the number 9 was,

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05:24:16.250 --> 05:24:35.289

Johns Hopkins: I think it was unfettered access. No, the unfettered access which was I would bring up, because I know the subpoena power is always just like a huge issue. But no, the policy and pattern analysis. What does that normally look like? And is it? Yeah, I mean, generally, that's in larger agencies. It's often where you have an inspector General.

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05:24:35.310 --> 05:25:02.299

Johns Hopkins: Excuse me, or an auditor, monitor, but and I'll be honest. This is something that I have. I've looked at a lot myself, and it's it's unless you have, like, pretty high, level people that can do that, it's hard to do. But looking at patterns in policing, looking at patterns in there can be in complaints, but in kinds of conduct that you have concerns about what type of person is a good person to do that like what type of brain do they have?

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05:25:02.690 --> 05:25:07.080

Johns Hopkins: I mean, it's usually someone who has like academic level research

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05:25:07.610 --> 05:25:11.730

Johns Hopkins: systems. Analysis. Yeah, so not me.

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05:25:13.120 --> 05:25:39.270

Johns Hopkins: And you know. And it's 1 thing, it's interesting because it's something that's come up a lot. Recently, people really want to dig into data. And people have this idea that AI is going to let us do this. We'll see how that well, and one of the other things is that people are pushing police departments to do that as if it's easy, and it's not, and it's very dangerous to get folks to be trying to do that when they don't have the capacity and capability

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05:25:39.591 --> 05:25:47.159

Johns Hopkins: to do that. So absolutely no. And that has that. I can think of a place I'm working right now these days where that has come up. And there's

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05:25:47.160 --> 05:26:09.769

Johns Hopkins: a real push from people who some of it's people who think that. Oh, if we can just get the data, then we will see. And some of it's from people like, well, let's just see what's in the data. Let's just audit and find out what we can. And yeah, yeah, I have another slide.

Well, I'll show before we get done as much as I can fit in today. But yeah, it's it is an increasing interest. And I think

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05:26:09.770 --> 05:26:27.290

Johns Hopkins: it's partly just because of the society we live in. There's a lot of talk about data, but there also is a set of advocates in government and outside government, who are kind of talking to each other, who are pushing this idea that if we can just get our hands on the data, then we can independently find out the truth.

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05:26:28.380 --> 05:26:42.300

Johns Hopkins: Oh, that's your thesis I just brought up. Huh! Dr. Barr. He had his thesis was on something similar, anyway. Keep going. I don't know if I would frame it that way.

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05:26:42.946 --> 05:26:58.039

Johns Hopkins: And one of the things I can share is the with the Governance committee we use Naco and the information that it had in the resources, when we.

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05:26:58.300 --> 05:27:10.590

Johns Hopkins: for lack of a better word, redeveloped or revised the bylaws. So a lot of this we saw during our bylaws updating process

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05:27:10.980 --> 05:27:16.650

Johns Hopkins: as well. Okay, yeah, that's that's good. It's people are using this information and stuff.

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05:27:17.300 --> 05:27:29.306

Johns Hopkins: Alright. So I looked, it's 2 15. I know. I started a couple minutes late, but I want to try and on time. So I'm gonna glance through my, I have all these fascinatingly interesting slides.

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05:27:30.210 --> 05:27:34.850

Johns Hopkins: I'm gonna not talk about trauma, even though I really want to talk. Well, actually, I just say one thing.

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05:27:37.010 --> 05:27:44.983

Johns Hopkins: I I have done and continue to do and love to do trainings on the Wolf trauma. As I mentioned, I think it's deeply important, and

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05:27:46.040 --> 05:28:05.739

Johns Hopkins: without saying anything else. I just spend some time in your own looking into this stuff because trauma informed, gets thrown

around a lot these days. And it's important. And the role that trauma plays. As I mentioned briefly in communities in general, in policing

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05:28:05.820 --> 05:28:23.269

Johns Hopkins: for police officers, I mean, I think, that we kind of have a more obvious sense, at least in this room, of the kind of trauma that people go through in communities, the trauma that happens in families, multi-generational trauma, the trauma of war and violence of addiction.

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05:28:23.300 --> 05:28:46.460

Johns Hopkins: I don't know if people are as aware of the trauma that police officers undergo, and not just police officers who work in a really violent city, but just the nature of policing where you go from. Call to call to call where you don't know what to expect, where you've been trained to be hyper, vigilant to expect the worst at any moment where you, without going in detail. You see

1517

05:28:46.590 --> 05:28:58.150

Johns Hopkins: some of the most horrible things you are with people very often on the worst day of their life. It's like one of 25, or 30 people you might have talked to that day but for that person, and

1518

05:28:58.320 --> 05:29:19.890

Johns Hopkins: it's really shifting. I've noticed a strong shift in the last decade, but a shift to focus on the trauma that officers undergo to help care for them so that they can do their work and care for others. You know those whole things about hurt people hurt people, and that shift in the culture of policing from, you know, man up and get back out there and get back out. We have clear those calls to

1519

05:29:19.890 --> 05:29:32.380

Johns Hopkins: mandating that people get the care they need. You know you. You have to go talk to the psychologist. You don't have to say anything, but you're going as opposed to. We've got the Ap. Number you can call. You can talk to the shrink if you want. So

1520

05:29:32.520 --> 05:29:58.590

Johns Hopkins: all of that. And then, when you have the intersection of traumatized people doing with other traumatized people in traumatic situations. All sorts of things can go wrong, and I would say a lot of the most horrible things that we've seen in our country's history around policing are not some terrible racist officer trying to get somebody, but people who are traumatized and having untreated trauma intersecting with other people. So

1521

05:29:58.850 --> 05:30:07.353

Johns Hopkins: that's for another day. Maybe I'll bring me back to talk about that along with some other clinicians or something, because I'm not a clinician. I'm just passionate about this work and have dug into it.

1522

05:30:07.950 --> 05:30:09.363

Johns Hopkins: next slide

1523

05:30:10.210 --> 05:30:25.799

Johns Hopkins: But worried about. This is one of my favorite slides. I just like it. So but to to your point, Ganesha data. So my father, who's quoted on Slide, used to say this all the time he didn't come up with it. But figures don't lie. But liars figure.

1524

05:30:25.990 --> 05:30:54.810

Johns Hopkins: You can use data to say anything you want. And I was at a conference a couple a few years ago, where someone did this presentation, and they were saying that you know you can't count on Das to do anything about police misconduct. Do you know that less than 1% of das in this country has ever prosecuted an officer for murder and people like oh, how is that possible

1525

05:30:55.350 --> 05:30:59.520

Johns Hopkins: now. So some people like well, I mean, there are, you know, about what

1526

05:30:59.740 --> 05:31:16.229

Johns Hopkins: I think, 3,000 counties in the United States, each of which has a da. Most of those counties are tiny. Have they ever had an officer even kill somebody in that little tiny county? But people heard this as this damning statistic that less than 1%. So

1527

05:31:16.230 --> 05:31:31.719

Johns Hopkins: you know, it can come up in different ways. And these these 2 charts, the one on the left is the correlation between per capita cheese consumption and the number of people who died by becoming tangled in their bedsheets. You can see year by year

1528

05:31:32.210 --> 05:31:35.290

Johns Hopkins: there's a very clear correlation between these 2

1529

05:31:35.410 --> 05:31:54.939

Johns Hopkins: so clearly we know that the amount of cheese has something to do, and then the other is a nice chart, average female height by country. On the left you see Latvia, and on the right you see India. Now, the only challenge is the difference between the bottom and the top is 5 feet and 5 feet 6 inches.

1530

05:31:56.160 --> 05:32:09.020

Johns Hopkins: But it's a dramatic difference in the size of women in Latvia versus India, so only to say that statistics can be misused. And

1531

05:32:10.360 --> 05:32:28.869

Johns Hopkins: yeah, oh, and I put the quote right there. So I remember it out of 2,500 das, only about 50 have ever charged a police officer with murder. It's a direct quote. So, and I think I did a calculation. If you look at the 50 largest counties in the United States. They contain something like 75% of the population of the country.

1532

05:32:29.120 --> 05:32:51.789

Johns Hopkins: So anyway, I could go on and on. So I'm going to close the section out because I've managed to use this to end almost all of my talks about these things, which is a slide on the one side there's an image by an artist out of Minnesota, Ricardo Levins, Morales with the slogan. Nothing about us without us

1533

05:32:51.880 --> 05:33:02.990

Johns Hopkins: is for us. Yeah. And this was developed by youth activists and disability rights activists in South Africa in the 19 seventies, but nothing about us

1534

05:33:03.100 --> 05:33:04.370

Johns Hopkins: without us.

1535

05:33:04.710 --> 05:33:06.110

Johns Hopkins: It's for us.

1536

05:33:06.720 --> 05:33:08.980

Johns Hopkins: And then, on the other side.

1537

05:33:09.110 --> 05:33:34.880

Johns Hopkins: This is a quote that is usually attributed to Willow Watson, who is an Australian aboriginal activist. She gets credit for this because she stated this at a UN. Conference on women, I think, in the 19 eighties, but she has always been adamant that this was not her quote. This was what her community activists who are aboriginal Australians, were saying in Queensland, Australia, in the 19 seventies.

1538

05:33:34.890 --> 05:33:39.230

Johns Hopkins: if you have come here to help me, you are wasting your time.



1539

05:33:39.350 --> 05:33:45.690

Johns Hopkins: But if you have come because your liberation is bound up with mine, then let us work together.

1540

05:33:45.910 --> 05:34:13.770

Johns Hopkins: So I just think that that's part of why we're here. We're here to take this rhetoric and these high principles, and turn them into visible concrete improvements in people's lives, for for the true safety and justice and peace that everybody deserves for everybody in every community. So with that I'm done we can take a break, and then we'll come back in a few minutes.

1541

05:34:13.830 --> 05:34:24.430

Johns Hopkins: Alright, so we all break. We got 15 min, so we'll go to Oops 30, 40,

1542

05:34:24.590 --> 05:35:19.290

Johns Hopkins: 2, 40 legitimacy and procedure some years. Oh, well, I mean, at least from at least

1543

05:35:19.310 --> 05:35:43.000

Johns Hopkins: at our schools, and structured it in a way that you could take it. So did you? But I invited. I opened it up. But I

1544

05:35:43.000 --> 05:35:53.490

Johns Hopkins: so very mayor's office.

1545

05:36:00.060 --> 05:36:12.760

Johns Hopkins: that issue was stolen.

1546

05:36:13.150 --> 05:36:30.369

Johns Hopkins: It's not okay.

1547

05:36:30.600 --> 05:36:47.949

Johns Hopkins: Oh, no, yeah. So it's a very interesting piece.

1548

05:36:48.170 --> 05:37:15.090

Johns Hopkins: And so they must move. And it's only the current post there. Right now. Right?

1549

05:37:21.990 --> 05:37:37.690

Johns Hopkins: Okay, okay, yep, that'll work. Because then, yeah, because anything.

1550

05:37:37.890 --> 05:37:55.340

Johns Hopkins: Man. Well, I mean, you know, because so the one thing about doing something, and they know you're good.

1551

05:37:57.223 --> 05:38:19.830

Johns Hopkins: So if that's something that could be an opportunity here, and others.

1552

05:38:20.080 --> 05:38:43.909

Johns Hopkins: aside from what you all were doing. I mean people, because it is, we'll get our flowers, but it'll be a lot of good.

1553

05:38:43.910 --> 05:39:05.630

Johns Hopkins: I recognize my buddies caffeine overload, and and it's always a love and hate relationship with, you know, always the media, because right? A lot of the

1554

05:39:17.970 --> 05:39:31.539

Johns Hopkins: okay cool. Then I'm just mute.

1555

05:39:31.800 --> 05:39:44.010

Johns Hopkins: So don't worry about what you say. This makes sense, and that's it's why

1556

05:39:44.270 --> 05:40:02.559

Johns Hopkins: y'all make sense. And before you came in I mean one of the things I said, some of you said. I mean, it's it's a partnership, and that's not like a pat on the back. It truly, I've been on some detention boards.

1557

05:40:02.700 --> 05:40:16.970

Johns Hopkins: and we all wanted to run a smoothie. We all wanted to be the highest.

1558

05:40:17.860 --> 05:40:31.530

Johns Hopkins: Some aren't willing to see it, because they don't care about this process, so they will never be able to see right? We can show them like, look here, and they don't want some minutes not to understand that

1559

05:40:31.530 --> 05:40:46.370

Johns Hopkins: it was one of our one of our perpetual contrarians about saying.

1560

05:40:46.370 --> 05:41:16.000

Johns Hopkins: and that's why I was saying, no, those 4 documents are like, but yeah, prohibited from.

1561

05:41:16.130 --> 05:41:40.349

Johns Hopkins: So because before you came in the support documents. I was shame when they were talking about. You know, materials pieces like one of the slides. As you know, we need to keep as a Bible, and you know I'll be able to print out some as well the next time I go into office for folks to have. What is the the Oma?

1562

05:41:40.570 --> 05:42:04.020

Johns Hopkins: The law? Then the summary that goes with the bill.

1563

05:42:19.920 --> 05:42:33.330

Johns Hopkins: Somebody has to be sincere, though

1564

05:42:56.555 --> 05:43:26.469

Johns Hopkins: I wasn't aware, and people know you default to be a professional.

1565

05:43:26.840 --> 05:43:51.700

Johns Hopkins: We got something else real quick.

1566

05:43:52.060 --> 05:44:18.980

Johns Hopkins: Yes. Oh, yeah, yeah, that would be better. I know Amazon.

1567

05:44:18.980 --> 05:44:43.289

Johns Hopkins: And we have Amazon. We have that same algorithm, and we'll do that. And it's like, All right. Well, we're offering this to you for 10 cents cheaper, 15 cents cheaper. So you know, I know. I think that was wrong.

1568

05:44:43.290 --> 05:45:09.120

Johns Hopkins: Yeah, I try not to engage when I go on like Walmart, anyway, like that, because

1569

05:45:09.701 --> 05:45:18.419

Johns Hopkins: try to just do like the curbside, because I'm always end up with a while.

1570

05:45:19.651 --> 05:45:42.360

Johns Hopkins: and I don't take the kiddo she goes with sometimes not all the time, because, you know, if I'm grabbing something

1571

05:45:43.223 --> 05:45:49.369

Johns Hopkins: she'll she'll be mine. Yeah, she'll be wanting to go to be like, yeah, what you got for me.

1572

05:45:58.973 --> 05:46:14.639

Johns Hopkins: and then

1573

05:46:18.911 --> 05:46:43.700

Johns Hopkins: I guess we ought to have.

1574

05:47:24.620 --> 05:47:31.180

Johns Hopkins: And then my last name. Thank you.

1575

05:47:32.090 --> 05:47:39.100

Johns Hopkins: And did I pronounce it right when I said it? Yeah, perfect. I thought, Oh, yeah.

1576

05:47:39.890 --> 05:47:46.750

Johns Hopkins: no, he's not here. That's condo one@jh.edu.

1577

05:47:47.050 --> 05:47:54.409

Johns Hopkins: Yes, some languages this week, maybe I need to put that here.

1578

05:47:55.809 --> 05:47:56.589

Johns Hopkins: Thank you.

1579

05:48:02.370 --> 05:48:08.860

Johns Hopkins: Oh, and I guess this April, we can update the the contact sheet.

1580

05:48:09.110 --> 05:48:32.219

Johns Hopkins: Remember that email. Do you still have the latest one? I think you want to read forward or resend it to you.

1581

05:48:32.220 --> 05:48:48.849

Johns Hopkins: What interesting stuff are you working on right now? Well, I actually got some really great data from Bpd on ghost gun units. Oh, neat! And it's rather stunning. Actually, I'll show you a little thread.

1582

05:48:48.850 --> 05:49:02.719

Johns Hopkins: and that's just something we keep. But you've been talking all day. I know it takes it. It takes it out of you

1583

05:49:02.750 --> 05:49:19.559

Johns Hopkins: folks right? And it just takes it. Oh, do you show books?

1584

05:49:19.610 --> 05:49:26.100

Johns Hopkins: Because we had some, because the folks that roll, if they were still there.

1585

05:49:26.580 --> 05:49:51.070

Johns Hopkins: Look how roughly.

1586

05:49:54.562 --> 05:50:07.810

Johns Hopkins: really am so much!

1587

05:50:07.810 --> 05:50:32.729

Johns Hopkins: Have you ever seen anything? That's a supply chain stopping the reason why you might not see that.

1588

05:50:32.730 --> 05:51:24.999

Johns Hopkins: That's why those things trying to walk with somebody.

1589

05:51:25.000 --> 05:51:35.150

Johns Hopkins: Your recovery, that's interesting. Did you know that you know Betsy, who just took over yesterday?

1590

05:51:35.150 --> 05:52:00.079

Johns Hopkins: But then, also establishing some rules. You don't have to live within the city thinking about the juvenile piece.

1591

05:52:21.370 --> 05:52:46.150

Johns Hopkins: So that's actually one of my questions.

1592

05:52:46.150 --> 05:53:04.250

Johns Hopkins: But what the workers.

1593

05:53:04.440 --> 05:53:23.750

Johns Hopkins: We didn't see them stop

1594

05:53:48.700 --> 05:54:18.800

Johns Hopkins: because the policy. So at that point, you can use these things.

1595

05:54:43.170 --> 05:55:07.080

Johns Hopkins: Yeah, whenever you're ready year one

1596

05:55:07.080 --> 05:55:31.989

Johns Hopkins: about to go into this academic issue

1597

05:55:31.990 --> 05:56:00.270

Johns Hopkins: policy will always well, in Minneapolis.

1598

05:56:00.360 --> 05:56:45.329

Johns Hopkins: Yeah, yeah, yeah, yeah. This. I'm like, everybody always has a beat.

1599

05:56:45.630 --> 05:57:09.120

Johns Hopkins: But it's so funny information that accent should not be coming out of Blackface. It just sounds. And I was like, y'all really leave me.

1600

05:57:09.120 --> 05:57:34.059

Johns Hopkins: I mean, it's too. It's cold, I mean, it's a handful of indexes. They have the largest Kamala population. I did know that even now we're having it. Yeah, they think that

1601

05:57:34.060 --> 05:57:58.420

Johns Hopkins: there was one picture I tried to get where she had her badge in her head. That's why I was being honest. Okay.

1602

05:58:10.377 --> 05:58:12.770

Johns Hopkins: the 1st scenario.

1603

05:58:13.140 --> 05:58:15.140

Johns Hopkins: Welcome, all right.

1604

05:58:15.290 --> 05:58:39.570

Johns Hopkins: all right. Somebody requested that I sing she was with beyonce. Y'all don't know this. She showed me the picture I was. I was. I was with beyonce in Paris this weekend, and now I'm back to reality. But my outfit looks very much like the gentleman's, and so I was showing here. Yeah, oh, no, but you look

1605

05:58:39.570 --> 05:58:47.719

Johns Hopkins: much better. She had her boots on the ground. I did have my boots on the ground. There were a lot of a lot of people that

1606

05:58:50.389 --> 05:59:00.830

Johns Hopkins: alright. So the next part, like I said, we really thought about what we should do to

1607

05:59:01.180 --> 05:59:15.010

Johns Hopkins: as best as possible, particularly for the new people. Try to put you in the experience of being a board member. Y'all you will get to know about me if you haven't already that I kind of keep it 100.

1608

05:59:15.010 --> 05:59:33.329

Johns Hopkins: And so I'm gonna let you all know that one of and you might have seen these meetings. But Miss Sonya is not in here, but one of the meetings that we had one of the town halls where people were screaming, you have blood on your hands, you're this, and you're that, and not that

1609

05:59:33.550 --> 05:59:37.649

Johns Hopkins: I'm not upset when people scream at just anybody. But

1610

05:59:37.680 --> 06:00:07.340

Johns Hopkins: you're not going to scream. And, Miss Sonya okay, you're just not going to do that. Y'all heard her story. And so when you have things like this happen, I'm looking around the room. I'm used to it. I'm kind of weird in some kind of way I'm like, where are the mad people? Show them to me, and I go talk to the mad people, but that's not for everybody, and not. And a lot of people don't know that that's what sometimes happens right in this work. And so we wanted to do something where we could expose you

1611

06:00:07.340 --> 06:00:29.759

Johns Hopkins: to some of the things that you might see, so that we could talk about it. And it's not kind of one of those things that just happens right? Because the other thing we realize is that when that happens in one of those meetings you go home, and then you have to process it yourself. Figure it out all those sorts of things, and if you're not in this work every day, like I am, it's hard to do that. So we're gonna do some scenario-based learning.

1612

06:00:29.860 --> 06:00:39.250

Johns Hopkins: It is the end of the day. And so I know people are tired. Your brain is probably ready for, you know. Is it going to be during something? I mean, they're probably ready for that. But

1613

06:00:40.053 --> 06:00:48.856

Johns Hopkins: this only really works. If you're highly engaged. Right? So let's try to be highly engaged. Okay, so

1614

06:00:50.240 --> 06:00:55.320

Johns Hopkins: okay? Oh, yeah. Cause we definitely gonna need you.

1615

06:00:58.100 --> 06:01:03.359

Johns Hopkins: Okay, what's the 1st one? So what we're gonna do? We're gonna spend about 20 min on each one of these.

1616

06:01:03.824 --> 06:01:09.489

Johns Hopkins: I think. Yeah, we're 10 min behind, but that'll be fine. We're 20 min behind. Hey, Miss Sonya?

1617

06:01:10.181 --> 06:01:33.070

Johns Hopkins: So basically, we're going to do some scenario based training Miss Sonya, so that people can get a feel of some of the things that they'll encounter as a board member, and we're going to try to keep it real real in here. I know you. That's not how you normally do. But okay, so the purpose practice applying oversight principles to real world situations. Oh, Lord.

1618

06:01:33.370 --> 06:01:52.039

Johns Hopkins: okay, nothing went off. Explore gray areas, decision making and group dynamics. And then so the instructions. We're going to read the scenario carefully. We're going to discuss the guiding questions as a full board. We were going to break up into small groups, but it's such a small. And we have the people online. So we wanted to be

1619

06:01:52.040 --> 06:02:15.500

Johns Hopkins: open and then focus on focus on process, not just outcomes. So you're really thinking about. Oh, this happened to us in real life. What do we do? That goes back earlier to what I was saying about? There's been a lot of thought about bylaws, governance structure, thanks to Calvin leading those things. But those are frameworks.

1620

06:02:15.860 --> 06:02:27.920

Johns Hopkins: That is not your lived experience. That is not okay. That says this. But how do we really do this? So all right. So what's our 1st scenario?

1621

06:02:28.590 --> 06:02:33.289

Johns Hopkins: Public complaint at a town hall? Go right ahead



1622

06:02:36.410 --> 06:02:50.269

Johns Hopkins: all right. So. Scenario. One public complaint at a town hall during a public meeting a community member accuses a Jhpd. Officer of harassment. They demand that the Board do something immediately

1623

06:02:50.980 --> 06:02:52.550

Johns Hopkins: guiding questions.

1624

06:02:52.880 --> 06:02:57.039

Johns Hopkins: What is your role in this moment?

1625

06:02:57.250 --> 06:03:01.019

Johns Hopkins: How should the Board respond during the meeting?

1626

06:03:01.730 --> 06:03:05.740

Johns Hopkins: What steps, if any, follow the meeting?

1627

06:03:07.760 --> 06:03:10.140

Johns Hopkins: So yeah.

1628

06:03:11.780 --> 06:03:30.510

Johns Hopkins: any overall thoughts. And I also encourage you to think, maybe even from your own committee perspective as well. But any thoughts during a public meeting a community member accuses a Jhpd officer of harassment. They demand that the Board do something immediately.

1629

06:03:32.050 --> 06:03:33.210

Johns Hopkins: What are y'all thinking?

1630

06:03:35.190 --> 06:03:40.529

Johns Hopkins: Yep, April, I I would you know

1631

06:03:41.460 --> 06:03:46.266

Johns Hopkins: the role is that as a board member I feel would be to

1632

06:03:46.780 --> 06:03:52.549

Johns Hopkins: you know, acknowledge the situations. I understand you have a complaint about harassment.

1633

06:03:52.670 --> 06:03:58.160

Johns Hopkins: You should file a complaint with either John Huffings.

1634

06:03:58.430 --> 06:04:04.780

Johns Hopkins: Police Department or the Police Accountability Board, and these are the steps you should take to do that.

1635

06:04:06.230 --> 06:04:07.620

Johns Hopkins: Yep, Miss Sonya.

1636

06:04:10.980 --> 06:04:11.680

Johns Hopkins: see? Right.

1637

06:04:13.250 --> 06:04:17.850

Johns Hopkins: I think it's just so important that we de-escalate

1638

06:04:18.390 --> 06:04:23.350

Johns Hopkins: the situation. The word was immediate. Do something for me right now.

1639

06:04:24.050 --> 06:04:28.230

Johns Hopkins: What I'ma do right now, for you is, hear you let you know.

1640

06:04:28.400 --> 06:04:33.740

Johns Hopkins: understand you, and you tell me what it is you need

1641

06:04:33.920 --> 06:04:37.180

Johns Hopkins: immediately, so that I can make it happen

1642

06:04:37.370 --> 06:04:39.079

Johns Hopkins: the way you can receive it.

1643

06:04:39.640 --> 06:04:43.430

Johns Hopkins: And I think that that's important, because people want to.

1644

06:04:43.570 --> 06:04:49.170

Johns Hopkins: They want to be seen, and they want to be heard, and they want to know

1645

06:04:49.390 --> 06:05:05.250

Johns Hopkins: that it was in your slides that you care, and that you deal with them genuinely and authentically, like you would if it were you or your children always keep that in mind. So I think that's what my role would be

1646

06:05:05.550 --> 06:05:09.830

Johns Hopkins: is to de-escalate it, to let you know. I hear you.

1647

06:05:10.080 --> 06:05:18.320

Johns Hopkins: and you know we don't want any issues, and it will be addressed. Do we move to? How should the Board respond during the meeting.

1648

06:05:18.730 --> 06:05:38.200

Johns Hopkins: Well, that's part of your response. But if you have something else to add, yeah, go ahead. We should be. The board should be supportive and understanding, because all of us have our strengths and our weaknesses. I know who does the policy. I know who does this. I know who does that. Well. I'm a mother 50 years. So I'm gonna be the mom.

1649

06:05:38.400 --> 06:05:52.260

Johns Hopkins: And that's what I'm gonna give you a mother's understanding and love. I'm gonna tell you, if you're right. But I'm also going to tell you if you're wrong. I know what you want to hear, but I'm gonna give you what you need to know. And so the steps that we follow after the meeting

1650

06:05:52.460 --> 06:05:59.389

Johns Hopkins: is to make sure as a board. We discuss it not only with the Board members, but with public safety as well.

1651

06:05:59.600 --> 06:06:05.360

Johns Hopkins: That's what I would do. I'm gonna ask 2 follow-up questions. One.

1652

06:06:06.420 --> 06:06:11.899

Johns Hopkins: Is this a place where we should reiterate what

1653

06:06:12.200 --> 06:06:17.190

Johns Hopkins: our role actually is right, because in the sense that

1654

06:06:17.908 --> 06:06:20.341

Johns Hopkins: April started out with

1655

06:06:21.640 --> 06:06:23.960

Johns Hopkins: you know, here's where you file your complaint.

1656

06:06:24.230 --> 06:06:41.349

Johns Hopkins: Should we frame it up and say we are here to listen, and we definitely hear you like you were saying. But also we want to remind that we are not the investigating the Investigative Board. There. There is blah blah blah blah

1657

06:06:41.560 --> 06:06:53.940

Johns Hopkins: think I think, too, that that is important as as a community engagement person, no matter where I'm at. Then, of course, April, adding, That

1658

06:06:54.140 --> 06:07:04.210

Johns Hopkins: is welcome, you know, because we work in tandem with one another. It's just not any one thing cut and dry. What I where I leave off

1659

06:07:04.330 --> 06:07:15.430

Johns Hopkins: someone else on the board can pick up. And yeah, so that's support. That's the support that I'm talking about. No one can say, well, I you know I chaired this board, and I said that, and that is it.

1660

06:07:15.620 --> 06:07:38.389

Johns Hopkins: We don't operate that way. We support one another where we see one leave off, we should come in to pick up. So yeah, that makes sense. And that's 1 thing that I will probably put to you all to think about as a board. You're you're listening. You're engaged, and if one of your board members, I think, Dr. Webster, you're picking up on this does forgets to do that framework.

1661

06:07:38.500 --> 06:08:04.299

Johns Hopkins: I would jump in and try to be helpful, because one of the things that I've seen happen with community is if you set up expectations that you can do something and you can't. You can lose trust and integrity real easy. It takes a lot to build it. It takes a little to lose it. So then let me ask you all. Okay, after the I think, Miss Sonya, you said you all should meet

1662

06:08:05.142 --> 06:08:13.799

Johns Hopkins: and talk about it? Who calls that meeting? What is the process amongst you all that starts that ball rolling

1663

06:08:14.050 --> 06:08:20.790

Johns Hopkins: which is off the top of my head? I would think that it was something that the chair would call for, and that we. And but see.

1664

06:08:22.450 --> 06:08:24.839

Johns Hopkins: when you have a chair that cares

1665

06:08:25.020 --> 06:08:44.070

Johns Hopkins: about everyone on that board being heard. You can trust that they would make the decision. That's inclusive. I mean, that's how I feel about April, anyway. Yeah, yeah. And so you know. But she you say it all. But you hear that all the time. So it's it's that's the way that I see it. I think that

1666

06:08:44.070 --> 06:09:09.900

Johns Hopkins: we certainly do have to follow protocol, because no one person knows everything. But immediately, when you see that someone's distressed and you don't want everybody jumping up and jumping in. You want to try to de-escalate it first, st and then we come down to the technical piece of it, which I'm not a real technical person, so I would expect that somebody would come and say

1667

06:09:10.130 --> 06:09:25.499

Johns Hopkins: what you say. This is, we're not this, but we're that and receive that because we're all on the same team a quarterback. He doesn't defensive tackling, and so, you know, I would expect that somebody would get in their role without

1668

06:09:25.520 --> 06:09:52.090

Johns Hopkins: somebody having to say. But now this is your turn, absolutely, and that's the beautiful thing about it. You all are going to learn each other's personality. You're going to learn what one person, you know, knows the bylaws backwards and forwards, and you might be like, Hey, do you want to take this one? Or maybe it's a particular question about a particular community. But I do want to encourage you, because while April, I agree is very thoughtful

1669

06:09:52.460 --> 06:10:09.300

Johns Hopkins: when you're in these meetings, sometimes emotions around how you're really trying to pay attention. I would encourage there to be a process by which maybe somebody is taking down the concerns, and so should somebody miss something. You all. Then, when April is being thoughtful and inclusive.

1670

06:10:09.300 --> 06:10:26.719

Johns Hopkins: she has the thoughts from everybody to be able to say, Well, I caught that because everybody hears things differently. Right? Right? Yeah. Yeah. Yeah. Yes, ma'am, just like to make a comment. Okay, so scenario is, this person wants something done immediately.

1671

06:10:26.760 --> 06:10:37.469

Johns Hopkins: So recommended responses are, our role here is to do XYZ.  
You know, recommend how they can

1672

06:10:37.780 --> 06:10:42.510

Johns Hopkins: get immediate results, not results, answers.

1673

06:10:43.250 --> 06:10:49.419

Johns Hopkins: Would a person that's already emotional about situation.  
If you say, Go, get it somewhere else.

1674

06:10:49.860 --> 06:10:55.860

Johns Hopkins: Does that raise them? Being angry? So I don't know.  
Sometimes, if that's

1675

06:10:57.210 --> 06:11:12.129

Johns Hopkins: I guess you have to look at the situation, see what? The  
best response? Because when people are upset and they say immediately,  
you say, Oh, well, take this number and call, you know. So to me  
sometimes that rises

1676

06:11:12.490 --> 06:11:19.140

Johns Hopkins: people acting out. So what would you kind of recommend for  
Brown around that?

1677

06:11:19.590 --> 06:11:32.750

Johns Hopkins: How many you said you have my just a few, in short,  
because that's and I'm also drawing upon another experience that we've  
had in another life over there in the Waverley community

1678

06:11:33.460 --> 06:11:36.950

Johns Hopkins: some moons ago, and

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06:11:37.410 --> 06:11:43.520

Johns Hopkins: it was similar to this. I would say that the best thing to  
do is, of course, listen.

1680

06:11:44.560 --> 06:11:47.839

Johns Hopkins: empathize, display, and show that empathy.

1681

06:11:48.240 --> 06:12:01.969

Johns Hopkins: Acknowledge what that is, and you know, if it's depending  
on whatever the issue is, it might be a situation. Because I get  
frustrated with this when you know.

1682

06:12:02.652 --> 06:12:24.239

Johns Hopkins: Someone's like, Oh, well, hey, we'll call this number. Call that number email this person. And it's like it that seems dismissive. And that might be a situation right? Because we are live in a meeting that's recorded. And so, if it's something where there are other parts of that, that they necessarily, after they make their comment. They necessarily, you know, aren't sharing in a room.

1683

06:12:24.720 --> 06:12:41.830

Johns Hopkins: Someone pull or take them to the side, and we have the mechanism and the tool, to be able to take that statement and to be able to help shepherd that process or move that forward, whatever it was that was shared. Because we are again a

1684

06:12:41.990 --> 06:12:54.120

Johns Hopkins: we are a voice to, for within the community, and we're also a conduit because you don't get the Jhpd without the Accountability board.

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06:12:54.250 --> 06:13:14.790

Johns Hopkins: And so it's important that they also see us as credible messengers in the work, and not necessarily like bodyguards to it where we're like. Oh, we're hopping to make accusations and assume one side or the another, but doing it in a way where they're able to still maintain

1686

06:13:14.910 --> 06:13:37.089

Johns Hopkins: their dignity right in that space, and then we also can maintain the sanctity and sanctuary of also being seen as credible in our response and also in our approach. Yeah, this makes me think. And if you all agree, I'm gonna ask Amy to take it down that maybe an active listening

1687

06:13:37.320 --> 06:14:04.299

Johns Hopkins: training or course, right? Because then everybody right knows that if they open their mouth they're going to, because you had, like a little methodology right there and then everybody is is answering it in that same way you put your own little flavor to it. But now we're making sure that people are feeling heard because you're absolutely right. And you know people start feeling dismissed and all those sorts of things. So maybe an active listening training or something like that. Yeah. Effect. Oh, yeah, please please go ready.

1688

06:14:04.920 --> 06:14:28.010

Johns Hopkins: Yeah. I think one thing I and this has come up a bit I just want to emphasize is is being clear with people, though, about what the process is is important, right? Like you want to do it in a way that doesn't make people feel like you're dismissed or putting them off.

You're dismissing them or putting them off. But you also do want to be clear like. This is what we do. This is what we can do. This is what happens if you have a complaint.

1689

06:14:28.010 --> 06:14:38.229

Johns Hopkins: and you know, if you can take information, I don't actually know the details of your process. If there's a complaint form, you can help people fill out. But again, think about this idea of.

1690

06:14:38.230 --> 06:15:00.929

Johns Hopkins: you know, failing to meet expectations. If you set up the expectation that people can come to a public meeting, and you're going to get their complaint addressed. You have to be very thoughtful about that, because you also don't want something where? Well, you know, last week I was at this meeting. You did this, and now you're not doing it, you know. So you want to make sure you're being consistent because you don't want to set up an expectation that you can't meet.

1691

06:15:00.960 --> 06:15:09.379

Johns Hopkins: Yeah. And it'll be in the news if we yeah. Well, wait. I want to go to the oh, I just had one comment.

1692

06:15:09.990 --> 06:15:21.649

Johns Hopkins: this very much reminds me of like seeing a lot of patients in the emergency room, and there's like a lot of tension. And and so I feel like, first, I always validate that person's emotion.

1693

06:15:21.650 --> 06:15:49.649

Johns Hopkins: And then I do data collection. So now, okay, the active listening is me collecting the data from that person, and then I reaffirm their request by reframing our process as me immediately responding to you. So I need help immediately. I'll be like, Oh, my God! Like you know I hear you. You are so right. Let's do this immediately. Let me give you this form immediately. Let me redirect you immediately to this form, because that's how we make this move.

1694

06:15:49.710 --> 06:16:05.110

Johns Hopkins: you know, because sometimes I hear people oh, they're vomiting. They don't feel good. I need something immediately. And if I was like, Well, you're going to just get fluids. They're like, I'm just getting iv fluids. It's like, let me immediately sit you down and have you in life. So my assistant is going to get you fluids now

1695

06:16:05.230 --> 06:16:16.169

Johns Hopkins: and then. They're like, Yeah, thank you. I like that. I like that, you 2, and then we're going to go to the next scenario. I like that.



1696

06:16:16.410 --> 06:16:35.700

Johns Hopkins: Yes, ma'am, I wanted to say, and I get you that you you have to acknowledge the pain. They are hurt, and that's what you do with your children or with your neighbors, with your spouse. You want to address the hurt, and then you go to the next phase.

1697

06:16:36.370 --> 06:16:52.020

Johns Hopkins: Yeah. But I think what's good about talking about this is that like, for instance, my husband is the sweetest man, the sweetest man you ever want to meet. He make your teeth hurt. He's so sweet, but he wouldn't. That is not his response, because he is introverted than a mug.

1698

06:16:52.130 --> 06:17:09.429

Johns Hopkins: So that's I think that's why we're having a conversation with everybody, because you naturally do that. But some folks you think about our surgeons and folks that have been on here that's just not their. That's not their reaction. You have April, and then we'll go to the next. Well, I think, too, in a public meeting.

1699

06:17:09.770 --> 06:17:10.670

Johns Hopkins: the

1700

06:17:10.810 --> 06:17:18.870

Johns Hopkins: the reason you want them to file a complaint is because nothing can happen until a complaint is filed. So even though we're listening, that's great.

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06:17:19.230 --> 06:17:23.299

Johns Hopkins: This, though, over here, where you

1702

06:17:23.610 --> 06:17:27.940

Johns Hopkins: file your complaint, that's where the actual process starts.

1703

06:17:28.020 --> 06:17:38.370

Johns Hopkins: and what I would say from listening to you all, and I think, having these conversations will help you formulate what you would say now that I've heard everybody, I would say, you know what

1704

06:17:38.370 --> 06:18:02.319

Johns Hopkins: Johns Hopkins has one of the most robust systems you know, in the country. We're but a small part of that. And and we're listening. And we're taking down your concern. But to get the most impact right, and to make sure that what you need is actually taken care of. Also make sure

you file your complaint, because that's where the action happens. Right? So you're starting up here.

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06:18:02.340 --> 06:18:09.920

Johns Hopkins: You're saying exactly. I'm here for you. We are here for you. Yeah. And here's a multiple ways that you can, that you can handle that. So

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06:18:10.010 --> 06:18:33.600

Johns Hopkins: all right, a quick little just oh, yeah. And a good thing would be making sure that when y'all doing these, having the meetings in person, or even for your website, that the link, or either. The forms to file a complaint is that you have it readily available, meaning that if you have to walk them through to file out the complaint, you already have the form or the link is already attached to your website as well.

1707

06:18:34.340 --> 06:18:49.500

Johns Hopkins: Yep. So the the one thing that I'll add to that, too. Amy is then maybe one of the things that this group does is to make sure that they've worked with the police department to have those forms and to have the link. Do we go?

1708

06:18:52.070 --> 06:18:54.019

Johns Hopkins: Yeah, yeah, I I

1709

06:18:54.710 --> 06:19:00.130

Johns Hopkins: agree with everything that was said. And I I'm I'm taking it all in the the only other.

1710

06:19:00.640 --> 06:19:07.930

Johns Hopkins: If there's anything missing is, it's an opportunity to explain what the Accountable

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06:19:08.120 --> 06:19:13.049

Johns Hopkins: Accountability Board can and cannot do, and that

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06:19:15.360 --> 06:19:18.760

Johns Hopkins: you know, sometimes, you know, we? We can say, look.

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06:19:19.530 --> 06:19:24.220

Johns Hopkins: we're working on training to avoid this. We're working on this policy or that policy.

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06:19:24.810 --> 06:19:27.330

Johns Hopkins: So that they understand that we're not.

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06:19:27.520 --> 06:19:29.140

Johns Hopkins: We actually have a role.

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06:19:31.330 --> 06:19:34.819

Johns Hopkins: It's maybe limited on this specific

1717

06:19:35.510 --> 06:19:40.379

Johns Hopkins: case. You know, they have to file a complaint. But I want them to also know that

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06:19:40.770 --> 06:19:50.499

Johns Hopkins: we are busy hearing and then trying to inform training and policy and all these other things. I love that right, because I if y'all remember when

1719

06:19:51.360 --> 06:20:16.339

Johns Hopkins: the policy team or the policy committee was up and running, and there was like the question about rifles. And it was like, Well, that's in the policy. So I love the idea of displaying what you actually can do. So you say, oh, harassment! Oh, that is, that's in a policy, and maybe we know the number. Maybe we don't. Or Oh, wow, yeah, we watched training on that. From what you're saying, that does sound like an issue. You might want to file something

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06:20:16.340 --> 06:20:29.749

Johns Hopkins: and actually kind of making sure that you know, or that you are displaying right what you actually can do. Okay, it's not so much what you say, but

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06:20:29.750 --> 06:20:46.339

Johns Hopkins: how you say it in terms of having a trust. Okay, without realizing it.

1722

06:20:47.030 --> 06:21:03.359

Johns Hopkins: Scenario, 2 public feedback at a town meeting during a public meeting. A community member asked the Board to consider a change to the policy regarding interactions with undocumented citizens. Members of the Board generally agree with the change.

1723

06:21:03.910 --> 06:21:06.610

Johns Hopkins: What is your process to execute the work?

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06:21:07.160 --> 06:21:10.980

Johns Hopkins: How will the committees and general membership be involved?

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06:21:11.590 --> 06:21:18.710

Johns Hopkins: How will the Board submit this information to Jhu leadership discuss.

1726

06:21:20.170 --> 06:21:27.680

Johns Hopkins: I mean we had some we oh, we had some similar situations.

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06:21:28.000 --> 06:21:33.640

Johns Hopkins: not necessarily pertaining to that one in particular, and not just solely exclusive to that

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06:21:33.790 --> 06:21:38.049

Johns Hopkins: over this last year, and so

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06:21:38.950 --> 06:21:51.480

Johns Hopkins: There were some where that was presented in a more friendly manner, and there were other ones where those things were presented for lack of a better word in contentious or Rah! Rah! Rah ways

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06:21:52.007 --> 06:21:57.709

Johns Hopkins: but one of the things that we did. Of course we talked about it

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06:21:58.200 --> 06:22:26.809

Johns Hopkins: in that in that meeting, and then also in committee. We talked about it as well, and we worked in tandem with forget which which of the committees, but I know it includes the the community, our community engagement one and the policy one. And we looked at some recommendations or ways that we could bring them forth by recommendations to the public safety leadership. And

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06:22:27.000 --> 06:22:38.940

Johns Hopkins: you know we we did. And then we circle back. Can't remember which one of the meetings we did, you know, with the community or in one of those forms

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06:22:39.270 --> 06:22:57.100

Johns Hopkins: to let them know and give them an update on. You know the feedback that we heard, and then how and where, and what was that that we took forward, so that they also know that they had some follow through and also closure on us like circling and closing that loop as well.

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06:22:58.470 --> 06:23:08.880

Johns Hopkins: Yeah, do we think that that's a process that is established well enough that, hey? We? You all can do it over and over again. Leave it informal.

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06:23:09.360 --> 06:23:27.990

Johns Hopkins: Wait! Wait! Yeah, go ahead. I see you. Your face is talking. Well, that was a particular scenario that was just a particular scenario, and every situation is different. So it's important that we try to find something that

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06:23:28.360 --> 06:23:35.490

Johns Hopkins: could address all the possibilities. Yeah. And I think, see here, consider a policy.

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06:23:35.620 --> 06:23:38.609

Johns Hopkins: So a policy change, I think, is general.

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06:23:39.870 --> 06:23:42.889

Johns Hopkins: The immigration is what makes it specific.

1739

06:23:43.100 --> 06:23:56.149

Johns Hopkins: And so what I'm kind of trying to underscore. Here is there are some things that will happen organically, but then there's maybe some things that you all want to put processes around.

1740

06:23:56.150 --> 06:24:17.400

Johns Hopkins: So when I think somebody mentioned it earlier, when something comes in in the email, who's getting it? How are we responding that sort of thing. So you don't obviously have to determine that today. But I think that similar to how you want to be clear with your external audiences, the more internal understands.

1741

06:24:17.400 --> 06:24:37.739

Johns Hopkins: And here's how I how I kind of think about it. You hope for the best, and you plan for the worst. So right now, and I think this will continue. I'm just. I'm looking at you. I've been doing this a long time. I'm looking at the personalities. Y'all are going to be fired. Y'all are going to be great. Y'all have all the elements right. But sometimes in groups you have dissension.

1742

06:24:37.950 --> 06:24:42.039

Johns Hopkins: and if you don't have 100% trust amongst your group

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06:24:42.630 --> 06:24:49.979

Johns Hopkins: process is important. Process is important. And so again, encouraging the thinking of

1744

06:24:50.311 --> 06:25:15.679

Johns Hopkins: making sure that process is there. So everybody's like, Oh, yeah, no, no, no. I know that after Town Hall meetings, and there's issues that brought brought up. Oh, that'll come back around, you know, in our larger meeting, and we'll have a chance to discuss it, or whatever it is. And again, not trying to make you too formalized, but at the same time thinking about. What is the balance behind having some processes in place. So everybody knows what the expectations are.

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06:25:17.550 --> 06:25:18.829

Johns Hopkins: Can't do it absolutely.

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06:25:20.023 --> 06:25:22.919

Johns Hopkins: No, I think yeah.

1747

06:25:23.727 --> 06:25:35.489

Johns Hopkins: Well, let's do. Let's do actions after no process. When board receives

1748

06:25:36.480 --> 06:25:42.590

Johns Hopkins: request, slash complaint, something like that. Y'all know what we're talking about. Okay, perfect ready to go to the next one.

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06:25:43.280 --> 06:25:45.180

Johns Hopkins: Alrighty

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06:25:46.500 --> 06:26:09.479

Johns Hopkins: scenario. 3. Disagreement over use of force policy. So the Board is reviewing a proposed revision to the use of force policy. Some members want stronger language, banning certain tactics, others worry about undermining operational flexibility.

1751

06:26:09.840 --> 06:26:12.570

Johns Hopkins: So again, not all on the same page.

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06:26:12.910 --> 06:26:15.860

Johns Hopkins: How should the Board work through this disagreement.

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06:26:16.340 --> 06:26:19.400

Johns Hopkins: What information or input is needed?

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06:26:19.780 --> 06:26:23.619

Johns Hopkins: What does consensus look like here?

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06:26:29.540 --> 06:26:30.640

Johns Hopkins: What do y'all think?

1756

06:26:33.550 --> 06:26:40.520

Johns Hopkins: I mean, we had that happen, too. Language, man, you remember that with the I think, what around?

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06:26:40.910 --> 06:26:48.560

Johns Hopkins: Oh, I'm sorry. Well, look, I'm not gonna call. All I'm gonna say is, we had. That was a real. How did it work out?

1758

06:26:50.620 --> 06:26:54.980

Johns Hopkins: Well, if anybody else wanna but

1759

06:26:55.260 --> 06:27:09.430

Johns Hopkins: you remember you, you remember that one that was in the politics. Say what you're saying? I'm just trying to throw breadcrumb because I'm chewing. He's like, let me finish my food.

1760

06:27:10.540 --> 06:27:11.560

Johns Hopkins: What was the other?

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06:27:12.350 --> 06:27:20.399

Johns Hopkins: No, in in the fall conversation, remember those folks or who we met with right around the use of force. So yeah.

1762

06:27:20.560 --> 06:27:33.639

Johns Hopkins: yeah, so a proposed revision, like from the like, from like the policy committee or proposed revision from someone else. It looks like it's coming from somewhere else. Okay? So so we would get

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06:27:33.800 --> 06:27:39.860

Johns Hopkins: receive that proposal. And then you let's say

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06:27:40.020 --> 06:27:48.900

Johns Hopkins: in practice, it seems like it goes to the policy committee 1st to get whatever background details things like that it's needed. They then present. They

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06:27:49.060 --> 06:27:52.010

Johns Hopkins: come up with a working

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06:27:52.230 --> 06:28:02.720

Johns Hopkins: language a bit that they feel is necessary, and then that kind of comes to the full board, that the working it out kind of comes at the committee meeting and then bringing it to the full board for a vote

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06:28:03.240 --> 06:28:07.540

Johns Hopkins: question. Things like that. So it I mean, we use rubber source border. So it's

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06:28:09.240 --> 06:28:16.880

Johns Hopkins: yeah, okay. And the only other piece I'll add to that is looping in the our policy

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06:28:17.260 --> 06:28:26.700

Johns Hopkins: expert. Just to make sure we've got a good understanding about it is about what it currently is as it stands, that language.

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06:28:26.880 --> 06:28:32.299

Johns Hopkins: And then the revision. I guess what that's like is field our policy. That's yeah looping in.

1771

06:28:33.810 --> 06:28:34.520

Johns Hopkins: But

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06:28:34.950 --> 06:28:47.639

Johns Hopkins: I guess I could get a different mic, too. So we so I'm gonna push back to make this a little more challenging because it sounds like this scenario is asking, not like, what, how's the process work? But y'all have done this, and the board is not in agreement.

1773

06:28:48.010 --> 06:29:02.940

Johns Hopkins: So maybe it's come through the policy committee. You know, this revision came, say, from the police department. It's gone to the Policy Committee, and after that some people are like, we need to make this stronger and other people like. Now we're going to mess with how they do their work. So then, what do you do?

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06:29:08.520 --> 06:29:15.300

Johns Hopkins: I mean again? Oh, go ahead! Well, I just. I wanted to be mindful of everybody else



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06:29:15.510 --> 06:29:17.720

Johns Hopkins: and what they think. I think that

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06:29:18.953 --> 06:29:21.569

Johns Hopkins: again. It doesn't have to be contentious.

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06:29:21.990 --> 06:29:31.350

Johns Hopkins: We can put all cards on the table. That's the way I say it. Turn them over and talk about it. Talk about it until we come to a conclusion that

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06:29:31.640 --> 06:29:36.090

Johns Hopkins: everyone comfortable with because we have to.

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06:29:36.320 --> 06:30:04.779

Johns Hopkins: We just we have to do that. That's what our charge is no one's going to agree about everything. You have people who want this police force, and you have people on the board who don't. And yet we have managed to coexist together for the greater good. To make this the police force that everyone can at least sign off on, live with. Understand? Whatever it is you want to do with it?

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06:30:04.900 --> 06:30:19.570

Johns Hopkins: Because it's not going to shut down the same thing with this process, you know. That's what we have to do and reach a consensus like a nominal vote. You know I want Answer A, and I want answer B. And everybody can put their

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06:30:19.800 --> 06:30:40.290

Johns Hopkins: A in the hat or B in the hat, whichever one you want and whatever one comes up, because that's how we've resolved a lot of issues. And people respected that because they knew it wasn't 1 person who called the shot that it was called together, you know. And, by the way, anybody online just unmute and just jump on in, if you if you want to.

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06:30:40.946 --> 06:30:47.340

Johns Hopkins: And then the last piece, I'll say is, you know, with some of this which we've done.

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06:30:47.460 --> 06:30:54.329

Johns Hopkins: you know we may have to, you know, sleep on it, marinate on it, and also come back to it, because some of this information.

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06:30:54.850 --> 06:30:59.069

Johns Hopkins: or most of it, will need some time to digest and process

1785

06:30:59.210 --> 06:31:19.190

Johns Hopkins: what it is and what we're doing, because that revision can also, I mean, it influences the work that packs, lives. And so, you know, we have to give ourselves some grace to be able to do that as well. Let me ask Dr. Webb, and I was oh, I was coming to both of y'all, because I wanted to hear. Well, here, say what you say, and then I'll throw my piece in there. Go ahead.

1786

06:31:19.570 --> 06:31:19.985

Johns Hopkins: Well.

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06:31:20.540 --> 06:31:39.589

Johns Hopkins: I think 1st of all, I think we got to dispense with the Dr. Webster's okay. Everybody else is on first. Sorry I'm Daniel. That don't feel right to say No, I'm Daniel. Everybody else can say Call him Daniel. Yes, please, or Big D, either one. Yes.

1788

06:31:41.160 --> 06:31:45.648

Johns Hopkins: Oh, Lord! Oh, I like that!

1789

06:31:47.750 --> 06:32:01.710

Johns Hopkins: Oh, man. Oh, not to be confused with big JI like d-web, d-web.

1790

06:32:02.030 --> 06:32:04.949

Johns Hopkins: so you know my response to this.

1791

06:32:05.320 --> 06:32:16.819

Johns Hopkins: It's sort of naturally, because I'm a researcher, is, hey? I want to gather as much information as I can about this in terms of what other police forces do if it's been studied before.

1792

06:32:17.000 --> 06:32:23.420

Johns Hopkins: but also, if if we get to a place where, like there just simply is not agreement.

1793

06:32:23.770 --> 06:32:31.589

Johns Hopkins: a common thing that happens is, let's agree to study it. So let's have some monitoring process

1794

06:32:31.740 --> 06:32:34.859

Johns Hopkins: of if this tactic is ever used.

1795

06:32:35.220 --> 06:32:38.979

Johns Hopkins: that there has to be a recording of why

1796

06:32:39.350 --> 06:32:42.869

Johns Hopkins: the outcomes and and so on. So

1797

06:32:45.230 --> 06:32:58.370

Johns Hopkins: because the issue won't go away right. You you want to know and be as well informed as you can be about this particular issue. So I'm just saying, that's sort of my natural instincts, because that's just sort of how my brain works.

1798

06:32:59.620 --> 06:33:00.360

Johns Hopkins: hey?

1799

06:33:01.720 --> 06:33:07.590

Johns Hopkins: Oh, oh, oh, no, Johnny, were you gonna say something.

1800

06:33:08.390 --> 06:33:21.690

Jonathan Aguilar: Yes. Okay, thank you. Yeah. Please don't forget about me over here, guys. I'm trying trying my best to stay in the loop, and it's kind of hard for being online. But yeah, so definitely, I,

1801

06:33:21.710 --> 06:33:29.850

Jonathan Aguilar: everyone has been saying great things. And I I do want to touch on a little bit on everything. So I think that definitely clarifying our.

1802

06:33:29.850 --> 06:33:52.626

Jonathan Aguilar: the at least everyone's underlying values and goals would definitely help a lot in this given situation, because, knowing that we, knowing that where we all stand, and that we all have shared objectives of a certain policy, or as like a certain message that we want to bring out that would definitely help with later deliberation. Like, as as was later mentioned, I feel like we would definitely need to structure said deliberation, though.

1803

06:33:53.160 --> 06:34:08.476

Jonathan Aguilar: we we would need to explore like again. We need to explore those separate goals that we set for ourselves and for our board, and we would need to use the we would need to use that to then actually be able to problem solve which it's a it's a time consuming process. But

1804

06:34:09.400 --> 06:34:18.728

Jonathan Aguilar: I I have trouble falling asleep at night, so I I'll think about it at night, or something. I don't know about everyone else but that was a joke. But

1805

06:34:19.020 --> 06:34:20.389

Johns Hopkins: We laugh, we laughed.

1806

06:34:20.390 --> 06:34:22.740

Jonathan Aguilar: Yeah, yeah. So

1807

06:34:23.260 --> 06:34:41.859

Jonathan Aguilar: definitely, it, it'll take time. But it just structure deliberation and clarifying. 1st is definitely the most important steps that we could take so that we could like we can. Maybe we, we need to stay as neutral as possible. So I think taking those steps would help us facilitate that.

1808

06:34:42.150 --> 06:34:44.169

Johns Hopkins: I love that clarity absolutely.

1809

06:34:44.170 --> 06:34:44.720

Jonathan Aguilar: Thank you.

1810

06:34:45.380 --> 06:34:46.270

Johns Hopkins: Sabrina.

1811

06:34:47.261 --> 06:34:50.149

Johns Hopkins: Okay, a couple of things to think about.

1812

06:34:51.460 --> 06:34:57.249

Johns Hopkins: So we have some people. The word stronger is popping up

1813

06:34:57.720 --> 06:35:08.959

Johns Hopkins: because I don't want to know what's underneath that. Why do you feel that strong about this? Because just we have to be mindful of the community and their

1814

06:35:09.080 --> 06:35:15.000

Johns Hopkins: emotions, we have to do the same thing for our board members, so there may be some under

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06:35:15.160 --> 06:35:23.020

Johns Hopkins: tones or reasons why this is so strong. So I want to know a little bit about that, the wise.

1816

06:35:23.150 --> 06:35:32.389

Johns Hopkins: and then for those who worry is a little softer than stronger. But to me worry can be flipped.

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06:35:32.740 --> 06:35:46.289

Johns Hopkins: depending on the information given, they might go to the strong side, because worry is not the strong word that is stronger. Worry is in the middle, not sure.

1818

06:35:46.710 --> 06:35:50.839

Johns Hopkins: so that to me that would be an opportunity to to sway

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06:35:51.390 --> 06:35:56.519

Johns Hopkins: some people to get consensus, just digging a little deeper.

1820

06:35:57.108 --> 06:36:16.821

Johns Hopkins: Secondly, communication has to be the key with something like this, like we couldn't just meet and talk about it on Monday, and don't talk about it again till next month. I think that you have to. The momentum has to be there. You have to dig, you know, and we do have lives, and all of that we committed to do that, so I think

1821

06:36:17.810 --> 06:36:19.639

Johns Hopkins: to keep talking about it.

1822

06:36:19.990 --> 06:36:24.409

Johns Hopkins: and I would hope that everybody is mature enough on the board to know that

1823

06:36:24.850 --> 06:36:42.619

Johns Hopkins: we're all going to disagree. But at some point we have to come up to a decision like soda said so. It'll be a tedious process. But if we respect each other. And again, I think you said something early. We have to learn each other's personality.

1824

06:36:42.880 --> 06:36:43.580

Johns Hopkins: Oh.

1825

06:36:44.580 --> 06:36:51.609

Johns Hopkins: how to engage a person, or maybe pull somebody to the side. One of them for me to say.

1826

06:36:52.510 --> 06:36:53.606

Johns Hopkins: Yeah,

1827

06:36:56.300 --> 06:37:14.730

Johns Hopkins: It's a relationship that we have to do absolutely. Absolutely. I love it. And while we're on you because one of the things I'm thinking here is this something you all would ever want to take to your various communities. Would you want to take. You know this to your, you know association, and and have a conversation.

1828

06:37:15.229 --> 06:37:28.750

Johns Hopkins: You know, or something like that, so that the feedback is not just you all, you obviously representing different, you know, communities. But maybe you want to get some feedback from your community.

1829

06:37:29.490 --> 06:37:49.387

Johns Hopkins: and I'm sure that goes to something that y'all are going to talk about later. With respect to the individual communities that y'all represent. Right. John Jonathan over there represents undergraduates right?

1830

06:37:54.000 --> 06:37:54.830

Johns Hopkins: some.

1831

06:37:54.990 --> 06:38:10.089

Johns Hopkins: So Shimani. She does graduate students right? You're in Mount Vernon. You're in Homewood, you're in East Baltimore. You're at public health. These are also opportunities that

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06:38:10.230 --> 06:38:16.250

Johns Hopkins: as a board. You may feel a certain way, but once you go and talk to those folks in those communities.

1833

06:38:16.760 --> 06:38:30.350

Johns Hopkins: and I think we saw that last year where in East Baltimore. We thought one thing, and when the folks got in and started talking it wasn't what we thought it was. When we got to Mount Vernon Belvedere.

1834

06:38:31.320 --> 06:38:43.159

Johns Hopkins: they were like, come on like what y'all waiting for. We want it. We want it now. Can you do more? Right? And we may find that what is being proposed

1835

06:38:43.510 --> 06:38:51.519

Johns Hopkins: we're making a bigger deal out of it than the the vast majority of people that we're going to interface with. And so that may help. Also.

1836

06:38:51.640 --> 06:39:08.220

Johns Hopkins: you all determine like, is this something we want to take up, or we need to do more. So I think that's that's also something to consider. As you're thinking about your strategy, and how you address things as they come to you. How else are you? You?

1837

06:39:09.630 --> 06:39:22.889

Johns Hopkins: We, I think we all think about echo Chambers, and how other people exist in them, and may not realize that we exist in an echo chamber. And so, you know. That's just something else to think about.

1838

06:39:23.110 --> 06:39:32.209

Johns Hopkins: When those types of these types of scenarios come up. A big something else, too. Here, operational flexibility, none of us are law enforcement.

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06:39:32.330 --> 06:39:34.140

Johns Hopkins: Maybe we want to ask her.

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06:39:35.430 --> 06:39:40.689

Johns Hopkins: I mean, I think I think this is really gonna hurt y'all. And she says, Oh, I'll make them do that, anyway.

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06:39:41.050 --> 06:40:00.389

Johns Hopkins: you know something like that, right? So that operational flexibility. So the idea here really is is that you all have your own voice that is valued. But what are the other? The other voices that need to be brought and centered into the room? Right? And in my mind I always do a checklist? Have I talked to community? And have I talked to cops

1842

06:40:00.480 --> 06:40:24.869

Johns Hopkins: right? Because even to Calvin's point when I came here? If somebody asked me. Oh, you're a black woman! So you you can answer this question. I'm not a black woman from East Baltimore. You know what I'm saying, like everybody has their own lived experience, different experience. And so, making sure, we, we bring those voices into the room. Okay, can you go to the next one, please?

1843

06:40:25.700 --> 06:40:49.610

Johns Hopkins: I think we only got 2 more. This is the second to last one real quick. Yeah. And I just realized, I mean, I didn't just realize. But I know that it's saying, use of force right? And so this is the other component that we were talking about earlier, of how you your input when we do the performance reviews when we have uses of forces with their language meaning stronger. What were they? What's the expectation of what they are looking for? The officers to have done, or who have not done.

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06:40:49.650 --> 06:40:57.400

Johns Hopkins: I can tell you that when I was with Bpd. I sat on our board then, and so I would sustain sometimes, because

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06:40:58.370 --> 06:41:17.400

Johns Hopkins: if discipline was coming, I did not want to be the person who was influencing what was happening, because tactics may have been off. It may have been against policy, and sometimes it rises against the level that you didn't even have a stop to even stop them. In the 1st place before we even get to the use of force. To stop is bad. So, looking at those things to review.

1846

06:41:17.860 --> 06:41:38.199

Johns Hopkins: we'll be able to support you more in some educational process, because you'll be involved in it to be able to hear how the policy is disseminated, to hear how tactically okay this is it, and everything doesn't always elevate to the level. To say we need to discipline. It may just come back and say training. And it may be just that suggestion. We may need to make a policy change out of it, too.

1847

06:41:38.650 --> 06:41:40.320

Johns Hopkins: That's a great point.

1848

06:41:43.660 --> 06:41:47.840

Johns Hopkins: Scenario 4. Media request for a comment.

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06:41:48.110 --> 06:41:58.460

Johns Hopkins: a local reporter contacts a board member asking for comment about a controversial police incident. The Board hasn't met yet to discuss it.

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06:41:59.660 --> 06:42:06.609

Johns Hopkins: Guy, guiding questions. What should the Board member say or do

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06:42:07.200 --> 06:42:12.580

Johns Hopkins: what policies or practices should guide board communications.



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06:42:12.970 --> 06:42:18.650

Johns Hopkins: How can the Board prepare for future public slash media scrutiny?

1853

06:42:20.960 --> 06:42:32.240

Johns Hopkins: I got something to say. Is that what we're gonna do now, do we have a policy or practice right now that should guide board communication?

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06:42:34.050 --> 06:42:35.940

Johns Hopkins: Does one exist? Oh.

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06:42:36.370 --> 06:42:55.760

Johns Hopkins: yes, in our new bylaws? Yes, it is, if you go, Jarell chair the Governance Committee recognize. But yes, we do. And our new bylaws that were adopted or added to the site as of April 2025. We do.

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06:42:55.900 --> 06:43:09.639

Johns Hopkins: Okay, you're killing me small. But I will say, baby, this is a note to review. But yes, the communications portion of the biograph

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06:43:09.750 --> 06:43:18.640

Johns Hopkins: there's there's a is, there's a communications. Committee, isn't there?

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06:43:19.150 --> 06:43:29.529

Johns Hopkins: There was one, and then there went away with the we combined that with the community. Yes, yes. Okay. Community. And Comms.

1859

06:43:30.370 --> 06:43:35.755

Johns Hopkins: okay, is, is this, maybe something we should ask the community and comms,

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06:43:37.375 --> 06:43:43.909

Johns Hopkins: a chair to bring to the larger board, or just put your attention to it.

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06:43:47.060 --> 06:43:49.540

Johns Hopkins: because this is because what like what camp

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06:43:53.070 --> 06:43:59.740

Johns Hopkins: broaden it out to say it could be not just from some formalized requests.

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06:44:00.380 --> 06:44:15.219

Johns Hopkins: Oh, because we're talking about a controversial police incident. Okay? So if anybody understood. But that's yeah. But just not just saying that it's only coming from that one particular as in a local reporter.

1864

06:44:15.220 --> 06:44:34.670

Johns Hopkins: But what I'm the reason why I'm saying controversial police incident, because there are some, because there's sometimes like, if somebody walked up to Miss Sonya and asked a general question, she could respond. But there maybe is a level of question that. Then you want

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06:44:35.000 --> 06:44:37.110

Johns Hopkins: some communication about it.

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06:44:37.730 --> 06:44:42.869

Johns Hopkins: We were both paint, and I'm only saying that because a request has time.

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06:44:43.530 --> 06:44:46.640

Johns Hopkins: Well, we got a lot of them

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06:44:47.290 --> 06:44:58.230

Johns Hopkins: an incident last month. Yeah, yeah, that that one that happened. We we've had. So we we in a in a general sense.

1869

06:44:58.800 --> 06:45:06.270

Johns Hopkins: we've got one that we've spelled out in here. I'm sorry I don't have enough time to flip through the pages, but in in essence

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06:45:07.780 --> 06:45:35.379

Johns Hopkins: we talk about it, and we work vis-a-vis, our chair, and also public safety before making a response. If it's something that is formal, right like Per, you know, the Open Meetings Act or Public Information Act. But, generally speaking, we follow that same, or have followed that same rubric with what we've gotten thus far. I don't know that we've

1871

06:45:35.600 --> 06:45:50.860

Johns Hopkins: I think it's only did anyone get an interview? Yeah, I think we've only just been cited in interviews to date based off of statements that we made. But I would imagine we would follow that same.

1872

06:45:50.980 --> 06:46:00.609

Johns Hopkins: Go ahead. April. But this is this is like a local reporter contacts a board member. So that's like, right? Right? So what

1873

06:46:00.610 --> 06:46:23.540

Johns Hopkins: what should she say or do we're talking about is an email coming to the board address to the board. That's how we respond to that. So yeah, I think I think the email. But I think the email to the board is something y'all have kind of down pat. What I'm trying to right. What I'm trying to see is this little bit that's different, because I don't know that y'all have talked about this. And as Calvin said.

1874

06:46:23.600 --> 06:46:38.590

Johns Hopkins: you know, we are in a period where police are not really out there, out there you all will transition into the fall into the next year, where there's gonna be more activity, and something like this may happen. So, Miss Sonya.

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06:46:38.700 --> 06:46:42.589

Johns Hopkins: and then, Johnny, I'll come to you. I look at the word controversial

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06:46:42.710 --> 06:46:46.830

Johns Hopkins: that should put you right on point

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06:46:47.090 --> 06:46:56.410

Johns Hopkins: that number one. You didn't know a reporter was going to ask for a comment. Number 2, we're aboard. We're not lone

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06:46:56.590 --> 06:47:04.629

Johns Hopkins: wolves in this whole process, and it's so easy to say it's a controversial police incident.

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06:47:04.940 --> 06:47:10.609

Johns Hopkins: and if you ask one you must ask all. So I have your question.

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06:47:10.930 --> 06:47:35.489

Johns Hopkins: and I will get that to the chair person, and then we will make the decision within 24 to 48 h, in terms of how we will or how we may not answer your concern or question. I really like that idea of you are part of a board, not individual. I think I'm gonna come to Johnny. Then I come to you April.

1881

06:47:36.120 --> 06:48:01.310

Jonathan Aguilar: Yeah, for sure. So I'm definitely going in line with what Sonia said. My original piece was that I would initially say the board is not prepared yet prepared at this time to make a comment. But I think it's also important to emphasize the fact that we're working in, and we're looking into it that way. We could give the community at least some ease into knowing that we're doing what we're doing what we can right? We're looking into it. I think that's definitely important.

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06:48:01.370 --> 06:48:09.230

Jonathan Aguilar: But yeah, like going in line with what Sonia said, you can't operate for the board as one individual without 1st conferring.

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06:48:09.750 --> 06:48:10.530

Jonathan Aguilar: That's perfect.

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06:48:10.530 --> 06:48:12.469

Johns Hopkins: So I will go to April and then drill.

1885

06:48:13.043 --> 06:48:24.550

Johns Hopkins: I think. You know. Unfortunately, this week we kind of saw what what can happen with an unfortunate controversial police incident. And so Heaven forbid! That happens with Jhpd.

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06:48:24.943 --> 06:48:43.720

Johns Hopkins: But what I liked what I saw from Pab was that they called an emergency meeting almost immediately for Friday, and so the Board was able to meet in that public forum and address questions, and what was really informative and helpful, was talking through the process, not just

1887

06:48:43.720 --> 06:49:03.010

Johns Hopkins: how to file a complaint which was also addressed. This is what we expect to happen, but also just reiterating. These are the steps that are going to happen. Like, if there is an officer involved shooting with a death that automatically gets taken over by the Ag. This is the next steps that are going to happen. So it's preparing the community for that. And so that is

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06:49:04.150 --> 06:49:09.740

Johns Hopkins: If this were to happen. Obviously, we, as a board call an emergency meeting.

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06:49:10.470 --> 06:49:15.130

Johns Hopkins: In my heart of hearts I believe this would happen. We would call an emergency meeting, and

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06:49:15.260 --> 06:49:17.150

Johns Hopkins: that reporter you.

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06:49:17.820 --> 06:49:24.569

Johns Hopkins: I would feel comfortable with any board member saying, our board is meeting on this day. In response to this incident.

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06:49:24.730 --> 06:49:44.270

Johns Hopkins: we look forward to your attendance. Yeah, yeah. Yeah. So they had an emergency meeting that was public facing to kind of talk about. Oh, wow! But then, okay, I think it happened on. It was Monday, and the meeting was on Friday. Okay, all right. Nice, Jarrell. And then, if any, in a general sense, if anybody's making a statement.

1893

06:49:44.630 --> 06:49:47.510

Johns Hopkins: you know, just prefacing.

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06:49:47.680 --> 06:50:15.440

Johns Hopkins: you know, with that. I forget what we call it at the institution. Calvin might know what I say. Once I'm starting to once I start to say it and mo as well. But you know, just expressing and conveying that you know any personal opinions and views do not necessarily or may not necessarily reflect those of, you know the board or the institution, or whatever, because we're also in and of the community, right? So from a personal standpoint, you know that.

1895

06:50:15.520 --> 06:50:39.709

Johns Hopkins: join a line and the disparity between what we feel or say personally, as an individual right impacted by it. And then the position of the board, because we kind of got to separate ourselves. So would you be making the point that you would want? Still the ability to say, Well, this is Jarell speaking, and I want to tell you XY, and Z. Outside of the board.

1896

06:50:41.470 --> 06:51:00.379

Johns Hopkins: Well, see, there isn't enough context here to necessarily say, Well, I just want to see if that was what you were advocating in your answer, because if you're saying, this is not this is not, you know. This is my personal opinion, then, that to me to means you're speaking

1897

06:51:00.380 --> 06:51:12.570

Johns Hopkins: external to the board. That's not the board coming together and coming up with a vis-a-vis just in a general sense, like, if someone like, for instance, I'll use we. We've had some communications right where we responded to some folks.

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06:51:12.570 --> 06:51:13.980

Johns Hopkins: and we preface

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06:51:14.020 --> 06:51:23.600

Johns Hopkins: in a general sense, not talking about controversy, take controversy out. But yeah, just prefacing that if there is something that we're responding to personally.

1900

06:51:23.670 --> 06:51:36.093

Johns Hopkins: because we are still members of the community. Right? I got you. Let me throw this out there at you. Oh, my brain, my my brain. Wait on my brain just went. Come back. Come back. Oh, yeah.

1901

06:51:36.420 --> 06:51:55.159

Johns Hopkins: Do y'all want to talk to the Jhpd. Do y'all want to hear from them what happened right? Because what comes up in community meetings right is, oh, well, you're listening to them, and you know you're just saying what they want you to say, and things like that. But what I have found is particularly when I work for the police department.

1902

06:51:55.590 --> 06:52:00.990

Johns Hopkins: When I read something in a newspaper, and then I come inside.

1903

06:52:01.310 --> 06:52:16.989

Johns Hopkins: and I get my briefing right, and and I don't know what all can be shared. There's there's parameters right, but then I or I see a body camera that somebody else hadn't seen. Then I get a fuller picture. Would you all want to ask mo

1904

06:52:17.553 --> 06:52:32.479

Johns Hopkins: questions? Before your meeting or before you. Yeah, I mean, it came up with just the one I mean the one we're talking about, right, the the April situation where the folks were trying to. I mean, yeah, yeah.

1905

06:52:33.790 --> 06:52:35.667

Johns Hopkins: so do we need to. Maybe

1906

06:52:36.603 --> 06:52:56.616

Johns Hopkins: I don't wanna call it a policy or a practice. But that might be something that you eventually. Well, yeah, yeah, okay. Wanna wanna talk about? Because, yeah, I'm give. I'm gonna give you the mic in a second, because, let me tell you what happens right? And I'm I'm I'm

I'm dealing with this in in Minneapolis. I don't know if I was. But anyway,

1907

06:52:57.110 --> 06:52:59.169

Johns Hopkins: when crisis happens.

1908

06:52:59.600 --> 06:53:01.930

Johns Hopkins: That is not the moment you want to start planning

1909

06:53:02.300 --> 06:53:28.259

Johns Hopkins: right? Right? And so one of the things that you might want to right know, because maybe Mo is is inundated with things. But if you know in your practice that, hey? Within 24 h, she's gonna call me and tell me what's going on. She knows that expectation y'all have that expectation. So this may be something we want to take away is to explore communications

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06:53:28.260 --> 06:53:35.650

Johns Hopkins: strategy when there is a critical incident, so that everybody's on the same page about the expectation. Yes, Miss Sonya.

1911

06:53:37.510 --> 06:53:53.044

Johns Hopkins: without consulting with public safety. Yeah. But I think what I what I was hearing. Originally, I think what I was hearing is

1912

06:53:54.100 --> 06:54:04.399

Johns Hopkins: which real was this concept of? I can. I can speak as a community, and it not be representative of the Board?

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06:54:04.730 --> 06:54:12.739

Johns Hopkins: And that's a very slippery slope. Because even if you're saying, this is how I feel individually.

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06:54:13.270 --> 06:54:20.309

Johns Hopkins: if that is before you've had a chance to actually meet with the board. You may be tipping your hand

1915

06:54:21.520 --> 06:54:46.969

Johns Hopkins: and and the board, or putting the board in a position where they cannot come together and collectively say, Do operate you know, and have a collective voice on how they want to proceed, because ultimately they there's going to be some process that you're going to have to engage in. You all are going to have to meet with these folks, and so you're coloring

1916

06:54:48.550 --> 06:55:02.177

Johns Hopkins: what the truth might be. Your your perceived truth, and you don't have all the information. So I do think that's something that you all have to consider. You know, when you're thinking about engaging in any type of response?

1917

06:55:03.070 --> 06:55:05.439

Johns Hopkins: to not be confused with.

1918

06:55:06.480 --> 06:55:11.120

Johns Hopkins: Yeah, I don't represent the board, but I mean, I'm still a Hopkins employee.

1919

06:55:11.450 --> 06:55:18.460

Johns Hopkins: just because I see it as an individual doesn't mean that I can't be held accountable or liable as an employee like that. That's

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06:55:18.650 --> 06:55:21.370

Johns Hopkins: I can't. I can't split those things out.

1921

06:55:22.044 --> 06:55:28.430

Johns Hopkins: So that's just. That's a good thought, though, Calvin articulated it better. That's what I was trying to.

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06:55:28.570 --> 06:55:37.930

Johns Hopkins: And so I think that to your point, Felicia, that is what the accountability they did this week. Of course it's for a police involved incident, and they called Worley

1923

06:55:38.070 --> 06:55:51.330

Johns Hopkins: to the, to the meeting, to discuss what he could discuss, which is where I think that April is getting to that. Most of it probably was very high level to say, Okay, I can't say as much. I can tell you what I know at this time, but let me talk about the procedures and the process that is going to happen after

1924

06:55:51.500 --> 06:56:07.000

Johns Hopkins: so even for hours, right is this the fact that we already know that? Yes, we are more than willing to come to the table and have a discussion at any time myself or Dr. Barr. It is the who is asking the questions and how it is going to be received. Are you asking the questions because you really have

1925

06:56:07.090 --> 06:56:36.399



Johns Hopkins: a concern to understand the process, the procedures, and how all of that goes right and be receptive of what we're saying? Or are you only coming because you want to outline and still pinpoint the fact that you have opposition? So those are 2 things, and it's very difficult to work through some of that. Now I know that it seems like it was quite tense, right? Just by some of the sound bites and things that I saw right. And sometimes we want to move very fast.

1926

06:56:36.930 --> 06:56:52.749

Johns Hopkins: That's not always in our best benefit, because one. It is going to look like we're being defensive. That is never how we want to have a display. And then 2. If we don't have enough information, even for ourselves, to understand what really happened. We probably shouldn't be speaking

1927

06:56:52.750 --> 06:57:17.539

Johns Hopkins: right, because what will happen is we will step into it. And the next thing, you know, when you're trying to retract back to me, it impacts transparency and legitimacy because they're like, well, you just told us yesterday. Now, today, you're saying right? So in some of our response, it is better to be limited until we have as much as we need to know. Now, that doesn't mean that we can't create a process that when we are having things that we can already be, I know Calvin normally is our point of contact to say, okay, this

1928

06:57:17.540 --> 06:57:38.470

Johns Hopkins: what we have. But if it's Calvin and myself to come, or if it's Dr. Barr depending on what that is that we already begin some process to, of course. Hey, let's get on a quick call. So I can. We can kind of educate you on what we have. This is what happened. This is where we are. This is next steps to prepare you to be able to have a response back to community that may be in our best benefit, too.

1929

06:57:38.820 --> 06:57:45.589

Johns Hopkins: and I think 1 1 of the things that I want to be very clear clear about is that

1930

06:57:45.820 --> 06:57:51.770

Johns Hopkins: we, as an Accountability Board, do not work for the Johns Hopkins police department. And so I need.

1931

06:57:52.380 --> 06:58:02.049

Johns Hopkins: I need every single board member to understand that our 1st call or instinct, or whatever

1932

06:58:02.310 --> 06:58:09.930

Johns Hopkins: cannot always be. Well, let's call them and find out what happened, because that is going to also color our own perception. And so

1933

06:58:10.150 --> 06:58:15.519

Johns Hopkins: because we are not the people who are going to be

1934

06:58:15.960 --> 06:58:21.670

Johns Hopkins: investigating a complaint. If there is one. I think that a information of

1935

06:58:21.940 --> 06:58:35.829

Johns Hopkins: this this incident there was an incident that happened here are like facts not necessarily like that's not really an incident, because we saw this and didn't really look like it. I think it needs to be. If you have a complaint because there was an incident.

1936

06:58:36.170 --> 06:58:45.100

Johns Hopkins: then you need to make that, and this is how you do it. Secondly, yes, but secondarily, oh.

1937

06:58:45.710 --> 06:58:48.799

Johns Hopkins: what? What is the police department

1938

06:58:48.930 --> 06:58:53.019

Johns Hopkins: information that they're going to be giving the Board to review in order to

1939

06:58:54.750 --> 06:58:57.220

Johns Hopkins: give us information to kind of move

1940

06:58:57.690 --> 06:59:04.480

Johns Hopkins: forward with that. Yeah, does that make sense? It does. The the other thing I would add to that is,

1941

06:59:06.090 --> 06:59:13.490

Johns Hopkins: You may be the 1st person that your community calls. If if it's something that happens on the campus.

1942

06:59:13.930 --> 06:59:36.260

Johns Hopkins: and you might want to know, at least, I this is I don't know. I don't know what happened. But what the police told me is XY, and Z, so that you have the facts for your community. If the community calls you. So that's that's just one thing to also keep in mind. But I hear you completely on what? On what you're saying. Yep, go right.

1943

06:59:36.420 --> 07:00:02.829

Johns Hopkins: I have like 5 things. And I'm gonna try to do like 2 or 3. So I think I want to step back to this scenario about a reporter contacting you because I think we've we're kind of thinking about a lot of different things. But I don't know how many of you have had experiences with reporters and in different contexts. But 1st I would say, you are now part of an official entity, right? Like yes, that you don't work for the police department, but you are part of Johns Hopkins, so

1944

07:00:03.060 --> 07:00:30.290

Johns Hopkins: you can say I'm only speaking as an individual. But remember that when you're talking to the media you don't control the narrative, and I think it's easy to fall into. Oh, I can be heard. This is my opportunity to set the story straight. I'm going to tell a brief story. Many almost like decades ago I had a job where I was running door to door canvas programs, and I got Lent to the Rainbow coalition, so went down to DC. From Boston for about a month

1945

07:00:30.290 --> 07:00:53.649

Johns Hopkins: to set up a door-to-door canvas program. This was when Jesse Jackson had moved to DC. And they were working on statehood for DC. I'm still working on statehood, so you know, I don't know if you know anything about canvassing. But all these details. I got a call from the New York Times. The reporter talked to me for like 10 min, all about like my background, and how I learned about canvassing. And what happens when you go door to door? How do you talk to people? Blah blah blah blah!

1946

07:00:53.650 --> 07:01:07.209

Johns Hopkins: And so. And I just had to look this up recently, because I couldn't remember what year it was. So I'm thinking, like, well, this is great. Nobody knows what canvassing is. I had a 10 min conversation with the New York Times. The article, 1st thing, the headline is

1947

07:01:07.210 --> 07:01:10.059

Johns Hopkins: capital, unruffled by crack charge.

1948

07:01:10.710 --> 07:01:37.090

Johns Hopkins: So about Marion Barry, and then you get into the article. It starts talking about Jesse Jackson moving to DC. And this uphill battle to create statehood. And at the very end of the article they've hired. This guy is Mr. Jackson's canvassing director, Brian Core, who says, over the course of a month they've knocked on 2,500 doors and gotten 30 people to join a lot of contacts. Yup, right? So I think I had this 10 min conversation. I've explained

1949

07:01:37.090 --> 07:01:41.070

Johns Hopkins: my background. So it's a long story, just to say.

1950

07:01:41.180 --> 07:01:52.479

Johns Hopkins: Keep in mind that you might feel like you have this opportunity to say something, and generally the story is written, and they need a quote, to drop in so just that all?

1951

07:01:53.760 --> 07:02:00.250

Johns Hopkins: No, no, no, no! And sometimes off. The record is kind of off the record, but they put sometimes it's nothing.

1952

07:02:00.420 --> 07:02:25.409

Johns Hopkins: And then the other thing is just. I do think you want to think about policy. Most boards, not just oversight boards. The chair is the spokesperson, and that chair speaks the voice of what the Board has said, and it can feel really hard if someone's reaching out to you like, Hey, this just happened. And you're in this board. What can you tell me? You want to say something? But unless you're absolutely sure that we are going to meet tomorrow and discuss it.

1953

07:02:25.410 --> 07:02:37.419

Johns Hopkins: and then there will be like it's best to just not say anything, and that can feel really hard, and y'all have to develop your own policy and procedures. This is just my advice. I'm not telling you. I know this for a fact, but

1954

07:02:37.420 --> 07:02:41.180

Johns Hopkins: you want to be careful because you just don't know.

1955

07:02:41.540 --> 07:02:44.840

Johns Hopkins: That's I'm not a lawyer right now.

1956

07:02:44.930 --> 07:02:58.930

Johns Hopkins: Well, I mean you honestly, we have to be and be thinking like that in this type of work, because it's critical. Lives are involved in this. Communities are involved in this and

1957

07:02:58.940 --> 07:03:21.139

Johns Hopkins: one of the other, you know, misperceptions is like right. We, we think that you know, at these meetings it only pertains to individuals who live in the you know the Clary footprint or the Jhpd boundaries, or the public safety boundaries. But no, in the law, any interested community, member and party

1958

07:03:21.140 --> 07:03:33.149

Johns Hopkins: can participate and engage with with us vis-a-vis this work. So that comes with a whole host of motives. So yeah, you do have to kind of think like an attorney. If you're not, because

1959

07:03:33.460 --> 07:03:35.299

Johns Hopkins: it'll hang us to dry.

1960

07:03:36.440 --> 07:03:37.380

Johns Hopkins: Daniel.

1961

07:03:42.370 --> 07:03:43.990

Johns Hopkins: Yeah, everything.

1962

07:03:45.900 --> 07:03:50.975

Johns Hopkins: I get a fair number of of media calls

1963

07:03:52.140 --> 07:03:55.535

Johns Hopkins: some of them on police shootings and

1964

07:03:56.650 --> 07:03:59.489

Johns Hopkins: Quite honestly, I did not think about

1965

07:04:00.060 --> 07:04:04.570

Johns Hopkins: this particular scenario, as it relates to me being

1966

07:04:05.000 --> 07:04:24.060

Johns Hopkins: part of a Hopkins Ed Accountability Board, because probably if they are calling me, it's not because they know I'm on the Police accountability board. They just say, Hey, Webster studies. I've done some studies on police shootings, a lot of them. Yeah, So

1967

07:04:24.850 --> 07:04:28.260

Johns Hopkins: so I have to sort of pause and think about like.

1968

07:04:28.660 --> 07:04:34.690

Johns Hopkins: are they coming to me as an expert? Or are they coming because they want to hear from the board?

1969

07:04:35.000 --> 07:04:46.279

Johns Hopkins: And that's complicated for me to unravel, because they're probably coming, because I studied the the issue.

1970

07:04:46.810 --> 07:04:51.349

Johns Hopkins: But I also have to acknowledge that whatever I say

1971

07:04:52.430 --> 07:04:58.259

Johns Hopkins: could get filtered through, hey? He also is part of this accountability board. Yeah, so

1972

07:04:58.801 --> 07:05:05.489

Johns Hopkins: I have to. I have to sort of think about that, and probably be a little more cautious.

1973

07:05:05.620 --> 07:05:11.820

Johns Hopkins: and hope to God that Ghpd never shoots anybody.

1974

07:05:14.200 --> 07:05:32.339

Johns Hopkins: It's not real wood. Yes, we agree, and what I would I would suggest is that you do think through it, and then bring it back to the board to have a conversation so that everybody understood understands. You're clear on expectations. Everybody else is clear on the expectations, Sabrina.

1975

07:05:33.160 --> 07:05:35.649

Johns Hopkins: Just a question being a newbie. So

1976

07:05:35.910 --> 07:05:42.480

Johns Hopkins: does do the Board have a spokesperson to talk to reporters?

1977

07:05:42.960 --> 07:05:45.010

Johns Hopkins: One designated person?

1978

07:05:45.800 --> 07:05:50.730

Johns Hopkins: I know I've worked different corporations where, when the media call.

1979

07:05:51.740 --> 07:06:03.390

Johns Hopkins: they got Ed best, because Ed is informed that's what Ed does and has spoken to the board and has the information, and Ed can

1980

07:06:03.900 --> 07:06:12.380

Johns Hopkins: respond to the week order, and that person now becomes to speak consistently

1981

07:06:12.580 --> 07:06:16.149

Johns Hopkins: about what the Board does and what?

1982

07:06:16.290 --> 07:06:23.640

Johns Hopkins: Our response rather than different people given different yeah, answers, yeah, it's like you have to show up.

1983

07:06:24.250 --> 07:06:34.370

Johns Hopkins: Whoever is speaking to the report has to show up. You know they're looking for potholes or loopholes, and you know she already know what she's talking about. But if if we have

1984

07:06:35.430 --> 07:06:43.579

Johns Hopkins: a designated person, I don't know if that's even possible, but just thinking in my head that can speak on behalf of the Board. Once we meet.

1985

07:06:44.670 --> 07:06:50.869

Johns Hopkins: then, when reporter comes to me, I'm saying, well, you have to talk to Ed, you know, if somebody calls us.

1986

07:06:51.180 --> 07:06:55.540

Johns Hopkins: we have a person that can see that activity, for

1987

07:06:55.670 --> 07:07:15.440

Johns Hopkins: that could just be another angle, something we think about. Yeah, that's something maybe that y'all want to talk about. I mean, somebody said it could be the board chair, or maybe you all choose somebody on the Comms committee or something like that. But that's definitely something that you all want to talk about. So maybe that's something that we write down.

1988

07:07:17.050 --> 07:07:32.550

Johns Hopkins: Oh, I was rushing us through. We're going to be. We're going to end early. Nobody's going to complain about that. But the current bylaws. But just in a general sense. For now mentions the chair. Okay for us to, you know. Oh, perfect. Okay, okay.

1989

07:07:33.280 --> 07:07:41.359

Johns Hopkins: so so I mean, that would mean right. If somebody calls you. It's like, you need to speak to our chair. And just that's it.

1990

07:07:42.420 --> 07:07:44.710

Johns Hopkins: right or whatever the response is.

1991

07:07:45.640 --> 07:07:50.800

Johns Hopkins: And then April will do what she needs to do, and the other part of that no, not

1992

07:07:50.900 --> 07:08:18.780

Johns Hopkins: like for us to have some communication stream to you isn't because you're working for us. It is. It is a way that you can already communicate back. I'm in communication with them, right? So that you can have something, even in the very most preliminary way, to say, Nope, already right in communication with them, and ultimately it will be your decision if you want to do something similar to the city to say, I'm gonna call them in front of the board to answer those questions right, but it can give you enough insight to say.

1993

07:08:18.780 --> 07:08:38.230

Johns Hopkins: Okay, is this enough that you maybe need to rise to some other level that you need to, but it's just to keep you informed, because at the other the other end of it all, too, I think that the more informed a community is, the more educated, and then we can all come together to figure out what that is, because the biggest part is timeliness. When you have critical incidents.

1994

07:08:38.230 --> 07:09:02.349

Johns Hopkins: it is what is more important than the incident sometimes itself, because community don't know. Are they safe? Right? Because some of that could be? No, we don't have anybody else that's at large, right? There's no suspect that we are anticipating to do more harm to community, or something like to that effect right? But when community starts to know at least some very, very something. Right? Then they can say, Okay, all right.

1995

07:09:02.450 --> 07:09:16.700

Johns Hopkins: we think we got enough right here at this moment. Now we need to wait, because if not the longer that you let it lay out, or just be in the atmosphere, it now becomes its own narrative, and then it spins off, and next thing, you know, it is worse than what

1996

07:09:16.830 --> 07:09:32.980

Johns Hopkins: happen in the beginning. Right? And so that is just some, some touch point to be able to say no. I talked to them because I've called, or we've been in contact communication in your, in your your next stages, of whatever that's going to be for accountability, you know, from the board.

1997

07:09:33.080 --> 07:09:39.080



Johns Hopkins: Yeah, that that makes sense to me. I think it's just from from a communities person

1998

07:09:39.530 --> 07:09:41.589

Johns Hopkins: pointed like, Yeah, outside of the board.

1999

07:09:41.700 --> 07:09:53.369

Johns Hopkins: I wouldn't want to feel like the accountability or gets the police version of the story, and then they immediately, yeah, no, no, yeah. But I completely understand. Yes, like the information is important.

2000

07:09:53.560 --> 07:10:04.000

Johns Hopkins: But not that. It's like a mouthpiece. Yes, absolutely. If that makes sense. Yeah, all right, that's 1.

2001

07:10:04.130 --> 07:10:07.739

Johns Hopkins: All right. Stand clear of the closing doors.

2002

07:10:08.620 --> 07:10:14.479

Johns Hopkins: Scenario number 5, data analysis. I just want to see if y'all are awake or not.

2003

07:10:15.090 --> 07:10:29.360

Johns Hopkins: The jhab receives a quarterly data update on Officer misconduct filed by members of the public during your review you see an uptick in officers having negative public interactions with civilians.

2004

07:10:29.570 --> 07:10:31.239

Johns Hopkins: What are your next steps.

2005

07:10:31.690 --> 07:10:36.359

Johns Hopkins: What policies or practices should guide the Board's decision-making?

2006

07:10:36.580 --> 07:10:40.760

Johns Hopkins: How would the Board go about addressing this concern?

2007

07:10:44.440 --> 07:10:48.560

Johns Hopkins: Hmm, thoughts.

2008

07:10:51.150 --> 07:10:58.810

Johns Hopkins: So y'all, looking at this data? It's supposed to be just some basic little data. And then y'all like, Hmm.

2009

07:10:59.590 --> 07:11:08.320

Johns Hopkins: negative public interactions with civilians. We're coming up with these scenarios. This is really good. This is good, though.

2010

07:11:09.430 --> 07:11:11.280

Johns Hopkins: What? What do? What do y'all do?

2011

07:11:12.800 --> 07:11:19.200

Johns Hopkins: I'm gonna I'm gonna wait until somebody else talks.

2012

07:11:19.200 --> 07:11:44.527

Jonathan Aguilar: Hi, Hi, hi, okay, Hi, everyone. Sorry. My ipad died. So I'm I switched over to my phone. But yes, so yeah. 1st thing you would do, and I think 1st you would want to look for patterns. You would want to look for. You would want to look for some sort of, I guess pattern, or any like clusters around particular units or shifts

2013

07:11:45.100 --> 07:11:48.330

Jonathan Aguilar: like in specific, or maybe like a time of day.

2014

07:11:48.500 --> 07:11:52.153

Jonathan Aguilar: I I feel like that would help a lot.

2015

07:11:53.120 --> 07:12:12.670

Jonathan Aguilar: I feel like as well. I I know we mentioned it before engaging with the Pd Leadership. I feel like would help a lot. Maybe we we could request like a sit down or a briefing. I feel as though that, mixed with the documentation and our metrics would give us a clearer picture before we're able to

2016

07:12:12.830 --> 07:12:14.800

Jonathan Aguilar: discern any action.

2017

07:12:15.660 --> 07:12:41.769

Johns Hopkins: I love it. Do we have a data committee? Because I think Johnny's on that data committee? Yeah, that was a great answer. The clusters and everything. All right. Dr. Webster is shaking his head. He approves. You're going to take my class, Johnny. Okay, there we go. I love it. Okay. Anybody else.

2018

07:12:44.650 --> 07:12:51.499

Johns Hopkins: yeah, I'm sort of back to something I raised earlier about just when I was asking about the metrics, you know.

2019

07:12:52.890 --> 07:13:00.520

Johns Hopkins: there's there's a blip up, that is, concerning, I guess I would want to know as much context as I could about that like

2020

07:13:00.930 --> 07:13:03.049

Johns Hopkins: I can imagine. For example.

2021

07:13:03.580 --> 07:13:10.969

Johns Hopkins: one incident with a lot of people could be that little spike and like, Oh, this is when

2022

07:13:11.840 --> 07:13:20.330

Johns Hopkins: whatever is going on about a protest around Gaza or Israel, or whatever. And these things happened as opposed to

2023

07:13:22.160 --> 07:13:23.070

Johns Hopkins: not that.

2024

07:13:23.780 --> 07:13:29.779

Johns Hopkins: That's a good thing, but I'm just saying helps us understand what it is that we're looking at.

2025

07:13:30.310 --> 07:13:34.870

Johns Hopkins: and what we need to talk about as opposed to is this just generally

2026

07:13:35.530 --> 07:13:43.850

Johns Hopkins: not enough officer discipline or training, or whatever it is? Or is it very specific to.

2027

07:13:44.140 --> 07:13:51.790

Johns Hopkins: you know, a unique contextual issue that is is leading to these complaints.

2028

07:13:51.910 --> 07:13:57.709

Johns Hopkins: So that that'd be something that I'd want to just gather more information about.

2029

07:13:58.130 --> 07:13:58.790

Johns Hopkins: Yeah.

2030

07:13:59.740 --> 07:14:11.166

Johns Hopkins: that's a great. That's a great point. You want to look at that for a couple of reasons. It gives you context. But also, whether true or not. True.

2031

07:14:11.910 --> 07:14:18.719

Johns Hopkins: Some officers have said in this work that that I do, that members of.

2032

07:14:20.530 --> 07:14:46.159

Johns Hopkins: Well, I got to keep that we're on campus. So I don't know that we would be dealing with these type of you know what I'm saying, but generally folks that are in certain areas or dealing with certain type of crimes. Some officers will allege that they're getting complaints filed against them because they are doing their job well. So I was going to say the other part, too, Johnny, you did a good job. So you said the patterns. But it's also, is it the same officer

2033

07:14:46.580 --> 07:14:55.852

Johns Hopkins: with the same group of officers, because we already know underlying factors was already there for Gtuf. Which I didn't allow them to be anywhere where I was at in my district, I would put them out the district.

2034

07:14:56.350 --> 07:15:08.259

Johns Hopkins: but and at the time I was a sergeant and lieutenant. But I say that because that is where it becomes again critically important for us, where our early intervention system is also built in.

2035

07:15:08.320 --> 07:15:21.369

Johns Hopkins: And so when we're looking at this same data is for misconduct. It gives us, like those early warning signs to say, Hey, you may want to go talk them up right. This is her 3rd Whatever whatever incident.

2036

07:15:21.370 --> 07:15:38.530

Johns Hopkins: Whatever the case may be, it doesn't always rise to the very highest levels of incident. But even still an interaction, or maybe some failed to report. And now they're getting some discipline or some verbal counseling or something, but it puts us on the radar really early to say, Hey, bring them in and have a conversation to see what's going on

2037

07:15:38.580 --> 07:15:41.709

Johns Hopkins: before we get to those levels or other instances where

2038

07:15:41.870 --> 07:15:47.210

Johns Hopkins: I mistakenly put a word in there. I meant to put student interactions.

2039

07:15:48.100 --> 07:16:05.390

Johns Hopkins: Remember the suit. You see it. I just wanted to flip the word, because, okay, so Calvin came up with this. Okay, yeah, that's how would y'all respond differently if that was student interactions? Yeah.

2040

07:16:05.540 --> 07:16:07.029

Johns Hopkins: yeah, go ahead, Miss Sonia.

2041

07:16:07.200 --> 07:16:21.400

Johns Hopkins: It doesn't matter who the interaction is with. As far as I'm concerned, I would think that you all would address it immediately, like Mo said, so that if it's 1 it won't be 2. If it's 2, it won't be 3. We would know ahead of time

2042

07:16:21.400 --> 07:16:42.010

Johns Hopkins: in terms of what's going on, because that's the relationship we have. That's the understanding that we have that it would be immediately addressed, so it would not be such a big recurrence, and we wouldn't see such an uptick. Otherwise somebody's dropped the ball somewhere, and then they bringing it to us. When we've had an agreement, we'd know right away.

2043

07:16:42.720 --> 07:16:58.866

Johns Hopkins: Yeah, I know. I know why, Calvin, go ahead, she said. You know what I'm bringing it up, or how I might have a good sense. If I don't, then I owe you. You know your drink of choice. Yeah,

2044

07:16:59.450 --> 07:17:01.399

Johns Hopkins: hold. So hold up. This is so

2045

07:17:02.020 --> 07:17:18.700

Johns Hopkins: before I before I say what I must say, because I know we're recording, and all we got the whole entire AV team behind me before I respond

2046

07:17:19.130 --> 07:17:24.130

Johns Hopkins: point at order, point of information is is

2047

07:17:24.380 --> 07:17:32.540

Johns Hopkins: Will. How will our responses? Because we got all these mics in front of us. Is this something that will be shared

2048

07:17:32.690 --> 07:17:37.370

Johns Hopkins: publicly? It's public right now, right now. Oh, oh,

2049

07:17:38.680 --> 07:17:40.159

Johns Hopkins: This is live. Oh, am I?

2050

07:17:40.490 --> 07:18:04.540

Johns Hopkins: Oh, okay. Well, I know you would think, by the way, I'm acting that it wouldn't be recorded. But yes, it is. Well, I mean, I know we're recording. But I mean, okay, I wasn't aware of the live stream part. Okay? Yeah. Because some people have sat and watched the entire presentation before for 5, 6 h. All right. Well, Lord, cover me so!

2051

07:18:04.840 --> 07:18:13.560

Johns Hopkins: Oh, I'll I'll I'll say this, and I'm Gonna I'm then I'm going to kind of color my response.

2052

07:18:16.110 --> 07:18:18.960

Johns Hopkins: We may or may not have had

2053

07:18:19.220 --> 07:18:28.200

Johns Hopkins: a situation in some sense that relates to the scenario that was on the board, I mean, or or well.

2054

07:18:28.880 --> 07:18:35.469

Johns Hopkins: a scenario not necessarily important, but just kind of what we've dealt with. Rich writ large between

2055

07:18:35.910 --> 07:18:39.830

Johns Hopkins: community interactions. I'll preface that I'd correct myself.

2056

07:18:39.960 --> 07:18:41.510

Johns Hopkins: And so

2057

07:18:44.680 --> 07:18:48.499

Johns Hopkins: with in terms of students.

2058

07:18:49.479 --> 07:19:00.939

Johns Hopkins: Because I know we have different membership dichotomies on here. We have people from the public. We have students, we have staff, and we also have faculty of the institution.

2059

07:19:01.100 --> 07:19:12.920

Johns Hopkins: There are some additional things via v vis-a-vis hipaa, and also ferpa.

2060

07:19:13.110 --> 07:19:21.820

Johns Hopkins: that you know for us, who are members of the institution, have to bear in mind

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07:19:22.530 --> 07:19:40.200

Johns Hopkins: as it pertains to this. I think you know where I'm going. No, that's not where I was going, but I appreciate the reference that is important in your work. Just the reference piece is what I was saying, you know that is a consideration that you might not have with a member of the public.

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07:19:40.330 --> 07:19:51.570

Johns Hopkins: And so I think, as I guess the challenge I'm doing for you right now is, your responses may look different

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07:19:52.700 --> 07:19:55.020

Johns Hopkins: in terms of what the Board does.

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07:19:55.200 --> 07:19:59.000

Johns Hopkins: If this is a public interaction public

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07:19:59.300 --> 07:20:16.530

Johns Hopkins: or a non Hopkins affiliate versus a lot of interactions may be with Hopkins affiliates, and a lot of them may be with students. And so even the way that you all frame how you're doing some of your work may look different

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07:20:17.670 --> 07:20:18.869

Johns Hopkins: if it's a student.

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07:20:19.862 --> 07:20:28.020

Johns Hopkins: And I don't know. I don't think we have a lot of conversations about it. That's why I'm raising it. Not that we will respond any differently.

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07:20:28.180 --> 07:20:34.140

Johns Hopkins: But how would your approach look different as a board? If it's a student and not someone that is not affiliated?

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07:20:34.720 --> 07:20:37.470

Johns Hopkins: That's why I raised it. Yeah. And hours have to be

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07:20:37.660 --> 07:20:42.210

Johns Hopkins: one. Those with those dichotomies. Well, I think we have to talk about that, because

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07:20:44.220 --> 07:20:51.750

Johns Hopkins: tell me if you want to speak before this, I'm gonna ask him a question for clarification. Yeah, why do you think that the boards

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07:20:52.510 --> 07:21:10.490

Johns Hopkins: response has to be different, based upon? Because are you saying? Do you believe that the Board is governed by no anything in terms of governing? But I mean this, I mean the whole reason why we have the Jhpd. It is. It is a public safety mechanism

2073

07:21:10.680 --> 07:21:20.540

Johns Hopkins: point of with the community. It's part of the institutional kind of framework for lack of a better word. And so when it comes to that student piece

2074

07:21:21.340 --> 07:21:31.610

Johns Hopkins: because it says student in it, right? But my question, oh, you change it. Oh, I'm sorry to student. Okay, but my, we're talking. But my question specifically

2075

07:21:32.320 --> 07:21:55.629

Johns Hopkins: in part, it may be towards education of all of us. Why is it that you believe the Board would need to respond differently. Based on whether it was a student I wouldn't necessarily differently is isn't probably the best word to use. But we need to be, or should be, mindful

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07:21:55.840 --> 07:22:01.049

Johns Hopkins: of our response, as it pertains to such. Because there are all

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07:22:02.010 --> 07:22:07.400

Johns Hopkins: are very conscientious about that. From your role on Hopkins campus.

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07:22:07.490 --> 07:22:27.829

Johns Hopkins: Why do you think they need to be that way? Right? Because I'm trying to see if there, if it's just kind of your mentality, because because the Board, the Board as a whole, this 15 Member Board is made up of individuals who represent all of those groups, students, faculty staff, community.

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07:22:27.830 --> 07:22:45.900

Johns Hopkins: right right, and and some, you know, appointed, and you know some not. And so we do have to take that into consideration, or should I don't know if I'm providing the best answer, you know, or context behind it. But as it pertains to students.

2080

07:22:45.900 --> 07:23:12.139

Johns Hopkins: and how they interface and interact with, you know any entity of at. For with Hopkins, no, it's not. I'm not saying that they're more important, but that we understand those. Yeah, and that yeah. And we also need to understand those other things that come in play vis-a-vis ferpa, right? Because when we're talking students, they are here for learning, so

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07:23:12.160 --> 07:23:24.640

Johns Hopkins: that there are certain things that are also bound by in the context of Ferpa. And then also, I think I kind of think you might be getting to an educational piece that people should be aware of certain things, but not necessarily at

2082

07:23:24.980 --> 07:23:54.719

Johns Hopkins: a different. But April, I'm gonna come to you because I think she's gonna maybe try to clarify it a little bit. So I guess my idea is, you know, whatever community is most impacted. So this would be misconduct by filed by students. So I would look to the students on the board for their advice to. If we're going to have a listening session, if we're going to have a meeting. If whatever, how can we best meet those folks most impacted where they are?

2083

07:23:54.930 --> 07:24:07.339

Johns Hopkins: If something was in East Baltimore, I would expect that the Board would look to me and say, Hey, how can we best meet your community here? If it was in Mount Vernon like, how can we do that? If it wasn't people, you know, like, where.

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07:24:07.820 --> 07:24:16.480

Johns Hopkins: how can we best get to the folks that are most impacted so we can get your feedback so we can then look at policies, procedures, practices, whatever.

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07:24:16.630 --> 07:24:23.839

Johns Hopkins: and also in tandem with also speaking to Dr. Barr leadership, things like that. So we can get the full picture so we can make the best

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07:24:24.060 --> 07:24:31.829

Johns Hopkins: recommendations moving on. I I understand there's probably pieces that are missing, but I'm hoping that that's

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07:24:32.840 --> 07:24:35.299

Johns Hopkins: to the students who are on the board

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07:24:35.580 --> 07:24:40.009

Johns Hopkins: is is number one, because then they can.

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07:24:40.040 --> 07:24:53.340

Johns Hopkins: of course, then go back and say, Hey, what do we need? What has happened, and be that again that carnival to make sure. If there is a complaint that needs to be filed, they can file that complaint. You know what I mean like, then, that way they can make sure

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07:24:53.340 --> 07:25:14.720

Johns Hopkins: that the processes is followed. Whatever procedures they need to do to make sure that they are also now informed, because maybe some of our students are not to know. Okay, so are you making a complaint? Okay? And this is the way that you do it. So I think that that is critically important, too, like education is always going to be important and using them as that. That mechanism is going to be good.

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07:25:15.670 --> 07:25:20.369

Johns Hopkins: I agree with everything. You're all saying this is making me think about

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07:25:21.050 --> 07:25:30.890

Johns Hopkins: again, not trying to formalize everything, but thinking through things. If there should not be an understood community response

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07:25:31.260 --> 07:25:41.649

Johns Hopkins: to the different communities that you represent. And what I mean by that is, I don't think we've had an experience where our student representatives have helped put together

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07:25:41.820 --> 07:26:01.850

Johns Hopkins: a meeting with any of their peers right? And so again, understanding how to do that, understanding what that looks like, even

understanding, that might be an expectation. Obviously they have some great, you know, support in in Calvin, and and who he is on campus, and what he's done. But

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07:26:02.400 --> 07:26:09.011

Johns Hopkins: we just might y'all might want to have a conversation amongst yourself around what that looks like.

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07:26:09.790 --> 07:26:19.879

Johns Hopkins: when you are either creating an environment for people to come and speak to you from your different constituency, or trying to educate and speak to your different constituency.

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07:26:24.100 --> 07:26:25.710

Johns Hopkins: Not nothing formalized.

2098

07:26:26.809 --> 07:26:30.270

Johns Hopkins: Yeah, all right.

2099

07:26:31.010 --> 07:26:33.879

Johns Hopkins: Okay. What? Tell us what Ferpa is

2100

07:26:34.610 --> 07:26:39.420

Johns Hopkins: is the Family Education Privacy Rights Act of 1970.

2101

07:26:41.380 --> 07:26:42.660

Johns Hopkins: Okay? So

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07:26:42.890 --> 07:27:05.320

Johns Hopkins: like, student disabilities and stuff like that. So maybe that's what you were talking about the things that we can actually talk about, not talk about. Okay by student, I see what you're saying. Okay, we follow now. So what Jarrell was trying to emphasize to us. Is that because they, because there are students, there are, there are laws

2103

07:27:05.560 --> 07:27:28.180

Johns Hopkins: that protect their privacy and protect who they are, and what a a educational institution can do. And so you were telling us to be aware of that, because by Federal standards, okay, we're considered, even though we're and Calvin, correct me if I'm wrong, if I if I've got this misunderstood.

2104

07:27:28.280 --> 07:27:37.509

Johns Hopkins: But you know, if there was something that were involved, anything of that nature, depending on what it is on either side, whether you flip it versus vice or vice versa.

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07:27:38.650 --> 07:27:51.410

Johns Hopkins: Federal government, state government would consider us a entity that makes sense that makes sense. Okay, we follow that now because it's established because we're established for with, it's married to

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07:27:51.510 --> 07:28:12.439

Johns Hopkins: the university of the police department. So it's a mechanism that goes with that, and I would chase take it higher to the university. But what I would say

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07:28:12.560 --> 07:28:20.134

Johns Hopkins: so I, as a non lawyer, and having not. I don't want to interpret it that way.

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07:28:21.000 --> 07:28:45.940

Johns Hopkins: but I think it's a good rule of thumb that a number of us, even though we are board members are university employees, and so, even though they're board members, they are still we are still governed by those laws, even if you are not so. So that is a complication. So I don't wanna to gloss over

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07:28:45.940 --> 07:29:05.769

Johns Hopkins: that reality that we and I think you could tell me if I'm wrong. We have a unique board in the composition of it. Typically, it's either all university or all community. But we have a mix that is different than probably what most boards compositions look like.

2110

07:29:07.100 --> 07:29:26.749

Johns Hopkins: Yeah. And I will just say, I don't know the details, because there's so few. There's a few in California I don't know who sits on them. So I've never. This has never come up. I've never had this conversation, so it's interesting, but because I've never thought about the federal rules and laws around students I was sort of thinking about in local parentis. And would that be an issue? But

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07:29:26.880 --> 07:29:29.489

Johns Hopkins: but there's a whole range of Federal law.

2112

07:29:31.090 --> 07:29:34.260

Johns Hopkins: So that's a great point.

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07:29:35.000 --> 07:29:45.149

Johns Hopkins: Oh, yeah, yeah. But that wouldn't be something that we all right. I think that was our last scenario. Give yourselves a round of applause.

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07:29:46.314 --> 07:29:52.760

Johns Hopkins: Okay, fabulous. So I can turn it, I think over to

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07:29:53.020 --> 07:30:03.590

Johns Hopkins: oh, yeah, we got a 5 min break, and then we we close out there. We eat, you know.

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07:30:08.950 --> 07:30:14.229

Johns Hopkins: Are we officially on break? So we off my 2? I don't know about that.

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07:30:15.710 --> 07:30:42.999

Johns Hopkins: Okay, great, we're off mic. So now. So where I was getting at, now that we're off mic in which I was showing them is, I was thinking of the tea. Oh, no, I know you weren't referencing that. But just using. Yeah, you heard Miss Sonia, Miss April.

2118

07:30:43.050 --> 07:30:46.269

Johns Hopkins: yeah. And we can figure that out. I mean at some other point, too. And I.

2119

07:30:46.400 --> 07:31:11.219

Johns Hopkins: And I think, yeah, and and yeah, that wasn't necessary. I was talking about the team situation. Oh, with the student who was on the board. And so, Daniel, we had a situation where one of our grads, one of the grad students from like public health, was on the board last year. His name was A,

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07:31:11.220 --> 07:31:20.459

Johns Hopkins: and there were some situations where he where and he's part of the true Union, because, you know, grad students aren't the true.

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07:31:20.600 --> 07:31:23.940

Johns Hopkins: and he was

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07:31:24.060 --> 07:31:40.959

Johns Hopkins: being harassed by members of True for the role in the position that he had on this police accountability board. And there were

a lot of issues and things that came up with that. And so, you know, Calvin got looped in the parade. But

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07:31:41.040 --> 07:31:55.820

Johns Hopkins: a lot of that you'll still see in some of the comments that we hear where people you know when they reference back to oh, well, hold on! How come you now have 14, that's like, you know, we don't talk about Bruno because

2124

07:31:55.960 --> 07:32:19.849

Johns Hopkins: Hipaa and Ferpa were all connected into that as a relation to that whole issue. And so for us, members of the institution. We have to be mindful of the student piece, because we're still bound by DOE Doj oie, you know all of the entities are gone.

2125

07:32:20.140 --> 07:32:43.029

Johns Hopkins: Well, he said, they're gone. Well, well, but but still well, but even but even still we still got. But the laws still remain in place. So you've got hipaa and ferpa and fape, and all of that. And so you know. But that's helpful. And I like stuff like this so that people are actually learning and the interaction with the student. The university's antennas

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07:32:43.140 --> 07:32:49.930

Johns Hopkins: go up for whatever interaction it could be. Happy. Go lucky! But by nature of this board

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07:36:22.740 --> 07:36:45.310

Johns Hopkins: exactly. Yeah, you know, knowing the statute is important, but that being and all the stuff, and I wouldn't want us to be right. The institution needs to say, well, you should know by nature of this right where it's implicit, or, you know, thinking that we should know we understand something, and we don't.

2128

07:36:45.520 --> 07:36:52.279

Johns Hopkins: because if somebody could save a face they'll use the same face.

2129

07:36:52.890 --> 07:37:01.599

Johns Hopkins: Yeah, that's true.

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07:37:02.090 --> 07:37:06.939

Johns Hopkins: And so, oh, now has us proposed, anyway?

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07:37:07.850 --> 07:37:10.069

Johns Hopkins: I dropped out.

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07:37:27.040 --> 07:37:54.600

Johns Hopkins: He said he was tired of that conversation every time there's an opportunity to bring that up. I don't know but

2133

07:37:54.960 --> 07:38:28.149

Johns Hopkins: they're not love. They're not love. Okay, but you know I mean

2134

07:38:28.420 --> 07:38:50.780

Johns Hopkins: so many negative things about that that she switched from saying to being one of these situation.

2135

07:38:51.030 --> 07:39:00.310

Johns Hopkins: wanted to get that to the location. But you end up. Hardly cut.

2136

07:39:25.640 --> 07:39:31.270

Johns Hopkins: Let some of their interests pay others. You know. We said, Yeah, we'll borrow it.

2137

07:39:31.960 --> 07:39:53.390

Johns Hopkins: What's wrong with that? Well, we were not. I just

2138

07:39:53.390 --> 07:40:04.800

Johns Hopkins: I came in to to host an event. Yeah, because we had an induction ceremony. So you know, we're standing right here like she has never spoken to me literally like, you know this stuff.

2139

07:40:05.050 --> 07:40:34.929

Johns Hopkins: Well, I showed up, looking great, but the point is, you always look great. I look great. I look great. I'm the loyal opposition.

2140

07:40:38.590 --> 07:41:04.539

Johns Hopkins: The span of control

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07:41:10.960 --> 07:41:40.189

Johns Hopkins: got a okay, because I'm not talking about bleeding out and how I raised my ear. Okay, so

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07:41:40.720 --> 07:41:47.280

Johns Hopkins: got you, moderator. Moderator.

2143

07:41:49.170 --> 07:42:07.679

Johns Hopkins: let me know when we're back on. Oh, we're back on perfect alrighty. So everybody welcome back from our our 5 min break. Just a few housekeeping next steps that we've going on. Our next meeting is going to be July 16th

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07:42:08.053 --> 07:42:21.139

Johns Hopkins: and that is going to be our our Board election. So if you are interested in running for chair co-chair of the board, and then, as well as our committee, all of our committees.

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07:42:21.370 --> 07:42:34.899

Johns Hopkins: those we would look for your interest at that that July meeting. Additionally our board social event. If anybody has ideas, I know in the past, Miss Sonya said. No axe throwing

2146

07:42:35.401 --> 07:42:58.978

Johns Hopkins: that was, I think that was be before us. In the past. So think about that. As as a board social we get we get kind of a an evening to get to know each other. Last last year we were able to

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07:42:59.480 --> 07:43:07.850

Johns Hopkins: go around to the different jurisdiction the 3 different jurisdictions of the Jhpd. And really get to see the communities and neighborhoods that

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07:43:07.950 --> 07:43:11.539

Johns Hopkins: Ghpd will be patrolling

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07:43:11.930 --> 07:43:33.910

Johns Hopkins: and board elections we already did in July, and then our annual meeting that we have every year is usually October, November. So we're looking forward to that in the fall 2025. So if you have any ideas or things you want to bring to that, please do, and

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07:43:34.040 --> 07:44:00.569

Johns Hopkins: just a few things for next steps. And I know that I started with this, and I'm going to end with this. Just your engagement with your communities is going to be the key to our board success. And I think that what is fantastic about all of the new folks coming on that are on now, the new folks and those that are ogs. And still here that has been

2151

07:44:01.140 --> 07:44:08.719



Johns Hopkins: consistently the thing when I'm talking to y'all one on one that you is most important to y'all, and I think that that's amazing, because I think, as a

2152

07:44:08.770 --> 07:44:30.079

Johns Hopkins: as a collective, as a board, the work that we're doing is so important, and I think the most critical part of that is getting information to and from the communities we represent. So I appreciate you all being here today. I know it was a little long. I hope it was a little engaging. I hope there was a lot that you took away from here. Any of those questions, feedback.

2153

07:44:30.080 --> 07:44:39.269

Johns Hopkins: if you don't mind when we're when we're done just jot a little note down so that we can take that for next year. Sometimes it's hard when you're doing the planning to remember

2154

07:44:39.270 --> 07:44:47.730

Johns Hopkins: back, you know, from last year. So if you make a note down, send it to me. Send it to Accountability board, Amy. We'll we'll kind of keep a note of that, so that we can

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07:44:47.760 --> 07:44:56.780

Johns Hopkins: make sure that we implement all of that feedback into the next next year's planning meeting.

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07:44:57.210 --> 07:44:59.948

Johns Hopkins: That's all I have. I appreciate y'all

2157

07:45:01.800 --> 07:45:29.043

Johns Hopkins: so again. Thank you all for for coming and and spending the day with us. I I would be remiss again if I did not thank Amy for all the hard work that she put in here today. Thank you to Hero and his team for holding us down with the technology. Thank you to Brian and Venetia for facilitating for us today.

2158

07:45:29.450 --> 07:45:48.090

Johns Hopkins: Deputy Chief Browns has sat with us all day, so account that a blessing hung in there all day with us, and most importantly, you all as board members. You know. Thank you all, even my my folks online. I know you're over there, Jonathan, and and Yuli for hanging in there with us and participating.

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07:45:48.320 --> 07:45:52.320

Johns Hopkins: We do appreciate it. Just to read. See?

2160

07:45:53.088 --> 07:46:12.811

Johns Hopkins: So yeah, just I think again critical the board elections. So if it's something that you're interested in and you're thinking about, you got some time get in contact with each other. Talk about the positions! Talk about what is important to you. Because you'll have an opportunity to serve

2161

07:46:13.170 --> 07:46:23.869

Johns Hopkins: but also know that you will be on a committee. So even if you don't want to be the chair, think about what committee you want to be on, because that is coming.

2162

07:46:24.210 --> 07:46:41.730

Johns Hopkins: The other thing that I would just make sure that I make highlight again is, if you have not signed up for the training orientation, please make sure you fill in some slots. Hold on! Did I do that yet? I don't know if you did.

2163

07:46:42.360 --> 07:46:45.480

Johns Hopkins: it is, but I'm just just

2164

07:46:45.580 --> 07:47:00.960

Johns Hopkins: sign up, because this, the goal, is for you all to have the ability to review it and to give feedback in a, in a, in a setting that is probably the most conducive. Given the the volume of training that needs to be reviewed.

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07:47:01.530 --> 07:47:05.560

Johns Hopkins: So please make sure that you do that, because, again, that's part of your charge.

2166

07:47:07.750 --> 07:47:31.190

Johns Hopkins: I know the community engagement folks and and chair. We will start talking about the annual meeting so that we can start planning for that here soon. And so for those who want to be a part of that process, we want to make sure that we are just a reminder. Dr. Bard will be in front of the police accountability board on July 7.th

2167

07:47:31.485 --> 07:47:48.320

Johns Hopkins: So if you want to tune in for that, or if you typically go, this is his, his quarterly update. So as I think I shared with you all before every chief in the city has to go before the pab at least once a quarter. This is his quarter to do an update. Yes, ma'am.

2168

07:47:49.400 --> 07:47:51.369

Johns Hopkins: I don't know the location yet.

2169

07:47:51.860 --> 07:47:57.909

Johns Hopkins: Virtual. Oh, okay, they'll be virtual, but I don't know if at the in person location yet.

2170

07:48:03.340 --> 07:48:10.090

Johns Hopkins: And then I just will open it up to see if there's any thoughts, comments, questions.

2171

07:48:10.640 --> 07:48:15.800

Johns Hopkins: things for consideration for us as we depart from this meeting.

2172

07:48:17.580 --> 07:48:31.470

Johns Hopkins: Did anybody capture our? There was some takeaways. We got them. Oh, okay, yep. She already sent us the email already sent us. The, yes, ma'am. Oh, yeah, we will get all of that yeah.

2173

07:48:31.680 --> 07:48:38.400

Johns Hopkins: we will get that, they were beautiful, otherwise, dinner.

2174

07:48:38.560 --> 07:48:47.330

Johns Hopkins: It's outside. This is the end of the meeting. So thank you. Thank you for anyone that's online that that came and participated with us and have a good rest of your day.

2175

07:48:47.670 --> 07:49:08.119

Johns Hopkins: Thank you. Calvin has been so super thoughtful. The scenarios were amazing. Yeah, yeah, they were. That was Calvin and Brian over here. Yeah, y'all were. We should have got the scenarios in the morning before we had the itis

2176

07:49:08.530 --> 07:49:25.079

Johns Hopkins: that we added. And another thing. And another thing, and another thing that's right. Now that we're off air. Is there anything that if

2177

07:49:25.640 --> 07:49:27.479

Johns Hopkins: anybody wanted to do it

2178

07:49:27.690 --> 07:49:34.490

Johns Hopkins: share share? No, I gave mine. So we, you know, because, you know, I we recognize that sometimes.

2179

07:49:34.620 --> 07:49:45.060

Johns Hopkins: Oh, is this still live? Or is it just on? Oh, okay. So it's all. Oh, okay.

2180

07:49:45.060 --> 07:49:45.660

Jonathan Aguilar: Hey? Y'all.

2181

07:49:47.690 --> 07:49:52.520

Johns Hopkins: Oh, yeah. Yeah. Keep Jonathan on. Yeah. Yeah.

2182

07:49:55.620 --> 07:50:00.300

Jonathan Aguilar: Just in case, just in case you all wanted to see me. Go before.

2183

07:50:00.940 --> 07:50:12.660

Johns Hopkins: Don't want to have in this setting. And we're having our social part of this, we're eating. And so if there are some things that people want to get off their heart for the board, so that some of the newer hosts know

2184

07:50:12.900 --> 07:50:26.540

Johns Hopkins: what they're walking into. I think this is a good time, especially that y'all are in person. This is your 1st meeting since you become Board members together, so I just wanted to open it sound like Jonathan was trying to go ahead. Jonathan.

2185

07:50:27.380 --> 07:50:33.530

Johns Hopkins: he can't hear us. We're all here. Oh, he! Okay. Oh, so he's.

2186

07:50:37.020 --> 07:50:39.880

Jonathan Aguilar: Yeah, it's just a little hard to hear, but.

2187

07:50:39.880 --> 07:50:42.440

Johns Hopkins: Hold on. They're trying to connect it. Hold on.

2188

07:50:42.670 --> 07:50:52.119

Johns Hopkins: Yeah, we don't have to do all that. Don't worry about it. It's okay, Jonathan. We good. We're going to do this again for you when you get back. Okay.

2189

07:50:52.120 --> 07:50:54.069

Jonathan Aguilar: Alright, I'll see y'all then.

2190

07:50:54.070 --> 07:50:55.680

Johns Hopkins: Alright, bye, now.

2191

07:50:55.680 --> 07:50:56.790

Jonathan Aguilar: Bye.

2192

07:50:56.790 --> 07:50:59.450

Johns Hopkins: A little bit. We're not. We're not tech folks.

2193

07:51:00.850 --> 07:51:01.320

Jonathan Aguilar: Bye,