

**BALTIMORE CITY POLICE ACCOUNTABILITY BOARD
MEETING AGENDA**

**Central Branch Enoch Free Library
July 7, 2025**

I. Welcome

Chair Jamal Turner calls the meeting to order at 6:19 p.m. and entertains a motion for closed session to discuss civilian trial board appointments after public comment. Vice Chair Joshua Harris moved to discuss civilian trial board appointments in closed session after public comments. The motion is seconded by Board Member Mansur Abdul-Malik. The motion passes.

II. Roll Call

Mansur Abdul-Malik, Treasurer
Dillon Ashburne
Peter Bodde
Joshua Harris, Vice Chair
Stephanie V. Lee, Secretary
Harold Madison
Doris Minor-Terrell, PhD.
Jamal Turner, Chair
Maraizu Onyenaka
Jesmond Riggins
Avi Wolasky

Board Absent
Marc Broady
Janetta Gilmore, PhD.

III. Review and Approval of Agenda

Secretary Stephanie Lee moved to approve the agenda. The motion is seconded by Vice Chair Harris. The motion passes.

IV. Review and Approval of Minutes

Vice Chair Harris moved to approve the June 2nd and June 20th meeting minutes. The motion is seconded by Board Member Doris Minor-Terrell.

V. Staff Updates

Deputy Director Caylin Young delivers staff updates on behalf of Director Amber Greene.

Office of Equity and Civil Rights (OECR) continues to interview for the Chief of Police Accountability Division. They anticipate moving to second round interviews this week and hope to identify a candidate to hire by the end of the month.

The Police Accountability Board (PAB) has vacancies from the 7th, 10th, and 11th city council districts and OECR continues to engage council members to submit nominations to fill the vacancies. Interested candidates should visit the boards and commission page¹.

The Maryland Police Training and Standards Commission will hold a training for civilian trial board members on August 6th and 7th in Sykesville, Maryland.

OECR continues to accept applications for civilian trial board members. Interested candidates should apply on OECR's website². The PAB has several applications to review.

The PAB continues to work on the annual report and should be ready for publication soon.

OECR staff attended the neighborhood stabilization effort in the aftermath of the recent police involved shooting in the Upton community.

The annual Civil Rights Breakfast is scheduled for Friday October 17th, 2025. All members are encouraged to attend.

Board members are encouraged to attend BPD district community meetings.

The Mayor's Innovation Team is partnering with OECR to host the Community of Practice event on Friday July 11th from 1 to 7 PM at the Pennsylvania Main Street Welcome Center. The event is an interactive exhibit that will explore the state of police staffing and its impact on police and community relationships. There will be a portion dedicated to the work of the PAB and its vision for the future of civilian oversight in Baltimore. All PAB members are encouraged to attend.

As the PAB is planning a town hall, all members are encouraged to assist in the planning of the event.

¹ <https://mayor.baltimorecity.gov/bc/application>

² <https://civilrights.baltimorecity.gov/civilian-trial-board-application>

There will be a city council hearing on Tuesday July 15th at 1 PM in City Council chambers regarding police accountability. OECR, Baltimore Police Department (BPD) and members of the PAB and ACC will present.

There will be boards and commission members appreciation barbeque tentatively scheduled for August 30th from 6 to 10 PM to thank members for their work. All members are encouraged to attend and bring their families.

Board Member Abdul-Malik asks if there is an update regarding the Police Accountability, Community and Transparency (PACT) Grant. Deputy Director Young notes there should be an update by the end of July.

VI. Chair Report

Chair Turner delivers the Chair Report.

The PAB reviewed body worn camera footage of one of the recent police involved deaths. The review is essential to ensure transparency and accountability in policing practices in Baltimore City. Chair Turner appreciates the diligence from the board members.

The PAB held two (2) emergency meetings to address community concerns related to the recent incidents. The discussions were vital in allowing the PAB to respond effectively to the community's needs, reaffirm their commitment to accountability and develop actionable recommendations.

The Annual Report is ready and has been sent to all board members for their review and approval. Chair Turner hopes the PAB will approve it soon and thanks all members and report writer for their contributions.

The PAB may need to consider an August date for the upcoming town hall. Once details are finalized, Chair Turner is requesting PAB members to promote the event to their networks. Community engagement is essential for their work.

Chair Turner reiterates the need for civilian trial board members and encourages members of the public to apply. Vice Chair Harris notes trial boards are a way for officers to circumvent the determination of the Administrative Charging Committee (ACC) and the importance of civilians to serve on trial boards to provide a non-biased perspective.

Chair Turner thanks all board members for their work and dedication.

Deputy Director Young shares the PAB is invited to watch a body worn camera from police involved incident tomorrow.

VII. Quarterly Meeting with Heads of Law Enforcement

a. Dr. Branville Bard, Chief of Johns Hopkins Police Department

Dr. Branville Bard provides an overview of the May 8th incident. There was an early morning encampment set up by a group named Hopkins Justice Collective (HJC) which is a violation of rules of Johns Hopkins University (JHU). There were 20 to 30 individuals with supplies and tents, and it lasted an hour. They were dispersed by members of the Public Safety team including members of the Johns Hopkins Police Department (JHPD). The HJC previously organized an encampment in April of 2024. They were reminded about JHU regulations pertaining to reserving space recently. JHU found during the 2024 encampment, the group engaged in harassment which is violation of JHU policy. Their Office of Institutional Equity determined the harassment was directed towards students of Jewish ethnicity. The Office of Institutional Equity has notified HJC that their spring 2024 encampment and related activities created a hostile environment and the matter was referred to Public Safety and Student Affairs. Given the HJC is also under investigation for an intended encampment on May 8th, Public Safety has issued a campus ban for HJC which is in effect. The 2024 encampment involved the stockpiling of weapons and easily weaponizable materials such as rocks, piping, heavy nails and other dangerous objects.

JHU holds free expression as a foundational value. Student activism is welcome and encouraged. JHU provides resources designed to allow students to enhance activism while maintaining a safe campus environment. JHU has resources for students to plan and register protests and demonstrations. Registration is not required and is there to ensure the events are fully supported by JHU whenever possible. There are guidelines to promote physical health and safety of the campus community and guidance to ensure stakeholders are aware of prohibition against threats, harassment, or intimidation directed at specific persons or groups, including actions based on race, ethnicity, religion, sex, gender, disability or any protected status. There is guidance to assist demonstrators to avoid activities that disrupt the core educational mission of JHU such as interfering with the rights of others to engage in instruction, research, studying or taking an exam.

JHU's Student Reference Guide for protests and demonstrations contains a basic list of permitted and unpermitted protests and demonstrations. The guide acknowledges students can assemble peacefully, engage in counter protests, carry signs and banners, and hand out leaflets. There are actions that are not permitted such as making threats or inciting violence, target individuals based on religion, ethnicity or assemble tents or enter closed buildings, restrict movement of others or refuse to comply with the direction of university officials.

Chief Bard notes JHU did not create any new rules to address encampments. They relied on existing rules, regulations and established standards of acceptable conduct aimed at prohibiting activities that threaten the well-being of the campus community. There are rules prohibiting setting up tents found in the campus ground usage policy. Rules governing permits into campus are in the student handbook code, discrimination and harassment policy, employee handbook, open space policies and the means and egress policy. These can be found in JHU's free expression resources.

Last year's unauthorized encampment organized by HJC, JHU engaged and educated HJC on the prohibitions of encampments and directly negotiated with HJC about ending the encampment. The dialogue resulted in the dissolution of the encampment and an agreement that HJC would follow university policies moving forward. The events on May 8th were a direct violation of that agreement. In addition to direct communications with HJC, there were at least 7 messages sent to the university community about encampments and the University's prohibition on encampments are well known and easily located on JHU's website. JHU's prohibition on engaging in activities to create a hostile campus environment are well known. Certain chants from HJC on May 8th were among those which the Office of Institutional Equity found harassing and creating a hostile environment.

On the morning of May 8th, JHPD was alerted the HJC had planned another unauthorized encampment. Chief Bard reiterates JHU's communication with HJC about proper permitting of events and the need to properly reserve campus space for certain events since the 2024 encampment. In Chief Bard's estimation, HJC has been involved in double digit demonstrations since the encampment. In addition to the 20 to 30 individuals connected to the unauthorized encampment on May 8th, there were several JHU officials including members of Student Affairs and Public Safety. Initially the Public Safety team consisted of security guards, unarmed campus police officers and other non-police supervisors and leadership. The group was joined by 2 members of BPD who took no action and 5 members of JHPD. Chief Bard was present, including two deputy chiefs, one lieutenant and one sergeant. The entire event lasted about an hour starting at 4:45 AM. The entire event is captured on body worn camera and is available online. The camera footage shows tents being set up, non-police representatives actively engaging in dialogue with the individuals setting up the tents to share encampments are not permitted. Prior to the arrival of JHPD members, the individual staging the unauthorized encampment refused multiple requests from university officials to disperse and identify themselves, although they did indicate they were JHU students. Over the course of the next hour, multiple requests for voluntary dispersals were given, but tents continued to be set up. After it was clear the engagement by non-police public safety officials was ineffective, Chief Bard began to issue dispersal orders. After each order, the individuals staging the encampment were given ample time to comply. Eventually, when dispersal

orders were not heeded, JHPD began to remove a small number of tents. At some point, Chief Bard noticed the students had engaged in a brief tug of war with officers who were peacefully removing tents. Chief Bard gave an order for members of the Public Safety team, which is police and security, to stand down. Chief Bard took time to remind those present that their actions could constitute criminal conduct and that it seems the group indicated they would voluntarily remove the remaining tents, which they did.

JHPD's philosophy in these situations is to take the least intrusive, most effect approach and they deem voluntary dispersal as the best course of action. It is important to note at no time did anyone complain or raise an issue of injury from the interaction. Aside from HJC being a clear violation of university rules and engaging in actions that create a hostile campus environment, the interaction was largely uneventful in terms of a physical confrontation. JHPD requires patrol officers below the rank of deputy chief to wear body worn cameras. JHPD has posted videos from the JHPD Lieutenant and Sergeant on scene. Although the individuals engaged in the illegal encampment posted unredacted videos of themselves, JHPD redacted the body worn camera videos prior to posting to maintain the privacy of those not criminally charged. Additionally, body worn camera footage from BPD officers on the scene has been made public by BPD.

While demonstrations are expected, Chief Bard believes it is unfortunate the same group continues to disregard JHU policy and show a blatant disregard for the wellbeing of most of their campuses. The incident occurred at 4:45 AM and it would be a mistake to assume the campus community was quiet, because it was exam time and students' study at all hours during this time. Chief Bard notes JHPD's response was layered and focused on escalation. JHPD intentionally started engagement with non-police university representatives. They worked to gain voluntary compliance and gave many dispersal orders than required by law. They ensured all actions were recorded.

Since April 7th 2025 which was the last time Chief Bard presented to the PAB, JHPD has not received any complaints. Immediately following the May 8th encampment, HJC made a hyperbolic post on social media about the event which mischaracterized the nature of the encounter. The post used terms such as 'met with unbridled aggression or force'. However, from the body worn camera video, that is factually inaccurate. Unfortunately, a local news media outlet reported the misleading account of the event and had to change their reporting multiple times. Any complaints filed against members of JHPD are investigated by JHU's Public Safety Accountability Unit which is completely independent from JHPD and the entire Public Safety Department.

Vice Chair Harris asks how JHU defines an encampment. Chief Bard notes the staking of a tent in the ground is a clear indication of an encampment against JHU rules and regulations. They also received information that the demonstration was intended to be an encampment and was verified when they saw the staking of tents.

Board Member Avi Wolasky appreciates JHU's de-escalation of the incident and asks if JHPD has dealt with this previously or was guided by previous trainings. Chief Bard notes they have a general policy on demonstrations, protests and other disruptions during Directive 486 which is available online. De-escalation is always at the forefront and the general theme is to take actions that are least intrusive and most effective. They will always support free expression, but this was not that and a clear violation of JHU rules and regulations.

Chair Turner asks if PAB members will allow comments from the public at this time. No board member objects. Chair Turner allows comments from the public. Board Member Abdul-Malik notes this change is being made due to time constraints and not is due to preferential treatment. Due to other items on the agenda, Chair Turner requests comments and questions from the public are brief.

Chair Turner recognizes a member of the public. Howard Libit is the Executive Director of the Baltimore Jewish Council. Mr. Libit expresses his appreciation to Chief Bard and JHPD for their work in providing protection on JHU's campus. They have heard from Jewish students, faculty and staff that there has been a substantial improvement in their feeling of safety on campus. The encampment was handled in a peaceful manner and other events held by the Jewish community on campus has felt protected.

Chair Turner recognizes a member of the public. Monica Davis is the Executive Director of Hopkins Hillel Office Center for Jewish Engagement at JHU where she has had the privilege of working for the past 15 years. Ms. Davis expresses her deep appreciation to Chief Bard, JHPD, and JHU administration. Their steadfast commitment to student safety has been clear and unwavering, especially in these challenging times. Ms. Davis commends them for their thoughtful and principled approach to upholding campus policies that designed to protect their diverse student body by ensuring all individuals, including students and outside advocates, are held accountable to those policies. They are helping to foster a campus environment where everyone can learn, live, and engage in a dialogue without gear or disruption.

A member of the public asks Chief Bard about their function as both the Vice President of Public Safety and Chief of JHPD and if both positions can create a conflict of interest considering policies that refer to two different rules and if there is any discussion of having two people for the two functions. Concerning his dual role, Chief Bard notes they had envisioned it might be two roles with a separate Chief of Police. However, they determined the best way to ensure JHPD would do what Chief Bard said it would do was to become Chief of JHPD. Chief Bard does not see a conflict in policies and roles as the mission, vision and values are all the same. When Chief Bard speaks of JHPD, it is always a smaller part of Johns Hopkins Public Safety which includes security guards, unarmed campus police officers, contracted security guards. Both Public Safety and

JHPD make up the Public Safety family, but Chief Bard makes a distinction because it does not fall under the purview of the PAB unless JHPD is involved. Chair Turner asks if there is a plan to fill the other role. Chief Bard notes there is not. The member of the public reports they have policies they will share with the PAB that indicate the roles are to consult with one another and if it is the same person, that is not transparent. The member of the public notes there are questions in the Zoom chat related to incidents that happened later May 8th they would appreciate clarity on. Chief Bard notes there was another gathering on May 8th at the same location. Individuals arrived with supplies and materials and were viewed as an extension of the encampment from earlier in the day. JHPD was not involved in that incident. Members of the JHU's Student Affairs and members of JHU Public Safety spoke to the individuals and they dispersed. The member of the public believes this highlights the conflict of interest mentioned earlier. Chief Bard notes there was no conflict of interest as the Associate Vice President of Public Safety was present.

A member of the public asks Chief Bard to clarify the necessary conditions for an encampment and what characteristics are used to outline them. Chief Bard notes the received information that HJC was planning an encampment that morning and had already set up tents which are a violation of campus use policy. That qualifies as a health and safety issue for JHU. Chief Bard recalls the 2024 encampment involved weapons and easily weaponizable materials like rocks, bricks, piping, heavy nails and other dangerous objects. The member of the public raises the question again. Chief Bard believes there is less value in discussing the merit of a rule as opposed to the fact that individuals or groups were violating the rule. It is against JHU campus use policies and many other policies for individuals to erect temporary structures or any structure without permission. Vice Chair Harris asks if no structure is erected, it is not classified as an encampment. Chief Bard is saying that the morning of May 8th, the individuals who put tents in the ground were in violation of their policy. The member of the public believes it is problematic that they cannot receive clarity on what specifically turns a protest into an encampment and hopes to receive clarity in the future as students engage in protests.

Chair Turner reads a question from the chat about the relationship between JHU PAB and Baltimore City PAB and their review of internal investigations. Chief Bard notes JHPD falls under the purview of the JHU PAB, but they do not have investigative authority for complaints. When they were created in 2019, the Civilian Review Board (CRB) had those authorities. In 2021 when the Maryland Police Accountability bill was passed, it gave more authority to those boards than the CRB which can only review complaints in 5 areas. Chief Bard believes legislators wanted to duplicate the authority so it did not give JHU PAB the authority. JHU PAB has authority to review any metrics related to JHPD including arrests, stops, all training and policies. They do not have investigatory

responsibility for complaints, that is reserved for the Baltimore City PAB. Chair Turner notes the PAB and JHU PAB have a good working relationship.

Chair Turner reads a question in the chat from a member of the public about JHPD's hiring. Chief Bard notes they are working to employ their statutory limit of 100 employees. They currently have twenty-five (25) employees with twenty-two (22) being sworn officer positions. JHPD currently has one chief, three (3) deputy chiefs, three (3) lieutenants, two (2) sergeants and twelve (12) police officers or trainees. The Community Engagement Director and Director of Recruitment are non-sworn positions. Nine (9) of the police officers are in the Academy or about to enter. Sixty-two percent (62%) are city residents and third (1/3) are female.

b. Baltimore City Community College Public Safety

Baltimore City Community College Public Safety could not attend this meeting.

VIII. Old Business

a. Annual Report

Chair Turner notes the Annual Report has been shared with all board members. Vice Chair Harris thanks Board Member Jesmond Riggins for his leadership as Chair of the Policy and Advice Committee for his hard work in crafting the report. The report outlines the PAB and the police accountability structure in Baltimore and complaint process. The report outlines concerns about the accuracy of data provided by police, specifically BPD. They included comparisons from last year's report to the current data including budget information thanks to Board Member Abdul-Malik. There was a reduction in complaints without location data, which highlights the importance of them having accurate data. One recommendation is the consistency of data and information that is shared and who it is shared with. Currently, data information is not shared with agencies that could be helpful to such as the Office of the Public Defender. There is a recommendation for a data verification process to ensure data is consistent to share with OECR. There have been some issues with access to data. There is a recommendation for investigative and subpoena powers for the PAB. Those powers currently lie with the CRB and it is critical they come to the PAB. There is a recommendation to expand the caseload of the ACC to assist with their caseload. There is a recommendation to change the due date of the annual report and updating the consent decree to include the PAB and ACC. Vice Chair Harris encourages PAB members to review the recommendations.

Vice Chair Harris moved to adopt the Annual Report, pending any suggested updates from board members which should be made by Friday July 11th, 2025. The motion is seconded by Secretary Lee. Board Member Abdul-Malik asks if they are waiting for information from any entities outside of the PAB. Vice Chair Harris notes outside of

small stylistic changes, they are not waiting for any additional information. The motion passes.

IX. New Business

a. Upcoming Town Hall

Chair Turner will discuss the upcoming town hall with the executive board members later.

Deputy Director Young apologies for the error with the meeting link.

b. Trial Board Applications

Secretary Lee makes moves to enter closed session to discuss the appointment of civilian trial board members. This section of the meeting was closed under the following provisions of General Provisions Art. § 3-305(b)1. The motion is seconded by Board Member Abdul-Malik. All present board members present voted to close the session. Board Members Janetta Gilmore and Marc Brody were absent. The PAB entered close session at 7:43 PM. Due to technical difficulties, the PAB could not discuss civilian trial board appointments and left closed session at 7:50 PM.

X. Public Comment

Public comments were made during Chief Bard's presentation.

XI. Adjournment

It was moved by Secretary Lee and seconded by Vice Chair Harris that the meeting be adjourned. Motion Carried. The meeting was adjourned at 8:00 p.m.

Submitted,

Stephanie V, Lee

Stephanie V. Lee

Board Secretary