

**POLICE ACCOUNTABILITY BOARD FOR BALTIMORE CITY
JUNE MEETING MINUTES**

**June 3, 2024
6:00-8:00 PM
Via Zoom**

Call to Order: The meeting was called to order at 6:13 p.m. by Chair Joshua Harris

Roll Call: Secretary Stephanie V. Lee conducted the roll call

Mansur Abdul-Malik
Ambassador Peter Boddie
Marc Broady, Esq.
Antoine Burton
Joshua Harris, Chair
Dr. Janetta Gilmore
Megan Kenny
Stephanie Lee, Secretary
Harold Madison
Dr. Doris Minor-Terrell
Lisa Nguyen
Jesmond Riggins, Esq.
Jamal Turner, Vice Chair
Bryan Upshur
Avi Wolasky

Board Absent

Maraizu Onyenaka

Welcome

Chair Harris shares during the State's Attorney's budget hearing, their docket citation data is missing demographic data for Latino's which make up the 3rd largest population in Baltimore City. Councilman Kristopher Burnett noticed the missing demographic data and it was revealed Latinos were being counted as White in the docket. Chair Harris notes it might be a simple oversight but can contribute to a major shift in the numbers and equity. Chair Harris understands board members are interested in data and has talked to the chair of the Data Committee, Board member Megan Kenny, who are concerned. This topic can be added to the agenda under new business.

Chair Harris asks if there are any birthdays, anniversaries, or celebrations to share. Vice Chair Jamal Tuner shares his daughter's birthday was May 5th. Board Member Marc Brody's birthday is on June 5th. Secretary Stephanie Lee reads a message from the chat; a member of the public's son graduated from University of Maryland and congratulates the class of 2024. Chief Antoine Smith shares his son graduated from Stevenson University.

Review and Approval of Agenda

Chair Harris entertains a motion to approve the agenda, with an addition under new business to discuss

the State's Attorney's citation docket data. Board Member Brody asks to provide an update to the Bylaws. Chair Harris suggests adding Bylaws under old business on the agenda.

Chair Harris entertains a motion to add the State's Attorney's citation docket data under new business and bylaws under old business. It was moved by Board Member Brody motions to add the State's Attorney's citation docket data and bylaws to the agenda and seconded by Vice Chair Turner. The motion passes.

Review and Approval of Minutes

Vice Chair Turner moves to adopt the May meeting minutes as presented and the motion was seconded by Board Member Avi Wolasky. Board Member Harold Madison abstains from voting due to an issue accessing the minutes. The motion carries.

Staff Updates

Deputy Directory Caylin Young delivers staff updates. Deputy Director Young shares Interim Director Caron Watkin's greetings and apologies for being unable to attend this meeting as she is on leave.

Megan Mishou, the Case Manager Supervisor is resigning. Her last day will be Friday June 14. OECR wishes her well in her new role. Tashawn Smithrick will temporarily be promoted to the Case Manager Supervisor role and will be supported by Deputy Director Young and Chief of Investigations, Lisa Kelly. OECR will prioritize hiring additional case managers. OECR is also hiring for a data analyst, public relations specialist, and social media specialist. They will be conducting interviews for a complaint intake specialist next week.

Board Members should be coordinating with Samuela Ansah and Roland Selby to receive their stipend checks.

Financial disclosures were due April 30th, 2024. Board Members who have not submitted their financial disclosure are at risk of being removed from the board. Board Members can contact Samuela Ansah for assistance with the financial disclosure.

The Maryland Police Training and Standards Commission is offering Civilian Oversight Training for PABs. They will occur every month and are limited to 20 seats. Board Members should coordinate with Samuela Ansah to attend. OECR is still working to retain the service of Brian Corr from Cambridge Consulting Group for civilian oversight training for the PAB.

The National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference will occur during the second week of October in Arizona. At this time, OECR can send 7 individuals to the conference: 3 members of the PAB, 1 member of the ACC and 3 PAD staff members.

There is a trial board request for July 11th and both trained civilians have been contacted to serve. The next training for civilian trial board members is scheduled for July 17-18 and there must be a pool of 5 individuals for the training to occur. The link for civilian trial board members is live on OECR's website¹. Vice Chair Tuner asks if sending 5 civilians to be trained would qualify for the training to occur. Deputy Director Young answers that would qualify, based on his understanding.

¹[Civilian Trial Board Application | Office of Equity and Civil Rights \(baltimorecity.gov\)](#)

OECR is forwarding the youth board member applications it has received to the Mayor's office. If PAB members have additional youth applications to be considered, they should be sent to Lisa Kelly or PAD.OECR@baltimorecity.gov. Board Member Mansur Abdul-Malik asks where the youth member position is being advertised. Deputy Director Young notes the position has been advertised on social media and encourages board members to advertise the position in their networks. Deputy Director Young notes applications for the youth board member will be accepted through June 14th and interviews will be conducted through the end of the month with a goal of submitting a youth board member at the end of the month.

Any issues with laptops should be shared with Chief Operating Officer Roland Selby.

For this year's Civil Rights Week, OECR is prioritizing their boards and commissions participation for programming ideas. Board Members are encouraged to speak with COO Roland Selby and Samuela Ansah for any ideas for Civil Rights Week.

The next PAB meeting will be virtual and OECR is asking the PAB to consider moving the meeting to July 8th due to the July 4th holiday.

Staff Updates Discussion

Chair Harris asks if there will be a level of grace for late financial disclosures as there is for the late annual report. Deputy Director Young is unclear how the annual report is relevant to this discussion. However, the financial disclosures are held by the Ethics Board and Office of the Inspector General and OECR has no control over their process. Deputy Director Young suggests PAB members complete their financial disclosures as required.

Chair Harris confirms there were Board Members who indicated interest in attending the annual NACOLE conference. Secretary Stephanie Lee notes the number of members who indicated interest is more than the number of members OECR can send to the conference and a determination of who can attend the conference must be made. Chair Harris asks if that is the reason or if OECR was requesting additional names. Deputy Director Young notes he is reporting information shared by Interim Director Caron Watkins and if there are any questions regarding the number of PAB members allocated to attend the NACOLE conference, they should be directed to her upon her return.

Regarding trial board applications, Chair Harris asks if the application is live on the OECR website. Chair Harris asks board members to share the application with their networks.

Regarding the youth board member vacancy, Chair Harris recalls the PAB entered a closed session during the May meeting to vote on youth board member applications, as the vacancy has been open past the 120 days allotted for the Mayor to fill the vacancy as outlined in the City Charter on page 141. In good faith, the PAB would provide both of the names they voted on to the Mayor to choose from. However, OECR is indicating they are accepting additional applications which is not what the PAB voted on. Chair Harris asks if this is a mistake. Deputy Director Young clarifies it is not a mistake and until the Mayor makes a decision, they will entertain additional applicants. Chair Harris notes if an applicant outside of the two the PAB voted on is advanced, the applicant must come to the PAB. Deputy Director Young is unfamiliar with that process. Chair Harris reiterates the process for filling a vacancy on a board or commission outlined in the City Charter and notes the PAB is acting in good faith by not mandating their legal right to fill the youth vacancy and save people from embarrassment. Deputy Director Young is not sure they are

worried about embarrassment, but the two names the PAB voted on and any other names OECR might receive will be sent to the Mayor. Should the PAB choose to move forward in opposition to the Mayor's Office, that is the prerogative of Chair Harris but would not be the most collaborative method.

Board member Abdul-Malik asks where the youth position has been advertised and if there is an opportunity to improve the promotion of the vacancy. Deputy Director Young notes the vacancy was recently shared with the University of Baltimore Black Law School Association. The PAB is a public body comprised of citizens connected to the community. Deputy Director Young advises they take lead on advertising such vacancies. While OECR will continue to be supportive of the work, the PAB is the lead. Deputy Director Young encourages board members to work with the Community Engagement and Outreach Coordinator, Jumel Howard to improve outreach strategies. Jumel Howard notes this will be addressed during a meeting on Thursday June 6th.

Member Brody asks if OECR can notify those who have not completed their financial disclosure. Deputy Director Young advises board members to confirm with PAB Liaison Samuela Ansah.

Secretary Lee notes the application for civilian trial board members has been posted in the chat.

Board Member Jesmond Riggins asks when the board can expect its fiscal 2023 stipend. Chief Operating Officer Roland Selby notes the stipend for February 2023 to June 2023 has been processed and is expected to be available Friday June 7th. Board members will be notified of its availability and can either have the check mailed or picked up from OECR. Deputy Director Young notes these checks account for the time the board was active prior to the start of the 2024 fiscal year. Chair Harris clarifies this stipend check would be prorated. Board Member Megan Kenny asks what time frame the stipend they have received covers. COO Selby clarifies the stipend board members have received covers the 2024 fiscal year. The upcoming check completes the 2023 fiscal year. Board Member Kenny asks if the board is being paid before they began their work. Chair Harris clarifies the board started in 2023 and is being paid retroactively. Deputy Director Young clarifies the board began working before the supplemental budget was approved. Approval for the Police Accountability Division budget was not given and signed until May 1st, 2023. Now, the City has made the decision to provide stipends for the time the PAB was active prior to the supplemental budget approval in May of 2023 which covers February 2023 to June 2023. Board Member Kenny clarifies the PAB has been active for 17 months and has been provided a stipend for 12 of those months. Board Member Kenny shares the PAB was not aware of this situation with their stipends. COO Selby clarifies he has been working with Vice Chair Turner regarding the stipends. Vice Chair Turner shares he has been working to ensure the PAB receives their stipends and establish a cadence for the PAB to receive their stipends. Board Member Kenny wants to clarify board members did not begin this work with the assumption they would receive a stipend. Chair Harris clarifies board members were not aware they would receive a stipend until January of 2024. This topic was brought up during their first meeting and were told they could not receive a stipend. It was then corrected they could receive a stipend. The board did not move as body to determine what the stipend would be and now OECR is working to ensure stipends are consistent across the board. Deputy Director Young clarifies the amount of the board's stipends would not be in their purview to decide as it would be a conflict. It would be under the purview of the Board of Estimates and Director of OECR.

Board Member Abdul-Malik asks if OECR has received any notification from staff members who will be on vacation in July that would necessitate moving the July PAB meeting. Deputy Director Young understands staff may take a vacation for the July 4th holiday. Chair Harris clarifies the board agreed to

move the July meeting during a previous meeting. Secretary Lee clarifies the decision was made for the September PAB meeting as well.

Board Member Abdul-Malik asks who or what committee is responsible for the Board's participation in Civil Rights Week. Chair Harris acknowledges Community and Engagement Coordinator Jumel Howard's description of an event for all PABs across the state. Chair Harris suggests creating a committee to assist planning this event. The event planning can fall within Board Members Abdul-Malik or Doris Minor-Terrell's committees. Any other board members who are interested can contact board member Abdul-Malik. Deputy Director Young reminds the PAB that Civil Rights Week is a city sponsored event and while the PAB is invited to assist in planning, they are all subject to City Hall approval.

Secretary Lee suggests having PAB members interested in Civil Rights Week planning identify themselves. Board Member Marc Brody indicated in the chat that he was interested in working on this event. Community Engagement and Outreach Coordinator Jumel Howard reminds the PAB they can also host this event later in the year and is not restricted to Civil Rights Week and plan for an introductory event for the community regarding police accountability in Baltimore. Deputy Director Young expresses support for that event. Vice Chair Turner notes there is an upcoming meeting regarding community engagement. Secretary Lee reads a question from the chat regarding eligibility to serve as a Civilian Trial Board Member as a civilian employee of a police department. Chair Harris cannot recall what the ordinance states, but believes they are eligible to serve on a trial board. Chair Harris asks board members Riggins and Brody to double check the ordinance for an answer.

Board Member Riggins asks Deputy Director Young to provide the PAB with the punitive measures that would ensue should they fail to submit their financial disclosures. Deputy Director Young clarifies removal from the PAB would be the measure. Member Riggins clarifies he thought there would be more measures, as being 30 to 45 days late to submit a financial disclosure should not warrant in removal from the PAB and is unreasonable. Deputy Director Young responds submitting the disclosure does not take long and the City continues to provide support for those who need it and not taking advantage of those resources shows neglect of duty and necessitates removal. Deputy Director Young is not sure a process is necessary when the remedy is simply to submit the financial disclosure. The Ethics Board is available to answer questions regarding the financial disclosure. Board Member Riggins understands but believes threatening removal from the PAB is excessive. Individuals have busy lives and PAB membership is voluntary. Threatening removal from the PAB for a financial disclosure is extreme. Board Member Riggins was asking for clarification, so board members are aware if there is a process or other penalties besides removal regarding unsubmitted financial disclosures. Deputy Director Young reads City code Article 8 Subsection 9-5.1C which says individuals are subject to a fee of \$10 per day. After 30 days, the Ethics Board must forward the matter to the Office of the Inspector General for investigation. After 60 days, the Ethics Board can recommend suspension without pay or removal until the disclosure is filed. Deputy Director Young reminds the PAB financial disclosures were made available as of January 1st 2024. Board Member Riggins appreciates Deputy Director Young reading the ordinance as it lays out a process.

Chair Harris thanks Case Manager Supervisor Megan Mishou for all her hard work and diligence in supporting the PAB and Administrative Charging Committee. Chair Harris expressed permission from Megan Mishou to share her resignation letter with the PAB and will share the letter with board members via email so they can better understand Ms. Mishou's departure. Chair Harris can also read the resignation letter aloud and asks the PAB which they would prefer. Deputy Director Young strongly objects as it is a personnel record and suggests a conversation with Interim Director Watkins when she returns. Chair

Harris reiterates Ms. Mishou gave him permission to share the letter and asks if board members would prefer an email or for the letter to be read aloud. Secretary Lee would prefer for the letter to be emailed as opposed to read aloud. Chair Harris will email the letter to board members to reference and thanks Ms. Mishou for all her work. Board Members applaud Ms. Mishou.

Quarterly Meeting with Heads of Law Enforcement

Chief Dr. Branville Bard, Chief of Police and Vice President of Public Safety, Johns Hopkins University

Chair Harris asks Chief Bard for an update on staffing at Johns Hopkins Police Department (JHPD) and their response to campus protests. Chief Bard reports they are further along in development of JHPD. They are still finalizing the policy manual and hiring process for lateral and entry officers. They have made several conditional offers to lateral officers who are certified officers in Maryland. They still expect to have JHPD functioning in the fall, but it will not be fully staffed. Chief Bard estimates it will take a few years to be fully staffed. They will have a limited number of officers on patrol. The conditional offers do not guarantee employment as there are further screening procedures applicants must go through. Chief Bard reports they have been intentional about hiring officers from Baltimore City as they want their officers to reflect the community and there is a statutory requirement that 25% of JHPD reside in Baltimore within 5 years. JHPD is offering a 20% stipend to residents of Baltimore who join the department in any capacity. JHPD policies have been in development for some time and Chief Bard is waiting to receive them from a copy editor. They can adopt the updated manual any day. They made the draft policies available to the public for comment from September 2023 for January 2024. They received many comments from the public which have been incorporated into policy. They are working on a disposition report that will show every comment made by a member of the public and whether they were incorporated into JHPD's policies. Their goal is to publish the policies and disposition report at the same time. Chief Bard knows several PAB members provided feedback and thanks them for doing so. All that is left for JHPD is to adopt the policies, continue to hire and train officers, and evaluate the department as they grow.

Chair Harris asks how JHPD responded to campus protests. Chief Bard reports as JHPD is only staffed by himself and a Community Engagement Coordinator, they will rely on Baltimore Police Department for help on large scale protests. Chief Bard's stance will always be the least intrusive most effective method which is a theme throughout their policies. Oftentimes, no police involvement is the least intrusive most effective measure. Chief Bard has to continually point out although they are establishing JHPD, it doesn't supplant any of the other apparatus they have such as security officers and unarmed campus police officers. The public can expect JHPD officers to operate in a narrow capacity and JHPD officers will not be involved in matters they are not required for.

Chair Harris asks if there were any complaints against security officers handling the encampments on campus. Chief Bard is unaware of any complaints.

Secretary Lee asks Chief Bard if he has any control over the security officers on campus. Chief Bard does have control over the security officers as the Vice President of Public Safety and Chief of Police. Everything under the umbrella of public safety falls under Chief Bard's purview, including security officers.

Vice Chair Turners asks Chief Bard if those participating in campus protests were made aware of their right to file a complaint of misconduct against security or law enforcement personnel. Chief Bard reports

there were independent legal observers present throughout the duration of the encampments and protests who advised protestors of their rights. Johns Hopkins also advised protestors of their rights on their platforms.

Chair Harris asks when the next meeting for the Johns Hopkins Police Accountability Board (JHU PAB) will occur. Chief Bard does not have the date in front of him but will communicate via email. He knows the orientation meeting for new members is scheduled for June 14th. Chair Harris asks if any members from the JHU PAB are present at the meeting. Chief Bard did not see any familiar names except for board member Doris Minor-Terrell. Chair Harris asks if there are any members of Chief Bard's team present at the meeting. Chief Bard reports he is the only member from his team present.

Board Member Jesmond Riggins asks if JHUPD is planning to draft a policy that directly points individuals to the Police Accountability Board. Under JHUPD's draft policy 354, it addresses the civilian review board procedures, but there is no procedure for the PAB. Chief Bard advises board member Riggins to review JHUPD draft policy 350 that address the PAB and public safety accountability unit. The rationale for separate policies is due to the new legislation for the PAB and the belief that the civilian review board would sunset. If so, it would be easier to close out the directive for the civilian review board. Board Member Riggins is reviewing JHUPD draft policy 350 and reports there is mention of the PAB but is not prominent. His question is are there plans in the future to create a separate policy to address the PAB. If the civilian review board is sunset, it would be good practice to have a policy that directs individuals to the PAB. Chief Bard is not opposed to a standalone policy, his thought process was covered in draft policy 350.

Vice Chair Turner recalls speaking about the possible confusion regarding the names of the JHU PAB and the Baltimore City PAB in a previous meeting. Vice Chair Turner asks if there have been any ideas to differentiate between the two boards. Chair Harris reports one of the recommendations in their annual report is to the state legislature as the JHU PAB was established by the state and changes would have to go through the General Assembly. Chief Bard agrees it is confusing and is in support of a name change and confirms Chair Harris' point regarding change through the state legislature.

Vice Chair Turner asks in lieu of a name change, for rules, laws, and protocols, will there be language identifying the difference between the two boards. Chief Bard reports they differentiate between the two boards, but there is no way to get around the inherent confusion the names bring and recommends a change in the names. Chair Harris recommends defining the JHU PAB and Baltimore PAB on their definitions page. Chief Bard accepts the recommendation.

Chair Harris reads a question from a member of the public placed in the chat. The question is regarding JHUPD asking BPD to clear an encampment and how that is a least intrusive most effective technique. Chief Bard clarifies he did not say he asked BPD to clear an encampment and that did not happen. Board Member Kenny clarifies again that JHPD did not ask for an encampment to be cleared. Chief Bard confirms he did not ask BPD to clear an encampment.

Board Member Kenny asks if JHU security deployed any drones to identify protestors. Chief Bard reported they do not have any drones. He did see a drone one day, but JHPD does not have any drones.

Board Member Madison asks who the observers referenced earlier are and if the drones belonged to them. Chair Harris is unsure if Chief Bard can answer that question, but as an organizer of protests, legal

observers are planned from different organizations or public defenders and are on hand to document any wrongdoings. Chief Bard confirms Chair Harris' account. Board Member Kenny reports they wear lime green hats, protect individuals who are exercising their first amendment rights and document any police misconduct against civilians.

Chair Harris reminds the PAB their communities include campuses and student organizations. They will be working with Police Accountability Board Liaison Samuela Ansah to connect with student government organizations in the fall. Chair Harris thanks Chief Bard for his attendance and looks forward to seeing the build out of JHPD. Chief Bard offers to connect the PAB with Johns Hopkins Student Affairs Department.

New Business

State's Attorney's Citation Docket

Chair Harris reports the State's Attorney's Office (SAO) had their budget hearing before City Council and reported on the citation docket which had controversy regarding the impact it would have on certain communities. The SAO presented the demographic data on the number of citations and summons and was asked by Councilman Kristopher Burnett why Latino's, the 3rd highest population in Baltimore City, was not represented in the data. It was revealed Latinos were being counted within the White demographic data. It has since been brought to Chair Harris' attention that it may have been the SAO rather than BPD to count Latinos as White. Regardless of whose decision to report the data in this way, Chair Harris claims it skews the numbers to present Whites receiving more citations than they are. Chair Harris advises more effective methods for collecting and reporting data is critical and is a reason why this recommendation is in their annual report for BPD.

Board Member and Data Committee Chair Kenny reports race data in criminal justice is historically underwhelming. Maryland Judiciary Case Search may have been updated recently in the past year. Before then, there were four race categories, Asian/Pacific Islander, Black/African American, Unavailable/Unknown, White/Caucasian/Indian/Arab as one category. She reports there are Brown people being mixed with White people. If an individual is Hispanic or Latino, they are placed into the category selected by the individual entering the data. Board Member Kenny reports there is an inaccurate representation of arrests or cases for years and individuals are unaware of Hispanic/Latinos being included into the White demographic data on Maryland Case Search. Board Member Kenny provides an example of her and Thiru Vignarajah who would be placed in the same category in Maryland Case Search although they look different. It is an overrepresentation of White people in crime data which exacerbates the disparities between White and Black defendants. Board Member Kenny compares data collected from Baltimore City and Prince George Court Watchers, who report on their perception of the race of defendants, to the corresponding case numbers in Maryland Case Search. When comparing the perceived race to the race reported in Maryland Case Search, Board Member Kenny has found 63.8% of defendants in cases reviewed by the Court watchers as Latinx/Hispanic while Maryland Case Search has reported the defendant as White. Board Member Kenny also reports from Prince George Court watch data, of the 377 bail hearings in 2021 were identified as White/Caucasian/Asiatic/Indian in Maryland Case Search, 1/3 of those defendants asked for an interpreter. She is not saying individuals are not asking for an English interpreter, but the odds are slim. Board Member Kenny notes this issue is not isolated to the citation docket and is an inherent problem in criminal justice data and contributes to the disparities in the outcomes for defendants of color. The goal of criminal justice data analysis is to parse out these disparities.

Chair Harris reports the over policing of certain communities and populations by BPD has been a question for some time now. This indicates the data is skewed and the disparities are larger than anticipated.

Vice Chair Turner asks if individuals are able to self-identify as the level of discrepancy is alarming. Chair Harris believes race is typically self-identified but doubts if they are asking these questions during intake. Board Member Kenny has never received a clear answer to that question herself. Her guess is it done on an individual basis. All data analysis is dependent on who is collecting the data and how the data is collected. An individual collecting data on race is merely looking at an individual and reporting on their perception may not match what the individual may self-report as their race. Board Member Kenny reports she has never been asked what race she is in these situations. Chair Harris asks what percentage of PAB complaints did not have a location. He is referencing who is collecting data and the appropriate training of data collection. Chair Harris reminds board members that the data BPD provides to the consent decree monitoring team is different from the data available to the public, which is a problem. Chair Harris believes this is rooted in appropriate training for simple data collection for stops, arrests and citations. The bigger issue is being able to do an in-depth evaluation of the citations to see which ones yielded arrests that were given in response to a failure to respond or pay a ticket and which populations are affected by this. Chair Harris asks Board Member Kenny if she is aware of the percentage of PAB complaints that did not have location data and reports there is a major discrepancy of complaints without location data. Board Member Kenny isn't sure of the percentage of PAB complaints without location data but reports 37% of arrest files on Open Baltimore are missing location data. Chair Harris has shared a link to the SAO's hearing in the chat and will allow members of the public to provide comments shortly.

Board Member Brody asks Board Member Kenny to list the implications of this data reporting in regard to resource allocation and what populations are missing out on and if this issue has been raised in the media. Board Member Kenny has been independently reporting this analysis to the public via social media and has written a few articles. One article will soon be published by The Real News which covers general crime data and how it is meaningless because of the lack of data. For example, the arrest data reported on Open Baltimore used for policy development and by academics and journalists, has reduced over time as she has pulled the data at various points. She has asked BPD if they are sending new files that rewrite the old numbers or if they are adding new numbers. Board Member Kenny did not receive a clear answer. Board member Kenny reports the implications of incomplete and inconsistent data is significant. For example, there are 10 people and 4 are standing behind a curtain and 3 of the 6 people have a blue shirt on. Board Member Kenny asks if they would say 50% of the ten individuals have a blue shirt. Assuming 50% of the individuals have a blue shirt would be incorrect, as you are unaware of what the 4 individuals behind the curtain are wearing. Board Member Kenny reports when there is a targeted intervention based on location and you don't know where 37% of the locations are, that arrest data may be thrown out, which could be problematic in identifying areas of high arrests. Board member Kenny believes over policing is occurring but there could be misidentification of a high arrest area, as 40% of location data is missing. Resources could be sent to the wrong place. Board Member Kenny believes BPD, the consent decree and other parties say they are interested in the data, but do not want to look at the data because they would see how messy the data is and the way it is being misused. Individuals are using this data to make big decisions that can impact an entire community for generations. Board Member Kenny notes crime data is not a measure of civilian behavior, it is a measure of police choices. If an individual commits an arrestable offense but is not arrested, the individual is not included in the data, however, those who are arrested are included in the data. As such, the data does not reflect who is committing

crime, but rather who the police are arresting. A fundamental shift in how crime data is viewed is important to Board member Kenny. Chair Harris adds a lack of trust between the police and community is a major consequence to this issue of data reporting. While there is a question of who made the decision to merge Hispanic/Latino demographic data with White demographic data in the SAO citation docket, it creates distrust. Chair Harris recommends sending an official letter to the parties namely SAO and Police Commissioner Worley to request a meeting with their leadership to address this issue. Chair Harris recommends Board Member Kenny be involved in drafting this letter. Secretary Lee requests a representative from the SAO be invited to a PAB meeting as they have been invited several times with no response.

Secretary Lee reads a comment from the chat from OECR Data Analyst Brandon Wafford who reports he can speak data collection methods Board Member Kenny is referring to and can provide texture to the analysis of demographic information. Mr. Wafford states it is completely arbitrary to try to understand the distribution of race. Mr. Wafford posted a link to census research on ethnicity. He believes it is important to capture the experience of racialized people in the data analysis through the inclusion of a narrative and widen our capacity for the understanding of stories of individuals who make the justice system. However, the dashboard and snapshot reports do not include that analysis. Chair Harris appreciates Mr. Wafford's comments and states they understand what the population of Baltimore City looks like and the numbers of each race which are used to secure federal dollars and other resources when necessary. Therefore, the data should be consistently and accurately corrected in policing and prosecution of individuals.

Board Member Bodde believes a very serious issue has been raised and when a letter is sent, the topic should be limited to this issue. He also understands the inconsistency with the data and asks if this is legally mandated for law enforcement agencies to create their own systems for tracking race and if there is some standardization they must follow. Chair Harris clarifies Board Member Bodde's request to limit the letter to the data in the citation docket. Chair Harris answers he does not believe there is no legal requirement regarding the standardization of race data. Chair Harris believes there are changes in self-identification, particularly when it comes to gender.

Board Member Kenny states the federal government provides guidance regarding race in education. There are five (5) race categories of which multiple can be selected. There is also an ethnicity question for individuals to identify if they are Hispanic/Latino. When Board Member Kenny became involved in criminal justice, she did not see the same consistency regarding race.

Chair Harris suggests requesting a standard be used regarding race and ethnicity, similar to the one used in education specifically to create policies for law enforcement agencies and SAO. Chair Harris does not believe a law is required but should be done through policy. Board Member Bodde suggests if they want to make this useful, this should be a statewide measure so they can receive consistent data across different municipalities. If funding is data driven and there is no consistency regarding race and ethnicity, there will be problems down the road. Chair Harris believes there are individuals across the state who may be interested in championing this issue statewide. Board Member Brody would be interested to know how federal resources are utilized based on this data and is incorrect and directed inappropriately. Chair Harris is not sure and is something they should investigate. As Board Member Kenny noted a range of professionals use this data and their work products may be inaccurate based on the inaccuracy of this data. Chair Harris suggests asking for clarification as to how and when previous data is updated. Chair Harris agrees with Board Member Bodde to center the letter around the citation docket, but their overall goal is to have consistency and accuracy in data collection. Chair Harris does not believe there are cases in the

last 12 years in criminal court that should lead to changes in the 2010/2012 data, Board Member Kenny has a theory they are removing cases that have been expunged, but that individual was still arrested. When she brought this up, she did not receive a response.

Chair Harris entertains a motion for the PAB to send a letter to the State's Attorney's Office and the Police Commissioner. It was moved by Board Member Bodde and seconded by Board Member Kenny to send a letter to Police Commissioner Worley and the State's Attorney's Office addressing this issue and questions around the citation docket data regarding race and ethnicity. The motion passed.

Old Business

Bylaws Update

Board Member Brody reports OECR, Mayor's Office and City Solicitor has been helpful. They experienced IT issues with their emails. However, the City Solicitor provided a very good review of the Bylaws and will have a good update on PAB's Bylaws by the next meeting. The Bylaws will be provided to the PAB prior to the next meeting for their review and will be voted on at the next meeting. Chair Harris reports there was some pushback on a few sections of PAB Bylaws and Board Member Brody has been working with the City Solicitor's office for clarity and to ensure any potential recommendations fall in line with the PAB's mission to be accountable to residents. Chair Harris thanks Board Member Brody for his work.

Secretary Lee reads a comment from the chat from Heather who is the co-chair of the Maryland Equitable Justice Collaborative's Law Enforcement Policies and Practice's Committee. The committee is interested in identifying unmet needs and policy proposals related to supporting more consistent, accurate, transparent police data collection and reporting. She provides her contact information.

Public Comment

Amelia McDonell-Parry greets the PAB on behalf of Deborah Levi from the Office of the Public Defender. They continue to be interested in the PAB's meeting and encourages Chair Harris to contact Ms. Levi if he is interested in additional information. Chair Harris would like to schedule a meeting with the Office of the Public Defender.

Chair Harris reports a draft of the Annual Report has been sent to the press, the City Council and General Assembly for review. The link will be made available to the public soon on the OECR website.

The meeting is adjourned by Chair Harris at 7:54 p.m.

Submitted

Stephanie V. Lee

Stephanie V. Lee
Board Secretary