

My name is Sebastian Link Chaparro and I fill this testimony to support the Bill SB0276 sponsored by Senator Jill Carter titled "Johns Hopkins University - Police Department – Repeal."

I participated in the Student Advisory Committee of the VP for Security at Johns Hopkins University. In that experience, I could see first hand how unprepared is Hopkins for having policing powers within the University and in surrounding communities. In this document, I will provide information around three critical Hopkins institutional flaws that make a private police a threat to Baltimore. I focus on the *internal operations* of Hopkins because I think the institution is unable to fulfill the President's commitments regarding the different concerns around this project. These flaws are the following.

- The lack of the rule of law and institutional capacity building.
- A total lack of concern and strategic and operational planning for addressing the cultures of police brutality already in place in current JHU security forces.
- A manipulative and unserious engagement with students and neighbors (two examples).

1) Lack of the Rule of Law and Institutional Capacity Building. At Hopkins, the President's word is the rule. The vice president's office has been unable to build an institutional project relatively autonomous from the President's arbitrariness. The operation of the Student Advisory Committee for Security was an expression of it. The committee operated erratically, with no meetings between March and July 2019 and between March and September 2020. When the previous VP for Security Melissa Hyatt left the University, the new acting Vice President for Security broke the committee's continuity. Hyatt's commitments were forgotten, meetings became more informative than engaging the committee members, and the notes severely lost their quality (with no register of the committee's detailed discussions).

In the Student Advisory Committee meetings, we met with the leadership of the Public Safety office at Hopkins. Despite leading it, they could not commit to anything during the sessions, allegedly asking the President's Office how to follow. When asked about who was managing the project of a new private police force, Vice Provost Sunil Kumar informed that Daniel Ennis was leading those efforts, the ex-Senior Vice President for Finance and Administration. In other words, Hopkins tried to move the project of a private police force forwards and respond to general concerns on the threats of racist police brutality without mobilizing its institutions allegedly specialized for doing so, i.e., the office of public safety.

We saw a similar pattern in the relations with the non-Hopkins and neighboring communities. Hopkins decided to give this work to the Local Government, Community and Corporate Affairs office. This office's leading staff is strongly specialized in lobbying but not in building substantive, protracted, and trustful relations with neighbors. When asked about these relations, the acting VP for Security showed its inability to influence that process, subordinating its expertise on security to the other office's communicational and lobbying expertise.

Moreover, there was so little interest in institutional capacity building in the Public Safety office that the new acting Vice President had to work at once in keeping track of the general operations of security forces in Hopkins here in Baltimore and abroad, and in leading the office. The search for a new VP for Security followed the same path, with a flawed job description that did not integrate the requirements for unfolding strategically and operationally *community-oriented policing*, as President Daniels

repeatedly committed. Today, that search has been a total failure, with Hopkins allegedly having no ability to provide new hires institutional certainty for leading the office.

This lack of institutional capacity building in the Vice President for Security office and the President's arbitrariness characterizes the whole University's operations. Other workers at Hopkins with different authority levels from the offices for Security, Student Life, and Diversity and Inclusion, have explicitly stated that this arbitrariness is usual to this type of elite institutions. Moreover, people assuming leading positions could be easily fired by the President's Office if they raise critiques to the University's operations, having no institutional protection for creatively and substantively advancing their offices' goals.

In the following points, I present some examples of *institutional discontinuities* in the Hopkins private police project, which come textually from the notes of the meeting of the Advisory Committee held on August 23, 2019. I put them textually to make the point that Hopkins authorities were aware of these evaluations. [[The notes of the meeting of the Student Advisory Committee for Security were online in its Hopkins website. However, at the moment of writing this text, only the notes from February and October 2020 are available. I attach the report I sent to the meeting on August 23, 2019](#)]

- **Cleary violation 2015.** Hopkins authorities in security are not aware about details regarding Department of Education Investigation into JHU Cleary reporting violations related to sexual assault within Cleary boundaries. Security guards were implicated in discouraging survivors reporting and in misreporting.
- **Melissa Hyatt's project and continuity of her commitments.** For example, in one of the former meetings she argued that the Committee will not be used to legitimate the new private police force, unless it is already working as a substantive and properly advisory committee. Nevertheless, both Melissa Hyatt and, most recently, Connor Scott have named the Student Advisory Committee as an example of participation, which can be analogue to future committees with community members.
- **Needs assessment.** The commitment to study the possibility of a "needs assessment" with the participation of the community was not realized. Hopkins authorities committed publicly to study this possibility in July 24, and three weeks after in the community meetings, the security personnel claims having no knowledge about what a needs assessment is.
- **Repetition of student feedback without incorporating it in a systematic manner.**
- **A comprehensive plan to address shootings and to educate Hopkins community.** This advice was realized since the first meeting of the Student Advisory Committee, and at that moment Hopkins leadership engaged in addressing it. However, one year after there has been no advance in this topic.
- **The President's Task Force on 21st Century Policing is not mastered by the current unit that lead Public Safety and Security in the University.** In such conditions, that report is not being used to orientate trainings, policies, organizational transformations, and every other central decision that could fall under such a report.

2) Lack of concern and strategic and operational planning for addressing the cultures of police brutality already in place in current JHU security forces. I include in this section the notes presented on the meeting of August 23, 2019, about the use of trainings for facing the cultures of police brutality at Hopkins security forces.

"Every concern related with police brutality based on race, gender, sexuality, and disability, among other social relations, has been responded by the University with the promise of "trainings", i.e., assuming that the cause of police brutality rests in the "individual" and its "bias", but not in the current everyday life in which those individuals engage. As a result, the VP for Security has no plan to inquire over how the current organizational culture of his office foster the threat of police brutality, and, consequently, no orientations for addressing it but a few trainings.

- *Racism and police brutality are not just an outcome of mismanaged cases (training to communicate with minorities (sic)), or of psychological traits (unconscious bias).*
- *Is the University conscious in how it participates in producing racism and police brutality in Baltimore? A factor, for example, is the fear of Hopkins students towards Baltimoreans, the lack of a plan to start a process of truth-telling and racial reconciliation between Hopkins and the city (as COPS promote for a community-oriented policing).*

In contrast with a community-oriented approach defined by the Office of Community Oriented Policing Services (COPS), University leaders have talked on trainings on racism focusing on unconscious bias of police officers. In contrast, COPS distinguishes between bias reduction, and racial reconciliation, which are both organic parts of the model. In that sense, Hopkins and non-Hopkins Baltimoreans misperceptions (sic) about each other should be addressed.

Furthermore, trainings in themselves are not enough, they require organizational transformation as well, e.g., at the level of operations, organizational culture, and organizational climate, among others. Consequently, I advise to incorporate trainings into a major plan of trainings and organizational transformation, which should be goal oriented, and an organic part of a major project of Public Safety and Security at Hopkins. With such a plan, we can discuss about the goals and which are the best means to achieve them. Without such a plan, the criteria of discussion and for incorporating new advice becomes arbitrary."

Regarding another incident, I personally informed the acting VP for Security about the threat of police brutality within his security forces through Facebook posts of two officers. He confirmed that both officers have never stopped working at Hopkins, and he did not inform about any plans for addressing this threat or any analysis of the situation. Are these Facebook posts representatives of the current Hopkins Security Forces? If Hopkins is unable to face this culture in the current security forces, how will they be able to manage the cultures of police brutality with a new police force? Some Facebook posts of these officers, publicly available at Facebook, are the following:



John Harley

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2020

June

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Intro

Studied at The Old School Of Hard Knocks
From Baltimore, Maryland
Married

Photos



Intro

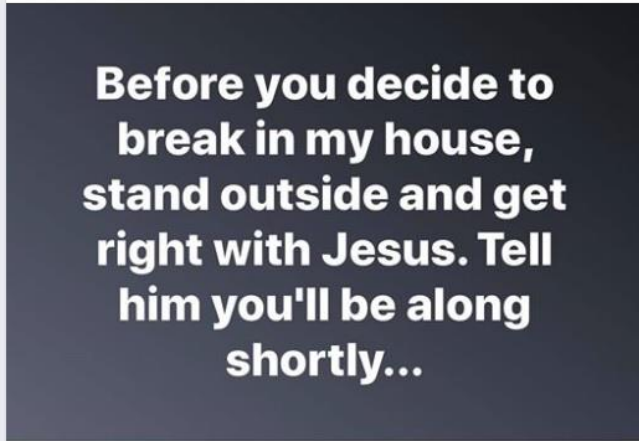
Studied at The Old School Of Hard Knocks
From Baltimore, Maryland
Married

Photos



John Harley

June 2 at 11:59 AM



Moonshiner Tyler Wood

June 1 at 8:59 PM

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9,373 Views

Jay Kay

Yesterday at 8:29 AM

Yup is the New Normal the MSM is talking about???

2

2 Comments

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Cody Boone They are poking a sleeping giant and when the white man's patience and compassion runs dry there will be hell to pay with every action there's a reaction historically caucasian peoples are and always have been the most advanced and tactical warriors which is the sole reason there are any blacks in this country to begin with

Like · Reply · 3h



Robert Noll ALL BLACKS attacking a single WHITE GUY. Where is the riots. Looting, vandalism and arsons by outraged WHITES. NONE.

Like · Reply · 1h



John Harley

May 5 at 10:19 PM · 🌐

They caught him when he tried to spend the \$4 he got from the dollar store, he never had that much money before LMFAO What a loser.

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When this happens, it's usually because the owner only shared it with a small group of people, changed who can see it or it's been deleted.

😂 2

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John Harley

May 3 · 🌐

I thought that was a guy. DAMNNNNNNNNNN



👍 Like

💬 Comment

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Donna Auld Wyatt She's disgusting 🤢

Like · Reply · 4w

👍 1



John Harley Yes HE is LOL

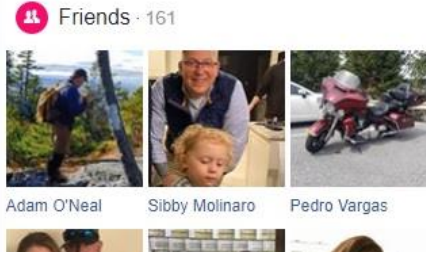
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😂 1



Write a reply...





Benjamin Held
June 20, 2015 · 🌐

**MAKING GOOD PEOPLE
HELPLESS
WONT MAKE BAD
PEOPLE HARMLESS.**



"SHARE" if you agree

Benjamin Held
June 20, 2015 · 🌐

Five Rules to Remember in Life

1. Forgive your enemy but remember the bastard's name.
2. Money cannot buy happiness but it's more comfortable to cry in a Mercedes than on a bicycle.
3. Help someone when they are in trouble and they will remember you when they're in trouble again.
4. Many people are alive only because its illegal to shoot them.
5. Alcohol does not solve any problems, but then again, neither does milk.

These should assist you with most daily decision choices.



Benjamin Held
June 18, 2015 · 🌐



THIS IS A FRIGHTENING STATISTIC

25% of the women in this country are on medication for mental illness.

That's scary.

It means 75% are running around untreated.



John Harley
June 1 at 12:55 PM · 🌐



BALTIMORESUN.COM

Stores vandalized, fire set in bank, Baltimore police pelted as hundreds protest George Floyd death



8

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Benjamin Held Wild animals!! And wild animals should be put down, there a danger to society

1 like · Reply · 3d

3) Manipulative and unserious engagement with communities inside and outside Hopkins. In this section, I criticize the outcomes of the community and student engagement processes led by Hopkins. These two examples show Hopkins leadership's unseriousness to substantively engage with the communities and *stakeholders* involved. With unseriousness, I refer to President Daniels' discursive commitments without setting the conditions for its practical planning and unfolding.

Example 1 – Community engagement. More than 100 meetings with no fruitful results

The Office of Local Government and Community Affairs led the conversations with Baltimorean communities, both for the private police bill discussions and the search of the new VP for Security. In an interview published December 5 in the JHU Newsletter, President Ronald Daniels said they participated in more than 125 meetings with the community. Nonetheless, there are no notes from those meetings with which we could have evaluated and analyzed the community's concerns and recommendations vis-à-vis Hopkins private police force. As a result, Hopkins leadership and staff have given reports on meetings that actively exclude the criticisms, concerns, and mistrust towards Hopkins.

Through different means, including the Student Advisory Committee of the VP for Security and the Police Commissioner, we have asked for the notes of the 125 meetings. However, the response has been that the *community input* was included in the *Interim Study on Approaches to Improving Public Safety on and around Johns Hopkins University*, i.e. *Interim Study Report*. The report includes, among other elements, a description of the procedures they followed to assure community engagement, a list of organizations consulted, and communities engaged, a flyer on community events, and some emails sent to the community. Despite the complexities of these descriptions, the substantive input of communities is biased and reduced at the minimum. Instead of having analytical insights on institutional capacity building, *findings from community engagement* stress a narrative legitimizing of the police force.

What is striking is the absence of substantive information from the meetings with the community. Instead of engaging with their content, the *Interim Study Report* delegitimizes the insight actively when it was critical to the University. First, it is dismissed as minoritarian, contrasting it with really restrictive and biased participative procedures -for example, the online feedback or *conversations one-on-one*. Second, it is dismissed by simplifying and deviating the argument. They have simplified the opposition as an over-ideological statement with no other insights but saying "*no to private police*". And they deviated the opposition by arguing that our concerns are linked to broader concerns about the state of policing in Baltimore and the United States, and that allegedly was not Hopkins responsibility.

It is not totally clear which units of the University engaged in the relations of the community. However, we know that the Office of Local Government and Community Affairs and the President's Office were highly involved, while the Center of Social Concerns, the Department of Political Sciences and faculties involved in communities and public health were not involved. Under conditions of reasonable action and good faith, it would have been expected the mobilization of Hopkins resources for community engagement, democratic procedures and a holistic approach to public safety. Instead, Hopkins authorities preferred to treat the relations with the community as if they were politicians, mobilizing the office populated by lobbyists.

Example 2 – Producing the conditions for unfruitful students' inputs

The University has organized multiple meetings with students through different mechanisms. Despite several meetings, they all provided very similar inputs, which tended to match with the usual orientations described in documents on Community-Oriented Policing and the President Obama's Task Force on 21st Century Policing. Meeting after meeting, those that represented Hopkins authorities appreciated the input and tended to describe them as really fruitful and insightful. However, while talking with the same representatives and authorities on one-on-one conversations they agreed in the fact that such inputs were not as useful.

Moreover, the *Interim Study* also excluded the input of those supporting the police, which is reduced to supporting the initiative. As we could expect from conversations, it is hard to believe that their only input was this one. This dismissive approach towards their opinions, reducing them to a binary position in favor/against the police, just reinforce the fact that Hopkins does not institutionally care about these inputs.

In this situation, the University has two alternatives of evaluation. On the one hand, they could evaluate the mechanisms by which they are engaging students, as well as the bureaucratic procedures for implementing the most urgent and *insightful* recommendations. And, on the other hand, they can neglect students input as unfruitful, believing that the meetings are not being useful because Hopkins counterparts have nothing important to say.

Sadly, the University has taken the second venue. Instead on innovating in new ways of participation and collective reflexivity, Hopkins is organizing meetings that does not allow deepening in the topics and reaching insightful inputs. This orientation mirrors Hopkins engagement with the community.