



Evelyn

Janssen Evelyn - District 4 County Council Candidate

Question One

Do you believe the documented racial disparities summarized above warrant County-level intervention? If not, why not? If so, please describe:

- What specific actions would you take in your first year in office to investigate root causes?
- What measurable outcomes would you expect to be achieved by the end of your term?

Answer: The racial disparities documented in the policing data require a deliberate and collaborative investigation to understand the specific root causes. My perspective on this issue is grounded in my tenure as a police legal advisor and my extensive experience handling police trial boards prior to the repeal of the Law Enforcement Officers' Bill of Rights (LEOBR). In my subsequent role as the inaugural Executive Director of the Office of Police Accountability in Anne Arundel County, I successfully stood up the County's Police Accountability Board (PAB) and the Administrative Charging Committee (ACC). These roles have provided me with unique subject matter expertise in the mechanics of police oversight and a deep understanding that data is the starting point for reform rather than the conclusion.

I propose the creation of an African American Commission to work in direct partnership with the La Alianza Commission and the PAB in Howard County to delve into these issues further. My goal is to see a measurable reduction in these

disparities by the end of my term through targeted policy adjustments within the department. Irrespective of the Police Accountability Task Force of Howard County's tribes with the PAB, that body is the established statutory mechanism for this oversight, and I will lean heavily on their expertise to guide any necessary reforms.

Question Two

Please describe your support for legislation in Howard County requiring annual public reporting of data (including race) concerning policing outcomes, including arrests, juvenile arrest, and use of force data (like Montgomery County's law). Would you sponsor the legislation? Co-Sponsor if introduced by another Council Member? Vote in favor of? Vote against?

Answer: Before pursuing a legislative mandate, I believe it is essential to work directly with the police department to determine if they can integrate statistics

regarding race, gender, and age into their existing crime statistics dashboard.

While Howard County maintains an online dashboard, it currently lacks the demographic specificity necessary to fully address community concerns.

If administrative updates prove insufficient and legislation is ultimately required, I will collaborate with my colleagues on the Council to ensure we have a codified and transparent standard for data disclosure. Throughout this process, I will rely on the expertise of the PAB to validate the data and ensure it meets the community's needs for clarity. As noted previously, the PAB is the established mechanism for this oversight, and their guidance will be central to any legislative or administrative changes.

Question Three

Please describe your support for a study to be conducted by an independent 3rd party

expert in police accountability matters to identify the root causes of the racial disparities in Howard County LEA outcomes and a remediation plan to eliminate unjust disparities that may be found.

Answer: The PAB is specifically empowered by law to report on policing trends and make recommendations for improvements in departmental policy and conduct. I believe we must fully utilize this existing body and its inherent expertise before committing taxpayer funds to an outside third party review.

Rather than outsourcing this critical work, I advocate for utilizing and, if necessary, building out dedicated County staff to support the PAB and the ACC.

Having stood up the Office of Police Accountability (OPA) in Anne Arundel County, I know that internal staff often have the operational access and institutional knowledge required to perform deep data dives that consultants cannot easily replicate. If current staffing levels are insufficient to handle the necessary data review or operational analysis, my priority will be to invest in our internal infrastructure to ensure the PAB and ACC have the permanent capacity to fulfill their mandates. By centering this effort within our own County agencies, we ensure that our oversight is fiscally responsible and that the resulting remediation plans are driven by professionals who are accountable directly to the residents of Howard County.

Question Four

Please describe your thoughts on improving transparency and accountability in Law Enforcement in Howard County

Answer: Transparency and accountability are important to me because they are the foundation of public trust and essential to effective governance. My commitment to these principles is rooted in my career in both Prince George's

County and Howard County's Offices of Law, where I handled police trial boards prior to the repeal of the Law Enforcement Officers' Bill of Rights (LEOBR). This role provided me with deep subject matter expertise in the legal requirements for fair and effective officer discipline.

My commitment is further demonstrated by my tenure as the inaugural Executive Director of the Office of Police Accountability in Anne Arundel County, where I was responsible for standing up the County's Police Accountability Board and the Administrative Charging Committee. In my current capacity as a Deputy Chief Administrative Officer for Anne Arundel County, I oversee policy at the highest levels of local government, ensuring that our systems are designed to be equitable and answerable to the public. These experiences have given me the unique ability to bridge the gap between law enforcement operations and community expectations.