



PAB

**POLICE
ACCOUNTABILITY
BOARD**



EXECUTIVE DIRECTOR REPORT

Presented by:

Dr. Lesli C. Myers-Small
(She/Her/Hers)

November 6, 2025

EXECUTIVE SUMMARY

October was a month of continued progress for the Police Accountability Board as we advanced internal priorities, strengthened statewide partnerships, and represented Rochester on the national stage. The agency continued its work across three fronts: operational and structural stabilization, statewide and national collaboration, and community-facing education and engagement. This report summarizes key updates across divisions and highlights areas of momentum as we enter the second quarter of FY 2025-2026.

Key developments this month included participation in the NACOLE Conference, continued formation of the statewide civilian oversight consortium, division-level progress on policy research and operational infrastructure, and ongoing staff and board development efforts.

INTERNAL OPERATIONS & STAFFING

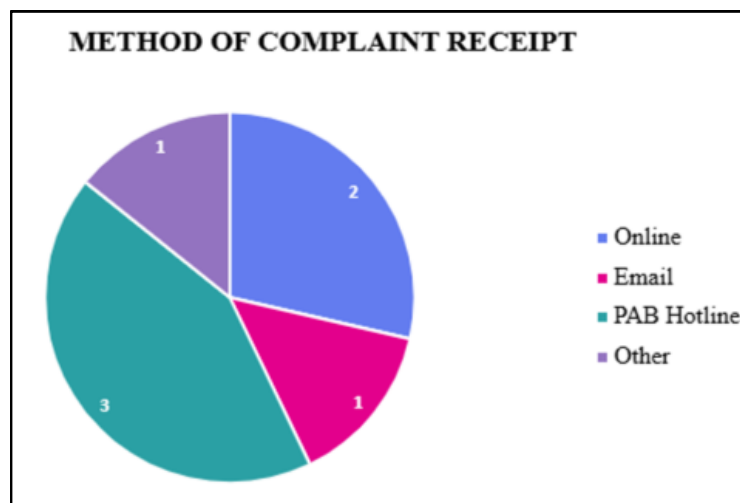
- Internal planning continues for the upcoming move to 457 St. Paul Street, led by Delores Ivey-Paige, Director of Operations, including furniture inventory, floor plan decisions, cost estimates, and transition timeline.
- Division Directors submitted progress summaries to support alignment with the strategic plan and to prepare for annual reporting obligations.
- Director Ivey-Paige completed the first-draft Board Onboarding Manual, which will be distributed soon.
- Updated internal procedures for communications, meeting documentation, and staff accountability were reviewed with the Leadership Team.
- Training requirements and expectations for both staff and Board members have now been mapped for 2026, including but not limited to:
 - Undoing Racism (January 2026)
 - NYS Open Meetings Law refresher training
 - Trauma-informed public service and secondary trauma prevention
- Staffing and duty assignments continue to be reviewed to maintain service continuity, with transition support provided as needed.

POLICY & OVERSIGHT DIVISION

- The division, led by De'Jon Hall, Director of Policy & Oversight, completed an analysis of RPD Calls for Service, (*From Call to Arrival*) identifying patterns related to officer deployment, response time variance, and non-criminal call volume.
- A policy memo on law enforcement drone usage was drafted and internally circulated, summarizing local, state, and national trends and highlighting oversight needs in Rochester.
- Policy research continued on AI-assisted policing technologies and vehicular pursuit policies, informed by sample policies from other jurisdictions and vendor data.
- Dr. Myers-Small, Director Hall, and Staff Attorneys Choi and Rambolt met with the Rochester Police department (RPD) command staff to review policy development processes and explore opportunities for increased public transparency once legal restrictions are lifted.

ACCOUNTABILITY & TRANSPARENCY

In October 2025, the Police Accountability Board received 7 complaints submitted through various channels, including the online portal, phone, email, and United States Postal Service. The PAB Hotline was the most frequently used method, accounting for 43% of all submissions.

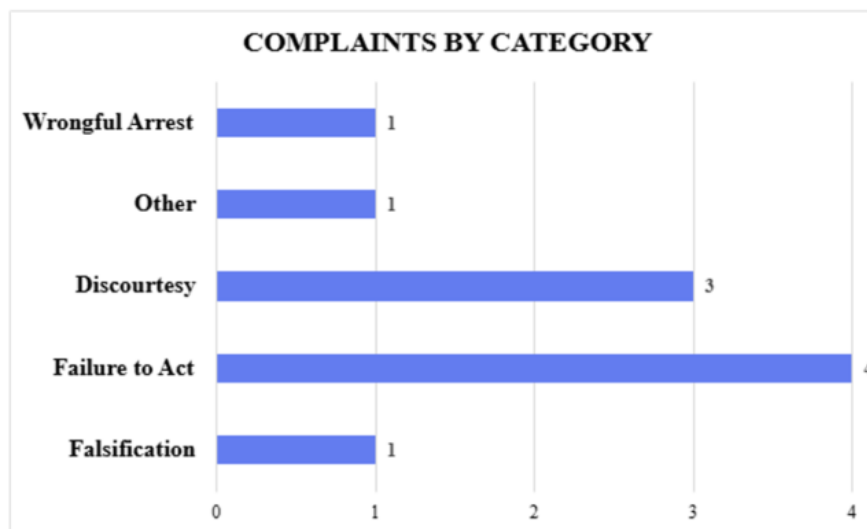


Complaint Language

The Police Accountability Board is committed to providing accessible services to all members of the Rochester community. In October 2025, we received 7 complaints in English, none in American Sign Language, and none in Spanish.

Complaint Category

Each complaint received by the PAB is categorized according to the form of misconduct alleged in the complaint. In the month of October, the category with the greatest number of complaints received was Failure to Act (4), followed by Discourtesy (3), Wrongful Arrest (1), Falsification (1), and “Other” (1).



OPERATIONS & ADMINISTRATION

- The Operations Division confirmed that Q1 and Q2 budget tracking remains on schedule.
- Support was provided for NACOLE Conference logistics including travel, scheduling, preparation of materials, and coordination of staff and Board participation.
- The division confirmed continued reservation and support needs for use of City Council Chambers for public meetings and hearings.

EXTERNAL ENGAGEMENT & PARTNERSHIPS

- The Police Accountability Board was represented at the NACOLE National Conference in Minneapolis, including panel participation, facilitation, and networking with oversight agencies from across the country.
- A full NACOLE debrief presentation was delivered separately at this Board Meeting.
- The New York State Civilian Oversight Consortium continued development, including circulation of a statewide governance survey, working group formation, and scheduling the next convening.
- The PAB was featured in three separate United Way Emerging Leaders/PRIDE Leadership Development presentations, delivered by:
 - Lwam Tecleab, Vice Chair of the Board
 - Reverend Keith Patterson, Board Member
 - Dr. Lesli C. Myers-Small, Executive Director
 - Brianna Milon, Manager of Communications

These sessions highlighted different dimensions of oversight and community accountability.

- Staff and Board leadership continued collaboration with community organizations, academic partners, and legal advocates to strengthen policy alignment and public education statewide.
- The PAB was contacted by Ted Forsyth, PhD student at Syracuse University and researcher with the Empire Justice Center's Police Reform Project, regarding a statewide effort to collect stories from individuals who have experienced police "pretext stops" — traffic, pedestrian, or bicycle stops that appear to be based on minor, non-safety violations. The purpose of the project is to document lived experiences and support pending legislation that would restrict this practice in New York State. You have a flyer in each of your folders.

The request has been forwarded to the Public Affairs & Community Engagement Division for community.

COMMUNITY OUTREACH, EDUCATION & EVENTS

- Follow-up messaging and engagement tools are being developed for the next phase of public education.
- Staff continued participation in civic and justice-focused events, including programming with universities, nonprofit partners, and faith-based institutions.
- The division is coordinating logistics for Rochester's role in the Spring 2026 Statewide Oversight Mini-Summit.
- Planning has begun for 2026 outreach, including a refined digital communications strategy and development of public-facing materials.
- In October 2025, the Community Engagement Team participated in 19 outreach activities, reaching 406 community members:

Name	Address	Event Type	Date	Contacts
YWCA Empowering Women Luncheon	123 E Main street, Rochester, NY 14604	Network/Tabling	10/1/2025	113
East High Admin	1801 E Main St, Rochester, NY 14609	Intro/Relationship	10/1/2025	1
Assemblywoman Clark Stakeholder Meeting NW	420 Dewey Ave, Rochester, NY 14608	Intro/Relationship	10/2/2025	20
Rochester Hope/Volunteer week without driving	869 N. Clinton Ave, Rochester, NY 14605	Event Collaboration	10/3/2025	15
SNUG- Keep Us Safe Forum	112 Webster Ave, Rochester, NY 14609	Know Your Rights	10/3/2025	25
Say Their Name (Elders & Allies)	1000 E River Rd, Rochester, NY 14623	Network/Tabling	10/3/2025	41
Glory House International	111 N Chestnut St, Rochester, NY 14604	Intro/Relationship	10/3/2025	1
Planned Parenthood	114 University Ave, Rochester, NY 14605	P&O Topic	10/9/2025	1
19th Ward Association Meeting	373 Genesee St, Rochester, NY 14611	Network/Tabling	10/9/2025	10
World Homelessness Day	285 Ormond St, Rochester, NY 14605	Network/Tabling	10/10/2025	37
Communities Not Cages	130 Andrews St, Rochester, NY 14604	Intro/Relationship	10/14/2025	23
North Side Listening Session	216 Clifford Ave, Rochester, NY 14605	P&O Topic	10/14/2025	15
Rochester Re-Entry w/VOA	175 Ward St Building B, Rochester, NY 14605	Intro/Relationship	10/15/2025	9
N Clinton Outreach (Ambassador Program)	821 N Clinton Ave, Rochester, NY 14605	Info/Marketing Distribution	10/16/2025	33
N Clinton Outreach (Ambassador Program)	821 N Clinton Ave, Rochester, NY 14605	Info/Marketing Distribution	10/23/2025	41
Youth Advocacy Program	1150 University Ave, suite 200, Rochester, NY 14609	Intro/Relationship	10/28/2025	6
Roc Women's Business Center (Urban League)	265 N Clinton Ave, Rochester, NY 14605	Intro/Relationship	10/28/2025	1
Arnett Block Club	310 Arnett Blvd, Rochester, NY 14611	Intro/Relationship	10/28/2025	9
National Center for Deaf Health Research	265 Crittenden Blvd, Rochester, NY 14642	Intro/Relationship	10/31/2025	5
Total Engaged:				406

NOTABLE MILESTONES & RECOGNITION

- Congratulations to Dr. Heather Feinman (Language Access Coordinator), who was newly elected to the Rochester City School District Board of Education.
- PAB's participation at NACOLE resulted in multiple agencies requesting collaboration and resource exchange.
- The PAB's multi-speaker participation in United Way programming was recognized as a model for accessible, community-grounded communication on oversight.

LOOKING AHEAD (NOVEMBER–DECEMBER 2025)

- November 14, 2025 from 8-10 am is the Community Breakfast with PAB Board Members, Police Accountability Alliance as well as Community Partners.
- NACOLE Conference presentation and materials to be shared with Board and public.
- Completion of Division Charters and alignment with FY26 planning.
- Finalization and release of the 2025 Annual Report.
- Continued internal meetings regarding relocation, staffing supports, and procedural improvements.
- Winter schedule planning for staff and Board training.

CLOSING REFLECTION

The work of accountability continues in the midst of legal, structural, and organizational realities, and I remain grateful for the shared commitment of the Board, staff, and community partners who continue to invest in this mission. As we enter the final two months of the year, our focus remains on responsible transition, public trust, and building a strong foundation for 2026.