



PAB

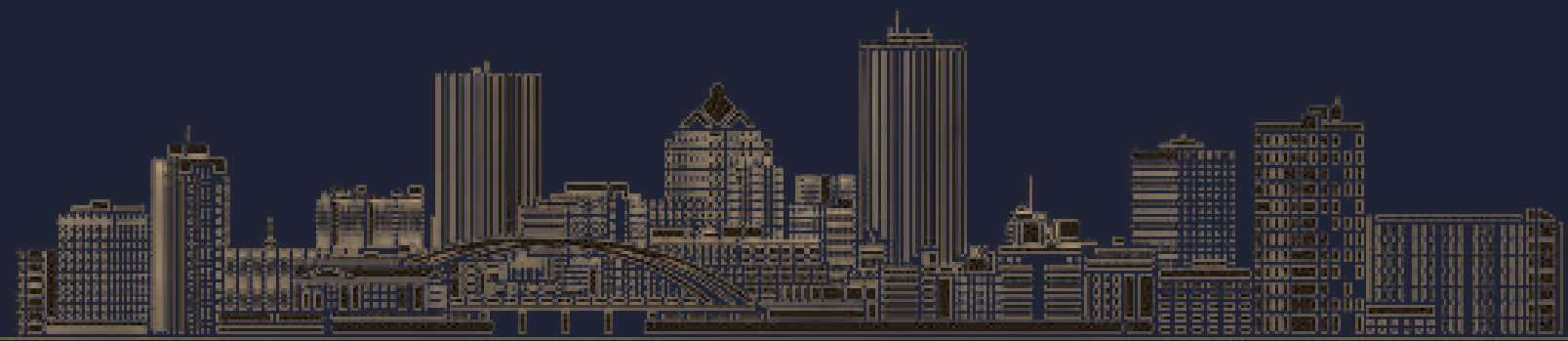
**POLICE
ACCOUNTABILITY
BOARD**

**EXECUTIVE
DIRECTOR
REPORT**

MARCH 2026



*PRESENTED BY:
DR. LESLI C. MYERS-SMALL
(SHE/HER/HERS)*



EXECUTIVE SUMMARY

The March reporting period reflects a pivotal moment for the Police Accountability Board (PAB), marked by the March 20, 2026 Appellate Division decision affirming that the Board does not currently have investigatory authority.

Despite this significant legal development, the organization has remained focused on operational continuity, staff support, policy advancement, and maintaining public trust. Leadership efforts this month centered on stabilizing the organization, supporting staff through uncertainty, engaging City leadership, and preparing the Board for informed decision-making regarding potential next steps.

Key priorities during this reporting period included:

- Response and internal alignment following the March 20, 2026 court decision
- Continued advancement of policy and oversight initiatives
- Expansion of community engagement and public education efforts
- Strengthening intergovernmental coordination with City Council and RPD
- Advancement of statewide civilian oversight collaboration
- Investment in staff wellness and trauma-informed practices
- Continued implementation of strategic planning priorities

The PAB remains grounded in its mission: advancing accountability, transparency, and public trust in policing.

LEGAL & GOVERNANCE UPDATE

March 20, 2026 Appellate Decision

On March 20, 2026, the Appellate Division affirmed the lower court decision regarding the PAB's investigatory authority. This ruling formalizes the operational reality under which the agency has been functioning since April 2025.

In response:

- City Council convened in Executive Session to assess implications
- The Executive Director met with Council President Miguel Meléndez and senior staff to review legal considerations and potential grounds for appeal
- Council leadership engaged external legal counsel to evaluate next steps

At this time:

- City Council is actively considering whether to pursue an appeal
- No final determination has been made

Organizational Response

Internally, leadership took immediate steps to ensure clarity and stability:

- Convened a full staff meeting to communicate the decision and its implications
- Reinforced that operations continue without any known staffing changes
- Emphasized continued focus on policy, transparency, and community engagement work
- Initiated Board-level planning for strategic discussions regarding future pathways
- Board leadership also aligned on the need for a robust Executive Session during the April 2, 2026 Board Meeting.

POLICY & OVERSIGHT DIVISION

Continued Policy Advancement

The Policy & Oversight Division continued advancing work aligned with the PAB's Charter responsibilities, including:

- Ongoing policy analysis and recommendations
- Development of internal dashboards to enhance transparency and tracking of policy initiatives

Statewide Civilian Oversight Collaboration

Progress continued toward establishing a New York State Civilian Oversight Consortium under a NACOLE affiliate model.

Participation in planning for the statewide conference hosted by NYC CCRB (April 14, 2026)

Exploration of a scalable statewide model to strengthen oversight infrastructure

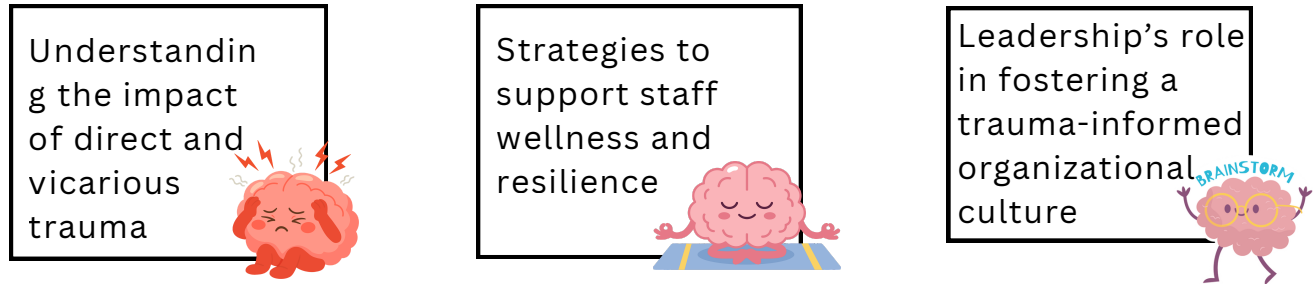
Engagement with oversight leaders across New York State

This work positions New York as a potential national model for coordinated civilian oversight.

ACCOUNTABILITY & TRANSPARENCY DIVISION

Staff Development & Trauma-Informed Practices

The A&T Division participated in a trauma-informed training led by COPA (Civilian Oversight for Police Accountability) leadership from Chicago.



This investment reflects a continued commitment to supporting staff engaged in complex and emotionally demanding oversight work.

Data & Oversight Infrastructure

Work continues in coordination with City leadership to strengthen access to data necessary for Charter-aligned oversight responsibilities, including ongoing discussions related to data access frameworks and transparency.

OPERATIONS

Facilities Update

The facility renovation timeline has been revised to August 2026, reflecting a delay of approximately 3–4½ months.

Key factors include:

Required structural updates to meet ADA and fire code compliance

Expanded scope to ensure safety and continuity throughout the facility

The Department of Environmental Services continues to oversee the project, with ongoing updates anticipated.

PUBLIC AFFAIRS & COMMUNITY ENGAGEMENT (PACE)

March included several key community-facing initiatives:

“Policing and Community Surveillance: Your Right to Privacy” Event (March 12, 2026).

Focused on privacy, surveillance, and civil liberties, fostering dialogue between residents and policy leaders



REOC Presentation: “Know Your Rights” (March 13, 2026).

Delivered to staff and community members, expanding awareness of civilian oversight and individual rights

Partnership Development with Action for A Better Community (ABC)

Continued planning for “The Talk,” focused on youth and family engagement around law enforcement interactions

Community Leadership Engagement

Participation in the City’s Black Heritage Committee Women of Distinction Program highlighted the ongoing role of community leadership and partnerships in advancing accountability and civic engagement.

Name	Address	Event Type	Date	Contacts
Charlotte Community Association	188 Beach Ave, Rochester, NY 14612	Network/Tabling	3/2/2026	25
Refugee Safety Coalition	Digital Meeting	Intro/Relationship	3/3/2026	9
Maplewood Community Association	1127 Dewey Ave, Rochester, NY 14613	Network/Tabling	3/4/2026	21
Beechwood Neighborhood Meeting	530 Webster Ave, Rochester, NY 14609	Network/Tabling	3/5/2026	28
Teen Empowerment	616 N Goodman St, Rochester, NY 14609	Intro/Relationship	3/10/2026	16
Celebration of Life Community Meeting	1000 N Winton Rd , Rochester, NY 14609	Network/Tabling	3/10/2026	12
Lyell/Otis Community Association	956 Lyell Ave, Rochester, NY 14606	Network/Tabling	3/11/2026	14
Policing & Community Surveillance Presentation	530 Webster Ave, Rochester, NY 14609	P&O Presentation	3/12/2026	62
REOC Presentation	161 Chestnut St, Rochester, NY 14604	Know Your Rights	3/13/2026	33
NEMNU Presentation	1933 E Main St, Rochester, NY 14609	General Presentation	3/16/2026	12
N Winton Village	1124 Culver Rd, Rochester, NY 14609	Network/Tabling	3/23/2026	14
United Way	Digital Meeting	Network/Tabling	3/24/26	7
Elders and Allies Presentation	Digital Meeting	P&O Presentation	3/31/26	17
Total Contacts:				270

BOARD DEVELOPMENT & GOVERNANCE

Governance Procedures & Policy Frameworks

A memorandum and proposed guidelines were shared to clarify:

- The Board’s authority to establish supporting governance and operational frameworks
- The process for maintaining alignment with Bylaws without requiring formal amendments

This work supports organizational clarity and operational consistency as the PAB continues to evolve.

INTERGOVERNMENTAL & STRATEGIC ENGAGEMENT

City Council Coordination

Engagement with City Council leadership continued throughout the month, focusing on:

- ✓ Legal strategy and potential appeal
- ✓ Data access considerations
- ✓ Ongoing communication and governance alignment

RPD Coordination

Meetings with Chief Smith included discussion of:



These conversations reflect continued professional engagement while maintaining the independence of the PAB.

EQUITY & COMMUNITY PARTNERSHIPS

The PAB continues to advance equity-centered practices through:

- Community partnerships with faith-based and nonprofit organizations
- Participation in citywide equity initiatives
- Development of accessible public education programming

These efforts reinforce the PAB's commitment to inclusive and community-informed oversight.

STRATEGIC PLAN IMPLEMENTATION

Strategic Plan implementation continues to advance through:

Integration into
division-level
workplans

Development of
tracking tools and
dashboards

Alignment with
organizational
priorities and
reporting structures

Further updates will be provided as implementation milestones progress.

CONCLUSION

March 2026 represents both a challenge and a defining moment for the Police Accountability Board. While the March 20 decision has significant implications, the organization remains steady, focused, and committed to its mission.

The PAB continues to demonstrate:



Strong leadership
during periods of
uncertainty



Commitment to
transparency and
accountability



Investment in staff,
partnerships, and
community trust



Strategic positioning
for the future of
civilian oversight in
Rochester

Respectfully submitted,

A handwritten signature in blue ink that reads "Lesli C. Myers-Small".

Dr. Lesli C. Myers-Small
(She, Her, Hers)
Executive Director
Police Accountability Board