



PAB

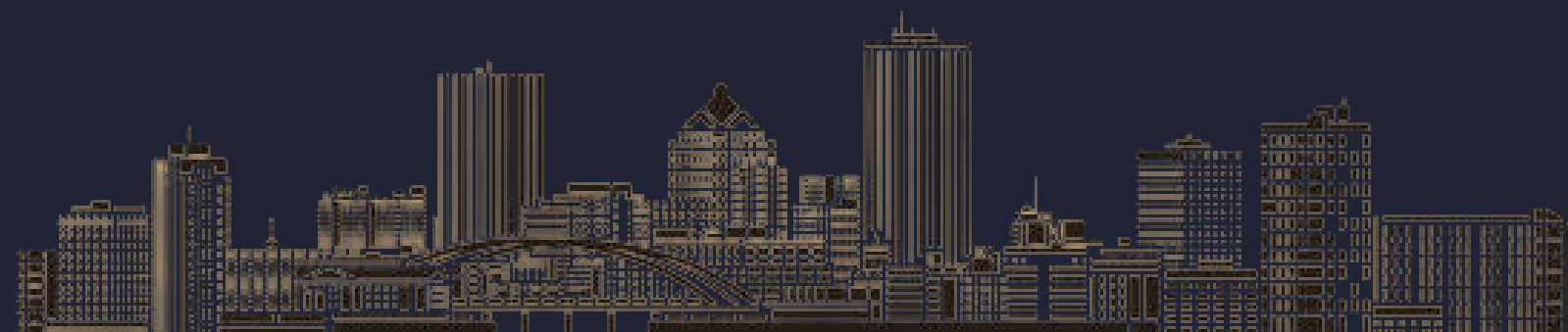
**POLICE
ACCOUNTABILITY
BOARD**

**EXECUTIVE
DIRECTOR
REPORT**

MAY 2026



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



EXECUTIVE SUMMARY

May 2026 marked a pivotal month for the Police Accountability Board as the agency continued implementing its "From Transition to Transformation" framework following the March 20, 2026 appellate court decision.

Throughout the month, the PAB focused on strengthening community engagement, advancing transparency initiatives, refining organizational structures, onboarding new leadership, developing data-informed accountability tools, and positioning Rochester as a leader in statewide civilian oversight collaboration.

Key areas of focus included:

Launching the "From Transition to Transformation" organizational framework



Welcoming Dr. Ashley Campbell as Interim Director of Policy & Oversight



Conducting district-based community meetings throughout Rochester



Advancing the Public Accountability Dashboard



Preparing and presenting the FY 2026-2027 Budget Hearing



Strengthening partnerships with ABC, RTS, and other community organizations



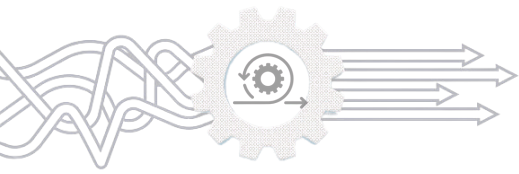
Expanding statewide oversight collaboration through the proposed New York State Civilian Oversight Consortium



Continuing transparency, accountability, and public education initiatives



Despite significant organizational change, the PAB remains committed to building public trust through accessibility, transparency, community engagement, and data-informed accountability.



ORGANIZATIONAL TRANSFORMATION

From Transition to Transformation

Throughout May, staff and leadership worked collaboratively to refine and implement the agency's Transition to Transformation framework. The framework serves as the roadmap for the agency's future work and focuses on:

- Complaint intake and documentation
- Trend and pattern analysis
- Policy evaluation and recommendations
- Community engagement
- Public education
- Transparency initiatives
- Data-informed accountability practices

Staff participated in discussions and provided valuable feedback regarding operational priorities, communication, accountability structures, and future organizational direction.

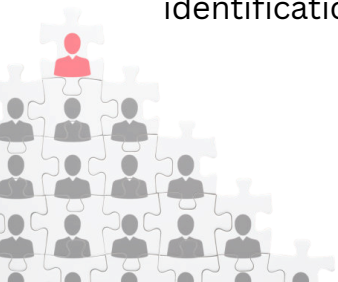
Leadership & Organizational Development

Welcoming Dr. Ashley Campbell

The agency welcomed Dr. Ashley Campbell as Interim Director of Policy & Oversight. Dr. Campbell immediately began working with leadership and staff to strengthen:

- Policy development
- Trend analysis
- Dashboard implementation
- Data governance
- Cross-divisional collaboration
- Systems improvement

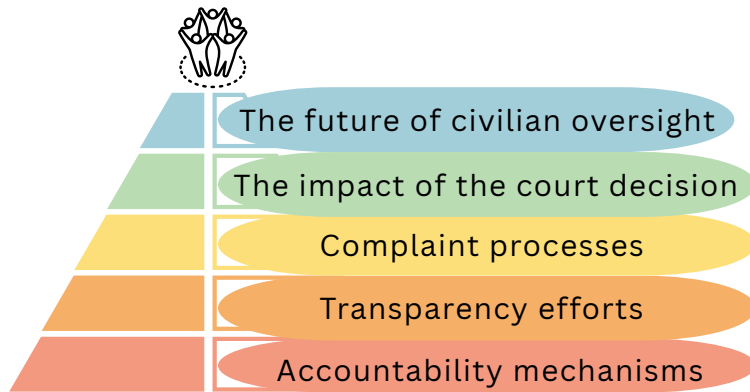
One of the division's early priorities includes developing coding structures that allow complaints to be tagged upon receipt, creating opportunities for earlier trend identification and more robust accountability reporting.



COMMUNITY ENGAGEMENT & PUBLIC TRUST

The PAB launched its district-based community meeting series during May 2026.

Community members participated in candid discussions regarding:



The Division also evaluated existing projects to ensure alignment with organizational priorities and community impact, demonstrating a commitment to strategic, meaningful work.

Community Partnerships

The agency expanded and strengthened partnerships with numerous organizations including:

- Action for a Better Community (ABC)
- Reginal Transit Service (RTS)
- Urban League of Rochester
- Willow Domestic Violence Center
- Measures for Justice
- YMCA of Greater Rochester

These partnerships support community education, public trust, youth engagement, and expanded access to accountability resources.



“The Talk” Initiative

PAB leadership met with ABC President & CEO Jerome Underwood and Vice President Mubarak Bashir to begin planning a collaborative initiative centered around "The Talk."

The proposed initiative will focus on:

- Community empowerment
- Public safety education
- Positive engagement with law enforcement
- Youth development
- Community dialogue



Transparency & Accountability Public Accountability Dashboard

Significant progress was made toward launching the Public Accountability Dashboard.

The dashboard is intended to provide residents with greater access to information regarding:

- Complaint volume
- Allegation categories
- Geographic trends
- Demographic information
- Accountability metrics

The project represents one of the agency's most important transparency initiatives and supports the transition toward data-informed oversight.



Visit the following link to access the PAB dashboard: <https://www.rocpab.org/dashboards/>

Public Education Materials

Staff redesigned the agency's Public Affairs and Community Engagement project into a two-tier communication model:



Public Explainer: Public-facing documents that helps the public understand a complex issue and why it matters.



Issue Brief: Concise summaries of key findings to support quick understanding and decisions.

The new approach improves accessibility while maintaining transparency and public understanding.

Statewide Leadership & Professional Collaboration New York State Civilian Oversight Consortium

The PAB continued leading efforts to establish New York State's first statewide civilian oversight consortium.

The proposed consortium would:

Create opportunities for collaboration with NACOLE and LEMIO

Connect oversight agencies across New York

Support professional development

Strengthen oversight infrastructure

Share best practices

When approved, the consortium would become the first NACOLE-affiliated statewide oversight network in New York and will serve as a national model.

Government & Community Relations

FY 2026-2027 Budget Hearing

The PAB participated in its annual budget hearing before Rochester City Council.

The hearing provided an opportunity to discuss:



Council members demonstrated significant interest in the agency's future direction, and the hearing generated important discussion regarding how the PAB continues to serve residents following the court decision.

Budget Equity Team

The agency participated in the City's Budget Equity Team process focused on:

- Language access
- Equity-centered budgeting
- Community engagement
- Professional development

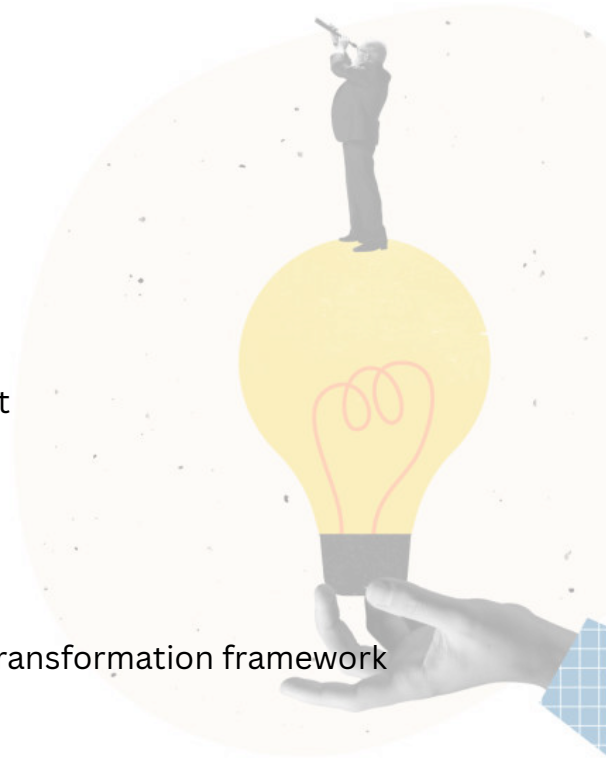
The PAB was recognized for its contributions to equity-focused outreach and community engagement efforts.



Looking Ahead

Priorities for June include:

- Finalizing the NACOLE Affiliate proposal
- Expanding district-based community engagement
- Launching additional transparency initiatives
- Advancing dashboard development
- Strengthening partnerships with ABC and RTS
- Continuing implementation of the Transition to Transformation framework
- Responding to City Council budget questions
- Enhancing organizational effectiveness and public communication



Closing Reflection

May demonstrated that while the PAB continues to navigate significant legal and organizational changes, our mission remains clear.

The agency is moving beyond a period of transition and toward a future grounded in transparency, policy analysis, community engagement, public education, and data-informed accountability.

Our commitment to the residents of Rochester remains unwavering. Through partnership, innovation, and continued community engagement, we will continue working to strengthen public trust and advance meaningful accountability.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Lesli C. Myers-Small". The signature is fluid and cursive.

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