

Police Accountability Board - Regular Board Meeting**Date:** November 6, 2025**Time:** 6:00 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab)**Police Accountability Board Meeting Minutes****Date:** November 6, 2025**Start Time:** 6:12 PM**End Time:** 9:23 PM**Attendees**

- **Board Members:**
 - William Clark (Chair)
 - Lwam Tecleab (Vice Chair)
 - Rev. Keith Patterson
 - Yvonne Wilson
 - Arlene Brown
 - A.J Durwin

- **Absent/Excused:** Lawrence Knox

- **Staff:**
 - Dr. Lesli C. Myers-Small, Executive Director
 - Brianna Milon, Communications Manager
 - Delores Ivey-Paige, Director of Operations
 - Mary Elliot, Accountability Inspector
 - Leslie Green, Executive Assistant
 - Monique Warren, Community Engagement Specialist
 - Hojin Choi, Staff Attorney
 - Dr. Heather Feinman, Language Access Coordinator
 - Kevin Stewart, Community Engagement Specialist

- **Absent/Excused:** Victoria Harmon

- **ASL Interpreters:** Madisen Baldwin, James Brown

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(youtube.com/rochesterpab)**1. Welcome & Introductions (6:12 PM)**

- Chair Clark called the meeting to order and requested introductions. Board members and the Executive Director introduced themselves.
- Thanked interpreters for their service.

2. Approval of Prior Minutes (6:14 PM)

- **October 2, 2025:** Motion was made by Arlene Brown to approve the minutes, seconded by Vice Chair Tecleab. Motion carried unanimously.

3. NACOLE Conference Reports (6:15 PM)

- **Chair Clark's Reflections:**
 - Discussed his participation in Board Leadership Committee Session, where the topic centered on board communication, professional conduct, and maintaining effective relationships with leadership and staff.
 - Emphasized that while PAB has an outstanding staff, the board must continuously improve its support structure in order to operate efficiently.
- **Vice Chair Tecleab's Reflections:**
 - Stated that the conference provided extensive networking opportunities with oversight professionals across the country, enabling the exchange of challenges, strategies and innovative ideas.
 - Highlighted the final workshop on "Authentic Community Engagement", which introduced the model of Arnstein's Ladder, reinforcing the importance of real, empowered community participation.
- **Dr. Myers-Small's (Executive Director) Reflections:**
 - Discussed her role and as co-facilitator of the Executive Leaders Forum, where oversight directors discussed the challenges related to staff well-being, trauma exposure, and public scrutiny.
 - Emphasized the importance of trauma-informed leadership especially given all of the challenges PAB is facing, noting that Chicago oversight team, who had similar experiences offered to provide a virtual training for the PAB staff to share their experiences and provide practical oversight model.

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- Highlighted the City Council President Meléndez’s attendance the conference, where he participated in multiple workshops, including one on ICE, noting his attendance demonstrated City Council’s support.
- **Brianna Milon’s (Communications Manager) Reflections:**
 - Highlighted visit to George Floyd Square describing the memorial displays in details and noting how deeply they reflect community grief, resilience and activism. Emphasized it was not city-sanctioned memorial, but a community-built memorial.
 - Highlighted meeting KingDemetrius Pendleton a panelist at the conference, who shared documentations and original images captured of the protest following the death of George Floyd, showing a deeper context about the community response.
- **Mary Elliot’s (Accountability Inspector) Reflections:**
 - Received a scholarship to attend the conference.
 - Presented detailed analysis of the panel session on Officer-Created Jeopardy:
 - Examined how an officer may create the danger that later justifies use of force.
 - Examined Supreme Court case Barnes V. Felix.
 - U.S. Supreme Court ruled that the “moment of threat” is too narrow.
 - Required courts to use the totality of circumstances.
 - Application to the PAB:
 - Supports the investigative standard PAB previously used (using the totality of the circumstances to investigate use of force).
 - Can be incorporated into a larger use of force project when analyzing patterns, practices, and policies of the RPD.
 - Identified conversation themes:
 - State preemption
 - POST commissions and decertification
 - Union arbitration limits
 - Independent counsel challenges
 - ICE/CBP interaction
 - AI use in policing and Oversight

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- **PAB/Philadelphia Joint Workshop Presentation – “How Many More”**
 - Presentation focused on:
 - How oversight agencies can move from after-the-fact accountability to preventative equity-based system using data partnerships and lived experience.
 - Philadelphia shared examples demonstrating how oversight agencies should lead difficult community conversations.
 - PAB spoke on improving community engagement, presenting to the community as a unified leadership and staff team, intentional pairing of data, lived experience, narratives, and the value of modeling trauma-informed community engagement.
 - Many attendees commended and expressed interest in replicating PAB’s approach.

Executive Director’s Report (6:42 PM)

- **Internal Operations**
 - Board training manuals have been completed with input from Chair Clark and Board Member Knox, and will distributed to the board members.
 - Charter-mandated trainings required for board members and staff:
 - Open Meetings Law
 - Charter
 - Trauma-informed Approaches
 - Undoing Racism modules
- **Policy & Oversight**
 - Call to Arrival analysis has been completed on deployment and response times of police officers.
 - Survey received over 150 total responses.
 - Drafted policy memo on drone usage at request of Chief Smith. The draft will be sent to the board for review before it is sent to the Chief.
 - AI-assisted policing techniques project ongoing.
 - Quarterly in-person data-sharing meetings with RPD established to improve communication.

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- **Accountability & Transparency**
 - PAB continues to accept complaints of alleged misconduct for policies and trends but cannot conduct investigations due to legal restrictions.
 - 7 complaints received in October (mostly via hotline).
 - Top categories: Failure to Act, Discourtesy, Wrongful Arrest/Falsification.

- **Operations**
 - Budget on track for Q1 & Q2.
 - Coordinating relocation of board meetings to City Hall.

- **External Engagement and Partnership**
 - New York State Civilian Oversight Consortium:
 - Received support from statewide partners.
 - Gained an additional agency at the NACOLE conference.
 - Working on governance structure and priorities.
 - Next virtual meeting planned for December and an in-person meeting planned for spring (most likely in Albany).
 - The Vice Chair, Board Member Reverend Patterson, Executive Director, and Communications Manager presented at the United Way’s Emerging Leaders and Pride Leadership Development Program.
 - Pre-Text Stop Study (led by Ted Forsyth, doctoral student at Syracuse University / researcher Empire Justice):
 - Purpose: to collect and document the lived experiences of individuals who've had a pre -text stop and to support pending legislation that would restrict this practice in New York State.
 - PAB coordinating plans to support the effort.

- **Public Affairs and Community Engagement**
 - The team continues to reach out to the community and are involved in the coordination of the upcoming December and spring consortium.
 - 19 outreach events in October; more than 406 community contacts.
 - Upcoming Event:
 - November 14 Open House Breakfast to connect with community partners.
 - Debut of PAB annual report expected at the event.
 - Board Member are encouraged to attend.

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- Staff Achievement:
 - Dr. Heather Feinman, Language Access Coordinator elected Commissioner for the Rochester City School District.

4. Chair Report (6:59 PM)

- The Chair reiterated the necessity for all board members to review and sign documents related to SOPs.
- Praised the PAB team for delivering what he believed was the best workshop in the NACOLE conference, not out of bias, but because they were outstanding.
- Shared a deeply emotional takeaway from hearing Philando Castile’s mother speak at the conference and stated that her story underscored the importance of PAB’s mission.

5. Committee Reports (7:04 PM)

- **Training Committee (Chair Clark):**
 - Organizing a training schedule for board members including:
 - Yearly RPD ride-alongs
 - Citizens Police Academy
 - NACOLE sending updated training catalog; relevant modules will be adopted.
- **Youth and Community Committee (Vice Chair Tecleab):**
 - October Highlights:
 - Staff participated in No Driving Week and Rochester Hope Day of Volunteering,
 - Strong community turnout for Call to Arrival community listening sessions hosted at Bureau of American Action League.
 - The Executive Director presented about the PAB at Saint John Fisher University as part of a criminal justice course.
 - November Highlights:
 - Presented at the United Way's Emerging Leaders pride Leadership Development on oversight; strong engagement from LGBTQ+ community.

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- November 14 Open House Breakfast; more than 50 community partners invited.
- Committee will meet with PACE Director to review internal dashboards and discuss the vision for youth and community engagement committee for the second half of the fiscal year.

6. Old Business (7:10 PM)

- Board Member Wilson and Board Member Brown recommended wider community access to RPD training to improve understanding, reduce tensions, and build relationships between police, PAB, and community.

7. New Business (7:13 PM)

- The Executive Director will present at the Citizen Police Academy next week.

8. Executive Session (7:15 PM)

- Motion moved by A.J Durwin to enter executive session, seconded by Yvonne Wilson. Motion carried unanimously.
- No votes taken during the executive session.

9. Adjournment (? PM)

- Motion moved by Arlene Brown to adjourn the meeting, seconded Yvonne Wilson. Motion carried unanimously.

Next Meeting: December 11, 2025, at 6:15 PM