

Police Accountability Board - Regular Board Meeting**Date:** October 2, 2025**Time:** 6:15 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab)**Police Accountability Board Meeting Minutes****Date:** October 2, 2025**Start Time:** 6:21 PM**End Time:** 8:16 PM**Attendees**

- **Board Members:**
 - William Clark (Chair)
 - Lwam Tecleab (Vice Chair)
 - Lawrence Knox
 - Rev. Keith Patterson
 - Yvonne Wilson
 - Arlene Brown
 - A.J Durwin
- **Absent/Excused:** None
- **Staff:**
 - Dr. Lesli C. Myers-Small, Executive Director
 - Brittaney Wells, Director of Public Affairs and Community Engagement
 - Brianna Milon, Communications Manager
 - Heather Feinman, Language Access Coordinator
 - Victoria Harmon, Secretary to the PAB
- **ASL Interpreters:** Madisen Baldwin, James Brown

1. Welcome & Introductions (6:21 PM)

- Chair Clark called the meeting to order and requested introductions. Board members and the Executive Director introduced themselves.
- Thanked interpreters for their service.
- Welcomed A.J. Durwin to his first official Board meeting, noting his previous involvement with PAB work.

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(youtube.com/rochesterpab)**2. Approval of Prior Minutes (6:22 PM)**

- **September 4, 2025:** Motion was made by Arlene Brown to approve the minutes with amendment, seconded by Yvonne Wilson. Motion carried unanimously.

3. Executive Director's Report (6:23 PM)

- **Statewide Consortium of NYS Oversight Agencies:**
 - On September 30, PAB hosted the first-ever virtual consortium of New York state police oversight agencies.
 - Eight agencies participated, with more than forty attendees statewide.
 - Acknowledgement:
 - De'Jon Hall, Director of Policy and Oversight, moderated the session.
 - Brianna Milon, Communications Manager, handled technical coordination.
 - Chair Clark provided opening remarks.
 - Councilmember Rasheed Wyatt (Buffalo) delivered the keynote address on the future of civilian oversight.
 - Board Member A.J. Durwin presented a detailed overview of how the PAB was established including legal framework.
 - The Executive Director led a roundtable discussion on building a statewide network and exploring opportunities for joint governance.
 - Dr. Tina Barr (NACOLE) commended the event as a potential national model.
 - Tyler Nims (LEMIO) and Associate Attorney General from Buffalo expressed interest in supporting future collaboration.
 - Former Chair Lawrence Knox was acknowledged for originating the consortium concept.
 - Vice Chair Lwam Tecleab offered closing reflections and summarized key outcomes.
 - Next steps include distributing a meeting summary, identifying themes, and formalizing governance structure.

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- **Community Engagement & Public Input:**

- The “From Call to Arrival” survey continues to measure RPD 911 response times.
 - More than 100 online and 34 paper responses have been received, and the survey is available in five languages.
 - Media coverage by Spectrum News and the Rochester Beacon has increased public awareness.
 - The first listening session was held at the Frederick Douglass R Center, and the next is scheduled for October 14 at Ibero.
- A SUNY Brockport student plans to conduct thesis research on PAB operations.
- The Monroe County Deaf Equity Council contacted PAB about collaboration opportunities.
- The PACE team participated in 22 outreach events in September, reaching 546 community members.
- All engagement reports will be uploaded to our website maintain transparency.
- The Executive Director joined statewide experts, including New York Times, to reflect on five years since the repeal of Section 50-A.
 - Highlighted ongoing challenges under the Locust Club 2 case and the need for continued advocacy.
- PAB will present at the national NACOLE conference and the Executive Director will co-lead the Executive Directors Forum.
- Board and staff attended the Connected Communities Gala to support neighborhood initiatives

- **Staff Development and Internal Culture**

- Staff completed a three-day “Undoing Racism” training hosted by the People’s Institute for Survival and Beyond.
 - The Executive Director thanked City Council for funding this charter-required equity training.
- Intern J. Manuel (RIT) joined the PACE Department, contributing significantly to projects.
- A 30-day Memorandum of Understanding between the City and the union was signed, maintaining salaries and schedules through October 20, 2025, while negotiations continue.

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- **Strategic, Legal, and Operational Updates**
 - **Locust Club 2:** Appeal remains in progress.
 - **PAB Meeting Relocation:** Delayed to December 2025 / January 2026 due to technical issues.
 - **RPD Collaboration:**
 - Monthly coordination meetings continue with RPD leadership.
 - An agreement was reached with RPD and we were provided the data that was needed to complete the Charter-required annual report.
 - Joint planning for an RPD customer-service survey awaits final data-sharing approval.
 - Chief Smith has invited Board members to visit the Public Safety Building for tours and discussions. Board members who are interested can reach out to the Secretary and Executive Director.
 - **Complaint Process:** Although PAB cannot investigate individual misconduct cases, we continue to receive and analyze complaints for patterns and trends.
 - PAB received eight new complaints in September covering categories such as failure to act, use of force, discourtesy, and policy issues.
- **Celebrations and Acknowledgements**
 - September birthdays: Vice Chair Lwam Tecleab & Victoria Harmon, Secretary to the PAB recognized.
- **Website Engagement**
 - Steady traffic similar to August.
 - Submit a Complaint” and downloadable reports most visited.
- **Strategic Plan Update**
 - Consultant Deb Hanmer (Breakthrough Leadership) led training session with Board.
 - Discussion focused on solidifying strategic plan and divisional plans.
 - Developing dashboard aligned with Charter & KPIs to track progress and transparency.
 - Dashboard will include both success metrics and identified challenges.

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(youtube.com/rochesterpab)**4. Chair Report (6:47 PM)**

- Praised the Board and staff for a productive month, highlighting the September 30 Statewide Consortium for Police Accountability Boards as the key accomplishment.
- Acknowledged Lawrence Knox for the vision and the Executive Director for implementing the vision, which successfully united oversight agencies statewide for the first time.
- Councilmember Rasheed Wyatt of Buffalo expressed interest in establishing a similar board in Buffalo, inspired by Rochester's model.
- Commended Board Member A.J. for a comprehensive overview of how the Police Accountability Board was established, and Vice Chair Tecleab for her strong summary of the event

5. Committee Reports (6:53 PM)

- **Training Committee (Chair Clark):**
 - Board members and staff continue to attend the RPD Citizen's Academy to build understanding of police operations.
 - Two Board members will attend the NACOLE Conference later in October.
 - The first Training Committee meeting is scheduled for October 6, focusing on required training standards and professional development.
- **Youth and Community Committee (Vice Chair Tecleab):**
 - The committee will meet bi-monthly and is finalizing a regular schedule.
 - The community engagement team will shift from summer tabling events to school and neighborhood presentations during fall.
 - Community groups are encouraged to invite PAB to speak at meetings or events.
 - Each district board representative will host an annual district meeting, as required by the Charter.
 - Highlighted the upcoming October 14 "From Call to Arrival" Listening Session at Ibero and urged residents to follow PAB social-media channels for updates.

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- The Board discussed ongoing vacancies, noting that two Alliance seats remain open.
- Community members are encouraged to apply through the Alliance or PAB websites.

7. New Business (6:56 PM) - None**8. Executive Session (6:58 PM)**

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

9. Adjournment (8:16 PM)

- Motion to adjourn the meeting was made by Lawrence Knox and seconded by Rev. Keith Patterson. The motion carried unanimously.

Next Meeting: November 6, 2025, at 6:00 PM