

**ARIZONA CIVIL RIGHTS ADVISORY BOARD:**  
**SUBCOMMITTEE ON HATE-BASED CRIMES AND ANTISEMITIC INCIDENTS**

Minutes of Public Meeting (Held via Zoom)

June 30, 2025

**Subcommittee Members Present (by Zoom)**

Vice Mayor Holli Ploog (Chairperson)

Det. Nancy Spina

Det. Michael Hillman

Spec. Agent Daniel Johnson

Jordan Brunner

**Staff Members Present (by Zoom)**

Nate Anbar (Executive Office Liaison)

Leslie Ross (Executive Director)

**I. Call to Order**

A quorum being present, Chairperson Ploog called the meeting to order at 3:03 p.m. The meeting took place via Zoom.

**II. Approval of Minutes**

The minutes from the previous meetings, held on June 2, 2025, were brought up for approval. The minutes were approved unanimously.

**III. Introductory Remarks**

Chairperson Ploog made brief introductory remarks.

**IV. Topics for Discussion and Possible Action**

**a. Discussion regarding community survey results**

Chairperson Ploog briefly discussed the survey results sent by Vice Chairperson Ross, noting that since Vice Chairperson Ross could not be present today another meeting should be scheduled to go over the results in additional depth. Chairperson Ploog noted Vice Chairperson Ross's suggestion of holding some small-scale community interviews to bolster survey results.

**b. Discussion regarding the draft report**

Staff walked members through the draft report, noting areas where additions and/or closer review would be needed. Staff explained their thought process and presented options to members for making policy recommendations in their final draft.

**c. Discussion of staffing/personnel changes.**

Chairperson Ploog noted that Nate Anbar will be leaving the Attorney General's Office soon and the Subcommittee will need an alternative to finish the report and provide logistical support. Chairperson Ploog and Vice Chairperson Ross will be meeting with Executive Director Ross after the meeting to discuss this further.

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- d. Discussion of current events potentially relevant to the Subcommittee's purpose and anticipated deliverables.**

Members declined to discuss any current events.

- e. Scheduling of future meetings**

Members agreed to meet next on July 7, 2025 at 10:00 a.m.

**V. Staff Report**

Staff stated that they would send the draft report and additional documentation to whichever member of the subcommittee would take over the writing of the report. Member Brunner noted that he would be willing to do so.

**VI. Call to the Public**

No members of the public were in attendance.

**VII. Adjournment**

Chairperson Ploog called for a motion to adjourn. The motion was approved unanimously. The meeting was adjourned at 4:27 p.m. The next regular meeting of the Subcommittee will be held on Monday, July 7 at 10:00 a.m.