

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

Minutes of Public Meeting (Held via Zoom)
September 4, 2025

Subcommittee Members Present

Holli Ploog (Chair)
Heather M. Ross (Vice Chair)
Michael Hillman
Daniel Johnson
Jordan Brunner

Subcommittee Members Absent

Nancy Spina
Carlos Galindo-Elvira

Staff Members Present

Leslie Ross, Executive Director
Tina Rohe, Staff Liaison

I. Call to Order

A quorum being present, Chairperson Ploog called the meeting to order at 2:06 p.m. The meeting took place via Zoom.

II. Introductory Remarks

Chairperson Ploog reviewed the planned agenda including review of Conflicts of Interest and Subcommittee Obligations to be conducted in executive session. The Subcommittee moved to executive session at 2:07 p.m. and returned to the open meeting at 2:25 p.m.

III. Topics for Discussion and Possible Action:

- a. Discussion regarding draft Subcommittee report.
Discussion was held regarding recommended edits from the Attorney General's office preliminary review. Leslie Ross responded to questions and comments from Subcommittee members. Additional edits were discussed. Division staff will circulate the revised document among Subcommittee members in advance of the next Subcommittee meeting.
- b. Discussion regarding the Subcommittee's next topic.
Subcommittee members reaffirmed the intention to focus on hate-based crimes and incidents impacting the LGBTQ community and discussed potential nominees to join the Subcommittee. Subcommittee members and Division staff will reach out to potential nominees.
- c. Discussion regarding Subcommittee member appointments and reappointments.
Discussion was held regarding eliciting current subcommittee members' interest to remain part of the Subcommittee, noting that the current appointment will expire in January 2026.

IV. Call to the Public

No members of the public were in attendance.

V. Adjournment

Chairperson Ploog adjourned the meeting at 3:19 p.m. The next regular meeting of the Subcommittee will be held on Monday, October 6th at 3:00 p.m.