

DRAFT MINUTES

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

Minutes of Public Meeting (Held via Zoom)

December 1, 2025

Subcommittee Members Present

Holli Ploog (Chair)
Heather M. Ross (Vice Chair)
Jordan Brunner
Nancy Spina

Staff Members Present

Tina Rohe, Staff Liaison
Leslie Ross

Subcommittee Members Absent

Michael Hillman
Daniel Johnson

I. Call to Order

A quorum being present, Chairperson Ploog called the meeting to order at 3:05 p.m. The meeting took place via Zoom.

II. Approval of November 3, 2025 Meeting Minutes

Chairperson Ploog asked for any amendments or corrections to the draft minutes. With none noted, the draft minutes were deemed approved.

III. Topics for Discussion and Possible Action

a. Discussion regarding finalizing and disseminating the draft report

The Subcommittee and Leslie Ross reviewed and amended the Subcommittee's draft report from the November 3rd meeting. Additional edits were discussed and adopted by consensus. The committee determined to adopt APA citation style for references. The Subcommittee reviewed opportunities for report dissemination if and when it is approved by ACRA, as it will be agendaized for the December 3, 2025 meeting. The report will be posted on the ACRA website, and additional dissemination modalities will be explored.

b. Subcommittee name

Members present unanimously approved recommending to ACRA a change in the Subcommittee name to the Subcommittee on Hate Based Crimes and Incidents. This will be discussed and voted on at the December 3, 2025 ACRA meeting.

IV. Hate Crimes Update

Subcommittee members discussed a recent Arizona-based hate crimes and federal changes. Upcoming changes in local agency policies was discussed.

V. Call to the Public

No members of the public were in attendance.

Chair Ploog noted that this is the last Subcommittee meeting for member Nancy Spina. The Subcommittee and staff thanked her for her service to the Subcommittee and to the state of Arizona.

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VI. Adjournment

With no further business, Chair Ploog adjourned the meeting at 4:07 p.m.

The next regular meeting of the Subcommittee will be held on Monday, January 5th at 3:00 p.m.

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