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ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting (held via Zoom)

December 3, 2025

Board Members Present

Dr. Heather M. Ross (Chair)
Jordan Brunner
Matthew Capalby
Lydia A. Peirce Linsmeier
Holli I. Ploog

Staff Members Present

Leslie Ross (Executive Director)
Julie Blumenreich (Legal Counsel)
Sophia Braham
Tina Rohe

Board Members Absent

Dr. Enrique Davis-Mazlum (Vice Chair)
Justin Weinstein-Tull

I. Call to Order.

Chairperson Ross called the meeting to order at 10:01 a.m. The meeting took place via Zoom. A quorum was present.

II. Approval of August 27, 2025 Meeting Minutes.

Chairperson Ross asked for any amendments or corrections to the draft minutes. Mr. Capalby moved to approve the minutes; seconded by Ms. Ploog. The Board voted unanimously to approve the minutes.

III. Topics for discussion and possible action

a. Staffing updates for subcommittees and committees

Chairperson Ross discussed changes in staffing for subcommittees. Going forward, each Subcommittee Chairperson will draft the Agenda and each Subcommittee Vice Chairperson will draft the minutes for the applicable subcommittee. If there is no Vice Chairperson for the subcommittee, the Subcommittee Chairperson may select a member to complete the minutes. The Board discussed process for sharing documents and for potential future stakeholder meetings. Discussion was had regarding use of AI for purposes of compiling minutes.

b. Subcommittee and Committee Updates

i. Hate-Based Crimes and Antisemitic Incidents

Subcommittee Chairperson Ploog informed the Board that their report is largely completed, but undergoing citation and formatting review. Discussion was had regarding the Subcommittee's report and name.

ii. Subcommittee on Disabilities

Subcommittee Chairperson Weinstein-Tull was absent. Sophia Braham shared that Subcommittee discussed town hall at its last meeting and has ongoing work regarding location ADA coordinators on websites.

iii. Subcommittee on Housing

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Chairperson Ross shared that Housing Subcommittee wants to move forward on three items: (1) holding a roundtable discussion in March that focuses on civil rights in housing, to discuss Affirmatively Furthering Fair Housing, the Crime-Free Addendum, and affordable housing; and, (2) the creation of two fact sheets; one on the crime free addendum and one on municipal policies and impacts on housing. Chairperson Ross made a motion for Subcommittee to convene a roundtable in March to discuss housing issues and civil rights; seconded by Ms. Ploog. The Board voted unanimously in support of the Motion. Chairperson Ross made a motion for Subcommittee create the two fact sheets – one regarding the crime free addendum and the second regarding pricing policies and impacts on civil rights; Ms. Ploog seconded. The Board voted unanimously to approve the motion.

iv. Federal Executive Actions Committee

Subcommittee Chairperson Brunner explained that there has not been another meeting of this committee. Subcommittee Chairperson Brunner made a Motion that the committee be converted to a subcommittee to allow members from the public to participate; seconded by Ms. Ploog. The Board voted unanimously to change the committee into a subcommittee.

v. Rural Communities Subcommittee

Chairperson Capalby informed the Board that this subcommittee is requesting names of potential members at this time.

c. Discussion and possible action regarding committees and subcommittees

i. Hate-Based Crimes and Antisemitic Incidents Subcommittee draft Report.

Subcommittee Chairperson Ploog made a motion for the Board to approve the Hate-Based Crimes and Antisemitic Incidents report; seconded by Mr. Brunner. The Board voted unanimously to approve the report.

ii. Hate-Based Crimes and Antisemitic Incidents Subcommittee name.

Subcommittee Chairperson explained that the Subcommittee wants to change its name to Hate-Based Crimes and Incidents now that it has completed its report on antisemitism and so that the Subcommittee's name it is more encompassing of other hate-based crimes and incidents. Subcommittee Chairperson Ploog made a motion change the name of this subcommittee to Hate-Based Crimes and Incidents; seconded by Mr. Capalby. The Board voted unanimously to approve the name change.

Mr. Capalby made a motion to move to Executive Session; seconded by Ms. Ploog. Board voted unanimously to move to Executive Session to consider appointments and obtain legal advice. The Board adjourned to Executive Session at 10:56 a.m. and returned to the regular meeting at 11:13 a.m.

iii. Proposed appointments to the Hate-Based Crimes and Antisemitic Incidents Subcommittee.

Chairperson Ross made the following appointments to the Hate-Based Crimes and Incidents Subcommittee (f/k/a Hate-Based Crimes and Antisemitic Incidents Subcommittee): Angela Hughey; Jessyca Leach; Dr. Veenod Chulani; and Stevie Tran (conditioned on conflict check).

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d. Future Agenda Items

No future agenda items discussed. Board members were invited to suggested agenda items to staff.

IV. Division Report

Due to meeting time constraints, the Division did not provide a report. Board members were informed that the Attorney General's Office will have a housing town hall in Glendale on January 29, 2026.

V. Call to the Public

No members of the public were in attendance.

VI. Call to the Board/Current Events

No current events were shared.

VII. Adjournment

With no further business, Chairperson Ross adjourned the meeting at 11:15 a.m.