

**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, Executive Director

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**

Leslie Ross reviewed the division's review of the draft that was reviewed by the subcommittee at the November 3<sup>rd</sup> 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 once 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 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 recent federal and Arizona-based hate crimes and incidents, including terrorist organization designations. Upcoming changes in local agency policies was discussed.

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**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.

**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.