

Arizona Civil Rights ADVISORY BOARD

SUBCOMMITTEE ON HATE-BASED CRIMES AND INCIDENTS

Minutes of Public Meeting (Held via Zoom)

January 5, 2026

Subcommittee Members Present

Holly Ploog, chair
Heather Ross, vice-chair
Jordan Brunner
Michael Hillman
Angela Hughey
Jessyca Leach
Stevie Tran
Vinny Chulani

Subcommittee Members Absent

Daniel Johnson

Staff Members Present

Leslie Ross, Executive Director
Tina Rohe

I. Call to Order

A quorum being present, Chairperson Ploog called the meeting to order at 3:02 pm. The meeting took place via Zoom.

II. Introductory Remarks

Chairperson Ploog welcomed all members to the meeting as it is the first meeting of the year, and the first meeting of newly appointed subcommittee members to focus on hate crimes and incidents impacting the LGBTQ+ community.

III. Approval of December 1, 2025 Meeting Minutes.

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

IV. Topics for Discussion and Possible Action:

a. Discussion regarding introduction of new committee members and history of subcommittee.

All subcommittee members present introduced themselves and the context of the subcommittee was discussed.

b. Discussion regarding mission of subcommittee and potential work groups.

Members discussed findings from the subcommittee's previous work on antisemitism including learning about challenges with law enforcement reporting of hate-based crimes and incidents as well as charging limitations. Members discussed the current landscape of legal concerns related to hate-based crimes and incidents impacting the LGBTQ+ community across multiple sectors. Members discussed a variety of approaches including development of a fact sheet about existing protections for the LGBTQ+ community, conducting community surveys, conducting community roundtable discussions. The group decided to return to this topic at the next regular meeting.

DRAFT MINUTES

Arizona Civil Rights Advisory Board:
Subcommittee on Hate-Based Crimes and Incidents, January 5, 2026

c. Discussion regarding reappointment of subcommittee members in 2026.

Members were informed that per ACRAB bylaws, subcommittee member reappointments will be made at the first ACRAB meeting of the calendar year.

V. Call to the Public

No members of the public were present.

VI. Adjournment

Chairperson Ploog adjourned the meeting at 4:41 pm. The next regular meeting of the Subcommittee will be held on Monday, February 2, 2026 at 3:00 pm.