

Arizona Civil Rights **ADVISORY BOARD**

SUBCOMMITTEE ON HATE-BASED CRIMES AND INCIDENTS

Minutes of Public Meeting (Held via Zoom)

February 2, 2026

Subcommittee Members Present

Holly Ploog, chair
Heather Ross, vice-chair
Jordan Brunner
Michael Hillman
Angela Hughey
Jessyca Leach (joined at 3:08 pm, left at 3:45 pm)
Stevie Tran
Vinny Chulani
Daniel Johnson (joined at 3:51 pm)

Subcommittee Members Absent

None

Staff Members Present

Chris Carlsen, Unit Chief
Tina Rohe, Staff Liaison

I. Call to Order

A quorum being present, Chairperson Ploog called the meeting to order at 3:01 pm. The meeting took place via Zoom.

II. Introductory Remarks

Chairperson Ploog welcomed all members to the meeting with a note that all subcommittee members were reappointed at the January ACRAB meeting per ACRAB bylaws.

III. Approval of January 5, 2026 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 scope of work for subcommittee.

All subcommittee members had an opportunity to review a draft scope of work that was circulated prior to the meeting. Subcommittee members reviewed the text in the context of statutory language related to ACRA. Member Hughey noted that HB2175 has been introduced in the Arizona House of Representatives pursuant to hate crimes. Members discussed the proposed scope of work, including strategies to leverage information gathered by community partners to accomplish the proposed work. Division staff will share the antisemitism survey that was previously distributed by ACRA with Subcommittee members to inform survey development.

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b. Discussion regarding community listening sessions.

Members discussed strategies to leverage listening sessions from community organizations, community members, and law enforcement officials to best understand the issues at hand. Members noted that there may be value in dividing the work among the subcommittee.

c. Discussion regarding data gathering.

Member Hughey also affirmed that data tracking is important. Chair Ploog asked whether there is an organization known to provide high-quality and reliable data related to hate crimes committed against the LGBTQ+ community. The Treavor Project was identified, with a note that the data is generally based on a convenience sample and thus not systematic. Member Tran noted survey data from the Williams Institute, and some other resources but that the survey data are not broken down by state so it may be challenging to find data related to Arizona. Member Chulani shared information about the GLAAD ALERT desk reporting. Member Chulani also shared information from GLSEN related to youth-related data that may be challenging to capture otherwise. Members noted that there may also be barriers to reporting to law enforcement due to lack of trust or other concerns, thus limiting the representativeness of data from the law enforcement community. Members discussed strategies to survey the LGBTQ+ community and law enforcement officials. Members Hughey, Leach, Ploog, and Chulani will form a task force to address a community survey. Members Hillman, Johnson, Ross, and Tran will form a task force to address law enforcement outreach and data gathering.

V. Call to the Public

No members of the public were present.

VI. Adjournment

Chairperson Ploog adjourned the meeting at 4:23 pm. The next regular meeting of the Subcommittee will be held on Monday, March 2, 2026 at 3:00 pm.