

Arizona Civil Rights

ADVISORY BOARD

SUBCOMMITTEE ON HATE-BASED CRIMES AND INCIDENTS

Minutes of Public Meeting (Held via Zoom)

March 2, 2026

Subcommittee Members Present

Holly Ploog, chair
Heather Ross, vice-chair
Michael Hillman
Stevie Tran
Vinny Chulani

Subcommittee Members Absent

Jordan Brunner
Angela Hughey
Jessyca Leach
Daniel Johnson

Staff Members Present

Leslie Ross, Division Chief
Tina Rohe

I. Call to Order

A quorum being present, Chairperson Ploog called the meeting to order at 3:03 pm. The meeting took place via Zoom.

II. Introductory Remarks

Chairperson Ploog welcomed all members to the meeting.

III. Approval of February 2, 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 workgroup on Stakeholder Survey instrument.

The draft stakeholder survey instrument is due to be available by close of business.

b. Discussion regarding work group on Law Enforcement sessions.

The work group has not had an opportunity to meet since the February meeting. Det. Hillman indicated that the initial plan is that law enforcement sessions will be held similarly to those conducted related to antisemitism. This included three sessions held by Zoom with dozens of law enforcement agencies to gather their perceptions and ideas related to hate crime legislation and mitigation efforts with a focus on the LGBTQ+ community. Chair Ploog notes that there will be need to schedule sessions and invite law enforcement representatives to participate. Ms. Tran signaled interest in asking about how law enforcement officials track hate-related outreach or responses for the LGBTQ+ community, along with additional steps or approaches taken by law enforcement for engagement with

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the LGBTQ+ community. Dr. Chulani notes that there may need to be additional interaction approaches related to gender perception, relationship characterization, and other nuances. Chair Ploog identifies the need to distinguish youth from adults. Dr. Chulani notes the need to account for commercial sex work as it relates to hate-based crimes and incidents with the LGBTQ+ community. Division staff will circulate the focus guide from antisemitism-focused focus group sessions for law enforcement with a plan to discuss feedback from the subcommittee at the April 6 subcommittee meeting. At that point, a decision will be made to target focus group sessions to be scheduled for late April.

c. Other subcommittee business.

No other subcommittee business was discussed.

V. Call to the Public

Tracey McConnell, representing Unify Sedona, addressed the subcommittee regarding weekly Arizona legislative updates listed on the organization's website. In addition, she wonders how the organization will best be able to learn the findings of this subcommittee's work and support the work of the subcommittee.

VI. Adjournment

Chairperson Ploog adjourned the meeting at 3:27 pm. The next regular meeting of the Subcommittee will be held on Monday, April 6, 2026 at 3:00 pm.