

ARIZONA CIVIL RIGHTS ADVISORY BOARD:
SUBCOMMITTEE ON HATE-BASED CRIMES AND ANTISEMITIC INCIDENTS

Minutes of Public Meeting (Held via Zoom)

July 7, 2025

Subcommittee Members Present

Vice Mayor Holli Ploog (Chairperson)
Dr. Heather M. Ross (Vice Chair)
Det. Michael Hillman
Spec. Agent Daniel Johnson
Jordan Brunner

Subcommittee Members Absent

Det. Nancy Spina

Staff Members Present

Leslie Ross (Executive Director)
Cari Shehorn

I. Call to Order

A quorum being present, Chairperson Ploog called the meeting to order at 10:15 a.m. The meeting took place via Zoom.

II. Approval of Minutes

The minutes from the previous meeting, held on June 30, 2025 were approved.

III. Introductory Remarks

Chairperson Ploog made brief introductory remarks and asked members to think about what topic to cover once this report is completed.

IV. Topics for Discussion and Possible Action

a. Discussion regarding community survey results

Vice Chairperson Ross shared the results of the survey and took questions from Subcommittee members. Subcommittee members discussed the survey results, potential follow up to survey questions, and the visual representation of the results in the draft report.

Members also discussed potential report recommendations, such as restorative justice, victim offender mediation, educational requirements, and diversion programs. Reports on hate-crimes and alternative means of hate crime reduction were shared with the Subcommittee: https://law.stanford.edu/wp-content/uploads/2021/06/Alternative-to-Hate-Crimes-Report_v09-final.pdf, <https://permanent.fdlp.gov/websites/www.ojp.gov/pdf-archive/181425.pdf>.

b. Discussion regarding the draft report

Vice Chairperson Ross will work with members Brunner and Johnson to review and edit the draft report.

c. Discussion regarding next subcommittee topic.

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Next subcommittee topic not discussed

V. Call to the Public

No members of the public were in attendance.

VI. Adjournment

Chairperson Ploog adjourned the meeting at 11:22 p.m. The next regular meeting of the Subcommittee will be held on Monday, August 4th at 10:00 a.m.