

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

Minutes of Public Meeting (Held via Zoom)

February 10, 2025

Subcommittee Members Present (by Zoom)

Vice Mayor Holli Ploog (Chairperson)
Dr. Heather M. Ross (Vice Chairperson)
Det. Nancy Spina
Spec. Agent Daniel Johnson
Councilman Carlos Galindo-Elvira
Daniel Hernandez

Staff Members Present (by Zoom)

Nate Anbar (Executive Office Liaison)
Leslie Ross (ACRAB Executive Director)

I. Call to Order

Chairperson Ploog called the meeting to order at 11:04 a.m. The meeting took place via Zoom.

II. Approval of Minutes

The minutes from the previous meeting, held on January 6, 2025, were put up for approval. Vice Chairperson Ross made a motion to approve. Member Johnson seconded. The minutes were approved unanimously.

III. Introductory Remarks

Chairperson Ploog made brief introductory remarks and thanked members for their work drafting survey questions. Executive Director Leslie Ross quickly introduced herself as Section Chief Counsel of the Arizona Attorney General's Office – Civil Rights Division.

IV. Topics for Discussion and Possible Action

a. Recap regarding Subcommittee deliverables

Chairperson Ploog described the survey and report previously discussed as deliverables. Subcommittee members briefly discussed the survey and contact list.

b. Discussion of survey questions and contact list

Chairperson Ploog opened up the floor for feedback on the draft survey. Vice Chairperson Ross discussed the structure and format of questions, noting that they were organized to mirror how they would look on the actual survey and that answer options were optimized to be clickable and decrease effort for respondents. Members discussed specific proposed questions and formats on both the law enforcement and community draft surveys. Vice Chairperson Ross noted that her revisions attempted to make questions on both surveys mirror one another, with the exception that the community survey would focus more on opinions and the law enforcement survey more on reports.

Executive Director Ross noted that terms on the survey should be standardized, so as not

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to confuse the reader. Members discussed the distinction between crimes and incidents and how they should be differentiated in the questions and resulting data. Members proposed asking respondents to identify their own definitions for crimes versus incidents. Staff noted that this may complicate the data analysis and suggested proscribing definitions at the beginning of the survey. Members concluded it would be helpful to adopt both of the aforementioned approaches. Members Johnson and Spina briefly noted based on their law enforcement expertise what might constitute non-criminal incidents as opposed to crimes.

Chairperson Ploog proposed giving members a few more days to comment on the draft survey questions. Members agreed to provide any comments by close of business on Wednesday, February 12. Staff briefly discussed review procedures of the Arizona Attorney General's Office Civil Rights Division and Executive Office with respect to the draft survey.

Chairperson Ploog opened up discussion regarding the contact list for the surveys. Staff noted that the list is in the process of being compiled and that input from members would be helpful. Members agreed to provide input by Monday, February 17. Chairperson Ploog mentioned potentially adding schools and/or education officials to the contact list. Member Hernandez discussed some avenues for doing so. Staff inquired as to which survey would be sent to schools. Vice Chairperson Ross suggested using the current community survey with a modified introduction.

c. Discussion of current events potentially relevant to the subcommittee's purpose and anticipated deliverables

Chairperson Ploog called for members to discuss current events. Chairperson Ploog discussed the follow-up she received on a matter raised at the previous meeting.

Member Galindo-Elvira mentioned recent marches at the State Capitol and the potential for them to contain antisemitic rhetoric referencing the Israel-Palestine conflict. Subcommittee Staff noted that recent related protests in proximity to the Attorney General's Office have featured similar rhetoric.

d. Scheduling of future meetings

Chairperson Ploog recommended maintaining the current meeting schedule, with the next meeting planned for Monday, March 3, 2025 at 3:00 p.m.

V. Staff Report

Subcommittee Staff discussed the review and approval process for the survey final draft questions and contact list over the next 3 weeks. Review will take place both within the Civil Rights Division and at the Executive level. Executive Director Ross noted that based on her review of the initial draft the Civil Rights Division will likely recommend minor changes. Staff will send reminders to members about the previously agreed upon input deadlines.

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VI. Call to the Public

No members of the public were in attendance.

VII. Adjournment

Chairperson Ploog called for a motion to adjourn. The motion was approved unanimously. The meeting was adjourned at 11:56 a.m. The next meeting of the Subcommittee will be held on Monday, March 3 at 3:00 p.m.