

City of Billings
Human Relations Commission
January 7, 2026

In Attendance: Carissa Welsh, Susan Jurovich, Elijah Tidswell, Tara Williamson, Shay Reiser.

Absent: Darrell LaMere, Erin Tate and Tammy Schwabe.

Guest: Danny Choriki.

Minutes: Elijah made a motion to approve November 5, 2025 minutes. Carissa seconded the motion. All approved.

Discussion:

Social Impact Award:

- Commissioner Susan will email the updated version of the nomination form completed by Commissioner Tammy.
- Graphics will be developed by Commissioner Tara. She has an extensive list of media and other groups she will send the press release to.
- Google Doc form will be created by Commissioner Elijah
- Press Release will be developed by Commissioner Carissa.
- Timeline:
 - February – media push for nominations
 - March 1st-31st – HRC will be accepting nominations. Nominations will be emailed to the HRC email. Guest Danny will give “read only” rights to some and “editor” rights to others.
 - April 1st – 30th – HRC will review nominations and make the selection.
 - May – Presentation of the Social Impact Award
- The deadline is February 5, 2026, for graphics, press release, and nomination form to be completed.
- HRC will decide on the award winner

Online Incident Form:

- Shay reported the online Incident Report form is working.

Community Engagement:

- Library Community Room can only be reserved for three (3) months out.
- Danny shared the website for the Dignity Index.
 - Categories 1-4 Contempt

- o Categories 5-8 Dignity

Danny added the tool is used to help people to see dignity in everyone, no matter what. Danny volunteered to present the scoring guide to the commission, and offered to present the Dignity Index at the Community Room at the Library – date to be determined.

Commissioner Shay stated HRC needs to be more visible in the community and to educate residents on what the HRC does.

New Business:

City Council options:

- o Work Session Agenda
- o Business Session Agenda
- o Public Comment during the meeting

The HRC plans to reach out to City Council members and meet with them individually or invite them to the HRC monthly meeting. HRC members will attend the February 2, 2026, meeting and speak during the public comment period about:

1. City council courtesy.
2. Propose policy changes to City Council and inquire as to who is dealing with hate crimes? Ask investigators who is dealing with hate crimes at the city?

Upcoming Events:

Darrell LaMere plans to resign this week.

Meeting adjourned at 4:46 PM