

HUMAN RIGHTS COMMISSION



Erin Agidius
Chair
hrc@ci.moscow.id.us

Regular Meeting
~Minutes~

Anthony Dahlinger
Staff Liaison
208-883-7064

<https://www.ci.moscow.id.us/450/Human-Rights-Commission>

**Tuesday,
December 16, 2025**

4:00 PM

**Mayor's Conference Room
206 E. 3rd St.**

The meeting was called to order at 4:04 p.m.

PRESENT: Erin Agidius, Jana Argersinger, Nicholas Smiley-Kallas, Jim Huggins, Elizabeth Stevens, Vanessa Stevens
ABSENT: Emily Mowrer, Jonathan Hukill, Rula Awwad-Rafferty
STAFF: Anthony Dahlinger (staff liaison), Karen Potter (deputy clerk)
GUEST: Mia Bautista (city attorney), Bill Belknap (city administrator)

REGULAR AGENDA

1. Mission of the Human Rights Commission

The mission statement was read at the beginning of the meeting.

2. Approval of Human Rights Commission Minutes for November 18, 2025 (ACTION ITEM)

Minutes presented for approval.

PROPOSED ACTIONS: Approve minutes as presented; approve minutes with amendments; or take such other action deemed appropriate.

Stevens moved to accept the minutes as amended, and V. Stevens seconded the motion. Vote: Ayes: Six. Nays: None. Abstentions: None. Motion carried.

3. Review of Calendar (ACTION ITEM)

Review upcoming meetings and events.

PROPOSED ACTIONS: Add/edit items to the calendar; or take such other action deemed appropriate.

There were no changes to the calendar.

4. Button Purchase (ACTION ITEM)

Reorder buttons for distribution at events.

PROPOSED ACTIONS: Vote to approve \$300.00 for the purchase of buttons or take such other action deemed appropriate.

Stevens moved to approve the purchase of buttons up to \$300, and Argersinger seconded the motion. Vote: Ayes: Six. Nays: None. Abstentions: None. Motion carried.

5. Public Comment and Response to Previous Comments (limited to 10 minutes)

Members of the public may speak to the Commission regarding matters NOT on the agenda or currently pending before the Commission. Please state your name and city of residence for the record and limit your remarks to three (3) minutes.

REPORTS

1. Mia Bautista, Moscow City Attorney

Belknap attended the meeting to discuss the Bias Reporting System. Belknap provided a brief history of the City's Bias Reporting System, which began around 2020-2021, and is based on Idaho Code 18-7902:

18-7902. MALICIOUS HARASSMENT DEFINED – PROHIBITED. It shall be unlawful for any person, maliciously and with the specific intent to intimidate or harass another person because of that person's race, color, religion, ancestry, or national origin, to:

(a) Cause physical injury to another person; or

(b) Damage, destroy, or deface any real or personal property of another person; or

(c) Threaten, by word or act, to do the acts prohibited if there is reasonable cause to believe that any of the acts described in subsections (a) and (b) of this section will occur.

For purposes of this section, "deface" shall include, but not be limited to, cross-burnings or the placing of any word or symbol commonly associated with racial, religious or ethnic terrorism on the property of another person without his or her permission.

This code currently applies to persons or property that have been harmed or threatened with harm because of their protected class.

Reports are reviewed to determine whether incidents rise to the level of a crime that would prompt law enforcement to act. If the incident is not criminal, law enforcement records the information and documents it in case the behavior escalates.

A system has been in place to allow officers to code incidents into Spillman and flag those reports for review by Dahlinger and Bautista; however, there is no formalized program outlining the system's processes. The City would like to be very clear about what malicious harassment is and what it is not. They would also like to set reasonable expectations regarding the City's responsibilities and responses to these incidents.

Since the reporting system was created, there have been approximately two reports per year, and few have reached the criminal level.

The commission stated that the current system was initially designed to provide an outlet for those who have experienced an incident, making them feel comfortable, heard, and connected with a team of people who will listen. The commission can then use this information for educational or outreach purposes. Some people are not comfortable talking to law enforcement.

Because the City does not want criminal incidents reported to the commission, the best channel is still law enforcement.

2. Latah County Human Rights Task Force Report

Requests for nominations for the Rosa Parks Award are due January 13. Muneta will send out a flyer with information. The MLK Breakfast speaker will be Raquel Reyes, who works with the migrant organization, PODER, in Boise.

3. 2026-2027 Budget Planning – due to City Clerk

In past years, the chair has broken down the annual budget request by listing the commission's routine events, such as the social justice forum, the MLK Breakfast, and Inclusive Communities Month. This year, a revised request will be prepared that includes prioritized costs. Suggestions included adding Juneteenth and Indigenous Peoples' Day. There was also discussion about changing Inclusive Communities Month into a single community event. Muneta handed out a copy of a brochure from the commission's early days for information.

4. Better Together Dinner – Argersinger

A timeline was discussed for the report on the dinner to be forwarded to the City. Awwad-Rafferty and V. Stevens will work with Lorie Higgins to maintain momentum on this task. A goal was set for a graphic presentation to the City before spring break. ASUI, the task force, and the commission are partners. Huggins will provide a cost accounting for the event. If commissioners have spent their personal funds on the dinner, please send this information to Argersinger, as she is trying to retrace individual spending to get an accurate picture of the dinner's costs for future events.

5. Welcoming Schools / Welcoming Cities – Argersinger

Welcoming Cities is a certified welcoming city and part of "Welcoming America," a non-profit, nonpartisan organization that leads a movement of inclusive communities. The "Rural Welcoming Initiative" would apply to Moscow, as a community of under 50,000. The organization provides resources, such as toolkits and webinars. The City of Boise is certified. Argersinger will reach out to Boise and Welcoming America to learn more. Welcoming Schools is an initiative of a human rights campaign. It provides teachers with resources on bullying, among other topics

6. Mapping Subcommittee – Awwad-Rafferty

Awwad-Rafferty did not attend the meeting; however, the "mapping"-based presentation was mentioned in Item 4.

7. Discussion of Future Agenda Items (considering budget constraints)

- De-escalation Education
- Human Trafficking Exhibit
- Additional Restorative Justice Forum

“Discrimination and Harassment” will be added to the January agenda discussion.

8. Human Rights Coalition – Argersinger

No report.

9. Marketing and Messaging – Mowrer

No report.

10. Letter to the City Council – Agidius

Parker responded to the commission’s letter. Agidius will draft a response thanking her for her letter and letting her know that the commission is taking time to answer thoughtfully.

11. Expiring Commissioner Terms

There are possibly two open seats on the commission.

12. January Elections

Elections for chair and vice chair are next month. Agidius and Stevens can continue in their roles as chair and vice chair for one more year if there is no interest in the leadership positions. Regardless, they will remain on the commission.

13. Report on Hate Incidents / Moscow as an Inclusive Community

There was a report of an occupant in a car who drove by and yelled derogatory comments at an individual. No license, video, description, etc., was provided for follow-up.

ANNOUNCEMENTS

ADJOURN

The meeting adjourned at 5:07 p.m.

Erin Agidius, Chair



Downtown Moscow, Idaho

Goals

- To show that prejudice and hate is not tolerated in the community.
- To support local organizations that enhance social justice.
- To promote human dignity and human rights.
- To facilitate programs designed to prevent discrimination in the workplace.



Recent events

Recent events in 2014

- Latah Human Rights Task Force Report
- Social Justice Forum: Renter's Rights
- "Coming Face to Face with Hate: A Search for a World Beyond Hate" Presentation
- Queer Music: LGBT Music Presentation
- Human Rights Campaign at the Market
- Northwest Coalition for Human Rights

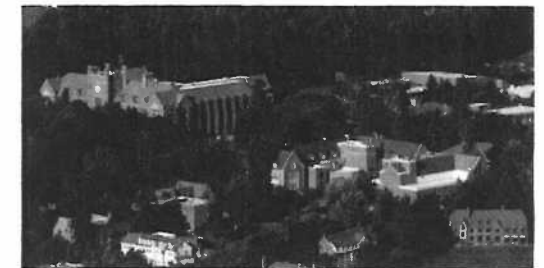
Why have a Human Rights Commission?

The Moscow Human Rights Commission recognizes a responsibility to the community to create an environment that respects the rights of all citizens.

"Creating and maintaining a civil, open and equal environment in our community."

The Commission is committed to making sure that all citizens can exist in the community without fear of prejudice, harassment, or denial of basic human rights.

The Commission sees stereotyping, violence, hostility, and intolerance as weakening to the community and views these behaviors as unacceptable.



Moscow Human Rights Commission

2026 Planning Calendar

Event	Day of Week	Date	Time	Location
Monthly Meeting	Tues.	January 20	4 p.m.	Mayor's Conf. Rm.
MLK Breakfast	Sat.	Jan. 24	9:30 a.m.	1912 Center
Monthly Meeting	Tues.	Feb. 17	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	March 17	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	April 21	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	May 19	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	June 16	4 p.m.	Mayor's Conf. Rm.
Juneteenth	Fri.	June 19		
Monthly Meeting	Tues.	July 21	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	August 18	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	September 15	4 p.m.	Mayor's Conf. Rm.
Indigenous People's Day	Mon.	Oct. 12		
Monthly Meeting	Tues.	Oct. 20	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	Nov. 17	4 p.m.	Mayor's Conf. Rm.
Monthly Meeting	Tues.	Dec. 15	4 p.m.	Mayor's Conf. Rm.