



City of Hutto

Agenda

Diversity, Equity, Inclusion & Belonging Commission Tuesday, July 8, 2025 at 6:00 PM Executive Conference Room

In accordance with the Texas Open Meetings Act this meeting agenda is posted for public information, continuously, for at least 72 hours prior to the scheduled time of the meeting on the bulletin board located on the exterior wall of the City Hall building at 500 West Live Oak, Hutto, Texas. This meeting agenda is also accessible via the Internet at huttotx.gov

1. CALL SESSION TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT

Any citizen wishing to speak during public comment may do so after completing the required registration form. The purpose of this item is to allow the residents of Hutto and other interested persons an opportunity to address the City Council on agenda issues and on non-agenda issues that are a matter of the jurisdiction of the City Council (i.e., City policy or legislative issues). Non-agenda issues regarding daily operational or administrative matters should be first dealt with at the administrative level by calling City Hall at (512) 759-4839 during business hours. Each person providing public comment will be limited to 3 minutes.

Any citizen wishing to speak during public comment may do so after completing the required registration form. Written comments for this meeting may also be sent to comments@huttotx.gov PRIOR to 4:00 pm on July 8, 2025. The email must include name, address, phone #, agenda item and email to be recognized properly. Written comments will be provided to City Council.

(Note: The Texas Open Meetings Act, Texas Government Code, Chapter 551, prohibits the City Council from fully discussing, debating, or considering subjects for which public notice has not been given on the agenda. Issues that cannot be referred to the City Staff for action may be placed on the agenda of a future City Council Session.)

4. GENERAL COMMENTS FROM CITY STAFF

4.1. Announcement on commission vacancies.

5. GENERAL COMMENTS FROM CITY COUNCIL REPRESENTATIVES

6. GENERAL COMMENTS FROM COMMISSION MEMBERS

7. OTHER BUSINESS

7.1. Discussion and possible action in preparation for the July 17, 2025 Work-session to City Council.

7.2. Discussion and possible action as it pertains to Working Groups and Ambassadors.

7.3. Discussion and possible action on due dates as it pertains to the Strategic Execution Plan.

7.4. Discussion and possible action on proclamations for July-September 2025, to include National Disability Independence Day-July 26 (Bell), Senior Citizens Day-August 21, Hunger Action Month-September, and Hispanic Heritage Month (Zepeda).

7.5. Discussion and possible action on the approval of the June 17, 2025 meeting minutes.

7.6. Open Discussion for next agenda items (August 19, 2025).

8. ADJOURNMENT

9. CERTIFICATION

I certify that this notice of the July 8, 2025 Hutto Diversity and Inclusion Commission meeting was posted on the City of Hutto website and the City Hall bulletin board of the City of Hutto on DATE before 5:00 P.M.



Kristi Barnes

The City of Hutto is committed to comply with the Americans Disability Act. The Hutto City Council Chamber is wheelchair accessible. Request for reasonable special accommodations must be made 48 hours prior to the meeting. Please email the City Secretary's office at City.Secretary@huttox.gov or call (512) 759-4033 for assistance.

AGENDA ITEM REPORT

4.1.



To: Diversity and Inclusion Commission
Subject: Announcement on commission vacancies.
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.1.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action in preparation for the July 17, 2025 Work-session to City Council.
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

1. Hutto DEIB Commission for July 2025 working session_Draft2
2. City of Hutto DEIB Strategic Execution Plan V3.1 June19_KB Update

DIVERSITY, EQUITY, INCLUSION & BELONGING

Implementation / Execution of DEIB Strategic Plan

For City Council Work-session July 17, 2025



City of Hutto – DEIB Commission History

2020 →

- The Diversity and Inclusion Commission established by the City Council

2024 →

- DEIB training session and discussion held with City Council
- Refocused Commission work to align with City of Hutto strategic plan
- Developed and updated a DEIB strategic plan
- DEIB strategic plan approved by City Council, including renaming to DEIB Commission

2025 →

- Two (2) vacant positions on the commission
- Increased visible presence at City Council meetings and budgeting meetings
- Developed partnerships with staff and external organizations
- Senior leadership training and inclusive recruiting training delivered
- Developing an implementation plan with metrics



Executive Summary – Adopted Plan

A strategic plan is a living ongoing document that will continue to evolve and change over time ... it is not static.

Four foundational concepts and principles:

1. The plan will continue to evolve and later include more specific actions
2. Must be fully supported and be integrated with Hutto's overall strategic plan
3. Upfront we must define what we mean by diversity, equity, inclusion and belonging
4. The plan must be wholistic and include both the external community and internal city practices & employees

Five initial priority areas:

1. Establishing an ongoing sustainable structure for the continuing DEIB work
2. Assuring full public engagement
3. Assuring DEIB engagement in all city internal processes
4. DEIB focus on economic growth and empowerment
5. Continuing to grow a city-wide culture of community inclusion and belonging



We have now developed a proposed implementation plan with metrics for these five priority areas including a budget proposal



Initial Priority Area 1

(Presented in early 2025)

Establish an ongoing sustainable structure for the continued DEIB work

- Fill current open commission positions - DONE
- Rename as DEIB Commission - DONE
- Create an expanded working group to include:
 - Key city staff
 - Members of the business community
 - Education / ISD connection
 - Generational voices
- Continue to use surveys to measure overall citizen feelings
- Establish an ongoing system of annual review of progress



Initial Priority Area 1

(Proposed implementation elements)

Work Item	Responsible	Target Date
1-1 Establish a DEIB execution plan with metrics	DEIB Commission with consultant	June / July, 2025
1-2 Establish and train at least 3 focused working groups. Initial ones: <ul style="list-style-type: none"> • Veterans • Small Business • Senior Citizen 	Corina Zepeda along with DEIB Commission members facilitating the groups	Announce – July / Aug 2025 Kick off – Sept 2025
1-3 Have at least 1 DEIB Commission member attend each City Council meeting	All DEIB Commissioners	Ongoing
1-4 DEIB Forum with key city staff leaders and City Council interfaces to meet 2 times per year	DEIB Commission chair and vice chair to coordinate	January 2026 and July 2026
1-5 DEIB Commission to submit budget request	DEIB Commission chair to coordinate	June 2025



Initial Priority Area 1

(Proposed implementation elements)

Work Item	Responsible	Target Date
1-6 Hold a working session with the City Council	DEIB Chair to coordinate	July, 2025
1-7 Public presentation of DEIB plan and status at a City Council meeting	DEIB Chair	August / Sept 2025
1-8 Consider / Recommend additional focused working groups	DEIB Commission	TBD
1-9 Annual report from the DEIB Commission after reviewing progress of the initial 3 working groups	DEIB chair to coordinate	January, 2026
1-10 Propose an “ambassador program” as a way to keep former commission members and other interested citizens engaged	DEIB Commission chair	July, 2025



Initial Priority Area 2

Assure full public engagement in DEIB work

- Continue to use general citizen and resident surveys
 - Slice data by demographics
 - Publish results and action plans
- Hold focus groups with various diverse groups to add qualitative and experiential data
- Hold “listening posts”
- Consider establish some focused “advisory councils” (examples: senior citizens, veterans, small businesses)

It is critical that our city Communications Leader partner with us in this work

Frequent Communications is key!!



Initial Priority Area 2

(Proposed implementation elements)

Work Item	Responsible	Target Date
2-1 Hold 6 “listening posts” with current formally and informally established groups	DEIB Commission – 2 members at each session	Sept 2025 – August 2026
2-2 Leverage and utilize the next Hutto general citizen survey <ul style="list-style-type: none"> • Help increase participation • Review results to make adjustments to the DEIB plan 	DEIB Commission working with Kristi Barnes	From survey launch to 2 months after results are published
2-3 Have a written and committed to DEIB communications plan	Commission Chair with city Communications Leader	October, 2025
2-4 Continue with DEIB updates on the city of Hutto website per the communications plan	Commission Chair with city Communications Leader	Review progress twice per year (Feb., Aug.)



Initial Priority Area 3

Assure DEIB engagement in all internal city practices

Demographics and Global Economy	Recruiting / Onboarding: Bringing the very best employees
	Employee Engagement: Talent productivity, retention & development – Everyone works together, is welcomed and valued, performs their best and wants to stay
	Innovation and Product / Service Development: Diversity of Ideas – various ways to look at issues and to solve them, welcoming new ways of thinking
	Community Engagement: Social Responsibility & Agency Reputation
	Marketing / Sales / Client Service: Connecting to the diverse residents you serve

- Compelling DEIB business case (graphic on the left)
- All city staff should be engaged in DEIB strategic work
- Every city leader should ask, “How does DEIB impact my function and work? Include:
 - Parks and Rec
 - Police
 - Public Works
 - Economic Development
 - Etc.



Initial Priority Area 3

(Proposed implementation elements)

Work Item	Responsible	Target Date
3-1 Have a City Manager report out what they are currently doing DEIB-wise and what they plan to add	Commission Chair to coordinate with City Manager	November, 2025
3-2 Continue to have city functional areas attend DEIB Commission meetings to discuss DEIB progress in their areas	Commission Chair to coordinate with Kristi Barnes to invite areas	Ongoing throughout year
3-3 Inclusive Recruiting Training held with Recruiting team and all hiring managers	Consultant Stan Kimer with Irene Talioaga	DONE in April and May, 2025

Statement from consultant after recruiting training: “I feel that the city of Hutto executes a solid and balanced approach to their recruiting efforts that provides equity and inclusion to all potential job applicants, and in no way violates any federal or state employment legislation.” - - *Stan Kimer, Total Engagement Consulting by Kimer, June 11, 2025*



Initial Priority Area 4

Providing a DEIB focus on economic growth and empowerment

- A welcoming and inclusive culture to attract businesses and talent
- A diverse and skilled workforce for businesses and organizations
- Excellent schools to attract families
- Assistance to underserved communities to start and grow businesses
- Hutto Chamber of Commerce engagement
- City supplier diversity program to assure fairness in city contracts



Initial Priority Area 4

(Proposed implementation elements)

Work Item	Responsible	Target Date
4-1 Initial planning meeting with Cheney Gamboa to discuss this priority area	DEIB Commission member Corina Zepeda with Cheney	July, 2025
4-2 Establish a formal liaison between DEIB Commission and the Hutto Chamber of Commerce	DEIB Commission member Corina Zepeda	Aug / Sept, 2025
4-3 Help establish a supplier diversity program	TBD – Commission Liaison with Cheney and procurement leader	TBD
4-4 Feature Hutto small businesses on Hutto website	Commission chair with Comms Mgr	Start 4Q/2025
4-5 Hold workshops for small businesses (general education and “how to do business with Hutto”)	DEIB Commission with Cheney and Procurement	TBD dependent on bandwidth
4-6 Revisit how to leverage “Open for All”	Eric Bell & Cory Denena	Oct – Nov 2025
4-7 Consider a youth entrepreneur program	TBD	TBD



Initial Priority Area 5

Continue to grow a culture of community inclusion and belonging

All diverse Hutto residents included in a positive way

Celebrate the positives of diversity

- Hippo Day
- Holidays in Hutto
- Various Monthly Proclamations
- Etc !!



Happy Holidays, Hutto!



Featured Events



Adult Book Club

June 27, 2024

[Event Details](#)



Senior Bingo

July 8, 2024

[Event Details](#)

Initial Priority Area 5

(Proposed implementation elements)

Work Item	Responsible	Target Date
5-1 Invite citizen groups to attend the annual presentation of the DEIB plan to City Council	All Commission Members	Aug / Sept 2025
5-2 Continue with the DEIB-focused proclamations throughout the year <ul style="list-style-type: none"> • Add a “feedback link” on website 	All Commission Members	Ongoing
5-3 Review internet resources for residents page for completeness and ease of use	All Commission Members with Comms Mgr & Kristi Barnes	Oct 2025
5-4 Consider producing a printed resource guide	All Commission Members with Comms Mgr & Kristi Barnes	Start initial work 4Q/2025
5-5 Re-igniting the “You Belong in Hutto” campaign and theme	DEIB Commission with Kristi Barnes and Comms Mgr	Sept / Oct 2025



2025 – 2026 DEIB Commission Budget Request

Aligned Plan Item	Proposed Service / Work Item	Amount
All Items - General	<ul style="list-style-type: none"> 15 hours of general consulting services to drive and modify plan Travel expenses for up to 3 trips for consultant Updated 3-hour DEIB introduction and training for new City Council 	\$ 3,000 \$ 2,400 \$ 1,200
1-2 Citizen Working Groups	Training for working groups and ambassadors	\$ 1,750
2-1 Citizen Listening Posts	Creation of a script with how to run and document the listening posts along with questions to pose	\$ 1,000
3 Internal City Practices	Development and delivery of 3-4 one-hour in depth DEIB training sessions for all employees and manager	\$ 4,500
5-4 Resource Guide	Initial work starting the resource guide – scoping work and collecting requirements from working groups and listening posts	\$ 1,500
5-5 “You Belong in Hutto”	Banners / Posters / Giveaways	\$ 1,500

Total Budget Request: \$17,050



Diversity is a fact; **Equity** is a choice; **Inclusion** is an action; **Belonging** is an outcome



Commission Renaming Recommendation

“You Belong in Hutto!”

HUTTOVISION

HUTTO IS A SUSTAINABLE, INNOVATIVE, & WELL-MANAGED CITY THAT HONORS ITS HISTORY & CULTURE TO ATTRACT QUALITY BUSINESSES, VISITORS, & NEW RESIDENTS.

IT CULTIVATES AN ATMOSPHERE OF INCLUSION & CONNECTION, OFFERING COMMUNITY ACTIVITY & ENTERTAINMENT OPTIONS THAT STRENGTHEN ITS QUALITY OF LIFE, & ATTRACTS & RETAINS PEOPLE FROM ALL WALKS OF LIFE.

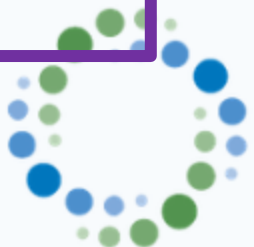
HUTTO FOCUSES ON ITS SMALL-TOWN FEEL & UPHOLDS “THE HIPPO WAY.”



We recommend renaming the DEIB Commission to the “You Belong in Hutto” Commission

Rationale:

- Sends the strong message that **everyone** is a valued part of Hutto’s diversity mix
- Assures that DEIB work continues with a very positive message
- Helps to attract new and diverse businesses and residents
- Makes it more difficult for DEIB detractors to attack this work





Priority Area 1 – Establish an ongoing sustainable structure for the continued DEIB work				
Work Item	Responsible	Target Date	Metric	Status
1-1 Establish a DEIB execution plan with metrics	DEIB Commission with Stan Kimer	Late June, 2025	Completed Y or N	Work started March 10 and 11 Will review at April 22 Commission meeting
1-2 Establish and train at least 3 focused working groups	Lead – Corina Zepeda (Stan can assist later). Interfaces needed	Decision and agreement March 2025	Completed Y or N	Y – completed Mar 10
<ul style="list-style-type: none"> • Veterans • Small Business • Senior Citizen 	<ul style="list-style-type: none"> • Corina Zepeda (TBC) • Eric Bell & Cory Denena 			
a) Define the groups with written goals and guidelines	Corina with Stan assisting	May, 2025	Completed Y or N	Stan researching and creating first pass in late April
b) Have a DEIB Commission liaison committed for each group	DEIB Commission	May 2025	Completed Y or N	
c) Announce groups to solicit volunteers, follow up with previously interested people	Commission chair with Communications	July / August 2025	Completed Y or N	
d) Kick off groups with initial education	DEIB Commission and Stan	September / Oct 2025	Completed Y or N	

1-3 Have at least one DEIB Commission Member attend each City Council meeting.	DEIB Commission	Report out at the end of each fiscal year	Increase year-to-year from 92% to 95%	
1-4 DEIB Forum to meet 2 times per year ... a) Kickoff: Key staff leaders, Council Interfaces, and the DEIB Commission b) Second meeting – report out on progress	DEIB Commission chair to coordinate, vice-chair to assist	Jan, 2026 July, 2026	Two Forums held per year Y/N	
1-5 DEIB Commission to develop a budget	DEIB Commission chair to coordinate	June, 2025 Early Oct 2025	Was budget request completed Y/N ? Percentage of budget granted	
1-6 Work session with City Council	DEIB chair	First meeting July 2025 with the new execution plan and budget request	Meeting occurred Y / N?	
1-7 Public Presentation of DEIB Plan and status at City Council Meeting	DEIB chair	Aug / Sept 2025	Did this happen Y / N?	
1-8 Consider / recommend additional focused working groups	DEIB commission	Date TBD	Did this happen Y / N?	
1-9 Annual report from the DEIB Commission after reviewing progress of 3 initial groups	DEIB chair	January 2026	Did this happen Y / N?	

1-10 Propose an “ambassador program” as a way to keep former Commission members and interested citizens engaged to assist in initiatives	DEIB Commission Chair	July 2025	Is this approved and established Y/N?	
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Notes about Priority Area 1:

- We need to have DEIB commission members to “sign up” to be a liaison to each of the future working groups.
- In the past, there has been discussion about establishing a Youth focus group to report to the city council, which may or may not be independent from the DEIB commission. We should encourage youth representation in the initial 3 working groups as well as considering establishing a youth working group in the next wave.
- We can set an internal metric of each commission member attending at least 3 City Council meetings each year.

Priority Area 2 – Assure full public engagement with DEIB work				
Work Item	Responsible	Target Date	Metric	Status
2-1 Hold 6 “listening posts” with current formally and informally established groups.	DEIB Commission – 2 members to attend each one	September 2025 - August 2026	Number of listening posts held and documented	
a) Develop listening post questions and a DEIB strategy presentation to share at listening post sessions	DEIB Commission – maybe a working session?	July / August 2025	Questions and Presentation completed Y/N	
2-2 Leverage and utilize next Hutto general citizen survey	Jacqueline with Kristi	Aug – Sept 2025		

a) Review and provide input on questions	Entire DEIB commission	After survey is made available	Did this happen Y / N?	
b) Assist in getting the word out to increase participation and provide assistance			<ul style="list-style-type: none"> # or pct of completed surveys % increase since previous 	
c) Review results and make recommendations and adjustments to DEIB plan	DEIB Commission	2 months after results are published (March – April 2026)	Did we issue something Y / N?	
2-3 Have a written “committed to” DEIB Communications Plan	Commission Chair with City Comms leader	October, 2025	Is the plan done Y / N?	
2-4 Continue with DEIB updates on the city of Hutto website per the communications plan	Commission Chair with City Comms Leader	Review progress against the communications plan twice per year (Feb . Aug)	Report progress Y / N?	

Notes about priority area 2:

- Need to be very defined about the exact questions we will ask at the Listening Posts – more focus on what is needed / what can we do better with solutions so it is not just a “complain and vent” session.
- Possible groups for listening posts include: Black Families of Hutto, Hispanic Group, LGBTQ+, Teens, (White) Men, All people who don’t feel included

Priority Area 3 – Assure DEIB engagement in internal city practices				
Work Item	Responsible	Target Date	Metric	Status
3-1 Have the City Manager report out what they are currently doing DEIB-wise and what they plan to add (yearly)	Commission Chair to coordinate with James Earp	November 2025	Was this done Y / N?	Initial DEIB strategic planning and education session held with senior leadership team 3/10/2025
3-2 Continue to have key functional areas attend DEIB Commission meetings to discuss DEIB progress in their areas	Commission Chair to determine with Kristi and invite areas.	Throughout year – need to determine applicable functional areas	X number of meeting per year with functional areas. Documentable progress across each area	
3-3 Inclusive Recruiting Training held with Recruiting team and with all hiring managers	Stan Kimer with Irene Talioaga	April / May 2025	Was this done Y / N? % of hiring managers attending Satisfaction with training	Recruiting team training held on April 8. Managers training held on April 21 and May 1 – YES Session evaluation sent to Irene
3-3.1 Feedback on Recruiting Process	Stan Kimer to provide a statement to	By June 13	Was this done Y/N	

	Commission Chair and cc Irene T.			
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Notes about priority area 3:

- Stan Kimer held a 4-hour workshop with the city senior leadership team on March 10 which ended with participants starting to develop DEIB plans for their functional areas.
- Possible functional areas to invite to a DEIB Commission meeting for review and discussion may include: Communications, Development Services, Economic Dev, HR, Library, Parks and Rec, Projects, Public Safety
- The DEIB Commission has minimal responsibility for this priority, but can make recommendations to city leadership including:
 - Recommending that each function leader include some DEIB information in their annual reports
 - DEIB training for every manager / supervisor
 - DEIB training for all employees
 - City internship program focused on underserved youth
 - Employee mentorship / career & skills development program
 - Multi-cultural focuses recruiting ads
 - Analyze city employee demographic data vis-à-vis resident demographics

Priority Area 4 – Provide a DEIB focus on economic growth and empowerment				
Work Item	Responsible	Target Date	Metric	Status
4-1 Hold initial meeting with Cheney Gamboa to review suggested plan	Corina and Eric Bell with Cheney	July 2025	Mtg held Y/N? Possible revisions made to plans suggested by Cheney	

4-2 Establish a formal liaison between the DEIB Commission and the Hutto Chamber of Commerce	Corina has volunteered	Aug / Sept 2025	<ul style="list-style-type: none"> • Liaison established Y/N • # of mtgs per year with Chamber 	
4-3 Help establish a supplier diversity program a) Initial meeting with procurement to review trends b) Work to assist in setting a more formal program c) Workshops on how to do business with Hutto including assistance	TBD – Commission Liaison with Cheney and procurement leader	TBD	Mtg held? Y / N? Program set up Y/N # of workshops held FUTURE – pct of business with diverse suppliers	
4-4 Feature Hutto small businesses on Hutto website	Part of comm plan – Commission Chair with comms mgr	Start after plan established 4Q (Oct – Dec) 2025	# of small business stories per year	
4-5 Hold workshops for small businesses (general how to start and run a business & how to do business with Hutto)	DEIB Commission with Cheney and procurement	TBD – dependent on bandwidth	Number of workshops held Number of attendees at workshops	

4-6 Revisit how to leverage “Open for All”	Eric and Cory	Oct – Nov 2025	Plan established for this	
4-7 Consider a youth entrepreneur program (check to see if something exists so we can help promote)	TDB	TBD – dependent on bandwidth	# of youth entrepreneur businesses formed	

Notes about priority area 4:

- Staff liaison will be Cheney Gamboa, Director of Economic Development
- Additional staff liaison – Procurement Manager
- There should be strong linkage with the Small Business Working Group to provide ongoing input to plan
- Consider connecting and leveraging Hutto Community Foundation and other similar groups especially with youth entrepreneurs
- Discuss with Cheney other DEIB focused items that may be required by larger companies looking to relocate or build a plant here

Priority Area 5 – Continue to grow a culture of community inclusion and belonging				
Work Item	Responsible	Target Date	Metric	Status
5-1) Invite citizen groups to attend the annual public presentation of DEIB Plan and status at City Council Meeting (see item 1.7)	All Commission Members	Aug / Sept 2025	Number of citizen group attendees	
5-2) Continue with DEIB focused proclamations throughout the year	All commission members researching	Currently ongoing	Y% of proclamations	

	and working with Kristi and the comms leader on proclamations		recommended by the commission occur	
a) Add feedback link for comments that would go to the DEIB commission.	Commission Chair working with Kristi and/or comms manager to add feedback link	Sept 2025 (after website refresh)	Link added Y/N? # of hits on each proclamation	
5-3) Review internet resources for residents page for completeness and ease of use	Commission liaison TBD with Kristi	Oct 2025	Review held Y/N Report on review incl recommendations	
5-4) Consider producing a printed resource guide since not everyone has web access	Commission liaison TBD take the lead with Kristi	1Q/2026?	Printed resource created and available Y/N	
5-5) re-igniting the “You belong in Hutto” campaign and theme	DEIB commission with Kristi & Comms Mgr	Sept / Oct 2025	Campaign relaunched Y/N Belongingness metric from resident survey	

Notes about priority area 5:

- For 5.1, should we consider having a mechanism to collect feedback on the plan from people who attended?
- Key city liaison will be Kristi Barnes, Community & Culture Officer

- Other items to consider to add to plan are:
 - Tracking language translation progress
 - Resident feedback on the inclusiveness of various Hutto events
 - Having a “We are Hutto” lecture series with diverse speakers

AGENDA ITEM REPORT

7.2.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action as it pertains to Working Groups and Ambassadors.
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.3.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on due dates as it pertains to the Strategic Execution Plan.
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.4.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on proclamations for July-September 2025, to include National Disability Independence Day-July 26 (Bell), Senior Citizens Day-August 21, Hunger Action Month-September, and Hispanic Heritage Month (Zepeda).
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

1. Proclamation on the Anniversary of the Americans with Disabilities Act

Proclamation on the Anniversary of the Americans with Disabilities Act.

WHEREAS, the Americans with Disabilities Act (ADA), signed into law on July 26, 1990, stands as a landmark piece of civil rights legislation, ensuring the full and equal participation of individuals with disabilities in all aspects of American life;

WHEREAS, the ADA prohibits discrimination against individuals with disabilities in employment, public services, public accommodations, transportation, and telecommunications, and has significantly expanded opportunities and reduced barriers for people with disabilities;

WHEREAS, the ADA has been instrumental in changing perceptions and increasing full inclusion of people with disabilities in community life, allowing them to reach their full potential and contribute to the strength and vibrancy of our nation;

WHEREAS, on this anniversary, the ongoing work required to fully implement the ADA is acknowledged to ensure its promises of equality, dignity, access, and inclusion are realized for all Americans with disabilities;

WHEREAS, the courage and tireless efforts of disability rights activists, leaders, and community members are honored for their advocacy of this historic legislation, and for continuing to champion the rights of people with disabilities;

THEREFORE, July 26th is proclaimed as the Anniversary of the Americans with Disabilities Act.

All [citizens/residents/community members] are called upon to celebrate this important milestone in civil rights history, reflect on the contributions of individuals with disabilities, and reaffirm the commitment to upholding and strengthening the protections afforded by the ADA.

Continued collaboration is encouraged to eliminate barriers, change perceptions, and foster an environment where all Americans with disabilities can thrive and participate fully in society.

IN WITNESS WHEREOF, this proclamation is set this [Date] day of [Month], [Year].

AGENDA ITEM REPORT

7.5.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on the approval of the June 17, 2025 meeting minutes.
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

1. Diversity, Equity, Inclusion, & Belonging Commission Meeting Minutes



City of Hutto

Agenda

Diversity, Equity, Inclusion & Belonging Commission

Tuesday, June 17, 2025 at 6:00 PM

Executive Conference Room

In accordance with the Texas Open Meetings Act this meeting agenda is posted for public information, continuously, for at least 72 hours prior to the scheduled time of the meeting on the bulletin board located on the exterior wall of the City Hall building at 500 West Live Oak, Hutto, Texas. This meeting agenda is also accessible via the Internet at huttotx.gov

1. CALL SESSION TO ORDER: 6:02 pm

2. ROLL CALL

Commissioners: Lewis, Bell, Caulfield, Coleman, Zepeda, Denena

Absent: Tara Spoons

Staff Present: Kristi Barnes

Guest: Stan Kimer, consultant

3. PUBLIC COMMENT N/A

Any citizen wishing to speak during public comment may do so after completing the required registration form. The purpose of this item is to allow the residents of Hutto and other interested persons an opportunity to address the City Council on agenda issues and on non-agenda issues that are a matter of the jurisdiction of the City Council (i.e., City policy or legislative issues). Non-agenda issues regarding daily operational or administrative matters should be first dealt with at the administrative level by calling City Hall at (512) 759-4839 during business hours. Each person providing public comment will be limited to 3 minutes.

Any citizen wishing to speak during public comment may do so after completing the required registration form. Written comments for this meeting may also be sent to comments@huttotx.gov PRIOR to 4:00 pm on June 17, 2025. The email must include name, address, phone #, agenda item and email to be recognized properly. Written comments will be provided to City Council.

(Note: The Texas Open Meetings Act, Texas Government Code, Chapter 551, prohibits the City Council from fully discussing, debating, or considering subjects for which public notice has not been given on the agenda. Issues that cannot be referred to the City Staff for action may be placed on the agenda of a future City Council Session.)

4. GENERAL COMMENTS FROM CITY STAFF

4.1. 150th Celebration Committee

Eric Bell, Javvi Lewis

5. GENERAL COMMENTS FROM CITY COUNCIL REPRESENTATIVES

N/A

6. GENERAL COMMENTS FROM COMMISSION MEMBERS

Commissioner Coleman spoke on Pride Month and Juneteenth proclamations from June 5, 2025 city council agenda

7. OTHER BUSINESS

7.1. Discussion and possible action on the reappointment of Commissioners Zepeda and Lewis.

Both will be reappointed motion passes 6-0.

- 7.2. Discussion and possible action on the appointment of a Co-Chair for the DEIB Commission.
Corina Zepeda volunteered: Cory Denena made the motion, Javvi Lewis second. All in favor, motion passes 6-0
- 7.3. Discussion and possible action on budget requests for Fiscal Year 2026.
Budget recommendations ensued, first with Stan Kimer (proposal attached).
Commissioner Caulfield also provided a proposal for a comprehensive resource booklet.
Motion: To recommend the budget proposal attached \$17,050(V2). Denena, Second: Zepeda
Motion passes. 6-0
- 7.4. Discussion and possible action in preparation for the July 17, 2025 City Council Worksession to include but not limited to updates to the Strategic Plan.
Discussion ensued. A name proposal was presented to the DEIB commission to “You Belong in Hutto” to ensure diversity, equity, inclusion in Hutto.
Motion to change the name: “You Belong in Hutto” by Lewis, second by Denena. Passes 6-0
Motion: to move the July 15, 2025 to July 8, 2025: Bell, motion, second: Zepeda. Passes 6-0
Discussion on the Powerpoint presentation for July 17, 2025 work session
- 7.5. Consideration and possible action on the approval of the May 20, 2025 meeting minutes.
Motion: Coleman, second, Caulfield, Passes 6-0
- 7.6. Discussion and possible action on proclamations for July-September.
July: July 26 – National Disability Independence Day (commemorates the signing of the Americans With Disabilities Act), Eric Bell will write.
August: Senior Citizens Day (Aug 21) Caulfield
September: Hunger Action Month (Caulfield), Hispanic Heritage Month (Zepeda)
- 7.7. Discussion on items for the next meeting (July 15, 2025)
Finalizing the presentation on work session.

8. **ADJOURNMENT: Lewis, Caulfield 8:03 p.m.**

9. **CERTIFICATION**

I certify that this notice of the June 17, 2025 Hutto Diversity and Inclusion Commission meeting was posted on the City of Hutto website and the City Hall bulletin board of the City of Hutto on DATE before 5:00 P.M.



Kristi Barnes

The City of Hutto is committed to comply with the Americans Disability Act. The Hutto City Council Chamber is wheelchair accessible. Request for reasonable special accommodations must be made 48 hours prior to the meeting. Please email the City Secretary's office at City.Secretary@huttox.gov or call (512) 759-4033 for assistance.

AGENDA ITEM REPORT

7.6.



To: Diversity and Inclusion Commission
Subject: Open Discussion for next agenda items (August 19, 2025).
Meeting: Tuesday, July 8, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None