



City of Hutto

Agenda

Diversity, Equity, Inclusion & Belonging Commission Tuesday, November 18, 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 3 business days prior to the scheduled date 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 November 18, 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. Holiday Banquet invitation (Kristi Barnes)

5. GENERAL COMMENTS FROM CITY COUNCIL REPRESENTATIVES

6. GENERAL COMMENTS FROM COMMISSION MEMBERS

6.1. Update on meeting with the Communications Manager, to include Working Groups announcement. (Corina Zepeda)

7. OTHER BUSINESS

7.1. Discussion and possible action on the approval of the October 23, 2025 meeting minutes.

7.2. Discussion and possible action on appointing the Chair and Vice Chair.

7.3. Discussion and possible action pertaining to the ETC Community Survey.

7.4. Discussion and possible action pertaining to City Council action to publish employee demographic data.

7.5. Discussion and possible action on proclamations for December-February.

7.6. Open Discussion/Items for the next meeting on December 16, 2025.

8. ADJOURNMENT

9. CERTIFICATION

I certify that this notice of the November 18, 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 CitySecretary@huttox.gov or call (512) 759-4033 for assistance.

AGENDA ITEM REPORT

4.1.



To: Diversity and Inclusion Commission
Subject: Holiday Banquet invitation (Kristi Barnes)
Meeting: Tuesday, November 18, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

6.1.



To: Diversity and Inclusion Commission
Subject: Update on meeting with the Communications Manager, to include Working Groups announcement. (Corina Zepeda)
Meeting: Tuesday, November 18, 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 on the approval of the October 23, 2025 meeting minutes.
Meeting: Tuesday, November 18, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

1. DEIB Meeting minutes_October 23 2025



City of Hutto

Agenda

Diversity, Equity, Inclusion & Belonging Commission Thursday, October 23, 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 6:03 p.m

2. ROLL CALL

Corian Zepeda

Eric Bell

Javvi Lewis (absent)

Bode Adeniyi

Terrance Hollingsworth

Pulkit Namjoshi (z)

Nikki Williamson (absent)

City Councilmembers: Jim Morris

Staff: Kristi Barnes, Community & Culture Officer

3. PUBLIC COMMENT N/A

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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 October 23, 2025. The email must include name, address, phone #, agenda item and email to be recognized properly. Written comments will be provided to City Council.

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4. GENERAL COMMENTS FROM CITY STAFF

4.1. General update on proclamations (Kristi Barnes)

5. GENERAL COMMENTS FROM CITY COUNCIL REPRESENTATIVES

Jim Morris shared that he shared with City Council how DEIB/LAB are joining forces as it pertains to proclamations. Also spoke on new leadership on Commission and how the commission is organized.

6. GENERAL COMMENTS FROM COMMISSION MEMBERS

- 6.1. Update on the presentation to City Council on October 2, 2025 (Corina Zepeda).
Update ensued. Launch the working groups on Hutto Connect
150th Celebration Update, Commissioner Bell & Lewis are representing
- 6.2. General discussion and update on communication with City Council to include Mayor Snyder. (Corina Zepeda)
Update ensued.

7. OTHER BUSINESS

- 7.1. Welcome and introductions from the newly appointed DEIB Commissioners (Terrence Hollingsworth, Bode Adeniyi)
Introductions ensued.
- 7.2. Consideration and possible action on the approval of the September 16, 2025 meeting minutes.
Motion: Bell
Second: Namjoshi
Vote: 5-0
- 7.3. Discussion and possible action on Community Survey Data.
Update ensued. Questions for ETC: how are numbers calculated? (400 is the goal, why not more?) How can the commission plan to use survey data to inform decisions?
Slides part of packet and to formulate a question based on belonging
No action taken.
- 7.4. Discussion and possible action on the launch of Working Groups.
The commission will list the Working Group/interest forms on Hutto connect and share on their own efforts via social media, community pages, neighborhoods, etc. contingent on the finalization of a Google form in both English & Spanish with unanimous approval from commission via email.

Motion: Zepeda
Second: Namjoshi
Vote: 5-0
- 7.5. Discussion and possible action on upcoming proclamations, Veterans Day (11/11) and International Human Rights Day (12/10).
Sponsor Veterans Day: Nikki Williamson (not confirmed)
International Human Rights Day: Bode Adeniyi (confirmed)
- 7.6. Open discussion/ items for next meeting (November 18, 2025).
Vote in the official Chair and Co-chair positions
Update on ETC Community Survey process/questions
Extract from Data (pg 22,23, 24, 25, & 26) as part of packet
a question to address if people feel a sense of belonging
Volunteer Policy (send to commission)

Proclamation physical copies: how to archive them?
- Library? LAB
 - In the meantime, Commissioner Namjoshi will act as the proclamation historian
Khila Coleman spoke with Commissioner Namjoshi on meeting with her on collaboration. (open invitation to attend any meeting, just let us know).

8. ADJOURNMENT: Motion Bell, Second: 8:02

9. CERTIFICATION

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Kristi Barnes

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AGENDA ITEM REPORT

7.2.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on appointing the Chair and Vice Chair.
Meeting: Tuesday, November 18, 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 pertaining to the ETC Community Survey.
Meeting: Tuesday, November 18, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

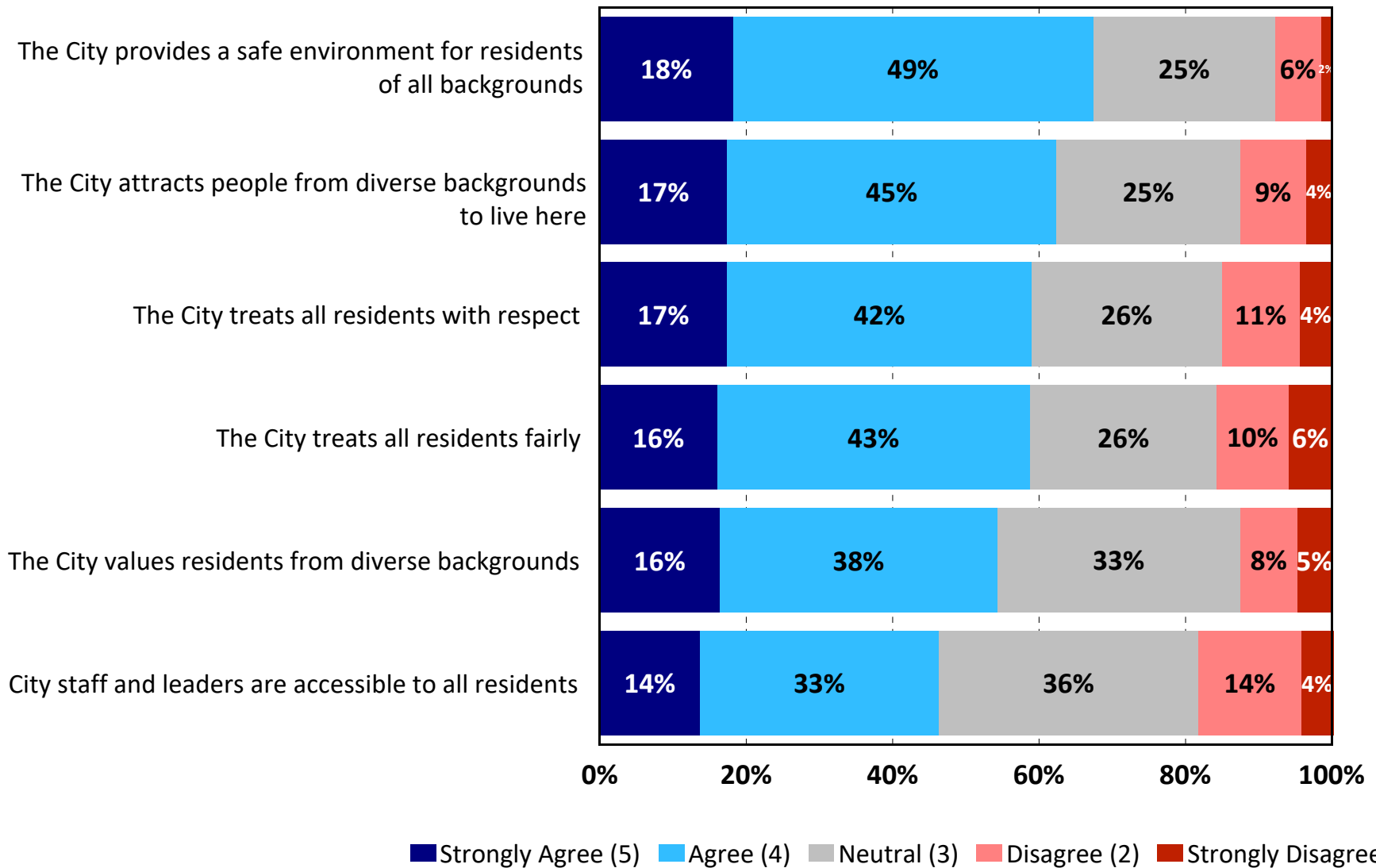
POLICY IMPLICATIONS:

ATTACHMENTS:

1. 2024 ETC Survey_DEIB Extraction

Q4. Level of Agreement with the Following Statements Regarding Diversity and Inclusion

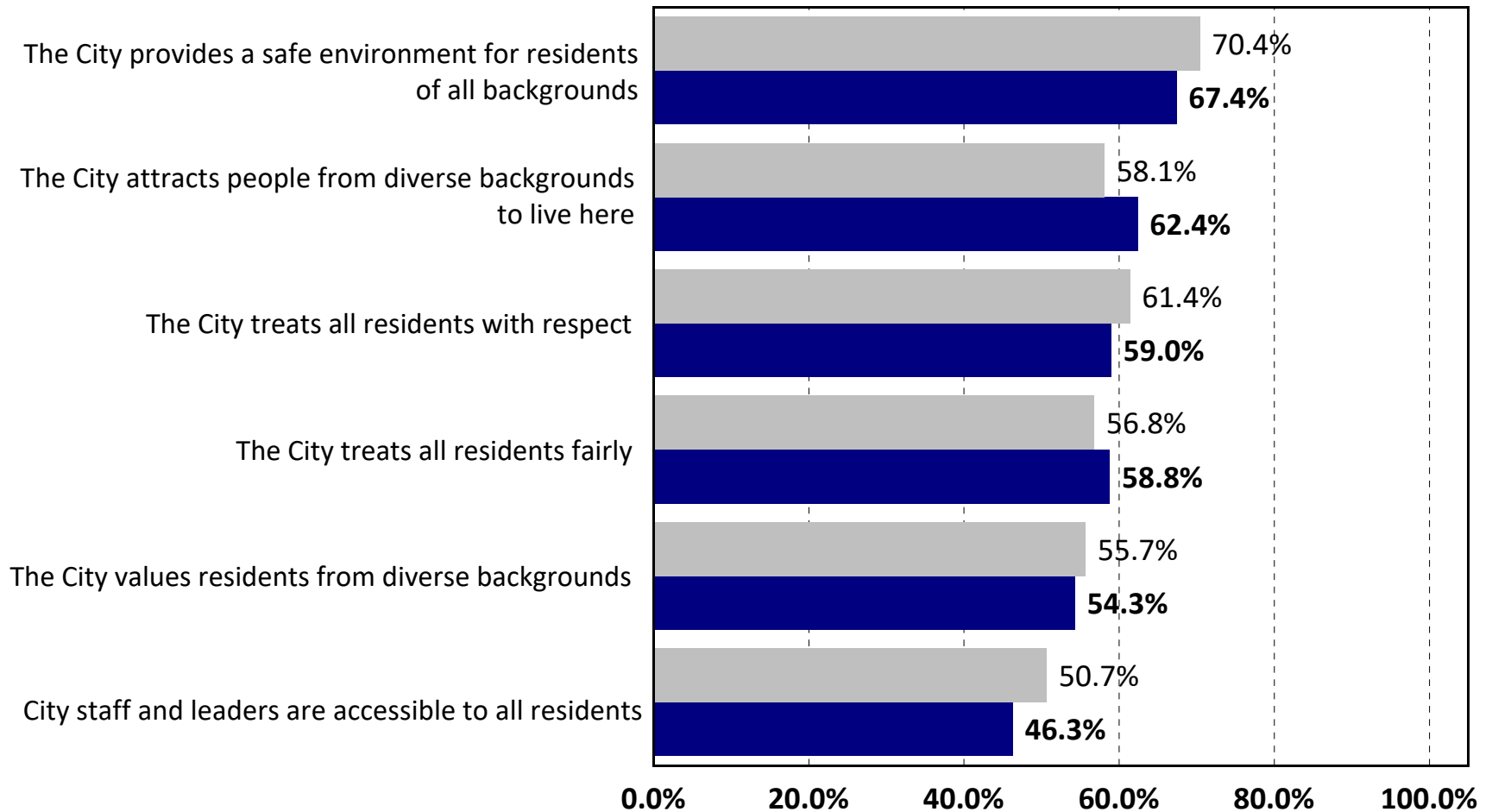
by percentage of respondents (excluding "don't know")



TRENDS: Level of Agreement with the Following Statements Regarding Diversity and Inclusion

2022 vs. 2024

by percentage of respondents who rated the item as a 4 or 5 on a 5-point scale (excluding “don't know”)

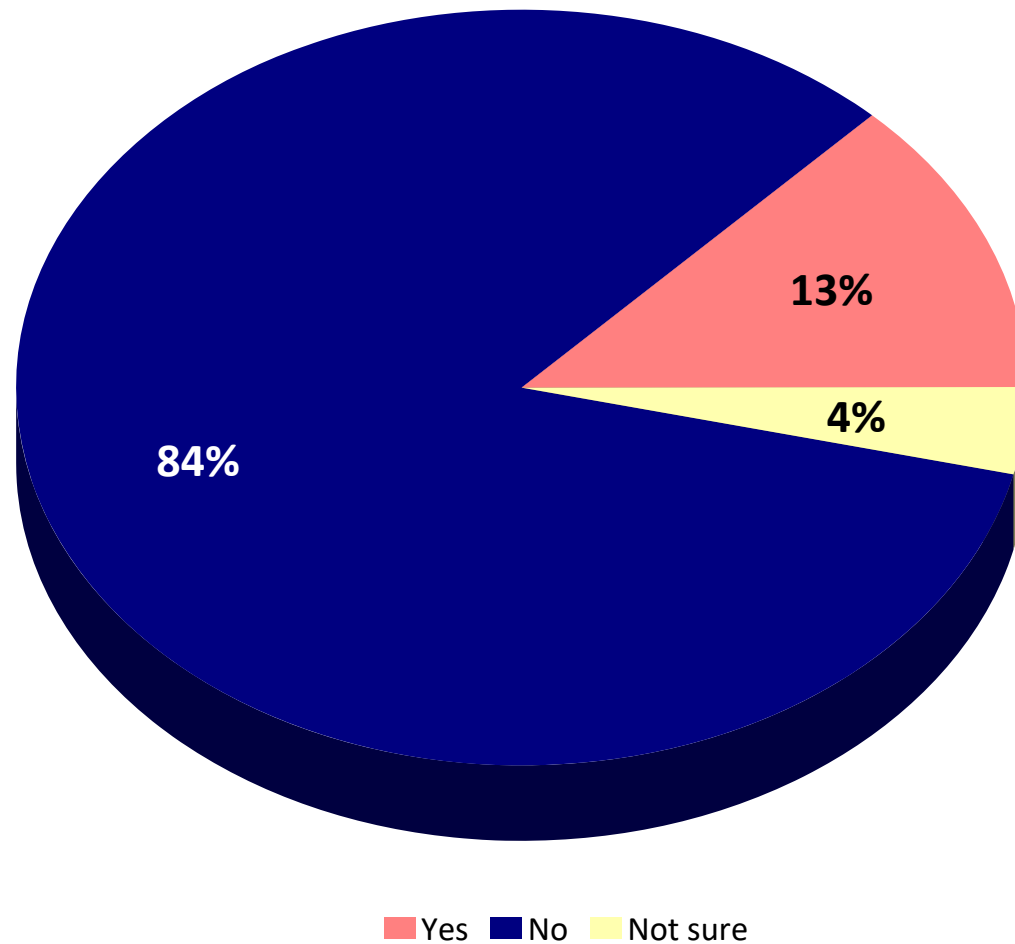


With the survey margin of error being +/- 4.7%, decreases and increases of less than 4.7% from 2022 to 2024 are not statistically significant and should not be interpreted as literal losses or improvements.

■ 2022 ■ 2024

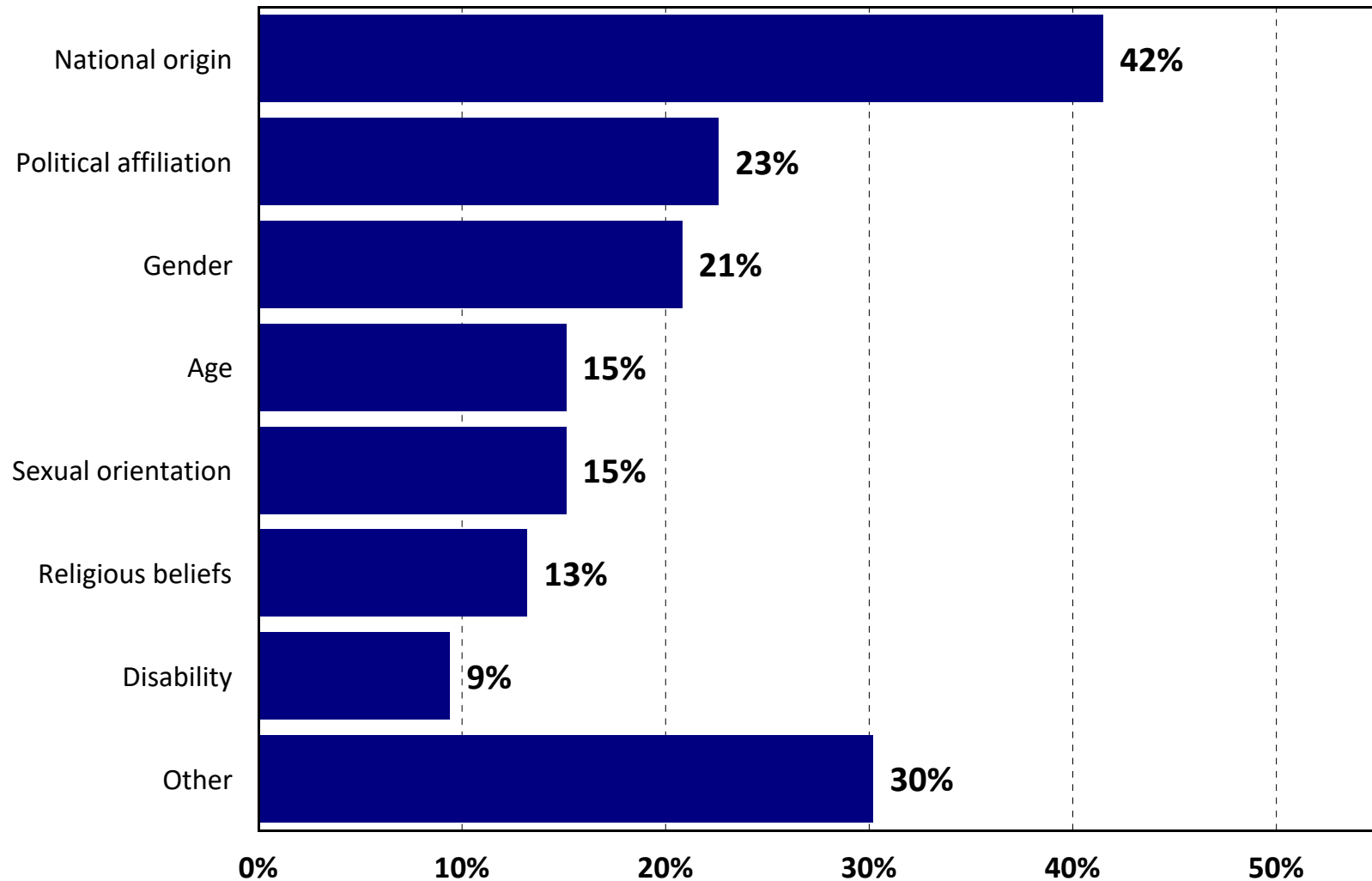
Q5. Have you personally experienced discrimination of any kind in the Hutto community in recent years?

by percentage of respondents (excluding "not provided")



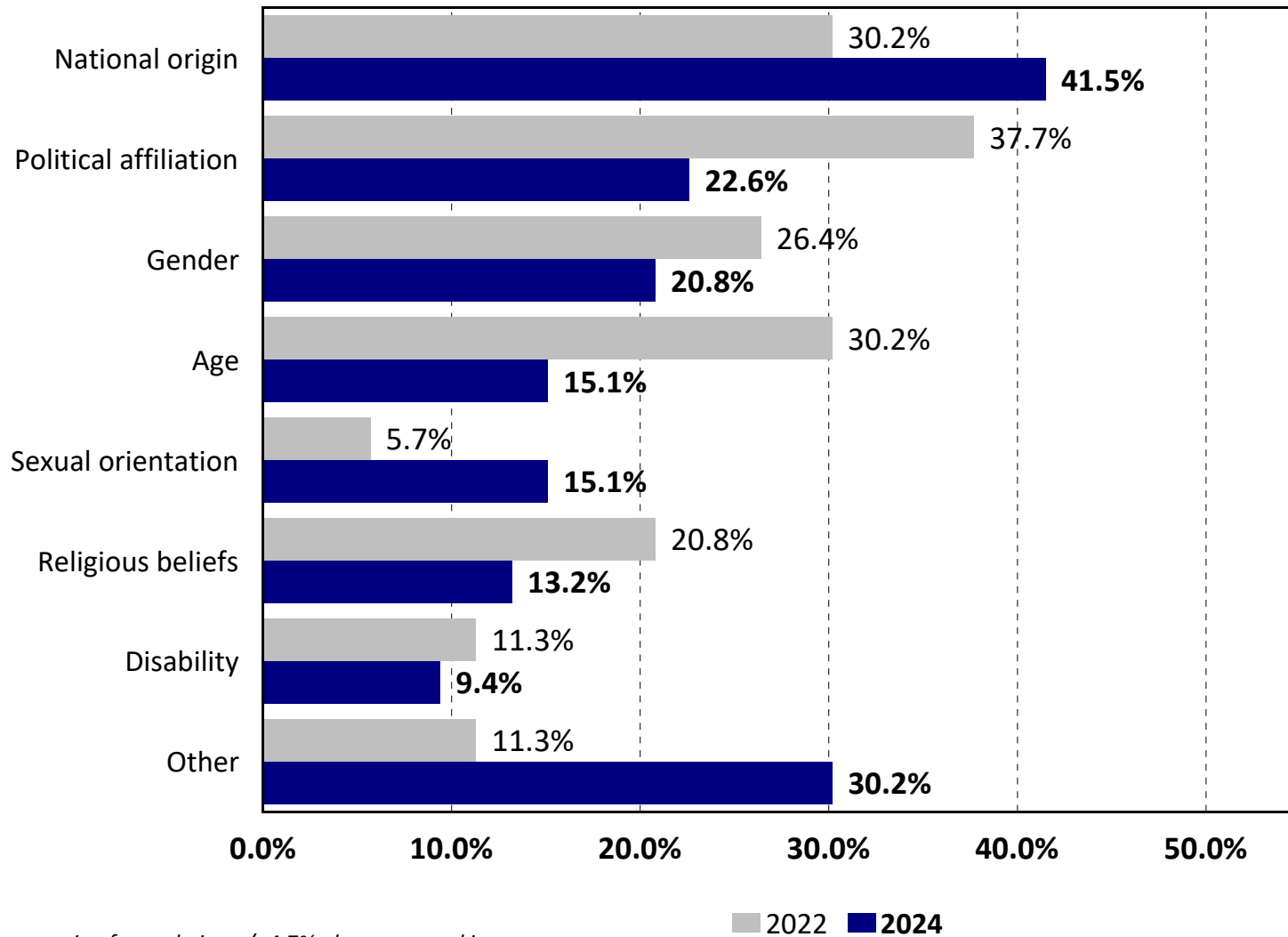
Q5a. If “yes” to Question 5, was it based on any of the criteria below?

by percentage of respondents who answered "yes" to Question 5 (multiple selections could be made)



TRENDS: If “yes” to Question 5, was it based on any of the criteria below? 2022 vs. 2024

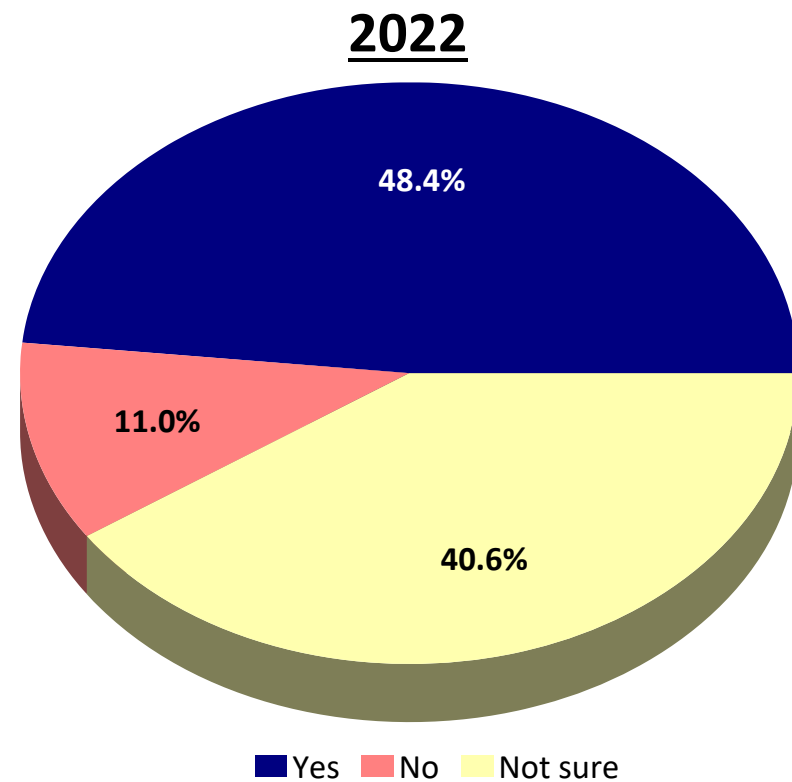
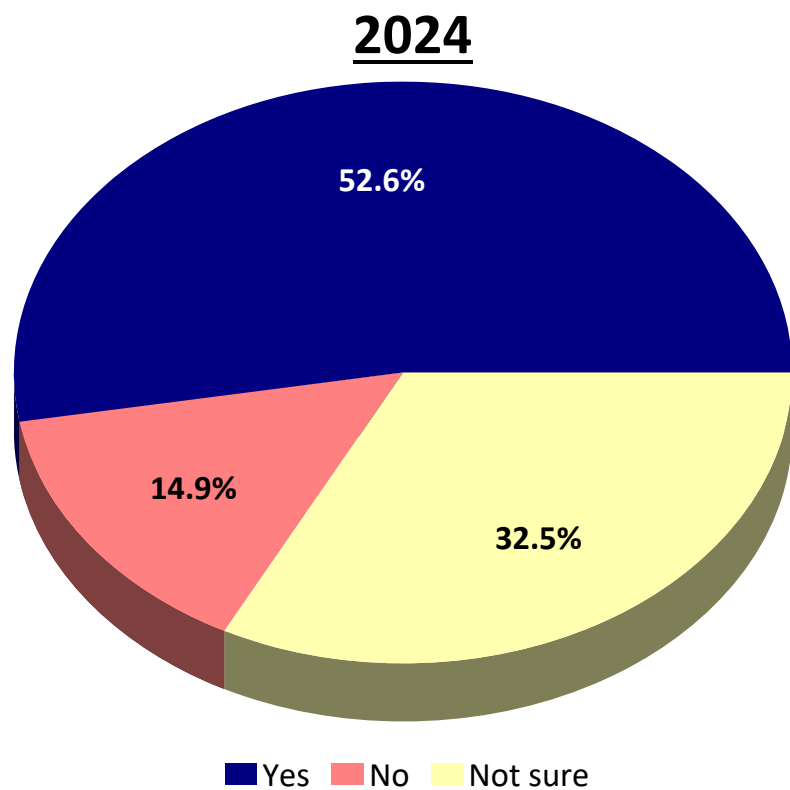
by percentage of respondents who answered "yes" to Question 5 (multiple selections could be made)



With the survey margin of error being +/- 4.7%, decreases and increases of less than 4.7% from 2022 to 2024 are not statistically significant and should not be interpreted as literal losses or improvements.

Q6. Do you think the City is moving in the right direction in their efforts to make the City a diverse and inclusive place to visit, live, and work?

by percentage of respondents (excluding “not provided”)



With the survey margin of error being +/- 4.7%, decreases and increases of less than 4.7% from 2022 to 2024 are not statistically significant and should not be interpreted as literal losses or improvements.

AGENDA ITEM REPORT

7.4.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action pertaining to City Council action to publish employee demographic data.
Meeting: Tuesday, November 18, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

Discussion : Recent Current City Council Action: The Hutto City Council recently decided to publish employee demographic data (race, ethnicity, gender) on an aggregated basis. Employees can voluntarily opt in to share their data. Only aggregated summaries are published to ensure individual privacy.

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.5.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on proclamations for December-February.
Meeting: Tuesday, November 18, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.6.



To: Diversity and Inclusion Commission
Subject: Open Discussion/Items for the next meeting on December 16, 2025.
Meeting: Tuesday, November 18, 2025
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None