



City of Hutto

Agenda

Diversity, Equity, Inclusion & Belonging Commission Tuesday, June 16, 2026 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 June 16, 2026. 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

5. GENERAL COMMENTS FROM CITY COUNCIL REPRESENTATIVES

6. GENERAL COMMENTS FROM COMMISSION MEMBERS

6.1. Review and update on the budget progress tracker as it relates to the Strategic Implementation Plan. (Namjoshi)

7. OTHER BUSINESS

7.1. Discussion and possible action on meeting minutes from the May 19, 2026 DEIB Commission meeting.

7.2. Presentation on Neurodivergent Inclusive Plan (Brian Kennard)

7.3. Discussion and possible action on proposed reallocation of budget to include proposal from Total Engagement Consulting by Kimer

7.4. Discussion and possible action on draft Strategic Plan (Stan Kimer)

- 7.5. Discussion and possible action on the appointment or reappointment of DEIB Commission Co-Chair
- 7.6. Discussion and possible action on Fiscal Year 2026/2027 budget
- 7.7. Discussion and possible action on You Belong in Hutto giveaway items for July 4 event (Abby Fenton)
- 7.8. Open Discussion/items for the July 21, 2026 meeting

8. ADJOURNMENT

9. CERTIFICATION

I certify that this notice of the June 16, 2026 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

6.1.



To: Diversity and Inclusion Commission
Subject: Review and update on the budget progress tracker as it relates to the Strategic Implementation Plan. (Namjoshi)
Meeting: Tuesday, June 16, 2026
Department: Communications
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 meeting minutes from the May 19, 2026 DEIB Commission meeting.
Meeting: Tuesday, June 16, 2026
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.2.



To: Diversity and Inclusion Commission
Subject: Presentation on Neurodivergent Inclusive Plan (Brian Kennard)
Meeting: Tuesday, June 16, 2026
Department: Communications
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 proposed reallocation of budget to include proposal from Total Engagement Consulting by Kimer
Meeting: Tuesday, June 16, 2026
Department: Communications
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

1. Hutto updated strategic plan

Contents of this presentation

- Original 2025 – 2026 DEIB Budget
- Proposed current work with budget adjustment proposal
- Revised Hutto Strategic Plan
- Starting the discussion on the 2026 – 2027 plan
 - Status?
 - What should we do?



2025 – 2026 DEIB Commission Approved 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



Proposed work: April thru July

- Continue ongoing consulting (example: providing information on neuro-diversity, prep for 2026 – 2027 plan ...)
- Travel to Hutto July 21 – 24
 - Working session at DEIB Commission meeting on 2026 – 2027 DEIB plan and budget
 - Schedule again the DEIB training for new City Council and new DEIB Commission members
 - Lead one listening post session with City of Hutto residents
 - One-on-one consultative sessions with working group leaders if requested

Need to move \$1,000 from the Resource Guide / “You belong in Hutto” line items to fund consulting services



2025 – 2026 DEIB Commission Budget Request

Aligned Plan Item	Proposed Service / Work Item	Amount	Thru March	April – July proposed
All Items - General	<ul style="list-style-type: none"> 15 hours of general consulting services to drive and modify plan (June virtual / attend July in person – working session) Travel expenses for up to 3 trips for consultant Updated 3-hour DEIB introduction and training for new City Council 	\$ 3,000	\$ 800	\$ 2,200
		\$ 2,400	\$ 1,000	\$ 1,400
		\$ 1,200	\$ 1,200	
1-2 Citizen Working Groups	Training for working groups and ambassadors	\$ 1,750	\$ 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	\$ 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		Currently in process
5-4 Resource Guide	Initial work starting the resource guide – scoping work and collecting requirements from working groups and listening posts	\$ 1,500		Divert \$1,000 from 5-4, 5-5
5-5 “You Belong in Hutto”	Banners / Posters / Giveaways	\$ 1,500		

**Total Budget Request: \$17,050, Total Consultant work through March \$5,750
Proposed April – July: \$4,600**



Executive Summary – Adopted City of Hutto DEIB Strategic 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

A link to download and read the complete Hutto DEIB Strategic Plan can be found on this webpage:

<https://www.huttotx.gov/424/Diversity-Equity-Inclusion-Belonging>



Evolution of City of Hutto's overall strategic plan

The DEIB Strategic Plan must fully support and be integrated with Hutto's overall strategic plan and publicly displayed vision statement

Plan is fairly similar as it continues to evolve

Former

1. Collaborate for operational excellence and efficiency
2. Maintain financial stability
3. Grow responsibly and sustainably
4. Create the highest quality of life

New

1. High-performing City Services (now pillar 3)
2. Responsible Financial Management
3. Growth and Infrastructure Alignment (now pillar 1)
4. Community Trust

One area of concern – Pillar 4

FORMER:

Create the highest quality of life: The strategy includes creating a community that is engaged, tolerant and compassionate about everyone leveraging different perspectives and experiences, and building an environment where everyone can feel they belong and have their voices heard.

NEW:

Community Trust: Strengthen public trust through reliable public safety services, transparent communication and responsive engagement.

This does include resident engagement and feedback including surveys, but omits language around tolerance, compassion, leveraging different perspectives and building a “belonging” culture.

Key of Icons on the next several pages



Done / Completed



Have we done this or are we doing it? How's it going? What is the status?



Recommended for the 2026 – 2027 plan



Initial Priority Area 1

(Presented in early 2025)

Establish an ongoing sustainable structure for the continued DEIB work

- Fill current open commission positions – DONE/Ongoing
- Rename as DEIB Commission – DONE/Ongoing
- 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	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	July 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	Nov 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)
- 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)

all
?

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	October 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	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 Review existing resource guides to determine what future work needs to be done.	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



Possible Budget Items for 2026 – 2027 fiscal year

- Major revamp of the DEIB Strategic Plan
- Create a 4th working group (people with disabilities) and train
- Travel to Hutto and moderate some “listening posts” to gather resident input
- Create more structure around the “DEIB ambassador role” and provide training
- Do a deep analysis of the last resident survey and provide recommendations



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

**CELEBRATE
& SHINE**
ADAPTIVE
DANCE PARTY



@ HUTTO
CITY HALL
OCTOBER 12
7-9 PM



details & register @ HuttoTX.gov/PARD



AGENDA ITEM REPORT

7.4.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on draft Strategic Plan (Stan Kimer)
Meeting: Tuesday, June 16, 2026
Department: Communications
Staff Contact:

BACKGROUND INFORMATION:

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 the appointment or reappointment of DEIB
Commission Co-Chair
Meeting: Tuesday, June 16, 2026
Department: Communications
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: Discussion and possible action on Fiscal Year 2026/2027 budget
Meeting: Tuesday, June 16, 2026
Department: Communications
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.7.



To: Diversity and Inclusion Commission
Subject: Discussion and possible action on You Belong in Hutto giveaway items for July 4 event (Abby Fenton)
Meeting: Tuesday, June 16, 2026
Department: Communications
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None

AGENDA ITEM REPORT

7.8.



To: Diversity and Inclusion Commission
Subject: Open Discussion/items for the July 21, 2026 meeting
Meeting: Tuesday, June 16, 2026
Department: Community Services & Culture
Staff Contact:

BACKGROUND INFORMATION:

SUMMARY OF REQUEST:

STAFF REVIEW:

FISCAL NOTES:

POLICY IMPLICATIONS:

ATTACHMENTS:

None