MINUTES
COMMUNITY INCLUSION AND ENGAGEMENT COMMISSION (CIEC)
THURSDAY, MAY 21, 2026
CIEC MEETING AT 6:30 PM
1302 E. COLLINS BLVD., RICHARDSON, TX 75081
THE IQ®HQ - EVENT ROOM SUITE #400

1. CALL TO ORDER

Chairperson Varma called the meeting to order at 6:34 p.m. with the following members present:

Rashmi Varma	Chair
Kristen Ceaser	Vice Chair
Audrey Oatis	Member
Niranjan Hanumanna	Member
Siraj Akhtar	Member
Hisham Syed	Member
Victoria Hortman	Member
Gildardo Zafra	Member
Amy Singh	Member

The following council liaison was present:

Jennifer Justice, Council Liaison

The following staff members were also present:

Greg Sowell	Director of Communications
Norma Mendoza	Administrative Secretary

Others present:

Brittney Webb	City of Frisco, Multicultural Committee/Assistant to the City Manager
KM Johnson Davis	City of Frisco, Multicultural Committee Chair
Dylan Raferty	City of Frisco, Multicultural Committee Member
Shane Gilmore	City of Frisco, Multicultural Committee Member

2. PUBLIC COMMENTS

There were no public comments.

3. APPROVAL OF THE MINUTES

Board/Commission Action
Member Oatis moved to approve the minutes as presented. Member Akhtar seconded the motion. A vote was taken and approved unanimously.

4. PRESENTATION: CITY OF FRISCO MULTICULTURAL COMMITTEE

Members of the City of Frisco Multicultural Committee presented about the group's mission, structure, and community engagement strategies that promote cultural awareness, events, and

celebrations representing Frisco's diverse ethnic and cultural communities. The committee was formed by Mayoral Proclamation in July 2024. They support community led cultural events along with City led ones as well. The discussion was followed by a Q & A.

Their committee would like to collaborate with Richardson CIEC. KM Johnson Davis invited the CIEC to come to Frisco to present their group to the Frisco Multicultural Committee. Greg Sowell will coordinate the scheduling of the meeting to be attended.

5. PRESENTATION: DAYS OF RECOGNITION

This was a follow-up discussion regarding the Days of Recognition. Greg Sowell stated that on April 13th, the Council was presented with CIEC's recommendation to exclude religious-based observances from the Days of Recognition Program. The Council asked CIEC to continue the discussion and remove unresolved questions before a final policy decision is made.

City staff gathered 3 additional resources to provide before the CIEC: a survey of how Texas city peers handle religious recognition, legal background related to Christmas being designated a "secular holiday", and a formal legal opinion from the City's outside counsel. There was discussion about the City staff's information.

The Commission asked if we could possibly hear the next agenda item from Richardson Interfaith Alliance and tabled the Days of Recognition agenda item for a moment. Member Hanumanna made a motion to table the agenda item on Days of Recognition and to call the next agenda item (Richardson Interfaith Alliance). Member Syed seconded the motion. A vote was taken and approved unanimously.

After Member's Hanumanna's presentation, the Commission asked questions about Richardson Interfaith Alliance's position on religion. He indicated that if you look at the structure of the RIA, it is not religious or politically based. If you take the religion topic out of it, the values under these religions, they are all the same. Treat your neighbor as yourself or help each other. The discussion was followed by a Q & A.

After lengthy discussion, Chair Varma asked should the City include religious, non-secular observances as part of its Days of Recognition. Chair Varma, Vice Chair Ceaser, Member Oatis, Member Hanumanna, Member Syed, Member Hortman, Member Zafra, and Member Singh voted "no". Member Akhtar voted "yes". Vote was 8-1. Greg will provide the information to City Council with the feedback. The Commission is also recommending opportunities to be inclusive of the community as a whole, and for any opportunities for secular definition that the City includes in the policy.

6. PRESENTATION: RICHARDSON INTERFAITH ALLIANCE

Member Hanumanna presented to the Commission the Richardson Interfaith Alliance's (RIA) community activities and partnership role with the City. He covered their mission statement, the history of the RIA, their goals, their membership and structure, their resilience and growth and their community impact.

7. REPORT ON ITEMS OF COMMUNITY INTEREST

There were no items to report.

8. ADJOURNMENT

With no further business, the meeting was adjourned at 9:31 p.m.

Rashmi Varma

RASHMI VARMA
BOARD CHAIR

ATTEST:

Norma Mendoza

NORMA MENDOZA
BOARD SECRETARY