

To everyone who contributed time, insight, and leadership—***thank you.*** This research reflects your voices, your vision, and your commitment to a thriving, resilient Austin Metro. Your involvement is helping shape the region’s future in real and lasting ways.

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LEAPS AND BOUNDS
THE NOW AND FUTURE AUSTIN METRO

CREW AUSTIN 2025 REGIONAL RESEARCH
Roundtable Insights Report
April 30, 2025

Take the survey:





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A Letter to Our Region

Dear Neighbors, Colleagues and Community Partners,

In 2023, the CREW Austin Board recognized an urgent need: to more powerfully demonstrate the value of CREW - not only to our members, sponsors, and partners, but to our entire Austin Metro community. We sought to make a tangible contribution to our region’s future, and we saw research as the path to meaningful and lasting impact.

In 2024, the CREW Austin Research & Governance Committee was launched with three core objectives:

- **Produce novel, timely, and actionable research** on Austin Metro growth and development.
- **Foster thought leadership and collaboration** among CREW members and regional decision-makers.
- **Advance the visibility and application** of CREW Network’s research on gender, inclusivity, and leadership in commercial real estate.

Our 2025 research initiative, **Leaps and Bounds | The Now and Future Austin Metro**, is a groundbreaking program, the first of its kind across CREW Network’s 86+ global chapters and among our peer commercial real estate organizations. This ambitious initiative is made possible by a dedicated team of CREW Austin volunteers, academic research advisors, and seasoned CREW Network research leaders.

Why This Research Matters

- **Our region is at an inflection point**, experiencing rapid growth that strains infrastructure, housing, workforce systems, and natural resources.
- **Decisions made today** will profoundly influence our region’s livability, economy, and resilience for decades to come.
- **Proactive, evidence-based strategies** are essential to ensuring vibrant, sustainable, and equitable growth across the Austin Metro.

Our Research Approach

In February 2025, we convened six conversational roundtables - one in each of the five Austin Metro counties and one regional roundtable for leaders whose work spans the metro area. Bridging sectors including government, business, education, healthcare, infrastructure, real estate, and nonprofits, more than **120 strategic leaders** engaged in open-ended dialogue about the most pressing issues related to regional growth and development.

Participants explored:

- How growth is reshaping their work and impacting their constituents
- Innovations advancing their missions
- Gaps in resources and systems
- What future success would look like for their sectors and communities

The Appendix of this report contains more details on research methodology including analysis and reporting.

Looking Ahead

In May 2025, CREW Austin, in partnership with our 2025 Research Partner, Miller IDS, will **survey 10,000+ residents and stakeholders in the Austin Metro**. This survey is built around roundtable findings and seeks to quantify regional hopes and priorities and to identify trends and forecasts.

By September 2025, we will release the final **CREW Austin 2025 Research Report**, combining quantitative survey data with the qualitative insights from the roundtables and designed to serve as a resource for leaders and decision-makers across sectors.

In October 2025, we will present the research process, findings, and impacts at the **CREW Network Annual Convention** in Austin, Texas – do join us at this conference to hear more about the research!

A Call to Action

The future of the Austin Metro is not inevitable; it is intentional. As leaders, we have the opportunity—and the responsibility—to:

- Align strategies with community aspirations
- Coordinate investments with shared insight
- Build a region that works for everyone

It is our hope that the insights captured in this report will guide leaders as we navigate the pressures and possibilities of regional growth, leading to measurably improved outcomes for our families and communities in the coming decades.

The research is a labor of love for so many at CREW Austin and around our region. Thank you all for your leadership, your vision, and your commitment to a vibrant, resilient Austin Metro.



Sincerely,
Nina Murrell, RA, LEED AP
CREW Austin Board Member
Chair, Research & Governance Committee
CREW Network Industry Research Committee Member

The future isn’t just happening. We’re building it TOGETHER.

Executive Summary

Emergent Priorities for a Thriving Austin Metro

The roundtable findings made it clear: despite the diversity across Austin Metro’s five counties, leaders are grappling with a remarkably aligned set of challenges and opportunities. Ten issues rose to the top in conversations with over 120 strategic leaders across Bastrop, Caldwell, Hays, Travis, Williamson Counties. Each issue reflects shared challenges, missing resources, bold innovations, and strategic recommendations from those leading the Austin Metro into its next chapter.

The future of the Austin Metro will depend on **bold leadership, regional collaboration**, and a shared commitment to **inclusive, sustainable growth**. This research provides a framework for informed action to ensure the region thrives over the next decade and beyond.

1

Housing Affordability and Variety

Rising housing costs are driving displacement and limiting economic mobility. Leaders recommend regional affordable housing incentives, zoning reforms, and creative ownership pathways.

2

Sustainable Infrastructure and Resilient Growth

Infrastructure across water, transportation, and energy sectors must be modernized and expanded. Recommendations include cross-county coordination, resilience planning, and sustainable construction standards.

3

Workforce Development and Talent Retention

A skilled workforce is critical to regional prosperity. Investments in credentialing programs, career pathways linked to local industries, and short-term workforce certifications were identified as key.

4

Transportation and Mobility

Congestion and lack of multimodal transportation require urgent action. Leaders advocate for regional mass transit systems, safer pedestrian infrastructure, and mobility innovation in rural areas.

5

Equity, Inclusion, and Representation

Ensuring that all communities benefit equitably from growth remains a pressing need. Proposals include participatory budgeting, multilingual engagement, grassroots leadership development, and transparent equity tracking..

6

Preservation of Community Identity

Growth must respect local character and cultural assets. Cultural preservation districts, support for legacy businesses, and creative placemaking initiatives were strongly endorsed.

7

Education Quality and Career Readiness

Strengthening K-12 through career and technical education, expanding early childhood programs, and aligning education with workforce needs were prioritized to ensure long-term economic vitality.

8

Mental Health and Public Health Access

Expanded behavioral and physical health services are urgently needed. Integrated care models, telehealth expansion, and mobile healthcare services are central recommendations.

9

Strategic Collaboration and Regional Coordination

Breaking down jurisdictional silos is essential for effective growth management. Leaders called for formal regional planning compacts, shared data systems, and joint infrastructure strategies.

10

Environmental Resilience and Climate Adaptation

Environmental risks must be addressed proactively. Leaders support investments in green infrastructure, climate adaptation strategies, conservation efforts, use of resilient building materials, and emergency preparedness networks.

1

Housing
Affordability
and Variety

Innovations and Recommendations:

Leaders called for innovative, scalable solutions that include workforce housing, diverse housing types, and incentives for local developers.

- **Travis County** is advocating for citywide ADU legalization and regulatory reforms to encourage micro-units and infill development.
- **Williamson County** is pursuing workforce housing initiatives, especially for teachers and nurses, with proposals for expedited permitting of affordable projects.
- **Hays County** is exploring development models that integrate executive and affordable housing.
- **Bastrop County** is piloting modular and workforce-built housing to address local affordability.
- **Caldwell County** has launched down-payment assistance programs and zero-interest micro-loans for first-time buyers.
- **Metrowide** recommendations include creating regional land trusts, public land reuse for workforce housing, and incentive structures tied to affordability targets including density.

Challenge: Rapidly rising housing costs have outpaced income growth, creating barriers to stability and opportunity for essential workers, young families, and retirees across the region.

Missing Resources: Flexible zoning policies, targeted incentives for local and small-scale developers, affordable homeownership programs, and mechanisms to preserve naturally occurring affordable housing.

Success Indicator:

An Austin Metro housing landscape that offers diverse, attainable options for residents at every stage of life and income level. Every resident, from teachers to tech workers, can find safe, affordable housing within reach of work, school, and community amenities.

“We must create housing options that meet people where they are—not where we wish they were.

Travis County roundtable participant

2

Sustainable
Infrastructure
and Resilient
Growth

Innovations and Recommendations:

Strategic leaders emphasized the urgent need for resilient water, energy, transportation, and broadband systems—especially in rural and fast-growing suburban areas.

- **Travis County** is developing innovative public-private partnership models for infrastructure finance.
- **Williamson County** is prioritizing mass transit expansion and water management as critical infrastructure investments.
- **Hays County** is advancing stormwater resilience projects and regional wastewater facility upgrades and advocating for multi-jurisdictional funding mechanisms like PIDs and TIRZs.
- **Bastrop County** is promoting sustainable construction standards, such as fire-resistant and energy-efficient design, modular construction, land banks, and sustainable development practices to build smarter, not just faster.
- **Caldwell County** is improving multimodal transportation corridors for better connectivity.
- **Metrowide** strategies include unified regional resilience frameworks tied to future land use plans and integrated regional water management and conservation incentives.

Challenge: Regional infrastructure, including transportation, water, and energy systems, is under significant strain due to accelerated population and economic growth.

Missing Resources: Regional infrastructure funding mechanisms, long-range resilient planning tools, cross-county infrastructure coordination.

Success Indicator:

Infrastructure investments keep pace with population growth, improve quality of life, and ensure long-term environmental and economic resilience. Infrastructure grows with the population, ensuring reliable water, energy, and transportation services even in fast-changing areas and during severe weather events.

3

Workforce
Development
and Talent
Retention

Innovations and Recommendations:

Leaders stressed the need for expanded vocational training, higher education partnerships, and local job pathways tied to emerging industries like AI, healthcare, and sustainable construction.

- **Travis County** is supporting workforce scholarships tied to high-demand sectors like healthcare and information technology.
- Williamson County is promoting middle-skills training hubs that integrate education and industry needs.
- **Hays County** is aligning PreK–career pipelines to ensure students are workforce ready upon graduation.
- Bastrop County is connecting local businesses with high school internship programs.
- **Caldwell County** is expanding free or reduced-cost technical certifications through Austin Community College partnerships, creating fast tracks into industries like trucking and healthcare. Lockhart ISD’s Career and Technical Education (CTE) programs are bridging students to in-demand jobs.
- **Metrowide** leaders are recommending the formation of cross-sector workforce councils to coordinate workforce strategy and that integrate training, childcare, and transit access.

Challenge: The region faces critical shortages of skilled labor across healthcare, construction, technology, and public services sectors. Williamson County noted an urgent need to develop a younger, local labor force to replace an aging workforce.

Missing Resources: Workforce-aligned education programs, short-term certification options, employer-education partnerships, local job pipelines. occurring affordable housing.

Success Indicator:

A vibrant workforce where residents of all ages have career pathways close to home, and local employers can fill critical roles without looking outside the region.

4

Transportation
and Mobility

Innovations and Recommendations:

Participants championed regional mobility plans, multimodal solutions—walkability, bikeability, public transit—that expand access and reduce commute burdens.

- **Travis County** is advocating for enhanced public transit corridors and micromobility expansion.
- **Williamson County** is prioritizing transit-oriented development near major employment centers.
- Hays County is focusing on safe sidewalk development, particularly around schools.
- **Bastrop County** is advancing “Complete Streets” policies to support multimodal travel.
- **Caldwell County** is exploring tech-enabled on-demand rural micro-transit and rideshare models.
- **Metrowide** discussions emphasized the need for a regional mobility authority.

Challenge: Congestion, lack of alternative transportation modes, and unsafe pedestrian infrastructure present widespread challenges across the Austin Metro.

Missing Resources: Regional mass transit networks, last-mile connectivity options, investments in pedestrian and cycling safety.

Success Indicator:

A well-connected transportation system providing safe, efficient, and equitable access to jobs, education, and community resources. A future where residents do not need to rely solely on cars and public transit, biking, and walking are realistic, safe, and attractive options for commuting to work, school, and community events.

“If we want healthy, connected communities, we can’t keep building for cars alone.

Metrowide roundtable participant

5

Equity, Inclusion, and Representation

Innovations and Recommendations:

Leaders want growth that benefits everyone, not just a few—and they are calling for new engagement models that elevate historically marginalized voices.

- **Travis County** is piloting participatory budgeting initiatives and advocated for equity impact assessments.
- **Williamson County** is strengthening bilingual civic outreach programs.
- **Hays County** is launching grassroots leadership development initiatives in historically underserved areas, especially in unincorporated areas.
- **Bastrop County** is recommending equity audits of public investment and access to services.
- **Caldwell County** calls for direct community liaison models to bridge communication gaps.
- **Metrowide** efforts include the proposed creation of a Regional Equity Dashboard to track inclusive progress.

Challenge: Growth has deepened divides in access to housing, essential services, opportunity, and decision-making power. In Travis County, participants stressed the exclusion of underrepresented voices from key conversations about growth.

Missing Resources: Inclusive and culturally competent community engagement, equitable funding, training for grassroots leadership development, transparent equity metrics.

Success Indicator:

Equity and inclusion are embedded across planning, budgeting, and policy implementation processes. All residents see themselves reflected and represented in public investments and planning.

6

Preservation of Community Identity

Innovations and Recommendations:

From Austin’s urban core to Bastrop’s rural heart, leaders emphasized the importance of protecting cultural assets, local businesses, historic character, and community cohesion .

- **Travis County** is supporting cultural district designations, investing in the arts, and legacy business protections. Participants suggested “community character audits” to guide design and zoning.
- **Williamson County** is linking heritage tourism initiatives to historic preservation efforts.
- **Hays County** is promoting conservation development models to retain open space and local character.
- **Bastrop County** is developing storytelling, cultural narrative initiatives, and design guidelines to reflect history and embrace beloved local character rather than becoming a “bedroom community” of Austin.
- **Caldwell County** highlighted the need for zoning updates to protect historic town centers.
- **Metrowide** recommendations focus on economic incentives tied to cultural preservation. Participants discussed using public art and small business incubators to activate place-based identity.

Challenge: Gentrification and rapid development are eroding local character and displacing legacy businesses and cultural anchors.

Missing Resources: Dedicated funding for cultural and historic preservation, targeted tax relief for local businesses and cultural institutions, community-centered mixed-use zoning reform, creative placemaking initiatives.

Success Indicator:

Growth honors unique local history, culture, and identity, fosters creativity, and ensures newcomers and long-time residents alike feel a part of the community. Residents feel a continued sense of pride, place, and belonging as neighborhoods evolve.

7

Education Quality & Career Readiness

Innovations and Recommendations:

Strategic leaders stressed the connection between education, workforce competitiveness, and economic resilience—calling for stronger K-12 support, Pre-K expansion, and alignment between education and employment pathways.

- **Travis County** is promoting expanded universal Pre-K programs and incentives for innovative K-12 programming.
- **Williamson County** is strengthening K-12 to workforce pathways through targeted dual-credit programs and school-industry partnerships to promote career-readiness.
- **Hays County** is developing bilingual Pre-K and career-readiness programs and strengthening school-to-career pipelines through Career and Technical Education (CTE) programs tied directly to local industry needs.
- **Bastrop County** is establishing direct partnerships between schools and local businesses.
- **Caldwell County** is leveraging Lockhart ISD’s CTE model to connect students to local employment.
- **Metrowide** participants urged the integration of education, workforce, and economic development planning across counties.

Challenge: Public education systems are struggling with funding disparities, shifting enrollment, limited post-secondary pathways, and alignment with workforce needs.

Missing Resources: Expanded early childhood education, dual-credit career pathways tied to regional industry, equitable school funding models, teacher retention support.

Success Indicator:

Schools are fully funded. Every student graduates with tools, skills, and opportunities to thrive in college, careers, and civic participation. Employers see local education as a key to recruiting top talent in a modern economy.

8

Mental Health & Public Health Access

Innovations and Recommendations:

Leaders called for expanded services and provider networks, especially in rural areas, and integrated mental health support in schools, workplaces, and communities. Expansion of telehealth, mental health integration into schools, and new nonprofit partnerships are emerging. Faith-based organizations and nonprofits are being engaged to fill care gaps.

- **Travis County** is integrating mental health services into community health clinics.
- **Williamson County** proposed school-based mental health centers and is launching mobile crisis intervention units.
- **Hays County** highlighted regional collaborations for emergency response and behavioral health support.
- **Bastrop County** is working toward the establishment of a county healthcare department and expanded rural clinics.
- **Caldwell County** highlighted the role of nonprofits in expanding mobile healthcare and telehealth service reach.
- **Metrowide** leaders are proposing a Metro Health Collaborative.

Challenge: Mental health services and healthcare infrastructure are insufficient to meet regional needs, particularly in rural and underserved areas and for youth and seniors.

Missing Resources: Behavioral health clinics and crisis centers, telehealth expansion, integrated healthcare models.

Success Indicator:

Every resident, regardless of zip code, has access to timely, affordable, and stigma-free comprehensive health services.

9

Strategic
Collaboration
& Regional
Coordination

Innovations and Recommendations:

Leaders across the Metro strongly supported a systems-thinking approach—linking public, private, and nonprofit efforts across county lines to address shared challenges. Cross-sector partnerships, regional convenings, and shared data tools like dashboards and mural boards are helping improve transparency and accelerate alignment on priorities.

- **Travis County** participants supported a regional growth compact to guide shared decision-making.
- **Williamson County** promoted regional economic councils to coordinate development strategies.
- **Hays and Bastrop Counties** emphasized the need for regular convenings across public, private, and nonprofit sectors.
- **Hays County** also proposed inter-agency agreements to better align resources.
- **Bastrop County** highlighted successful cross-sector coalitions tackling nonprofit capacity gaps.
- **Caldwell County** encouraged inter-city collaboration focused on transit and economic diversification.

Challenge: Siloed planning and data systems prevent cohesive responses to regional issues and slow progress on critical challenges.

Missing Resources: Joint planning mechanisms, shared data platforms, cross-jurisdictional leadership training.

Success Indicator:

Regional leaders leverage shared data and resources to collaborate across jurisdictions, sectors, and communities to create cohesive, effective solutions to our greatest challenges and to capture opportunities in a timely way.

10

Environmental
Resilience &
Climate
Adaptation

Innovations and Recommendations:

Leaders emphasized the need for proactive climate strategies such as conservation, sustainable building practices, and investment in green infrastructure. Endorsed ideas included fire-resistant infrastructure, regional water banks, expanded greenbelts, and proactive land conservation. Participants also supported sustainability scorecards and green development incentives.

- **Travis County** is advancing green infrastructure like floodplains and expanding urban canopy.
- **Williamson County** is promoting drought-resilient landscaping, water conservation incentives, and aquifer protection.
- **Hays County** proposed a regional water conservation bank and a cultural shift around water use.
- **Bastrop County** is piloting wildfire-resilient development and integrating greenspace into flood planning.
- **Caldwell County** is investing in floodplain management and emergency preparedness.
- **Metrowide** recommendations include a Regional Resilience Hub Network to support communities in times of crisis.

Challenge: Environmental pressures including drought, wildfire risk, flooding, rising heat and extreme weather threaten both urban and rural communities.

Missing Resources: Local climate adaptation strategic planning, resilient infrastructure funding, green infrastructure investment, public education around environmental risks.

Success Indicator:

Our communities are prepared for floods, droughts, wildfires, rising heat and extreme weather and thrive sustainably in a changing climate, protecting lives, ecosystems, and economic vitality for generations to come. The Austin Metro becomes a national model for adapting to climate risks with foresight and equity.

“Climate resilience is not a luxury—it’s a necessity for our region’s survival.

Hays County roundtable participant



Roundtable Introduction

The Travis County Roundtable took place on February 25, at the Austin Transit Partnership in downtown Austin. CREW Austin welcomed a distinguished group of regional leaders representing a wide range of sectors, including government, transit planning, urban planning, design, construction, social services, greenspace and water conservation, and education. As part of the opening conversation, each attendee shared one thing they believed would most improve quality of life in Austin and the surrounding areas. The passion and deep commitment of the participants was evident, setting a thoughtful and ambitious tone for the discussions. Their shared dedication to creating a better, more equitable future for the region framed the conversations that followed.

The roundtable discussions revealed several key priorities for Travis County's future as it navigates growth and development. Participants stressed the importance of maintaining a "sense of place" amid economic expansion, balancing the need for development with the preservation of Austin’s

unique character. Equity was a central theme, particularly around housing affordability, school enrollment declines in AISD, and the survival of small businesses. Concerns were also raised about the disconnect between rapid corporate growth and slower residential development, highlighting barriers smaller developers face due to high review fees and limited opportunities for creative solutions. Attendees emphasized the need for more inclusive, community-driven planning processes that engage historically underrepresented groups. Inspiration was drawn from international examples, like Prague’s human-scale design, as a vision for a more walkable, livable Austin. The need for greater collaboration among private developers, public officials, and educational institutions was clear, as was the call for better transparency, communication, and investment in public spaces through tools like park districts. Ultimately, the roundtable underscored a shared hope: to foster a resilient, inclusive, and creative Austin that grows thoughtfully without losing the spirit that makes it extraordinary.

TRAVIS
COUNTY

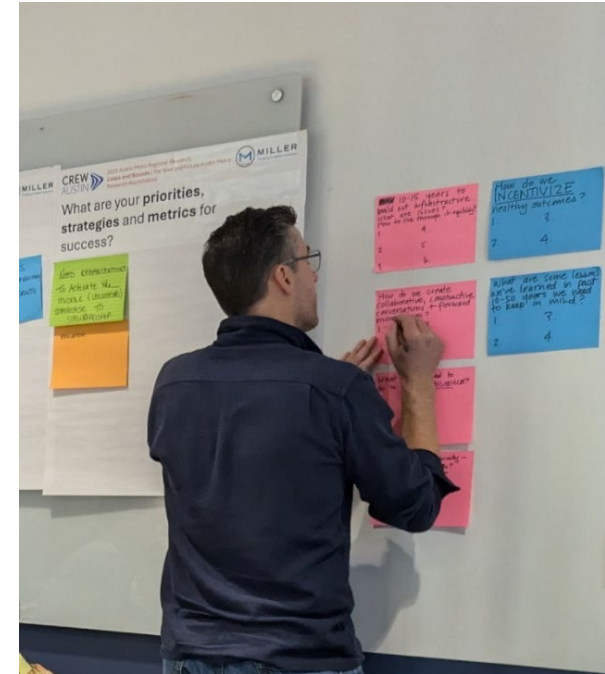
INSIGHTS

Maintaining Sense of Community and Place with Economic Development

Growth should complement the unique character of Travis County, emphasizing the preservation of cultural identity, legacy businesses, and community ties.

Investment in Public Sector with Private Money Private sector investment should play an active role in supporting the public good, including funding public infrastructure and initiatives that address equity and sustainability.

Urgency of Development Amid Rising Costs The pressing need to develop quickly as land and construction costs increase must be met with strategic planning, ensuring that urgency does not compromise long-term resilience or community needs.



Equity in Addressing Growth

Growth and development should prioritize equitable outcomes, ensuring marginalized groups have access to the benefits of new projects and fostering inclusive growth that bridges socioeconomic divides.

Lessons from the Past 10 to 50 Years Drawing on past experiences provides valuable insights for future planning, helping guide more thoughtful, sustainable, and community-driven growth strategies.

Impact of Shrinking Public Schools and Gentrification The decline in AISD enrollment and the rise of charter schools, combined with gentrification, is deepening affordability issues and displacing small businesses and residents in underserved communities.

Connecting Public Officials with the Public Public officials must engage actively with the community to ensure development policies reflect residents' needs, using transparent communication and accessible forums to build trust.

Connecting Communities with Resources to Have Their Voices Heard Communities need resources and platforms to express their concerns and ideas, ensuring that diverse voices are included in decision-making processes beyond surveys.



Slow Residential Development vs. Fast Corporate Growth The disparity between the pace of residential and corporate development underscores the need for balanced growth strategies that prioritize long-term housing needs without bureaucratic delays.

Connecting Large Public Money with Small Public Initiatives Large public investments, such as bonds and infrastructure programs, should be directed toward small, high-impact initiatives that can make a real difference in communities, like supporting local businesses and improving public infrastructure.

PRIORITIES FOR PURPOSEFUL GROWTH

- Preserve Austin’s Unique Sense of Place and Community**
Ensure that growth does not compromise Austin’s cultural fabric, human-scale design, or shared sense of belonging by protecting legacy businesses, schools, and the arts.
- Leverage Private Investment for Public Good**
Encourage private sector growth to directly contribute to public infrastructure, affordability, and environmental resilience through incentives, program-related investments, and community benefit agreements.
- Empower Community Voices in Shaping Growth**
Give communities real power in planning and budgeting, fostering authentic dialogue, supporting grassroots leadership, and centering lived experience to drive equitable action.
- Strengthen Trust Between Public and Officials**
Build transparency, aligned priorities, and effective communication to enhance trust, accountability, and collaboration between public institutions and residents.
- Link Public Funds to Local Impact**
Tie large public investments—such as bonds and infrastructure programs—to small, high-impact projects that directly benefit neighborhoods, reducing access barriers and ensuring meaningful change.

Roundtable Introduction

The Williamson County Roundtable took place on February 26, at the Holiday Inn Express & Suites in Taylor, located on the rapidly developing eastern edge of the county. As attendees arrived, many remarked on how seeing the scale of new construction firsthand gave them a deeper understanding of the pace and magnitude of local growth - far beyond what news reports alone could convey. Some long-time residents were particularly struck by how dramatically the landscape had changed. This direct exposure to the tangible effects of development set the tone for meaningful discussion. Two breakout groups engaged in dynamic dialogue around key issues before reconvening to identify shared priorities.

The roundtable conversation illuminated both the challenges and opportunities facing Williamson County amid rapid expansion. Participants emphasized the need for proactive, long-range planning -particularly in managing transportation networks, water systems, and infrastructure capacity to avoid falling into a reactive mode. Balancing residential and commercial development

with the preservation of green space emerged as a clear priority, alongside addressing the critical need for workforce and affordable housing, especially for essential workers like educators and healthcare professionals. Workforce development was a central theme, with stakeholders pointing to shortages in skilled trades, healthcare, and education due to an aging labor force and a lack of vocational training pathways. Suggestions included mentorship programs, local partnerships, and broader support for technical careers. Healthcare access - especially mental health services - was cited as another pressing concern, with calls for expanded infrastructure, more providers, and better use of telehealth in rural areas. Participants also noted that philanthropy and charitable resources have not kept pace with regional needs. Across the board, the conversation underscored the importance of strategic, cross-sector collaboration to ensure that Williamson County’s growth is not only economically strong, but also sustainable, inclusive, and responsive to the needs of all its residents.

WILLIAMSON COUNTY

INSIGHTS

Affordable and Inclusive Housing Solutions A clear priority is the creation of affordable housing, specifically targeting essential workers such as teachers and nurses, alongside developing innovative programs to attract and retain educators within local school districts.

Public-Private Collaboration Leveraging robust public-private partnerships (P3) is viewed as essential for accelerating initiatives, sharing resources, and efficiently funding community programs. Stakeholders prioritize collaboration as a pathway to achieving long-term regional goals.

Strategic Growth and Infrastructure Management Williamson County stakeholders emphasize proactive regional planning, including strategic incentives for controlled growth, robust transportation planning, and infrastructure investments to sustain the rapidly growing population.

Comprehensive Transportation and Mass Transit Improvements Developing efficient mass transit and enhancing regional transportation infrastructure are key stakeholder priorities, supporting economic mobility, regional connectivity, and improved quality of life.

Education, Workforce Development, and Career Readiness Investing in education, fostering robust partnerships between local schools, colleges, businesses, and communities, and ensuring graduates are college-, career-, or military-ready, emerged as an essential success metric for stakeholders.

Equity and Inclusive Development There is a strong commitment to equity in distributing growth, resources, and economic opportunities, ensuring that underserved communities benefit equitably from Williamson County’s growth and development.

Enhanced Access to Community-Based Resources Providing increased and equitable access to community-based services, particularly mental health resources, aging infrastructure support, and healthcare, is recognized as critical for supporting the region’s diverse populations and vulnerable groups



Sustainability and Conservation Protecting environmental assets, establishing conservation districts, and prioritizing sustainable practices remain critical. Balancing preservation with growth is seen as fundamental to maintaining the region's quality of life.

Mental Health and Wellbeing Significant investment in comprehensive mental health support, especially for youth, adolescents, and seniors, was explicitly highlighted. Stakeholders strongly advocate for integrated mental health services within school systems and communities.

PRIORITIES FOR PURPOSEFUL GROWTH

- **Balance Growth with Sustainable Infrastructure**
Invest in transportation, utilities, and public services to keep up with the rapid population growth in Williamson County, ensuring both urban and rural areas are well-equipped for future success.
- **Develop a Skilled and Resilient Workforce**
Invest in workforce development across key industries like healthcare, technology, and skilled trades, while ensuring that training and job opportunities are accessible to all residents.
- **Ensure Access to Affordable Housing**
Prioritize affordable housing options for the growing population, especially for public service workers, and explore innovative solutions that balance growth with affordability.
- **Expand Education and Healthcare Systems**
Support the growth of education and healthcare services to meet increasing demand, ensuring every resident has access to high-quality services and attracting qualified professionals.
- **Encourage Collaboration for Sustainable Growth**
Promote innovation and collaboration through public-private partnerships, technology, and sustainable infrastructure solutions to manage growth equitably and responsibly.

Throughout the roundtable, participants shared candid insights, identified pressing challenges, and built consensus around priorities that will shape Hays County's future. A central theme was the urgent need to align infrastructure, housing, and transportation planning with the realities of fast-paced growth. Concerns were raised about water

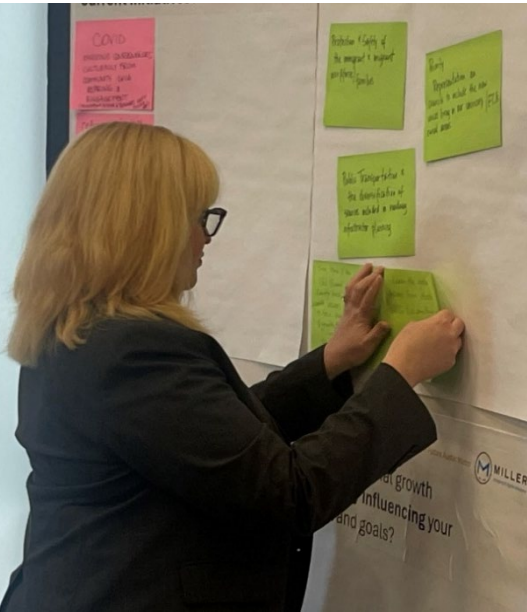
access, wastewater systems, and road safety, particularly in rural and extraterritorial areas where governance and service delivery can be unclear. Public transportation and safe, multimodal networks were viewed as essential for workforce mobility and equitable access to education, healthcare, and employment. Education, workforce development, and housing were also key topics, with participants highlighting the importance of supporting educators, expanding early childhood resources, and creating career pathways tied to local industries. Attendees noted persistent barriers to engagement—such as language access and civic representation—and called for stronger communication, transparency, and inclusive planning. The roundtable captured a shared determination to evolve beyond outdated approaches and to shape a more sustainable, inclusive, and forward-looking future for Hays County.

HAYS COUNTY

INSIGHTS

Infrastructure Under Strain Rapid growth has outpaced infrastructure development in Hays County, with urgent needs in transportation, water, wastewater, and energy systems. Key concerns include overloaded roadways, lack of sidewalks, insufficient wastewater capacity, and underfunded public transportation—particularly in unincorporated and rural areas. Delays in funding and unclear jurisdictional authority between city, county, and state agencies further complicate solutions.

Collaboration Across Jurisdictions Participants emphasized the importance of coordinated planning and partnerships between state, county, city governments, and developers. With shifting regulations and confusion over ETJ boundaries, clearer roles, communication, and alignment are needed. Tools like TIRZs, PIDs, and cross-sector partnerships could help fund and execute critical infrastructure.



Water Conservation and Innovation Water scarcity emerged as a central concern. Infrastructure for supply and wastewater is insufficient in some areas, and a cultural shift toward conservation is needed. Education campaigns, a regional water bank, and learning from other states’ conservation models were proposed to address the challenge long-term.

Transportation Safety and Access Transportation issues affect safety, especially in underserved parts of the county. Concerns include lack of sidewalks, narrow roads near schools, and the needs of non-driving populations such as youth and the elderly. Community members called for multimodal, equitable infrastructure planning and proactive designs that anticipate future growth.

Education and Workforce Development Schools are at the heart of Hays County’s economic future. Stakeholders stressed the link between school quality, housing value, and workforce readiness. Teacher housing, pay increases, Pre-K options, and metrics tying schools to job outcomes were all highlighted as essential investments.

Equity, Representation, and Trust Language barriers, misinformation, and historical exclusion have created gaps in trust and engagement. Participants stressed the need for community liaisons, culturally competent communication, and inclusive public meetings. Elevating diverse voices in leadership—especially from ETJs and marginalized groups—is seen as critical for long-term resilience.

Community Engagement and Transparency Residents value personal interaction with elected officials and want transparency in decision-making. Town halls should feel welcoming rather than intimidating, and leaders must clearly explain the "why" behind policies. People are more likely to support initiatives when they feel invited to participate meaningfully.

Sustainable Growth and Development Development pressures are reshaping the county, creating tension between long-time residents and newcomers. Proposals such as conservation development, executive housing alongside affordable options, and sustainability incentives for builders aim to ensure growth aligns with community values and environmental realities.

Small Business and Economic Diversification Small business owners struggle to compete with larger corporations in attracting talent and staying viable. Supporting diverse job creation through targeted incentives and workforce training was seen as a way to strengthen the local economy while keeping income closer to home.

Civic Empowerment and Future Leadership There is a strong desire for long-term thinking and new leadership that reflects the county’s evolving demographics. Empowering residents through education, civic engagement, and inclusive representation—especially from youth, immigrants, and underrepresented communities—was seen as foundational to shaping Hays County’s future.

PRIORITIES FOR PURPOSEFUL GROWTH

- Invest in Resilient Infrastructure**
Address urgent gaps in transportation, water, wastewater, and energy through proactive, long-term planning and cross-jurisdictional coordination.
- Expand Equitable Access and Safety**
Develop multimodal, accessible infrastructure and public services—especially in underserved and rural areas—to ensure mobility, education, and healthcare access.
- Strengthen Community Trust and Representation**
Foster inclusive engagement through transparent communication, culturally competent outreach, and more representative leadership.
- Promote Sustainable and Inclusive Development**
Advance growth through environmental stewardship, housing diversity, conservation, and partnerships that support affordability and ecological health.
- Build a Future-Ready Workforce and Economy**
Link education to jobs, support small businesses and schools, address workforce housing, and encourage economic diversification.

Roundtable Introduction

The Bastrop County Roundtable took place on February 20, at VeraBank on Highway 71 in Bastrop and was the largest gathering in CREW Austin’s roundtable series. A diverse group of stakeholders from across the county came together, forming three breakout groups that allowed for engaging deep dives into shared interests. Participants represented a wide range of sectors and brought a spirit of openness and enthusiasm to the discussions, eager to connect and explore issues that rarely receive dedicated collaborative attention.

Attendees discussed pressing community needs through the lens of sustainability, economic resilience, and community health. A key theme was strengthening local economies and reducing reliance on nearby Austin by supporting existing businesses and encouraging sustainable development. Participants proposed forming a unified coalition to advocate for zoning reform and policy change, while also exploring initiatives like modular housing, local wealth-building strategies, and resource transparency. Nonprofits emerged as vital yet strained community pillars, facing burnout due to underfunding and understaffing. Attendees

suggested shared infrastructure—such as grant writers, job boards, and pooled benefits—to help nonprofits scale and retain staff. Infrastructure gaps, especially in childcare, healthcare, broadband, and transportation, were identified as urgent concerns amid shifting demographics and population growth. The group emphasized the need for early childhood support, workforce development, and financial literacy education. Creative solutions such as land banks, business incubators, and school-nonprofit collaborations gained traction during the discussion. The roundtable underscored a strong commitment to local investment, accountability, and cross-sector partnerships, with a shared vision for growth that is sustainable, equitable, and rooted in the wellbeing of Bastrop County residents.

Many attendees expressed a strong desire for more opportunities to collaborate and exchange ideas, and the event led directly to the formation of the Bastrop County Mastermind group—an initiative to continue these important conversations and build momentum for action.

BASTROP COUNTY

INSIGHTS

Workforce Development and Better Jobs

There is a clear need to create more well-paying, accessible jobs that align with the cost of living in Bastrop County. Workforce training, career literacy, and support for business owners can help prepare both current residents and newcomers for these opportunities.

Early Childhood and Family Support

Strong early childhood systems and family services are essential to breaking cycles of poverty and ensuring long-term community stability. Addressing childcare shortages, supporting public schools, and offering family-centered programs are key concerns. Sustainability and Resilience There is a growing call to integrate sustainability into every aspect of development—from weatherproof, fireproof construction to climate-conscious infrastructure. This includes long-term planning for environmental resilience, social equity, and community health.

Social Services and Healthcare Access

Residents face challenges accessing healthcare, transportation, housing, food, and elder support. There is strong demand for expanded services, a county healthcare department, and resources for those experiencing homelessness.

Communication and Community Trust

Residents and organizations want consistent, transparent communication from leadership, as well as easier access to accurate, centralized information. Building trust is essential to increasing engagement, awareness, and use of available resources.

Partnerships and Shared Resources

Organizations are often underfunded and understaffed. Cross-sector collaborations—between nonprofits, schools, businesses, and government—are needed to bridge gaps in funding, staffing, facilities, and outreach.

Sustainable Revenue and Funding Streams

Nonprofits and small businesses need more predictable and diverse revenue sources. Ideas like shared grant writers, fee-based services, community foundations, and local investment strategies are gaining traction.

Bastrop’s Relationship with Austin

Many residents work and shop in Austin but live in Bastrop. This dynamic creates economic leakage and increases traffic while impacting local identity. There’s a desire to attract jobs and businesses that keep people and dollars local.

Welcoming New Residents and Growing Together

With population growth and development accelerating, there’s a need for intentional efforts to help newcomers integrate into the community. This includes education on local resources, legacy planning, and encouraging shared ownership of Bastrop’s future.

Economic Development and Business Support

Attracting diverse businesses, improving entrepreneurial support, and investing in small business incubation can stimulate local economic growth. Community members want to see smart development that balances new opportunities with the needs of current residents.

“I have been all around the world doing conferences and roundtables, and this roundtable experience has beat them all! I feel so inspired by the connections made today with people I normally wouldn’t have a chance to meet. The new Bastrop Mastermind will be a way we can build on the conversations we started today and get some traction on important work together.”

Bastrop County roundtable participant



PRIORITIES FOR PURPOSEFUL GROWTH

- **Strengthen the Local Workforce and Economy** Support job creation, career development, and entrepreneurship aligned with Bastrop’s cost of living. Focus on upskilling, better-paying jobs, and local talent retention.
- **Expand Social Services and Family Support** Enhance healthcare, childcare, food access, transit, and elder care. Prioritize early childhood development and long-term community well-being.
- **Build Sustainable and Resilient Communities** Integrate sustainability into housing, infrastructure, and policy. Invest in climate resilience, resource protection, and responsible development
- **Foster Collaboration and Shared Resources** Strengthen partnerships among nonprofits, agencies, schools, and businesses to share spaces, staff, and services—and close service gaps.
- **Improve Communication, Connection, and Belonging** Build trust through clear outreach and inclusive engagement. Help residents—especially newcomers—feel welcomed, navigate services, and co-shape Bastrop’s future.

The discussion centered on how to strengthen local workforce development and support small businesses amid rapid growth. Participants emphasized the need for accessible job training and education pathways, particularly programs that offer quick upskilling—such as 8- to 12-week certifications in trucking, automotive, and healthcare—rather than relying solely on four-year degrees. Efforts like free or reduced tuition at Austin Community College and job fairs in nearby communities were highlighted as important tools.

CALDWELL COUNTY

INSIGHTS

Workforce Upskilling for All Ages

There is a need for upskilling programs that cater not only to young workers but also to adults, including CDL drivers, to demonstrate the return on investment for workers of all ages.

Affordable Education and Training

Promote affordable or free tuition opportunities at institutions like ACC, ensuring that residents are aware of accessible options to gain valuable skills. Small Business Support and Education Develop public-private partnerships to educate and connect small businesses with efficiently, enhance their access to workforce development and high school programs.

Pathways to Business Ownership

Create clear pathways to business ownership by improving access to loans, education, and promotion of small business niches, as well as offering better lending options for micro-businesses.

Collaboration Between Schools and Employers

Strengthen connections between businesses and schools, especially through CTE programs, to ensure students have exposure to real-world job opportunities and career pathways.

Affordable Housing and Pathways to Homeownership

Increase access to affordable housing and homeownership opportunities, including financial literacy programs and affordable lending options for first-time buyers.



Infrastructure and Road Improvements Address critical infrastructure needs, particularly roads and traffic bottlenecks, to ensure that the growing population can commute efficiently, and the economy thrives.

Job Diversification and Local Employment Foster job diversity beyond manufacturing by supporting small businesses and local companies, ensuring sustainable employment opportunities for residents.

Support for Workforce Development in High-Demand Industries Provide targeted workforce training in high-demand industries such as healthcare and automotive, where there are critical shortages of skilled workers.

Community Engagement and Connection Create spaces that foster real-life connections and a sense of community, with emphasis on walkable streets and public places that encourage people to connect face-to-face.



PRIORITIES FOR PURPOSEFUL GROWTH

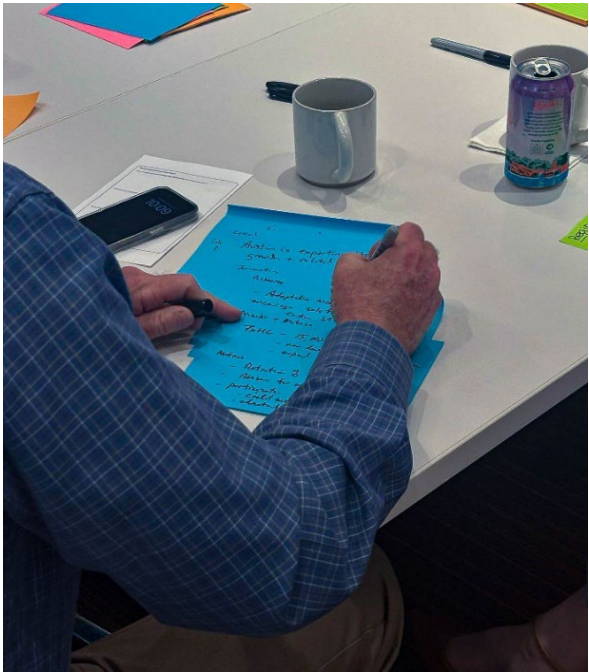
- **Develop Workforce Development and Job Diversification Programs** Create access to higher-paying jobs and training programs for all ages, including youth and adults reentering the workforce. Expand short-term certification and non-degree career pathways to support diverse job opportunities.
- **Support Small Business Growth and Sustainability** Promote small business expansion through partnerships, access to zero-interest loans, and connections to workforce development. Foster a business-friendly climate to support long-term economic stability.
- **Expand Affordable Housing and Homeownership Opportunities** Boost access to housing and financial literacy for first-time buyers. Encourage diverse housing types like ADUs and support affordable lending options to sustain community growth.
- **Enhance Educational and Career Pathways for Youth** Strengthen school-business partnerships to provide students with hands-on learning through internships, job shadowing, and Career and Technical Education (CTE) programs that lead directly to employment.
- **Upgrade Infrastructure and Foster Community Connectivity** Invest in roads, broadband, sidewalks, and traffic management. Design public spaces that promote real-life connections and walkability, improving overall quality of life.

The Metrowide Roundtable conversation focused on the multifaceted challenges of managing the Austin Metro's rapid growth and emphasized the need for a holistic cross-sector and cross-jurisdiction approach over siloed responses at the city or county level. Key themes included aligning workforce development programs with evolving industry demands and creating diverse, affordable

METROWIDE

INSIGHTS

Alternative Funding Solutions Exploring creative and non-traditional funding mechanisms to address pressing infrastructure and housing challenges. These methods may include public-private partnerships, impact investing, and innovative financing models for sustainable development.



Shifting City and County Regulations for Density & Housing Variety As urban areas grow, local governments are adjusting zoning and land-use policies to allow for more diverse housing types. This shift aims to accommodate a broader range of people while maintaining community character and supporting sustainable urban growth.

Eminent Domain: Who Will Be Affected? The use of eminent domain in urban redevelopment and infrastructure projects has the potential to impact homeowners, businesses, and communities. Understanding who will be most affected and how to mitigate displacement is crucial in planning for equitable growth.

NIMBY vs. Real Solutions The tension between "Not In My Backyard" (NIMBY) attitudes and the need for practical solutions to housing shortages, infrastructure, and urban development creates barriers to progress. Balancing community concerns with regional needs is a complex challenge.

Workforce Development to Support Growth As cities grow, the demand for skilled labor in construction, technology, and other sectors increases. Workforce development programs must evolve to ensure that workers are adequately trained to meet the demands of a rapidly expanding economy.

Impact of Growth on Quality of Life & K-12 Resources Rapid urban growth has significant consequences for public services, particularly K-12 education. Increased demand for schools, teachers, and resources can strain educational systems, affecting the quality of education for future generations.

Water Resource Strain As urban areas expand, water resources face increasing pressure. Sustainable water management strategies must be developed to ensure that growing populations have access to clean and sufficient water supplies.

Fast Action vs. Prioritizing Consensus In the face of rapid growth, cities must decide whether to act quickly to implement solutions or prioritize long-term consensus-building with all stakeholders. Both approaches have benefits and drawbacks that require careful consideration.

Higher Education Innovation: Personalized, Competency-Based Learning New models in higher education, such as personalized and competency-based education, provide students with the flexibility to learn at their own pace and focus on skills that are directly aligned with workforce needs, fostering both affordability and accessibility.

Housing Affordability and Regional Synergies Addressing the housing crisis requires a regional approach that aligns urban planning, infrastructure, and workforce needs. Collaborating across counties and cities can help leverage shared resources, streamline solutions, and create affordable housing options at every life stage.



PRIORITIES FOR PURPOSEFUL GROWTH

- **Revolutionize Growth and Development Strategies** Rethink how growth is managed to support a thriving, sustainable region. Address housing, infrastructure, and natural resource strain with cross-sector solutions that prevent reactive, piecemeal development.
- **Invest in Community Infrastructure and Resources** Prioritize public transit, utilities, and education to meet population growth. Expand equitable access to housing and services while scaling infrastructure to avoid delays and reduce system strain.
- **Workforce Development for a Competitive Economy** Support a future-ready economy by expanding access to affordable, flexible, and aligned education and job training. Focus on emerging fields like AI and STEM to ensure all Texans can participate.
- **Expand Housing Options for All Stages of Life** Tackle affordability with diverse housing that serves different incomes and life phases. Incentivize development near jobs and transit, and coordinate across jurisdictions to lower costs and boost access.
- **Collaboration and Transparency in Decision-Making** Overcome siloed efforts and NIMBYism with public-private-nonprofit partnerships. Use shared metrics and inclusive engagement to shape decisions, ensuring growth reflects community needs and benefits everyone.



For more information and to support CREW research initiatives:

Contact Nina Murrell | nina@architecture.moda
Contact CREW Austin | admin@crewaustin.org
Visit <https://austin.crewnetwork.org/>



APPENDIX

Research Methodology

Step 1 – Roundtable Conversations

In February 2025, we convened six conversational roundtables - one in each of the five Austin Metro counties and one regional roundtable for leaders whose work spans the metro area. More than **120 strategic leaders from across many sectors** engaged in open-ended dialogue about the most pressing issues related to regional growth and development.



Participants explored four roundtable questions:

- How growth is reshaping their work and impacting their constituents
- Innovations advancing their missions
- Gaps in resources and systems
- What future success would look like for their sectors and communities

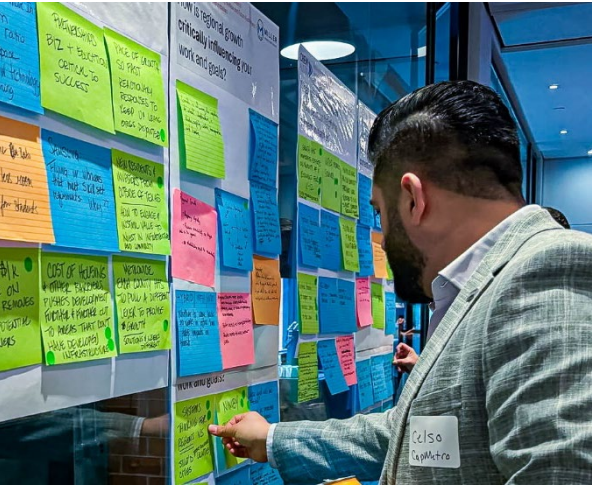
Participants also shared what ONE THING they believed would improve the quality of life in their communities

Talking points of the conversation were recorded on sticky notes by Research Team members. Sticky notes were grouped under one of the four roundtable questions.

Step 2 – Identifying High Priorities



Participants reflected jointly on the roundtable conversations and indicated their priorities by adding green dots to sticky notes representing their individual highest concerns / aspirations.



Step 3 – Qualitative Data Collection

Roundtable Leaders recorded the qualitative data from the roundtables in two ways:

- Photographs of flip chart sheets, sticky notes and groupings of green dots indicating higher priority issues. (See Figure 1.)
- Manual recreation of these photographs in a shared Mural Board. (See Figure 2.)

Step 4 – Qualitative Data Analysis

Within the Mural Board, Roundtable Leaders manually grouped high priority issues and related talking points to identify and describe the key themes and priorities for each roundtable. (See Figure 3.)

ChatGPT was then used to analyze the original sticky note talking points to identify and describe the key themes and priorities for each roundtable.

Manual and AI analyses were compared and contributed to the formation of the final themes and priorities presented in this report.

Step 5 – Quantitative Data Analysis

A survey built around roundtable findings was designed to quantify how Austin Metro residents’ concerns, hopes and perceptions stack up around the roundtable themes and priorities. Tools used include manual generation, ChatGPT reviews, and Survey Monkey. The goal of the survey is to surface public values, trends and forecasts that will be useful to regional decision makers shaping the coming decades. (To Be Released May 2025.)

Step 6 – Final Report

A final report will combine actionable findings of roundtables and survey with trends and forecasts. (To Be Published September 2025.)

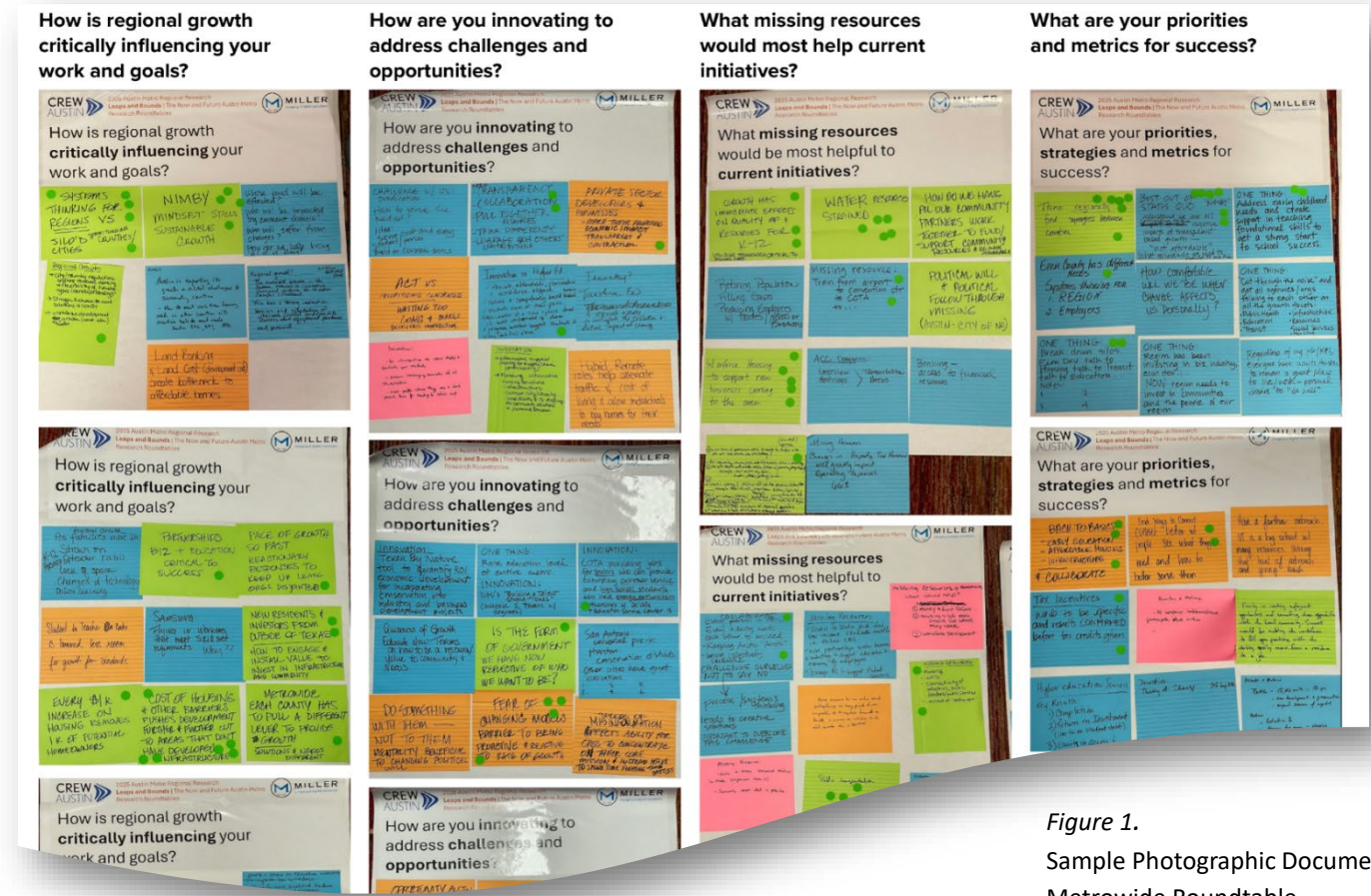
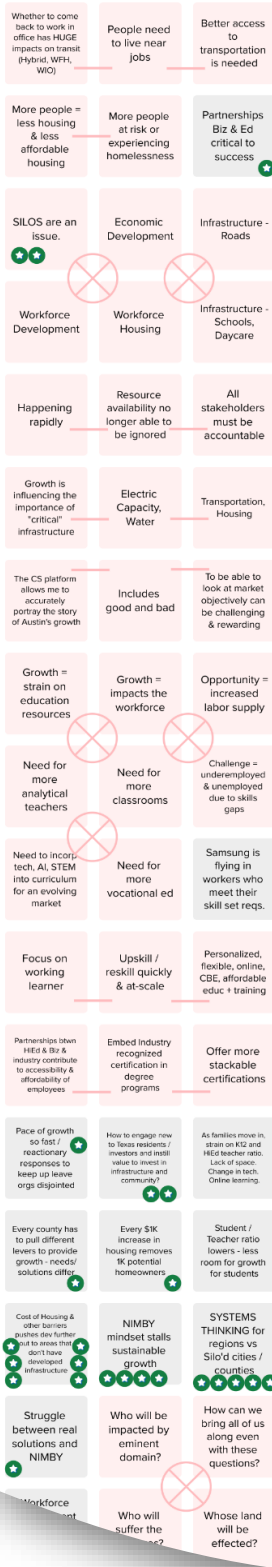


Figure 1. Sample Photographic Documentation Metrowide Roundtable

Research Methodology

How is regional growth critically influencing your work and goals?



How are you innovating to address challenges and opportunities?



What missing resources would most help current initiatives?

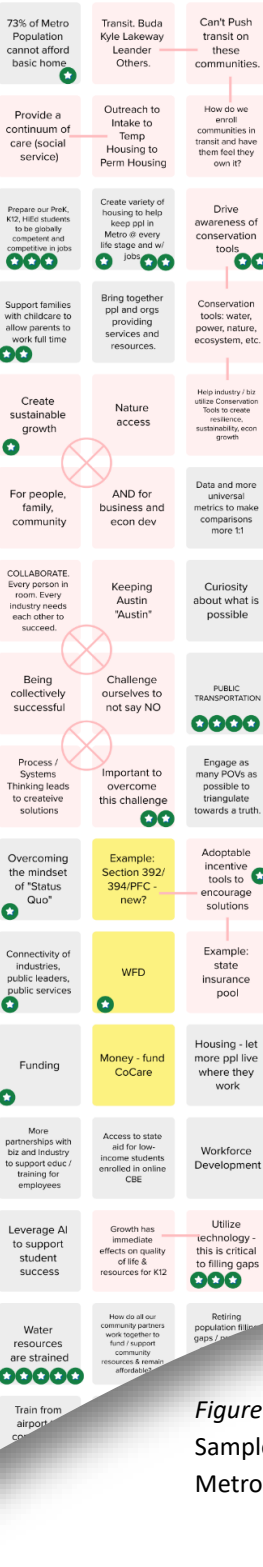
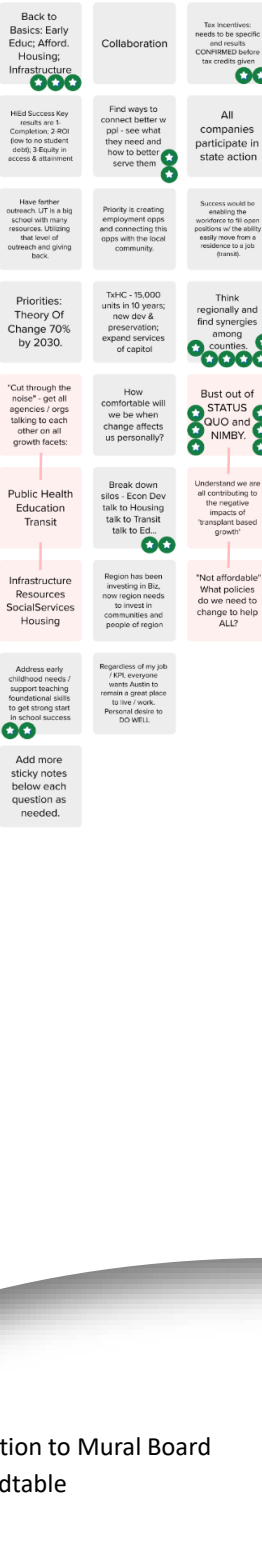
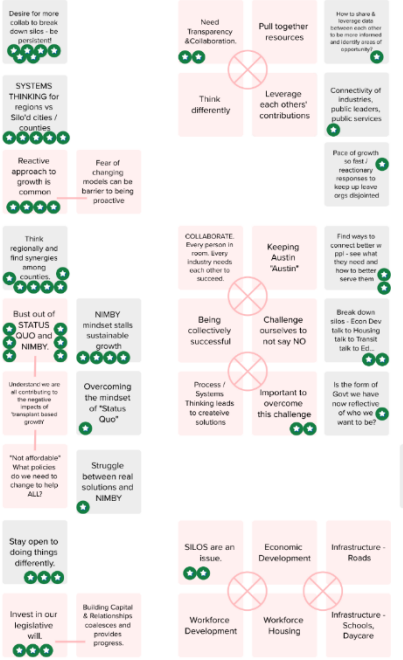


Figure 2. Sample Transcription to Mural Board Metrowide Roundtable

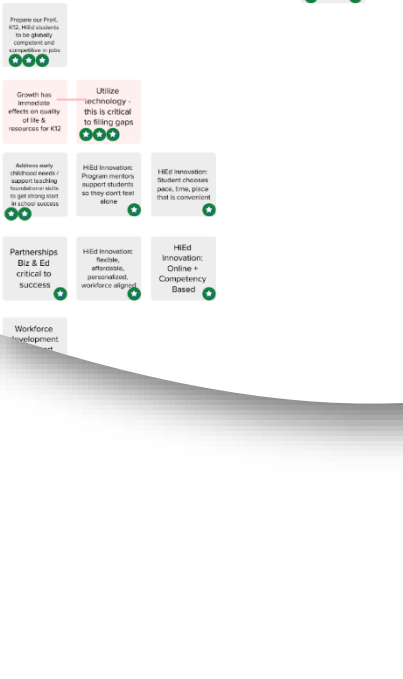
What are your priorities and metrics for success?



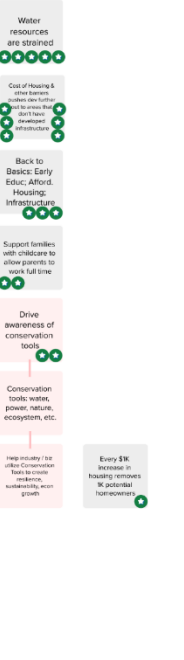
Revolutionize how we approach tackling issues of growth



Continuum of Education to Create Competent and Competitive Workers



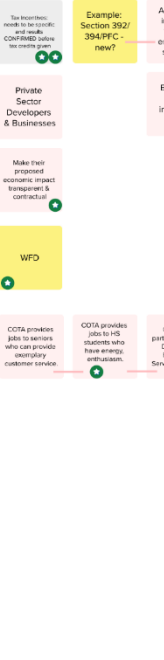
Infrastructure / Resources



Investment in Community



Innovations?



EDIT TO LIST KEY THEME

EDIT TO LIST KEY THEME

Figure 3. Sample Manual Mural Board Groupings Metrowide Roundtable

Roundtable and Research Contributing Organizations

Accenture
Adaptive Water
ALIGN Austin Architects
Ascension
Ascension Seton
Asakura Robinson
Austin Area Research Organization
Austin Business Journal
Austin Community College
Austin ISD
Austin Title
Austin Transit Partnership
Austin Water Utility
Austin-Bergstrom International Airport
Bastrop Chamber of Commerce
Bastrop County Cares
Bastrop County Commissioner
Bastrop County Precinct 3
Bastrop County Precinct 7
Bastrop Economic Development Corporation
Bastrop Food Pantry
Bastrop ISD
Bastrop Law Group
BCS Concrete Structures
Black Men's Health Clinic
Bull & Crane Restaurant and Speakeasy
Buda Economic Development Corporation
Butler Brand and Communication Design
Capital Area Rural Transportation System
CapMetro
Career Tracks
Carter Design Associates
CARTS
CBRE
Cen-Tex Family Services

Central Texas Workforce
Championship Title
Chaparral Coffee
Circuit of the Americas
City of Austin
City of Austin Intergovernmental Relations
City of Buda Development Department
City of Cedar Park
City of Georgetown
City of Kyle Transportation & Public Works
CoStar
Crouch Construction
Cushman & Wakefield
Dell Medical School Community Affairs
DLR Group
Dowbuilt
Downtown Austin Alliance
Dripping Springs Chamber of Commerce
Elgin Chamber of Commerce
EXP Realty
Extreme Force Hollywood
Felix Media Solutions
First Citizens Bank
Foundation Communities
Furniture Marketing Group, Inc.
Gensler
Georgetown ISD
Gordon Highlander General Contractor
Graniti Vicentia
Great Springs Project
Greater Fayette Community Foundation
Greater San Marcos Partnership
Greater Taylor Foundation
Guzel Commercial
HBA Greater Austin

Hays Caldwell Economic Development Partnership
Hays County Commissioner
Hays County Department of Transportation
Hays County Development Services Department
Hays County Police Department
HEB
Holiday Inn Express & Suites – Taylor
HomeAid Austin
Homebuilders Association
Huston-Tillotson University
I-LinCP (Institute for Leadership in Capital Projects)
Independence Title
Kimley-Horn
Legacy Oak Ranch
Lionheart Places
Lockhart Economic Development Corporation
Lockhart ISD
Lott Brothers Construction
LPA Design Studios
M3B, Inc.
Manor ISD
Mark Odom Studio
Marrs Ellis & Hodge LLP
Metgal Art + Advisory
Miller IDS
MLA Geotechnical
MODA | Murrell Office for Development and Architecture
MWM Design Group
Opportunity Austin
Pape Dawson
Rally Austin
Romero Strategies
Safire Events
San Marcos CISD
San Marcos Regional Airport

Sententia Vera Cultural Hub
ServPro
Smith Robertson
Smithville Chamber of Commerce
Southstar Bank
Southwestern University
St. Edward’s University
Taylor Texas Economic Development Corporation
Texans by Nature
Texans for the Arts
Texas Economic Development Corporation
Texas Environmental Caucus
Texas Facilities Commission
Texas Gas Service
Texas Gas Utilities
Texas Higher Education Coordinating Board
Texas Housing Conservancy
Texas Land Trust
Texas State University
Texas Workforce Commission
The Nature Conservancy
Thames Home Bed & Breakfast
Top Notch Realty
Turner and Townsend
TxDOT
University of Texas at Austin
Urban Foundry
VeraBank
Visit Austin
We Are Blood
Western Governors University
W.E. O’Neil Construction
Windsor Group
Zonda

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2025 Research Designer
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About CREW Network

Founded in 1989, CREW Network is a global organization with more than 86 affiliate chapters and 15,000 members worldwide. Our mission is to advance diversity, equity, and inclusion in commercial real estate through business networking, industry research, leadership development, and career outreach initiatives.

CREW Network is recognized as the leading producer of research that delivers actionable data on gender, diversity, and inclusivity within the commercial real estate industry. Our research sets the standard for understanding and advancing equity across the sector. With a culture rooted in inclusion and belonging, CREW Network inspires engagement, breaks down barriers, and accelerates growth and collaboration across our chapters, members, and partners. We are an organization for women and all professionals who work alongside women in the industry. We believe that diverse voices strengthen business connections, drive innovation, and build a more resilient, vibrant future for commercial real estate.

Learn more at crewnetwork.org.

About CREW Austin

Founded in 2002 as an affiliate of CREW Network, CREW Austin is a premier organization for commercial real estate professionals across Central Texas. Today, our more than 175 members represent all disciplines that shape commercial real estate and drive growth and development across our region and beyond.

Through initiatives like the Research & Governance Committee, CREW Austin generates original research, fosters strategic cross-sector collaboration, and provides actionable insights that drive innovation. We give voice to Austin Metro communities and help regional leaders and decision-makers shape the future of Central Texas.

Learn more at austin.crewnetwork.org.

“**CREW Austin empowers leaders to shape a more innovative, resilient, and inclusive Central Texas.**”