

INCLUSIVE dubuque

Connecting People • Strengthening Community

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Dubuque By the Numbers



Population: 58,436

Population by Race/Ethnicity:

- White: 91.7%
- Black: 4%
- Native American: .3%
- Asian: 1.1%
- Pacific Islander: .5%
- Two or more races: 1.8%
- Hispanic: 2.4%

Median household income: \$46,806

Percent of people in poverty: 14.8%




COMMUNITY FOUNDATION
of Greater Dubuque

The Community Foundation of Greater Dubuque
strengthens communities and inspires giving.

The Community Foundation supports networks that bring people together to create effective, collaborative solutions.

We seek and support measurable impact with initiatives focused on:

Academic
Achievement

Equity and
Inclusion

Economic
Opportunity



INCLUSIVE dubuque

Connecting People • Strengthening Community

Inclusive Dubuque is a local network of community leaders from faith, labor, education and government dedicated to advancing justice and social equity in our community.

Diversity, Equity and Inclusion

Diversity: the unique perspectives and life experiences an individual or group brings to our community

Equity: everyone has access to opportunities and the resources they need to thrive

Inclusion: engaging and supporting diverse needs to ensure all feel welcome

“Equality is the idea of everyone getting a shirt; equity is the notion that everyone gets a shirt that fits.”

Gene Batiste





Inclusive Dubuque is a **peer-learning network** that:

- Is a resource for data and information
- Supports equity education opportunities
- Creates and shares equity tools

to support having an **informed, equitable and inclusive** community where all people feel **respected, valued and engaged.**

Inclusive Dubuque Network Partners

365ink

4 the People, Inc.

Alliant Energy

Almost Home Dubuque

Boy Scouts of America

Cartegraph

Cedar Valley Friends of the Family

Children of Abraham

City of Dubuque

Clarke University

Community Action Agency: Operation New View

Community Foundation of Greater Dubuque

D5

Department of Corrections

Diamond Jo Casino

Diversity Focus

Dubuque Area Chamber of Commerce

Dubuque Area Congregations United

Dubuque Area Convention and Visitors Bureau

Dubuque Area Labor Management Council

Dubuque Community School District

Dubuque Community YMCA and YWCA

Dubuque Franciscans

Dubuque Racing Association

Dubuque Museum of Art

Everyday Democracy

Government Alliance on Race and Equity

Greater Dubuque Development Corporation

Helping Services of Northeast Iowa

Hillcrest Family Services

IBM

Interactivity Foundation

Iowa State University Extension and
Outreach

John Deere Dubuque Works

Julien's Journal

Kendall Hunt Publishing Company

Loras College

LULAC

Medical Associates

Mercy Medical Center

Mississippi River Museum

Multicultural Family Center

Mystique Casino

NAACP - Dubuque Branch

NAMI Dubuque

Northeast Iowa Community College

Opening Doors - Maria House/Teresa Shelter

Progressive Processing LLC

Project Concern

Prudential

Sisters of Charity, BVM

St. Mark Youth Enrichment

Surdna Foundation

TH Media

Tri-State Independent Physicians

United Way of Dubuque Area Tri-States

UnityPoint Finley Hospital

University of Dubuque

University of Wisconsin-Platteville

Wartburg Seminary

Funders

- City of Dubuque
- Community Foundation of Greater Dubuque
- Dr. Liang Chee Wee
- Dubuque Area Chamber of Commerce
- Dubuque Racing Association
- Greater Dubuque Development Corporation
- IBM
- John Deere Foundation
- Mercy Medical Center
- Northeast Iowa Community College
- Surdna Foundation

Why a Network?

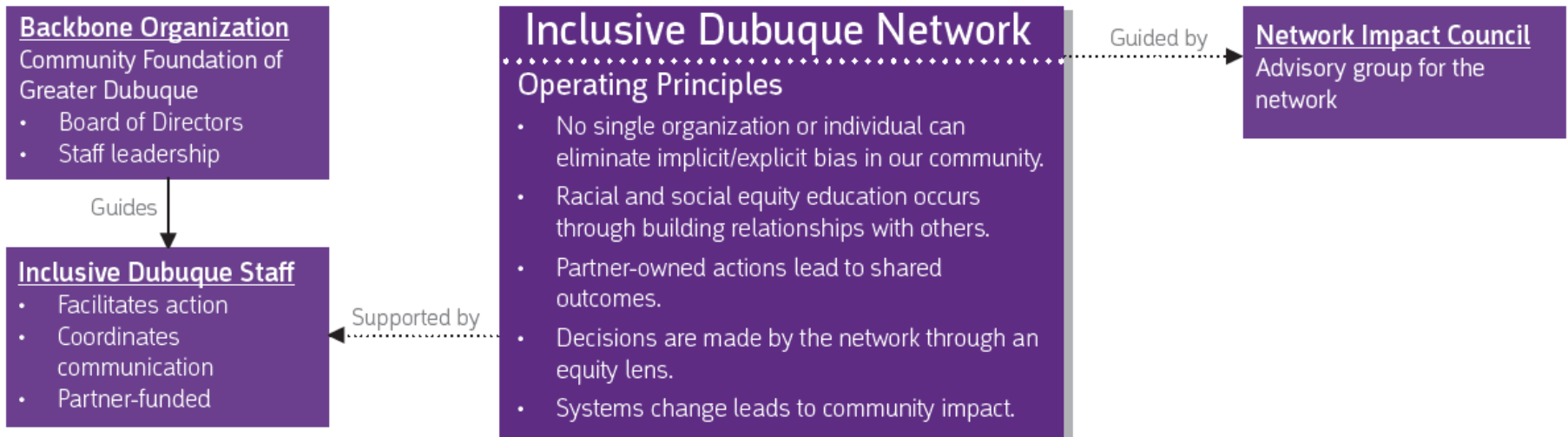


No single organization can address systems change to affect complex issues like:

- Eliminating racism in a community
- Educating the community's children, or
- Ensuring a skilled workforce

A network takes a broad view of community problems, engages all sectors, uses long-term strategies, builds trust and encourages participation in decision-making to achieve systems change.

The Network



The Network

Key Strategies

Peer-Learning

Build an understanding
of DEI and inform Sector
Group efforts

Sector Groups

Partner-led to address
implicit/explicit bias
within sectors

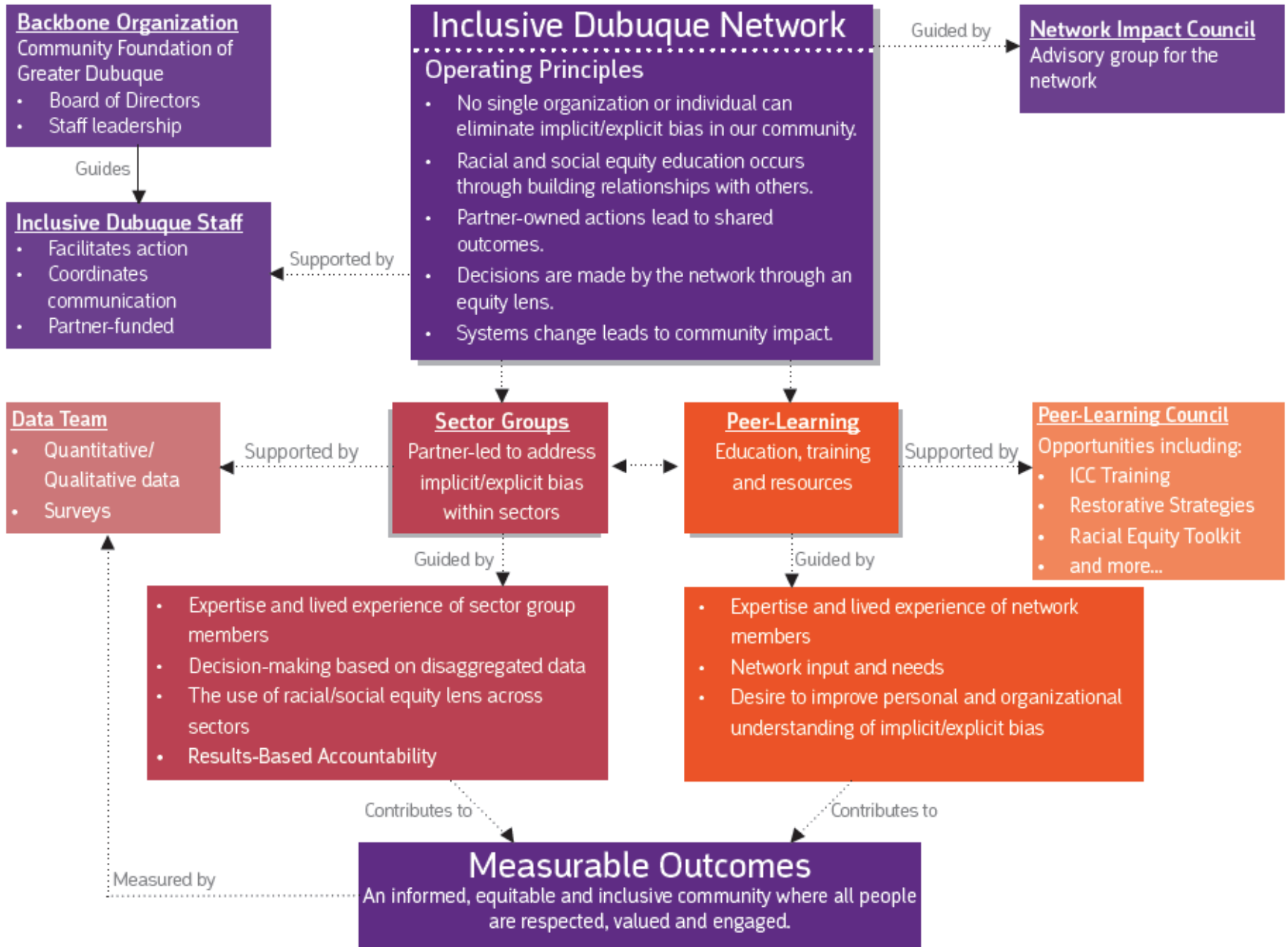
By providing:

Data and information

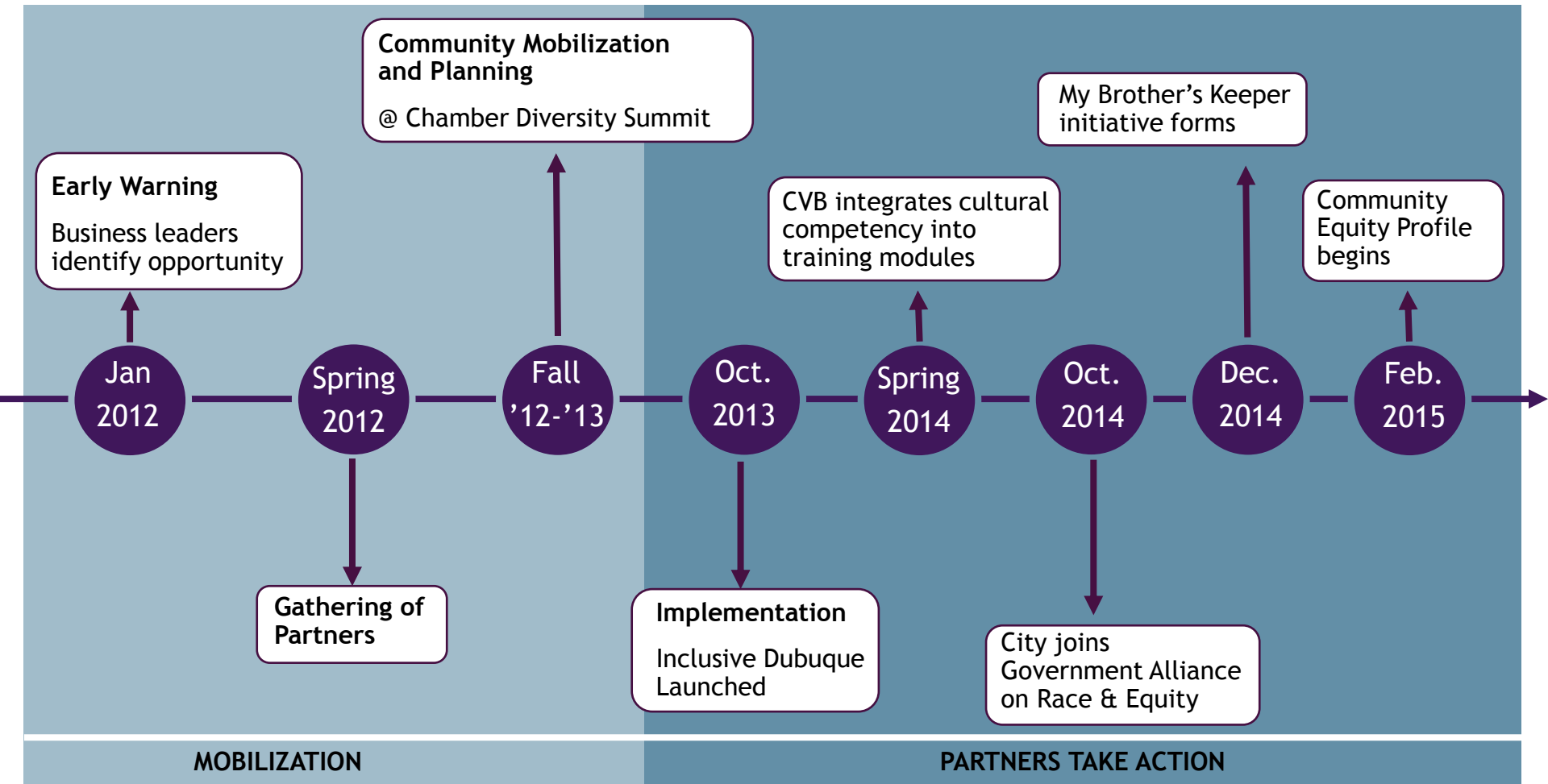
Equity education opportunities

Equity tools

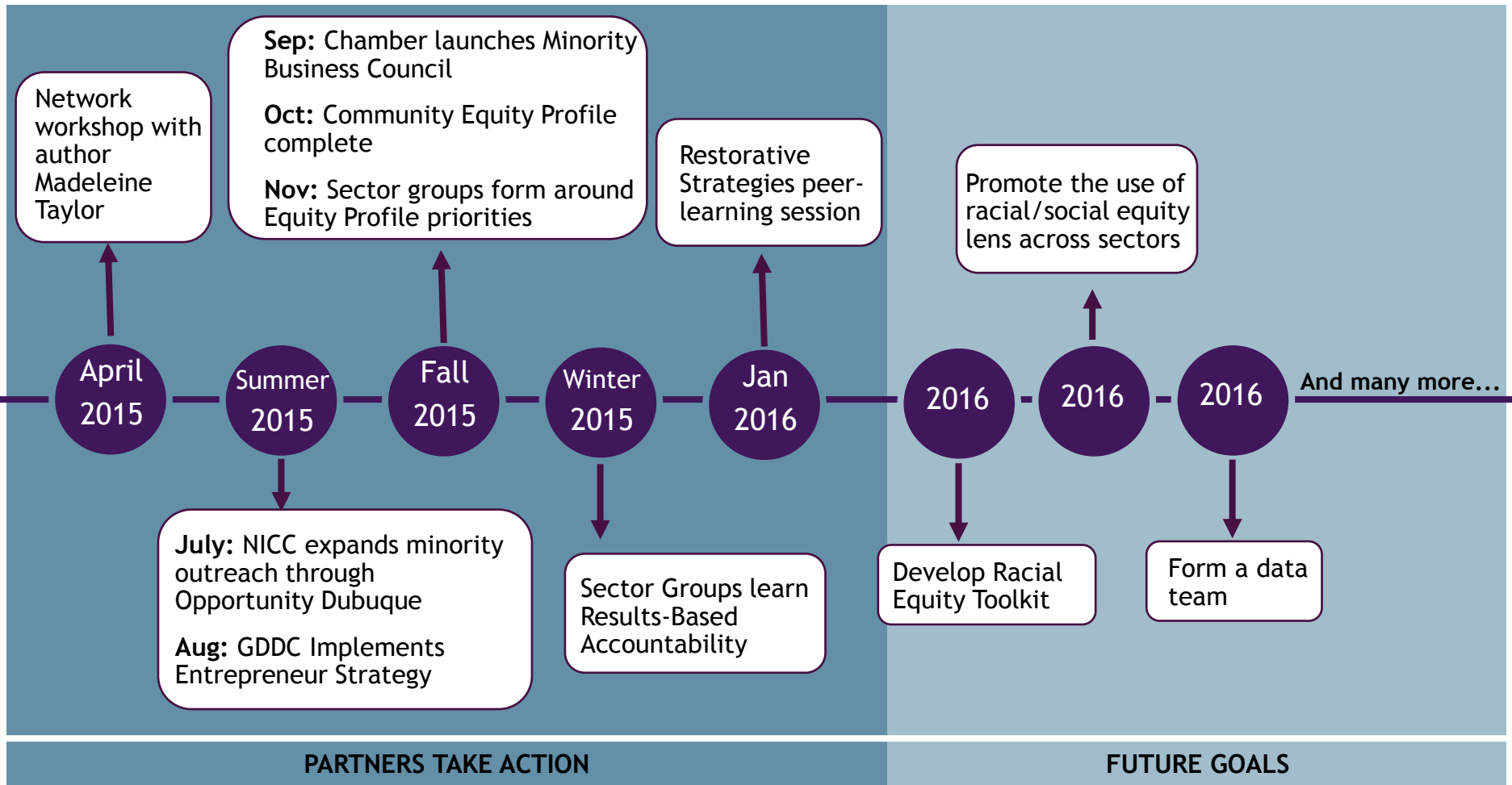
Inclusive Dubuque Organizing Structure



History of the network



History of the network



Community Equity Profile



ECONOMIC
WELLBEING



HOUSING



EDUCATION



HEALTH



SAFE
NEIGHBORHOODS



TRANSPORTATION



ARTS &
CULTURE



Data



Community
Dialogues



Community
Surveys



Community Equity Profile

Community Equity Profile

Strong community participation:

COMMUNITY ENGAGEMENT

1,995

Community members
completed online surveys

24

Facilitators have been
trained as of July 1

60

Community
dialogues have
been held

584

Community members
attended dialogues

305

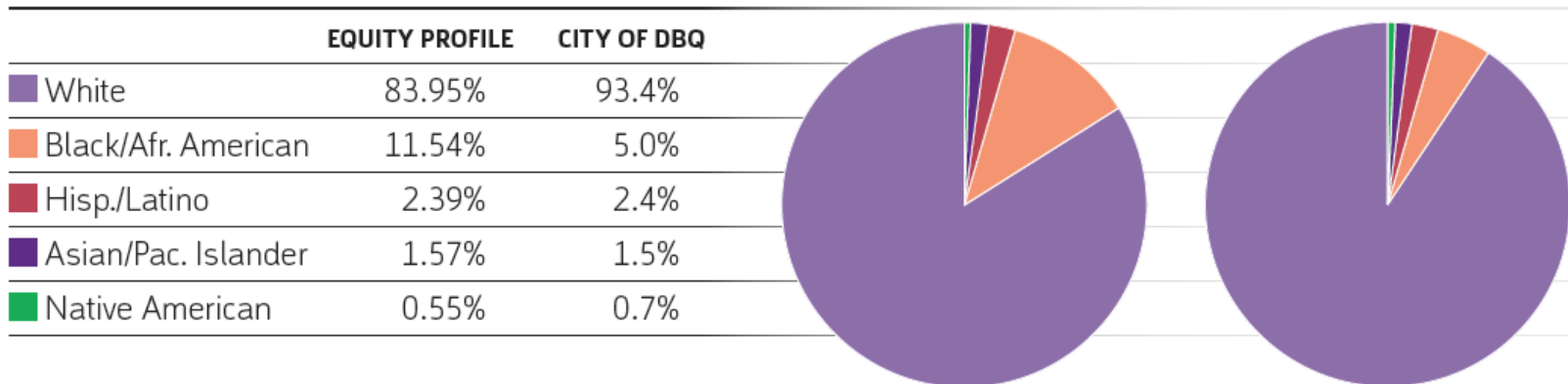
Community members have
signed up to stay connected

Community Equity Profile

DEMOGRAPHICS OF PARTICIPANTS

The following information details the demographics of community members who participated in the online surveys and community dialogues as of August 11, 2015. When available, a comparison to the demographics of the City of Dubuque is included.

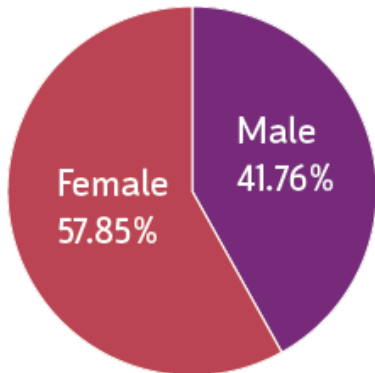
RACE/ETHNICITY



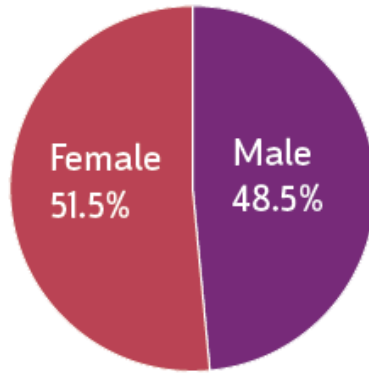
Community Equity Profile

GENDER

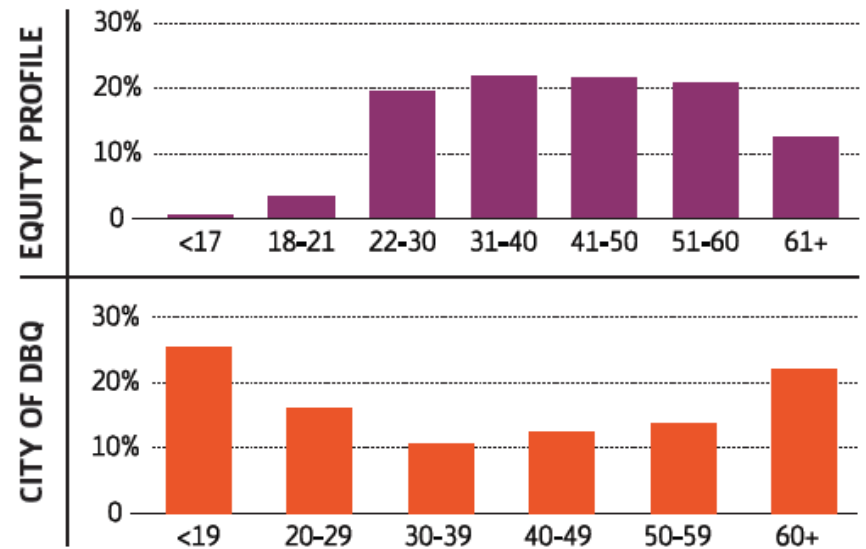
EQUITY PROFILE



CITY OF DBQ



AGE



Network at Work

Network member actions contribute to creating an equitable community

- **Workforce:** Northeast Iowa Community College and Greater Dubuque Development Corporation have implemented an outreach strategy to engage minority community members in Opportunity Dubuque.
- **Business:** The Dubuque Chamber of Commerce has created a Minority Business Council with a mission to fuse and guide minority and under-represented business owners toward local resources.
- **Education:** The Dubuque Community School District is disaggregating data regarding Grade-Level Reading, attendance and graduation rates to help improve outcomes for all students.
- **Higher Education:** Loras College has implemented cultural competency training as part of the Honors Student Program curriculum.
- **Government:** The City of Dubuque has joined the Government Alliance on Race and Equity and is implementing a racial equity toolkit.

Network at Work

Network member actions contribute to creating an equitable community

- **Health:** Mercy Medical Center, Crescent Community Health Center, Dubuque's Human Rights Department, and others are increasing healthcare access for the Marshallese population through self-empowerment and creative responses.
- **Nonprofit:** The Community Foundation of Greater Dubuque is applying an equity lens to our work - CFGD has diversified its board to reflect community demographics and include representation from our rural communities. Building equity is a part of all CFGD community leadership initiatives.
- **Education/Training:** provided training on the following to the network:
 - Race Training - Julie Nelson 2014
 - Networks - Madeleine Taylor, March 2015
 - RBA/Scorecard - Dan Duncan, 2015 and 2016
 - Restorative Strategies - Robert Spicer, 2016

“People need to play an active role in addressing the issues that affect their lives.”

Grantmakers for Effective Organization - Do Nothing About Me Without Me: An Action Guide for Engaging Stakeholders

