



COMMUNITY EQUITY PROFILE:

ECONOMIC WELLBEING

Inclusive Dubuque launched the Community Equity Profile in February 2015 in an effort to discover how diverse groups are affected by various systems throughout the community. Diverse groups are defined not just by race, but also age/generation, culture, disability, gender, nationality, religion, sexual orientation, socioeconomic status, veteran status and more.

This snapshot, along with the final equity profile, will take shape based on three types of input: local data; feedback from community members through dialogues and surveys; and focus area specialists, who are individuals working in each focus area.

How can you get involved?

1. Share your perspective at a community dialogue
2. Respond to the online survey if you cannot attend a dialogue
3. Spread the word by bringing a friend to the dialogues or sharing the survey link.

Visit www.inclusivedbq.org to see upcoming community dialogue dates and to take the online survey.

INCLUSIVE dubuque
Connecting People • Strengthening Community

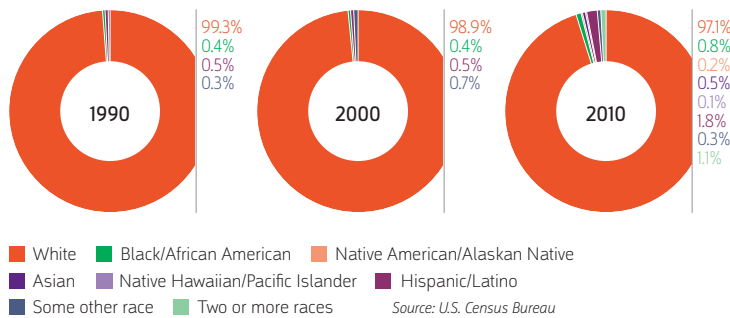
This snapshot of economic wellbeing, the first of seven focus areas for the equity profile, is meant to provide a preview of what we have learned so far. This is not a complete representation of all the data and information that was gathered. The final equity profile will be completed this fall and will include additional information. To see overall demographics of Dubuque, visit www.inclusivedbq.org.

How can Dubuque CONTINUE TO SUPPORT A DIVERSE WORKFORCE including people of any age, gender, race/ethnicity, socioeconomic status and professional category?

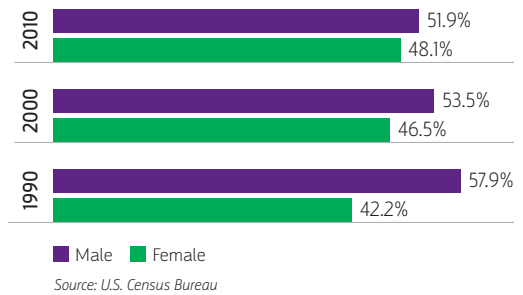
Workforce composition

- ▶ The workforce composition of Dubuque, similar to the population, has seen an increase in racial diversity with Latinos experiencing the highest growth rate. In 2000, Latinos comprised 0.5% of the workforce, compared to 1.8% in 2010.
- ▶ 65.9% of survey respondents believed their workplace to be an equitable and inclusive business.
- ▶ Overall, 46.6% of survey respondents believed there are not enough quality jobs in Dubuque, while 36% believed there are enough quality jobs.
- ▶ 33.5% of respondents thought that career advancement was the most important factor for economic wellbeing.
 - Equitable pay was second highest with 26.9%.
 - Within a few different groups including Blacks, those ages 18-21, and those who identified with the Hindu religion, job discrimination came in as the second highest.

Workforce Composition by Race/Ethnicity
City of Dubuque



Workforce Composition by Gender
City of Dubuque / State of Iowa



Income

- ▶ According to the U.S. Census the average household income in the city of Dubuque is \$58,341. When compared to the state of Iowa average of \$66,136, there is a difference of more than \$7,000.
 - ▶ Data from the U.S. Census shows a disparity of \$9,058 in median income between men and women in Dubuque. It's important, however to look at the disparity between men and women who have the same educational attainment.
- When males and females have the same educational levels in Dubuque, males received higher wages than females at all levels. For example, the median salary for a male with a bachelor's degree is \$46,522, whereas a female's is \$35,561.

Average Household Income

Dubuque	\$58,341
Iowa	\$66,136

Median Income by Gender
City of Dubuque/State of Iowa

Male	\$40,760	\$45,814
Female	\$31,702	\$35,025

■ City of Dubuque ■ State of Iowa

Source: U.S. Census Bureau, 2009-2013 5-year American Community Survey

How do we CONNECT MORE PEOPLE TO PROGRAMS in our community that provide education and job skills training so they can increase their earnings?

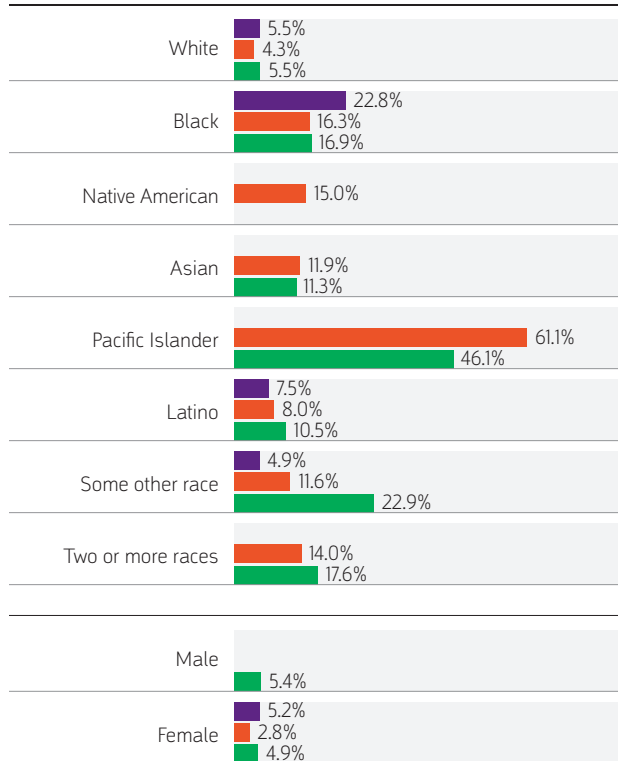
How can Dubuque open its networks, so EVERYONE HAS EQUAL OPPORTUNITIES TO SUCCEED?

Unemployment rate and poverty rate

- ▶ The Black population, as Dubuque's largest minority group, makes up 5% of the city's population. Black people also rank among the top in unemployment rate and have the highest poverty rate with 52.5% at less than 100% of the poverty level.
- ▶ Latinos, the second largest minority group comprising 2.4% of the population, also shows high numbers in these categories with 10.5% unemployment and 39.8% at less than 100% of the poverty line.
- ▶ In Dubuque, both Blacks and Latinos come in higher than the state of Iowa in these areas.
 - Blacks: Unemployment- 15.7%, Poverty Rate-36.8%
 - Latinos: Unemployment-9.5%, Poverty Rate-26%).
- ▶ One key theme heard from community members at the community dialogues was that Dubuque is a closed network.
- ▶ Many felt that in order to get ahead or be a part of decision-making in our community, one needs to have the right connections. They felt that not knowing the right people put them at a disadvantage in certain opportunities; or that they could not participate in decision-making in the community.

Unemployment Rate by Race/Ethnicity and Gender

City of Dubuque

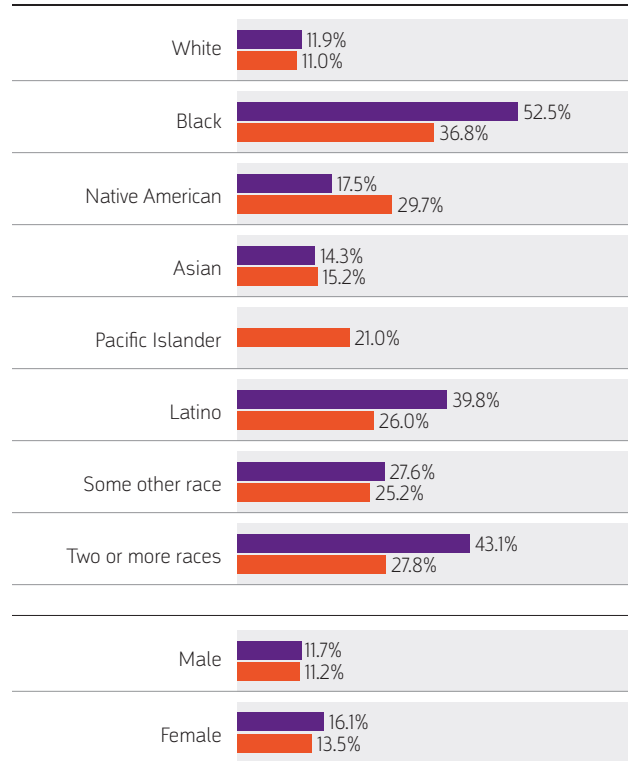


1990 2000 2010

Source: U.S. Census Bureau

Poverty Rate by Race and Gender

City of Dubuque / State of Iowa



Less than 100% of poverty level City of Dubuque State of Iowa

Source: U.S. Census Bureau, 2009-2013 American Community Survey 5-year estimates

INCLUSIVE DUBUQUE NETWORK PARTNERS

365 Ink
 4 the People, Inc.
 Alliant Energy
 Children of Abraham
 City of Dubuque
 Clarke University
 Community Foundation of Greater Dubuque
 Diamond Jo Casino
 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
 Farrell's Extreme Bodyshaping
 Finley Hospital
 Greater Dubuque Development Corporation
 Hillcrest Family Services
 IBM
 Iowa State University Extension and Outreach
 John Deere Dubuque Works
 Julien's Journal
 Kendall Hunt Publishing Company
 Loras College
 Medical Associates
 Mercy Medical Center
 Multicultural Family Center
 Mystique Casino
 NAACP - Dubuque Chapter
 NAMI Dubuque
 Northeast Iowa Community College
 Progressive Processing LLC
 Proudly Accessible Dubuque
 Prudential
 Sisters of Charity, BVM
 St. Mark Youth Enrichment
 TH Media
 Tri-State Independent Physicians
 United Way of Dubuque Area Tri-States
 University of Dubuque
 University of Wisconsin-Platteville

COMMUNITY PARTICIPATION: ECONOMIC WELLBEING

Attended a
Community Dialogue:

61

Surveys
completed:

331

At Dialogues:

49

Online:

282

COMMUNITY EQUITY PROFILE COMMITTEE

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City of Dubuque
 Community Foundation of Greater Dubuque
 Dubuque Area Chamber of Commerce
 Dubuque Racing Association
 Greater Dubuque Development Corporation
 IBM
 John Deere
 Mercy Medical Center
 Mystique Casino
 Northeast Iowa Community College