



COMMUNITY EQUITY PROFILE SUMMARY

Community Equity Profile Summary

We are pleased to share this summary of the Community Equity Profile that was launched in February 2015. It includes findings from:

- conversations with nearly 600 dialogue participants
- input from more than 2,000 survey responses
- secondary data from respected local, state and national sources.

Origin of Inclusive Dubuque and the Equity Profile

In early 2012, community members began to take notice of challenges related to diversity, equity and inclusion in Dubuque. Individuals were having trouble accessing needed services and connecting to parts of the community, neighborhoods were experiencing struggles related to demographic changes, and businesses were reporting difficulty attracting and retaining a diverse workforce. With a shared desire to understand challenges and engage community members, leaders from business, nonprofits, education, government, philanthropy and the faith community came together. Together, this dynamic group of individuals developed a vision for an initiative called Inclusive Dubuque.

The growing network includes individuals and organizations all committed to a common cause: a community where all people feel respected, valued and engaged.

By building a network of partners, Inclusive Dubuque aimed to organize people, identify opportunities and take action to challenge and change social and economic structures.

Inclusive Dubuque grew to become a network of more than 50 organizations dedicated to advancing equity and inclusion. As the network evolved, it became clear that making the community more equitable and inclusive required a baseline understanding of Dubuque's strengths and weaknesses. How are diverse groups succeeding in our community? What challenges do they face?

After extensive research and discussion, the network determined the best way to achieve this baseline understanding would be to conduct an equity profile.

Equity Profile Summary: Scope of the Project

Inclusive Dubuque designed its equity profile to be a process that discovers how diverse groups are affected by various systems in the community. For the purposes of this summary, diverse groups include race, age/generation, culture, disability, gender, nationality, religion, sexual orientation, socioeconomic status, veteran status and more.

Launched in February 2015, the equity profile sought to gather local data along with feedback from community members in seven different focus areas: economic wellbeing, housing, education, health, safe neighborhoods, transportation and arts/culture.

Inclusive Dubuque's goal in sharing this equity profile summary is to inform community leaders, community members and policymakers in order to transition from gathering information to creating an action plan that will support Dubuque's growth as an equitable and inclusive community.

The equity profile process began in February 2015 when Inclusive Dubuque hosted community dialogues each month, for seven months, about one of the profile's focus areas to gain insight from community members. Dialogues were hosted by a trained facilitator who encouraged participants to share their perspectives, stories and experiences. In addition to the community dialogues, surveys were distributed to community members both online and in print form.

The profile's ambitious goal to include all diverse groups presented a challenge: data does not exist for all groups and areas. Quantitative data is typically not broken down by religious beliefs, sexual orientation, disability, etc., which is why these groups are not represented in the data that follows. This is where the use of qualitative data—feedback from the surveys and community dialogues—was beneficial to help fill in the gaps.

The data from surveys and dialogues, although not scientifically collected, helped provide context for the quantitative data. Community engagement helped to bring people together, giving them a voice on the topic of equity and inclusion. Participating individuals and groups connected with each other and also with Inclusive Dubuque.

This equity profile summary provides an overview of the data and community feedback from dialogues and surveys, allowing us to discover disparities that exist among diverse groups in Dubuque. This summary is designed to be an evolving tool to engage the community. Going forward, the data will continue to be updated through a partnership with Loras College Center for Business Analytics. They will continue to develop the data further so community members and the Inclusive Dubuque network can continue to use it as a baseline to monitor progress and help make informed decisions.

A Note on Structural Racism

While reviewing the Equity Profile summary, it is important to keep in mind the history of our country and community that may have led to disparities among diverse groups.

Structural racism is a system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing ways to perpetuate racial group inequality. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

An example of structural racism was the federal mortgage policy of redlining that denied mortgages to blacks, which resulted in racial segregation to neighborhoods with declining property values. This resulted in a smaller tax base which affected school funding, as well as affecting one’s ability to generate wealth.

Acknowledging structural racism as a barrier to success for many groups does not minimize the barriers and struggles that all people may face and have to overcome. Rather, it recognizes that there have been many laws and policies in our history that have created a disadvantage for people of color, and that those laws and policies still have an effect on people’s ability to succeed today.

We must be careful not to see the data as reinforcing stereotypes, but rather to understand there are long-standing systemic and structural challenges we will have to address as we move ahead.

DUBUQUE DEMOGRAPHICS

The demographic statistics included in this equity profile summary assist in displaying emerging trends in the community. It highlights the changing demographics of the community throughout the past decades and will help to give readers a concept of the diverse groups that exist in Dubuque.

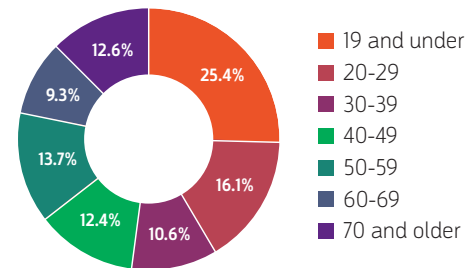
Dubuque Demographics

Age Composition and Median Age

The age of the Dubuque population is spread fairly evenly across generations, with 52.1% of the population at 39 and under. The chart showing the median age for different racial/ethnic groups shows that the typical individual from minority groups is significantly younger than the typical white resident.

Age Composition

City of Dubuque



Source: 2010 U.S. Census

Median Age

City of Dubuque

| | |
|--------|-----------------------------|
| Race | 40 White |
| | 25 Black |
| | 14 Native American |
| | 29 Asian |
| | 19 Latino |
| | 19 Two or more races |
| Gender | 37 Male |
| | 40 Female |

U.S. Census Bureau, 2008-2010 estimates

Dubuque Demographics

Racial/Ethnic Composition

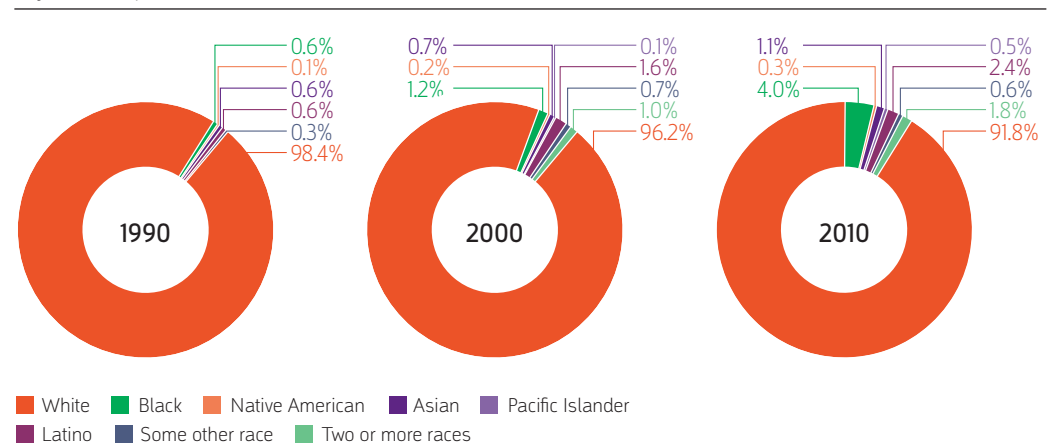
From 2000-2010, Dubuque experienced an increase in its racial diversity, with the Black population increasing by 228.9%. The Asian/Pacific Islander population experienced the second largest amount of growth with a 103.74% increase and Latinos were the third largest growing group with a 51.81% increase.

Growth Rate of Different Racial Groups 2000-2010

| Race/Ethnicity | 2000 | 2010 | % Change |
|-------------------|--------|--------|----------|
| White | 55,801 | 52,869 | -5.3% |
| Black | 700 | 2,302 | 228.9% |
| Latino | 912 | 1,383 | 51.6% |
| Asian | 391 | 659 | 68.5% |
| Pacific Islander | 65 | 268 | 312.3% |
| Native American | 112 | 155 | 38.4% |
| Some other race | 400 | 366 | -8.5% |
| Two or more races | 553 | 1,018 | 84.1% |

Source: U.S. Census Bureau

Racial Composition City of Dubuque



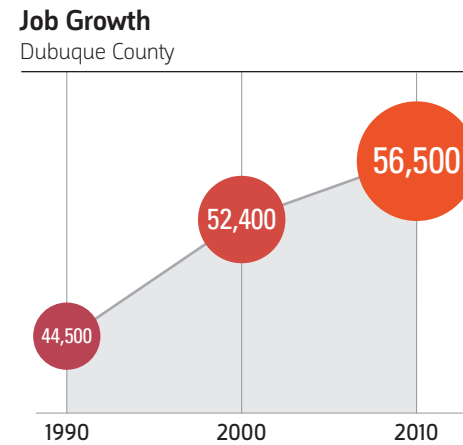
Source: U.S. Census Bureau

Note: In combination with one or more of the other races listed. The six numbers may add to more than the total population, and the six percentages may add to more than 100 percent because individuals may report more than one race.

Dubuque Demographics

Job Growth

Dubuque County has continued to see an increase in the number of jobs available to community members over the past three decades. From 1990-2010 the number of jobs increased by 12,000.



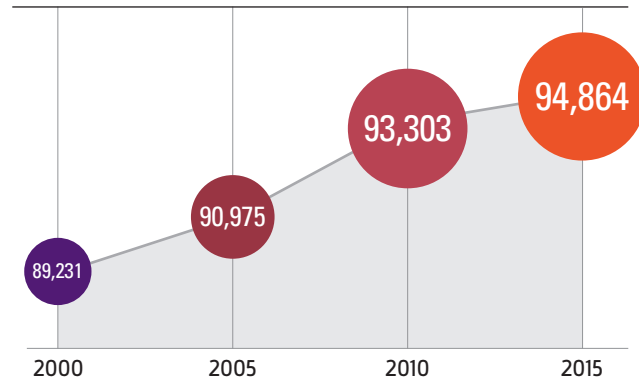
The annual growth rate for Dubuque County is 1.4%.

Dubuque Demographics

Population Growth Rate

Population Growth

Dubuque County



The annual growth rate for Dubuque County is 0.41%.

Total population data 2000-2005, are from the U.S. Dept. of Commerce.

All data 2010-2015 are projected by Woods & Poole; residential population as of July 1.

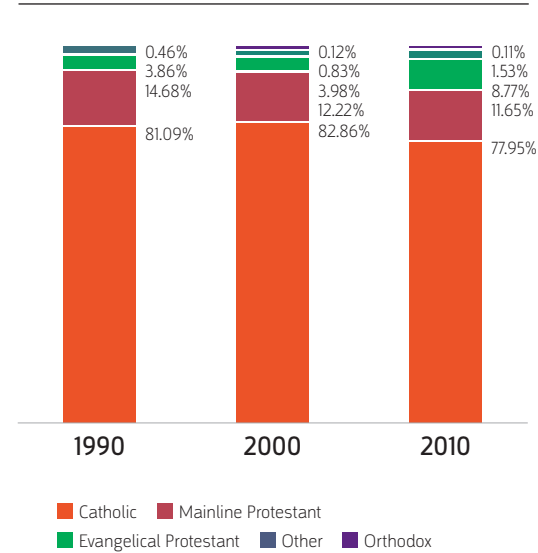
Dubuque Demographics

Religious Composition

The most prominent religion in Dubuque County continues to be Catholicism. However, over the past decade, the number of residents identifying as Catholic has decreased. Evangelical Protestants have seen the largest growth, increasing from 3.98% of the population in 2000 to 8.77% in 2010.

Religious Composition

Dubuque County



Source: The Association of Religion Data Archives

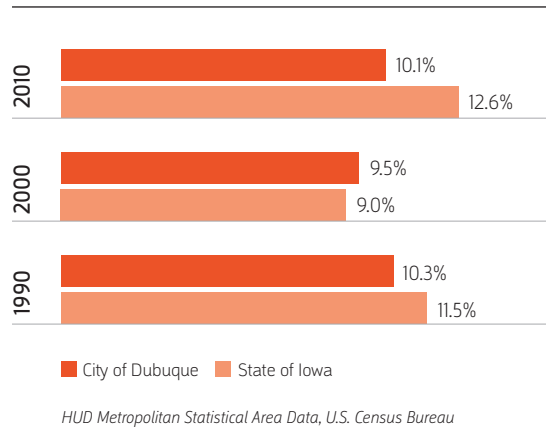
Dubuque Demographics

Poverty Rate

The poverty rate has stayed fairly consistent throughout the past three decades, hovering around the 10% range. Compared to the state of Iowa, the City of Dubuque shows a lower poverty rate, most recently in 2010, with 10.1% compared to 12.6% for the state. To see further poverty data broken down by age, race and gender see page 10.

Poverty Rate

City of Dubuque / State of Iowa



Children under 18 Years Old Living in Households in Poverty

City of Dubuque

| | Total | In married-couple, family household | In male, no wife present, family household | In female, no husband present, family household |
|--|--------|-------------------------------------|--|---|
| Total children in Dubuque | 11,650 | 7,208 | 1,010 | 3,403 |
| Percent of children living in households with income in the past 12 months below poverty level | 20.0% | 6.2% | 12.1% | 50.7% |
| Percent of children living in households with income in the past 12 months above the poverty level | 80.0% | 93.8% | 87.9% | 49.3% |

2009-2013 American Community Survey Estimates, U.S. Census Bureau



ARTS AND CULTURE

Arts and culture create opportunities for individuals to connect with their communities through events and activities that promote and provide education about diverse cultures.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How can we ensure arts and culture options are available for a diverse community?
- ▶ How can arts and culture support learning about diverse cultures?
- ▶ How can arts and culture support a more inclusive community?



Arts and Culture

Opportunities and Accessibility

During the community dialogues, as well as in the surveys, participants were asked to share their experiences with the arts and culture scene in Dubuque. Quantitative data in this category was difficult to obtain as there is not readily available data regarding equity and inclusion in arts and culture.

FROM THE SURVEY:

- Overall, 80.4% of survey respondents agreed that there are events/opportunities that celebrate the cultural traditions represented in the community.
- 72.4% agreed that there are opportunities to learn about the traditions of cultures different than their own.
- 65.2% of respondents agreed that the Dubuque community offers affordable art events.
- 72.9% agreed that their cultural traditions and celebrations are accepted in the community.

FROM THE DIALOGUES:

- The opportunity to learn about different cultures is limited other than at resources like the library, the Multicultural Family Center and colleges.
- There is a lack of diversity in the audiences/crowds at many art events in Dubuque.
- The art culture in Dubuque reflects one specific demographic; there is not diversity in the types of events offered.
- The Multicultural Family Center offers a lot of cultural learning opportunities, but outside of that organization there are few opportunities to learn about different cultures.

How can we ensure arts and culture options are available for a diverse community?

How can arts and culture support learning about diverse cultures?

How can arts and culture support a more inclusive community?