



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.

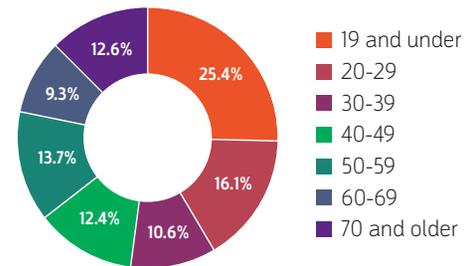
Dubuque Demographics

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

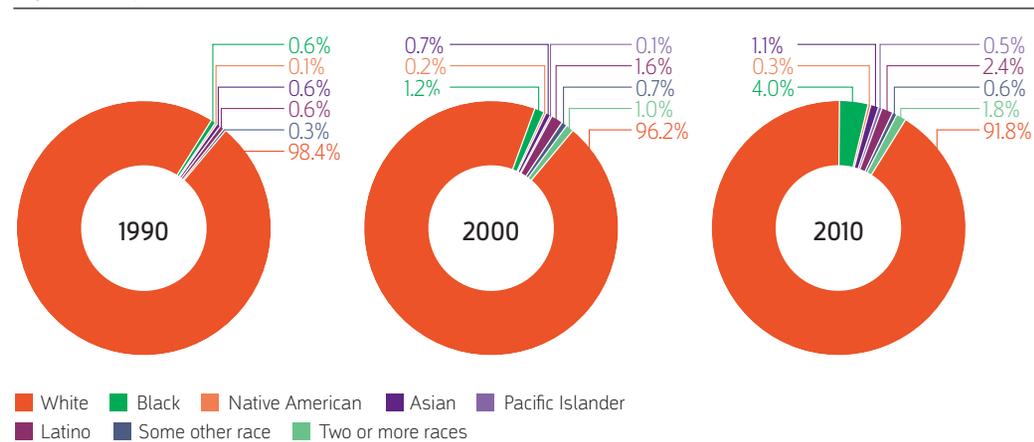
From 2000-2010, Dubuque experienced an increase in its racial diversity, with the Black population increasing by 228.9%. The Asian/Pacific Islander population experienced the second largest amount of growth with a 103.74% increase and Latinos were the third largest growing group with a 51.81% increase.

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



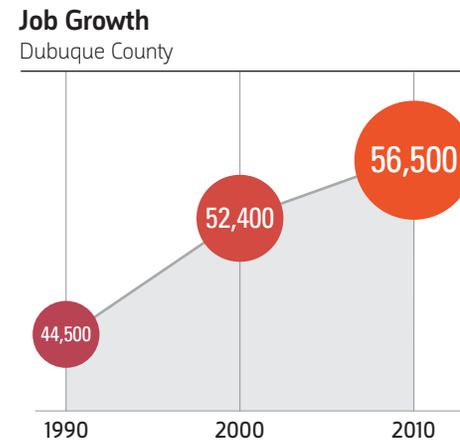
Source: U.S. Census Bureau

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.



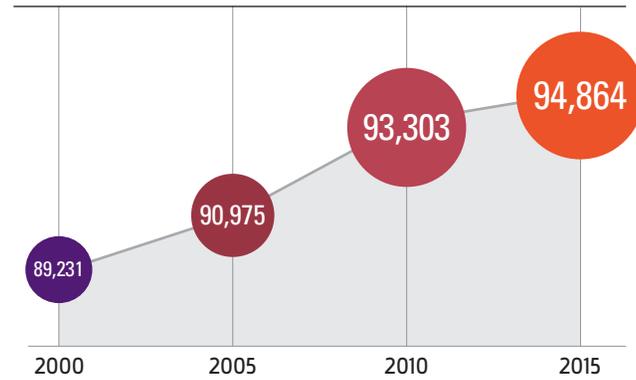
The annual growth rate for Dubuque County is 1.4%.

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.

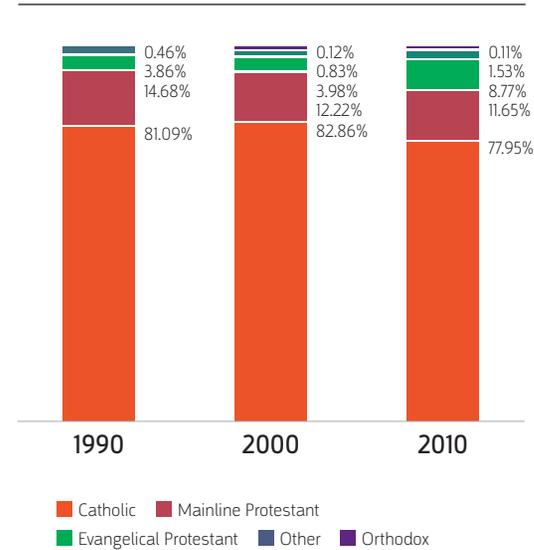
Dubuque Demographics

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

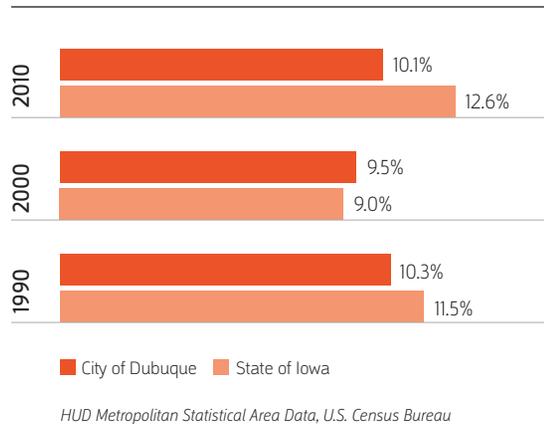
Dubuque Demographics

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



ECONOMIC WELLBEING

Economic wellbeing encompasses areas including workforce demographics, poverty rates, unemployment rates and more. This information will provide insights to the changing demographics of Dubuque’s workforce.

JOIN the Conversation!

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

- ▶ How can Dubuque continue to support a diverse workforce including people of any age, gender, race/ethnicity, socioeconomic status and professional category?
- ▶ How can Dubuque open its networks so everyone has equal opportunities to succeed?
- ▶ How do we connect more people to programs in our community that provide education and job skills training so they can increase their earnings?



Economic Wellbeing

Poverty Rate

Blacks, Latinos and those who identified as two or more races show the highest poverty rate for the City of Dubuque (at less than 100% of the poverty level). These numbers both come in higher than the state of Iowa, where 36.8% of Blacks and 26% of Latinos are at less than 100% of the poverty line (U.S. Census). That rate fits with the equity profile's unemployment statistics, as these minority groups also had a high percentage of unemployment in the community.

FROM THE SURVEY:

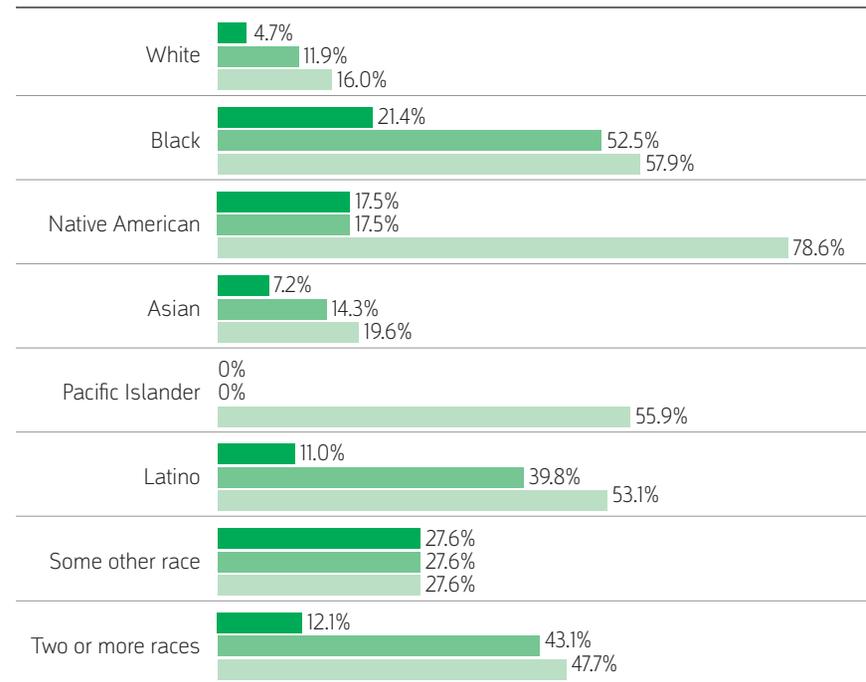
There were no direct comments related to this data point in the survey.

FROM THE DIALOGUES:

There were no direct comments related to this data point in the dialogues.

Poverty Rate by Race

City of Dubuque



- Less than 50 percent of the poverty level
- Less than 100 percent of the poverty level
- Less than 125 percent of the poverty level

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

* Poverty guidelines indicate that a family of four with a household income of \$24,250 would be at 100% of the Federal Poverty Level threshold.



Economic Wellbeing

Poverty Rate (cont.)

FROM THE SURVEY:

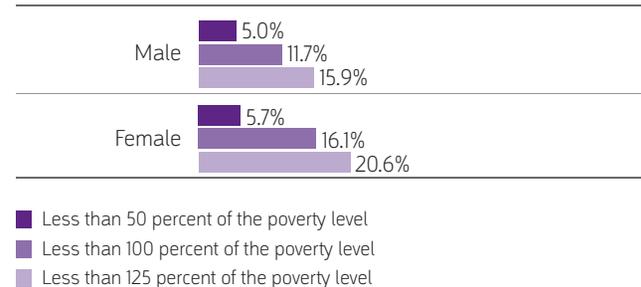
- Survey respondents expressed concern about low and stagnant wages in Dubuque. In relation to this, survey respondents commented on rising taxes, inflation and the cost of living in regards to earning a low wage.

FROM THE DIALOGUES:

- Many dialogue participants felt that the only jobs available in Dubuque are minimum wage jobs and that one cannot live on that wage.
- Participants also discussed the need to raise the minimum wage.

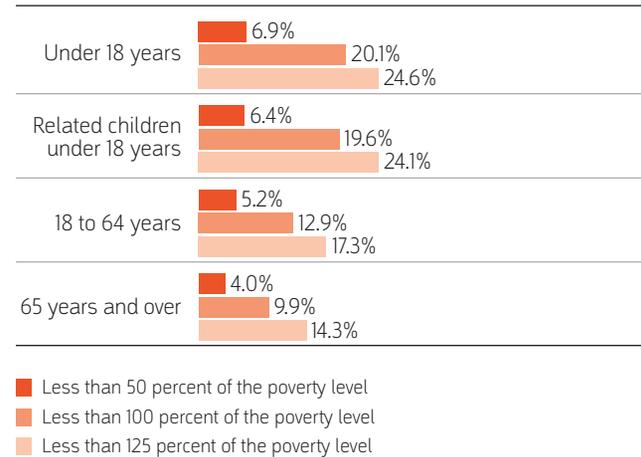
Poverty Rate by Gender

City of Dubuque



Poverty Rate by Age

City of Dubuque



* Poverty guidelines indicate that a family of four with a household income of \$24,250 would be at 100% of the Federal Poverty Level threshold.



Economic Wellbeing

Workforce Composition Rate

How can Dubuque continue to support a diverse workforce including people of any age, gender, race/ethnicity, socioeconomic status and professional category?

The workforce composition of Dubuque, similar to the population as a whole, 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. The second highest growth rate was the Black population, which grew from 0.4% to 0.8%.

FROM THE SURVEY:

- 61.43% indicated that they are aware of existing employment services and could access them if needed.
- 33.5% indicated that career advancement was the most important factor for economic wellbeing, with equitable pay being second at 26.9%. For Blacks, job discrimination came in as the second highest factor.

FROM THE DIALOGUES:

- Professional networking seems limited to white-collar jobs. Skilled laborers, such as those working in construction, plumbing and welding expressed frustration that they do not have the opportunity to network like other professionals.

Workforce Composition by Race/Ethnicity

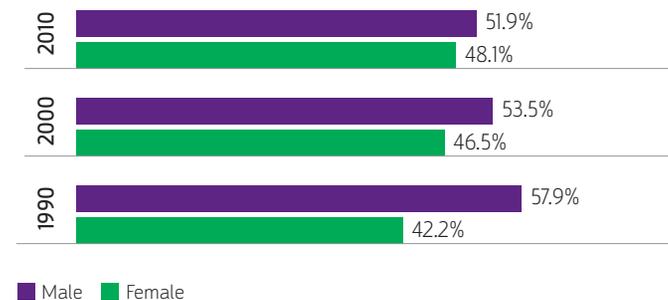
City of Dubuque



Source: U.S. Census Bureau

Workforce Composition by Gender

City of Dubuque



Source: U.S. Census Bureau



Economic Wellbeing

Unemployment by Race

How can Dubuque open its networks so everyone has equal opportunities to succeed?

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 rates with 16.9% in 2010. Latinos, the second largest minority group in Dubuque making up 2.4% of the population, also show high numbers in the unemployment category at 10.5%. Minority groups in general consistently had a higher rate of unemployment over the past three decades as compared to the White population (2010-5.5% unemployment).

FROM THE SURVEY:

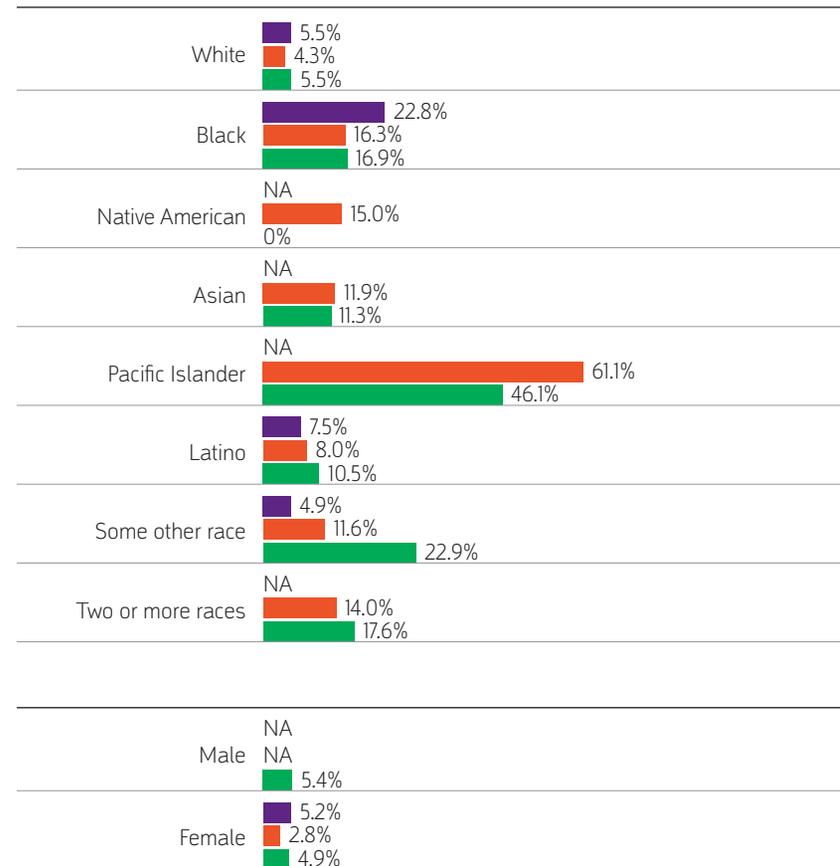
- Most survey respondents (61.43%) felt that if they were to need employment assistance services, they would know where to find those services and they would be easy to access.
- One consistent theme from the survey was that respondents felt that there were not enough quality jobs in Dubuque. 45.63% of respondents do not believe there are enough quality jobs compared to 36.34% who believe there are enough quality jobs.

FROM THE DIALOGUES:

- One key theme heard from community members was that Dubuque is a closed network. Many felt that in order to get ahead or be part of the 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, and that they could not participate in the decision-making in the community.

Unemployment Rate by Race/Ethnicity and Gender

City of Dubuque



■ 1990 ■ 2000 ■ 2010

Source: U.S. Census Bureau



Economic Wellbeing

Unemployment by Educational Attainment

Data from the U.S. Census Bureau shows that in Dubuque, those without a high school diploma have a significantly higher unemployment rate (8%) than those who have completed high school and further. Unemployment rate was lowest in the city and the state for those who have earned a bachelor's degree or higher.

FROM THE SURVEY:

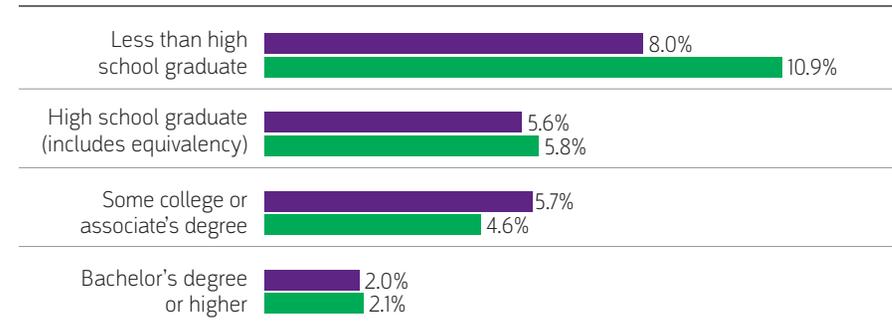
- 33.5% indicated that career advancement was the most important factor for economic wellbeing, with equitable pay being second at 26.9%.
- One consistent theme from the survey was that respondents felt that there were not enough quality jobs in Dubuque. 45.63% of respondents do not believe there are enough quality jobs compared to 36.34% who believe there are enough quality jobs.
- Survey respondents at all levels of education indicated an awareness of where to find job assistance.

FROM THE DIALOGUES:

- The skills gap was a topic of discussion during the dialogues. Individuals with advanced levels of education, either a masters degree or beyond, felt it was difficult to get a quality job without being over qualified. There is not a lack of job openings, but the jobs available are low-skill, low-pay jobs.

Unemployment Rate by Education Attainment

City of Dubuque / State of Iowa



■ City of Dubuque ■ State of Iowa

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



Economic Wellbeing Income

According to the U.S. Census, the median household income for the city of Dubuque is \$44,599, which is over \$7,000 less than the median income for the state of Iowa. Data from the U.S. Census also 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.

FROM THE SURVEY:

- Equitable pay was the second highest economic wellbeing concern among all who participated in the survey.

FROM THE DIALOGUES:

- Women were not surprised to see the difference in pay and expected to see women earning less than men.
- Dialogue attendees noted that when you compare the average age by race/ethnicity to the income by race the numbers seemed to make sense. Minorities in Dubuque tend to have a lower average age, therefore the lower median income by race/ethnicity could be partially attributed to that.

How do we connect more people to programs in our community that provide education and job skills training so they can increase their earnings?

Median Household Income

Dubuque	\$44,599
Iowa	\$51,843

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

Median Income by Race, 2008-2012

City of Dubuque	
White	\$44,964
Black	\$20,389
Native American	\$21,583
Asian	\$55,736
Pacific Islander	NA
Latino	\$31,728
Some other race	\$66,250
Two or more races	\$32,130

Source: U.S. Census Bureau



Economic Wellbeing

Minority-Owned Businesses

The data for minority-owned businesses in Dubuque is largely outdated and does not provide much insight into the business landscape in Dubuque. Because this data is not tracked efficiently, much of it is not available or suppressed due to small numbers being reported. The data included here is what is currently available and during this process we recognized the need to improve this data to better understand what supports are needed.

FROM THE SURVEY:

There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

- Some attendees discussed the belief that minority-owned businesses would not come to Dubuque if they knew the social and business climate they would be entering.
- Attendees were surprised that this data was not tracked more efficiently. Most of the data displayed is suppressed or not available; attendees felt that Dubuque should be better at tracking this.

Minority-Owned Firms, 2007

City of Dubuque/State of Iowa

		City of Dubuque	State of Iowa
Race	Black	S	0.8%
	Native American	F	0.2%
	Asian	1.1%	1.1%
	Pacific Islander	F	0.1%
	Latino	F	0.9%
Gender	Male	NA	NA
	Female	22.2%	25.5%

■ City of Dubuque ■ State of Iowa

Note: Data indicated with 'F' means that fewer than 25 firms are operated by that subgroup

Note: Data indicated with 'S' means the data is suppressed and does not meet U.S. Census Bureau publication standards

Source U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits