



# COMMUNITY EQUITY PROFILE SUMMARY

INCLUSIVE dubuque  
Connecting People • Strengthening Community

# 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.

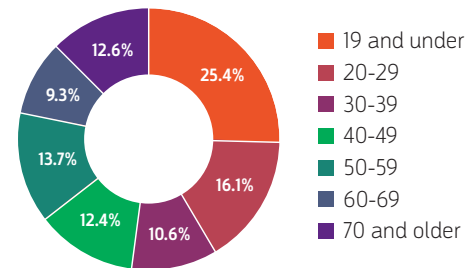
# Dubuque Demographics

## 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	<b>40</b> White
	<b>25</b> Black
	<b>14</b> Native American
	<b>29</b> Asian
	<b>19</b> Latino
	<b>19</b> Two or more races
Gender	<b>37</b> Male
	<b>40</b> Female

U.S. Census Bureau, 2008-2010 estimates

# Dubuque Demographics

## Racial/Ethnic Composition

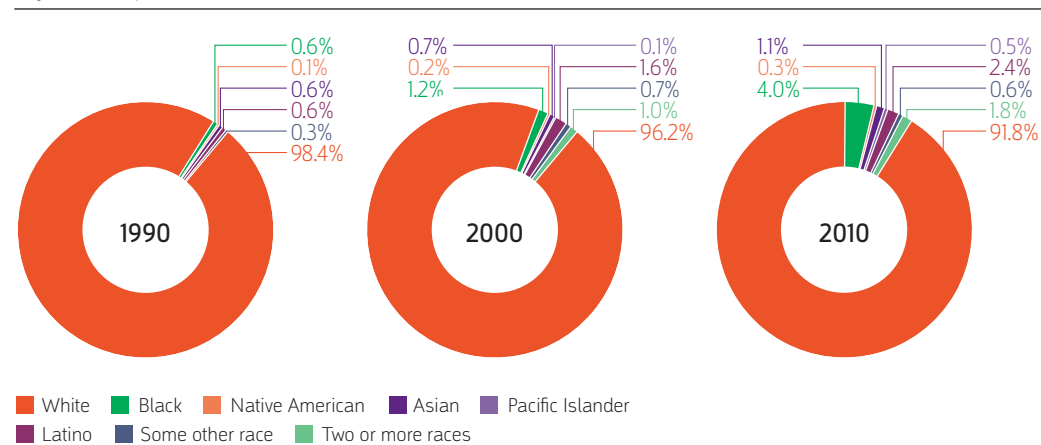
From 2000-2010, Dubuque experienced an increase in its racial diversity, with the Black population increasing by 228.9%. The Asian/Pacific Islander population experienced the second largest amount of growth with a 103.74% increase and Latinos were the third largest growing group with a 51.81% increase.

### 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



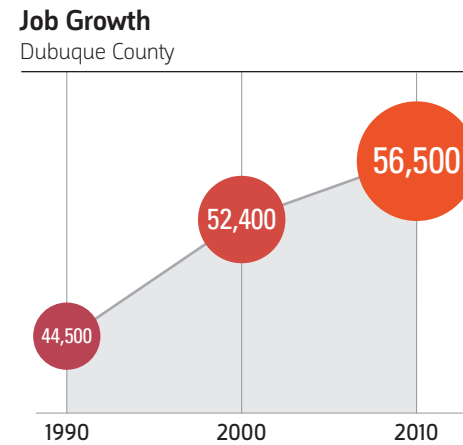
Source: U.S. Census Bureau

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%.

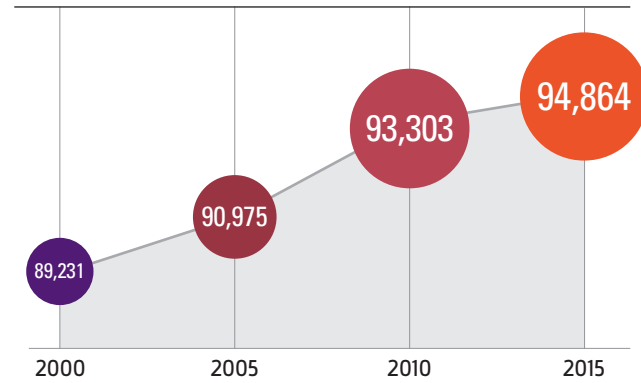


## Dubuque Demographics

# 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.*

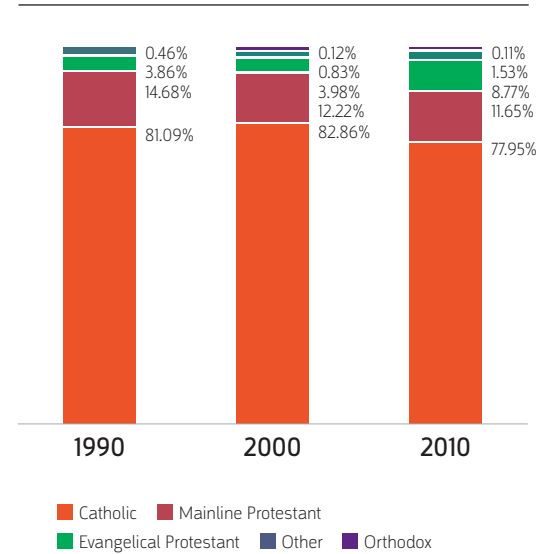
# Dubuque Demographics

## 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

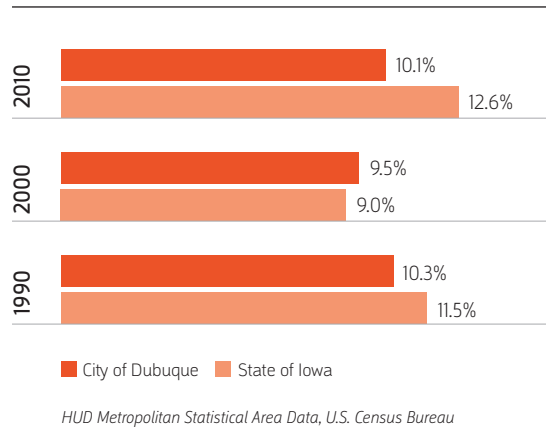
# Dubuque Demographics

## 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

# HEALTH



The Centers for Disease Control and Prevention (CDC) defines health equity as follows: every person has the opportunity to attain his or her full potential and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstance. Access to quality healthcare is an important factor in achieving health equity, however there are a number of factors that can affect one's health including: social conditions, economic conditions, environmental conditions, health behaviors, disease or injury and mortality. Health inequities are considered differences in health that are avoidable, unfair and unjust according to the CDC definition. These differences are based largely on one's social and economic conditions.

## JOIN the Conversation!

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

- ▶ How can we ensure that individuals in the groups experiencing the highest rates of preventable disease are receiving preventative care?
- ▶ How can we make sure that all Dubuque residents are able to readily access and afford the quality health care available in our community?
- ▶ How do we create a strategy in our community that ensures there are adequate resources for those who need mental healthcare?



# Health Disease Prevalence by Household Income

How can we ensure that individuals in the groups experiencing the highest rates of preventable disease are receiving preventative care?

The Disease Prevalence by Household Income chart shows the percentage of the Iowa population who have been diagnosed with the disease listed. In most cases, the disease prevalence is higher when the household income is lower.

**FROM THE SURVEY:**

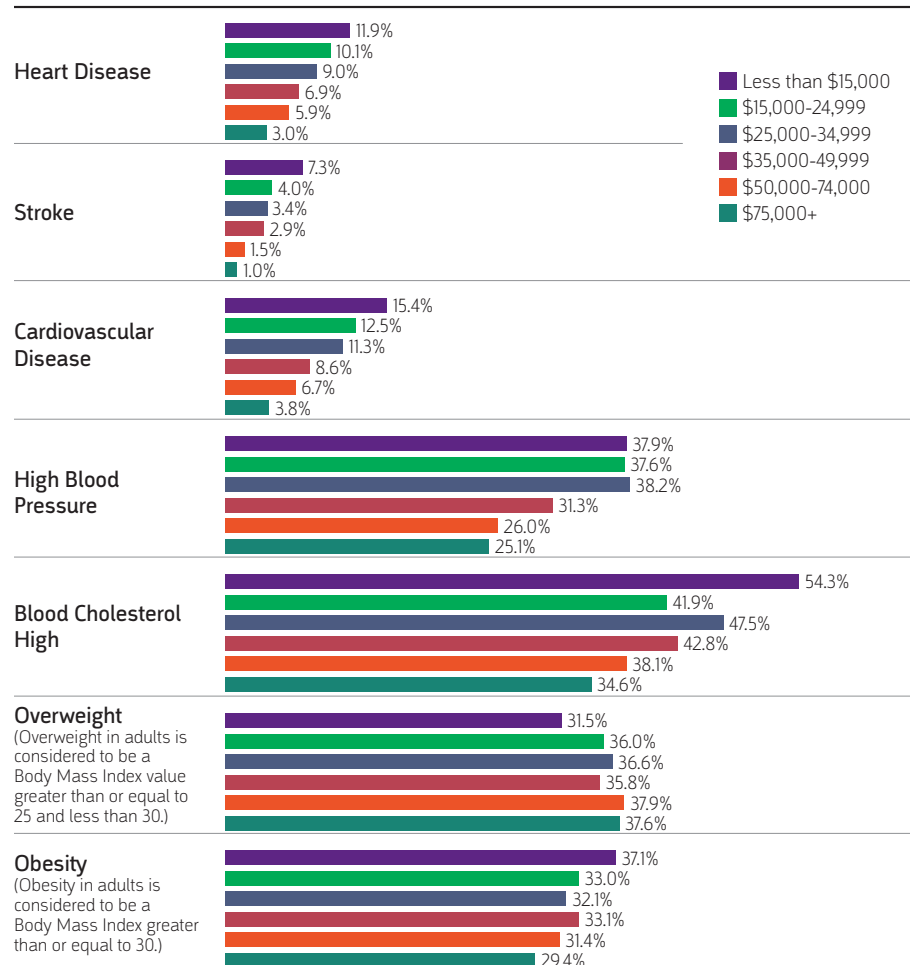
- An average of 79.7% of those with a household income greater than \$50,000 receive their regular healthcare from their family physician, compared to those with incomes less than \$49,999 (44.8%). Other healthcare options utilized were the emergency room, acute or convenient care. Many respondents indicated convenience and insurance were the driving factors in choosing where to get their regular care.

**FROM THE DIALOGUES:**

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

**Disease Prevalence by Household Income**

State of Iowa



Source: Health in Iowa Annual Report from the Behavioral Risk Factor Surveillance System, Iowa 2013



# Health Affordability/Access

How can we make sure that all Dubuque residents are able to readily access and afford the quality health care available in our community?

According to the Cost of Living Index provided by the Council for Community and Economic Research, the cost of healthcare in Dubuque is about 4% lower than the national average. In Dubuque the median household income is \$44,599 – lower than the national median income by 19% (\$53,046: 2009-2013 American Community Survey Five-Year Estimates). Dubuque County also shows a lower rate of primary care physicians per 100,000 residents compared to the national average, which could make access difficult.

### FROM THE SURVEY:

- 67.59% of respondents have a concern about affordability in healthcare compared to 18.98% who do not have concerns about affordability. Respondents with a household income of \$25,000-\$49,999 had the highest concern about affordability (81.25%).
- 72.77% believe Dubuque offers quality healthcare options, compared to 12.68% who do not believe there are quality healthcare options.

### FROM THE DIALOGUES:

- There are many quality options for healthcare in the Dubuque community; as a small community, Dubuque is lucky to have so many great healthcare facilities.
- Those on assistance programs have fewer medical care facilities to choose from, which can cause issues.
- There are not enough doctors in Dubuque to meet the needs of the community. There are often long wait times when you try to make an appointment with a provider.

### Dubuque Cost of Living Index: Cost of Healthcare

Dubuque	96
Iowa	96
National	100

Source: 2010-2015 AreaVibes, Inc.

\*The cost of living index is based on a national average of 100. If the amount is below 100, it is lower than the national average. If the amount is above 100, it is higher than the national average.

### Primary Care Physicians per 100,000 residents

Dubuque County	65.4
National Average	73.4

Source: The Dartmouth Institute for Health Policy and Clinical Practice



# Health

## Mental Healthcare

How do we create a strategy in our community that ensures there are adequate resources for those who need mental healthcare?

According to the U.S. Department of Health and Human Services, Dubuque County is designated as a Health Professional Shortage Area for mental health. This designation indicates there is a lack of providers to meet the needs of the population.

According to the Iowa Department of Public Health, from 2008-2012 the suicide death rate for Dubuque was 13.39 (per 100,000), compared to the state of Iowa at 12.63 (per 100,000). From 2009-2013 it was 13.60 for Dubuque and 12.98 for Iowa. Death rates are reported for a five-year period so there may be overlap of data. However, the number increased with reporting of data from 2009-2013, which indicates an increasing death rate from suicide.

### FROM THE SURVEY:

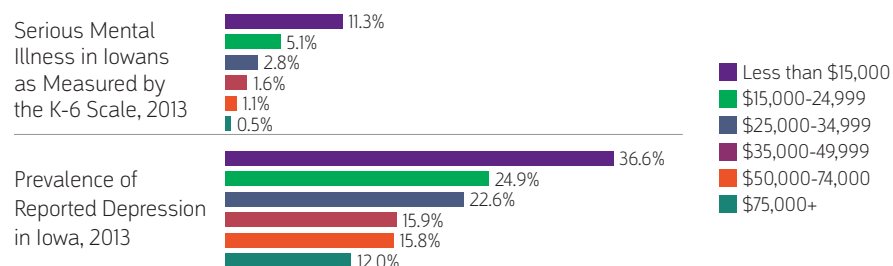
- 72.98% of those with a household income of \$50,000-\$99,999, and 79.07% of those with a household income of greater than \$100,000 had concerns about mental health treatment in Dubuque. 46.35% of those with a household income below \$24,999 did not have concerns about mental health treatment.

### FROM THE DIALOGUES:

- There are limited resources for mental health in Dubuque and the wait is too long for those who really need them. Many who need services end up going to the emergency room or jail, which is not a good long-term solution.
- There is only one pediatric psychiatrist in Dubuque, which creates a long wait list for appointments for children.

### Mental Illness by Household Income

State of Iowa



Source: Health in Iowa Annual Report from the Behavioral Risk Factor Surveillance System, Iowa 2013



# Health

## Uninsured Population

The lack of health insurance is considered a key driver of health status. This data reports the percentage of adults age 18 to 64 without health insurance coverage. Lack of insurance is a primary barrier to healthcare access including regular primary care, specialty care and other health services that contribute to poor health status.

### FROM THE SURVEY:

- 58.66% of survey respondents agreed that if they were looking to obtain health insurance, they would know how to find services to assist them in the process.

### FROM THE DIALOGUES:

There were no comments directly related to this data point from the dialogues.

### Uninsured Population by Household Income, Percent

State of Iowa

Less than \$15,000	21.5%
\$15,000-\$24,999	22.2%
\$25,000-\$34,999	14.2%
\$35,000-\$49,999	8.8%
\$35,000-\$49,999	3.1%
\$75,000+	1.7%

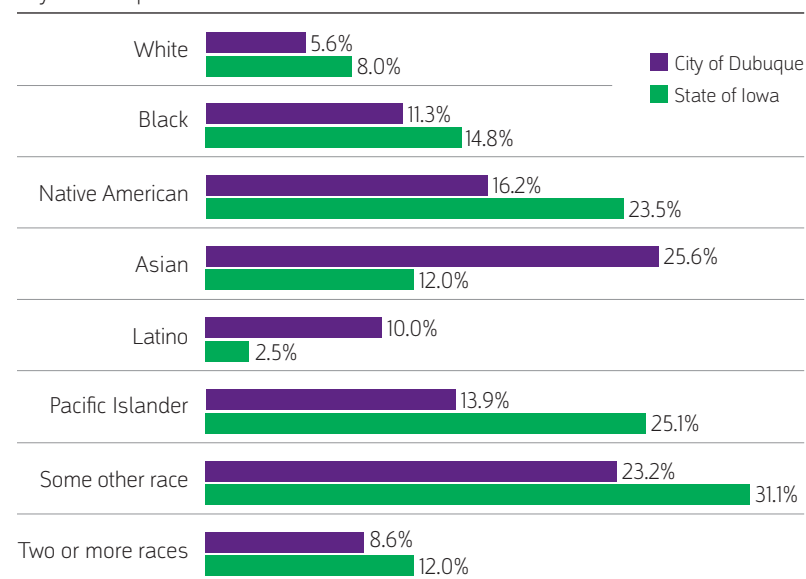
### Uninsured Population by Education, Percent

State of Iowa

Less than high school graduate	25.3%
High school or G.E.D.	11.4%
Some post-high school	9.7%
College graduate	3.6%

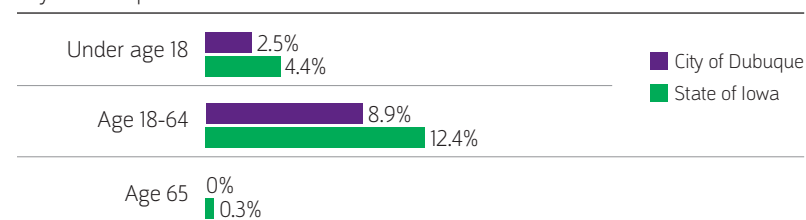
### Uninsured Population by Race/Ethnicity, Percent

City of Dubuque / State of Iowa



### Uninsured Population by Age Group, Percent

City of Dubuque / State of Iowa



Source: Health in Iowa Annual Report from the Behavioral Risk Factor Surveillance System, Iowa 2013

Source: 2014 CHNA DBQ County Report





## Health

# Food Access

This indicator reports the percentage of the population living in census tracts designated as food deserts. A food desert is defined as a low-income census tract where a substantial number or share of residents has low access to a supermarket or large grocery store. This data is relevant because it highlights populations and geographies facing food insecurity.

### FROM THE SURVEY:

- While 76.21% of respondents believe that fresh and healthy food is accessible in Dubuque, 57% do not believe it is affordable.

### FROM THE DIALOGUES:

- Since it began accepting SNAP benefits as a payment, the farmers market has become more inclusive and has made healthy, local food more accessible by all populations.
- While there is an abundance of fresh, healthy food available, it may not be easy to access or affordable for those with limited income or access to transportation.

### Low Income Population with Low Food Access

Dubuque County / State of Iowa

	Total Population	Low Income Population with Low Food Access	Percent Low Income Population with Low Food Access
Dubuque County	93,653	5,570	5.95%
State of Iowa	3,046,355	199,383	6.54%

Source: 2014 CHNA DBQ County Report