



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.

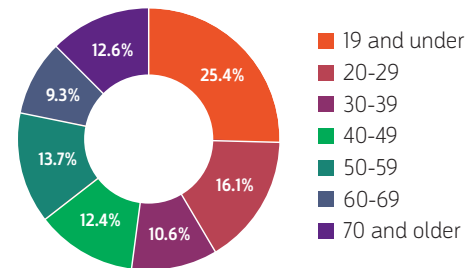
Dubuque Demographics

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

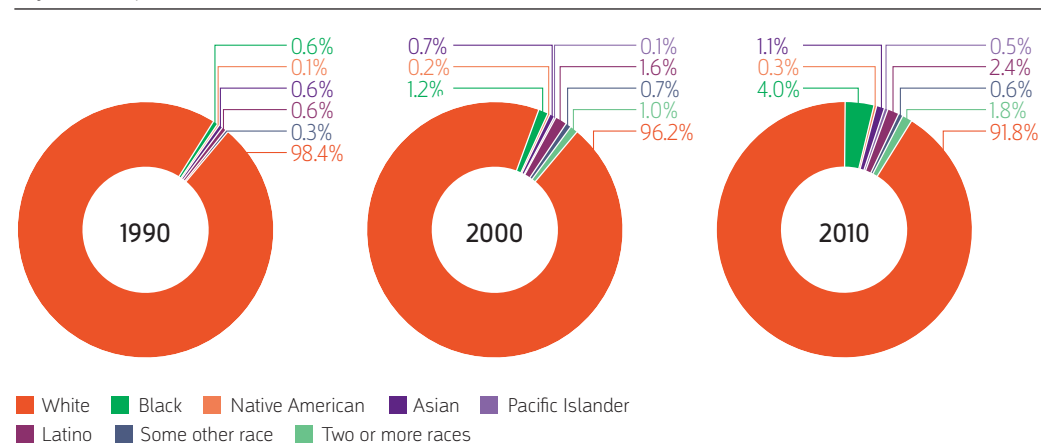
From 2000-2010, Dubuque experienced an increase in its racial diversity, with the Black population increasing by 228.9%. The Asian/Pacific Islander population experienced the second largest amount of growth with a 103.74% increase and Latinos were the third largest growing group with a 51.81% increase.

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



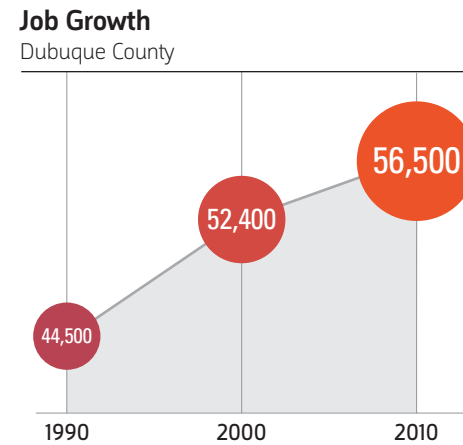
Source: U.S. Census Bureau

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.



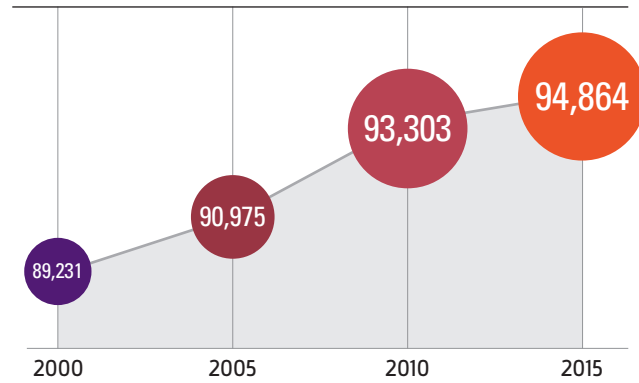
The annual growth rate for Dubuque County is 1.4%.

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.

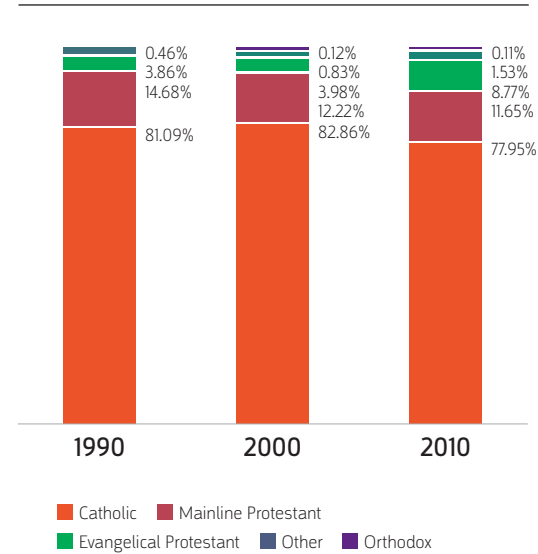
Dubuque Demographics

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

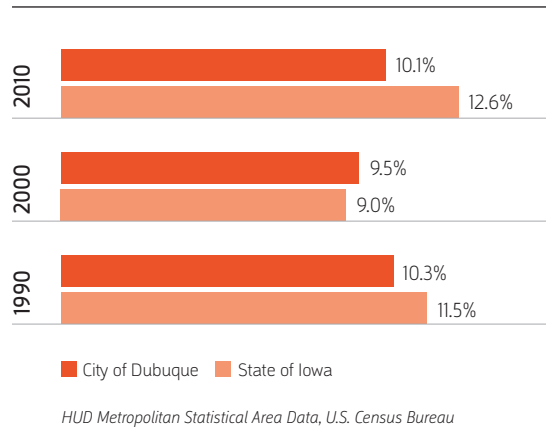
Dubuque Demographics

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

HOUSING



One of the most critical elements for a family's wellbeing is an affordable, safe, energy-efficient home that accommodates their fundamental needs. In addition to a family's wellbeing, housing also plays a key role in economic development, job creation, quality of life and increase in population. Communities that have experienced substantial growth and economic prosperity have offered a balance of safe, affordable housing to all segments of the community.

JOIN the Conversation!

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

- ▶ How do we create a strategy that ensures there is an adequate number of safe and affordable housing for all income groups?
- ▶ Can we support thriving neighborhoods by ensuring access to affordable housing throughout our entire community?



Housing Affordability

How do we create a strategy that ensures there is an adequate number of safe and affordable housing for all income groups?

Housing is considered affordable when costs do not exceed 30% of the household's income. The 2012 American Community Survey showed 77% of homeowners and 46% of renters in Dubuque lived in housing they could afford. In Dubuque, Black and Asian populations tend to be the most cost burdened with 29% of Blacks and 36% of Asians paying more than 50% of their household income on their housing.

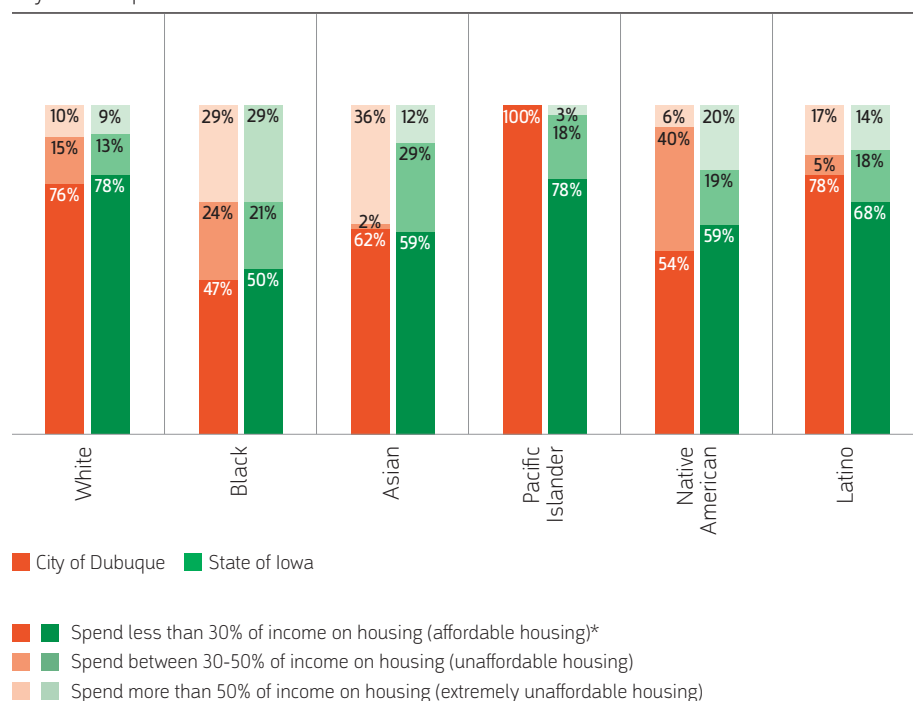
FROM THE SURVEY:

- 33.9% of survey respondents who rent say they are living in their ideal housing situation, compared to 81.5% of respondents who own a home. Of those renters who said they were not living in their ideal housing situation, the majority stated it was due to their desire to own a home.

FROM THE DIALOGUES:

- There are not enough affordable housing options available within the community for those earning a minimum wage.
- The physical condition of homes that might be affordable is poor and may not be suitable for some families, which limits options for those with limited income.
- Transitional housing was discussed for those coming from a shelter. Because many of these individuals have limited incomes, they may not be able to afford housing that is safe for their families. This increases the odds that these individuals will return to shelters.

Housing Cost Burden
City of Dubuque / State of Iowa



*This category includes people with zero income.

Source: 2007-2011 CHAS Data



Housing

Housing Affordability by Income Group

Can we support thriving neighborhoods by ensuring access to affordable housing throughout our entire community?

In Dubuque, there are 2,585 households earning less than 30% AMI. (AMI stands for Area Median Income. A family of four earning less than \$23,850 would be earning less than 30% AMI.) There are 610 housing units affordable to households earning less than 30% AMI, which is less than a quarter of the units needed to house that population.

As of January 2015, Dubuque's Housing Choice Voucher Program reports that 17% of landlords in Dubuque participate in the program. There were 928 households receiving assistance and 1,288 households waiting for vouchers.

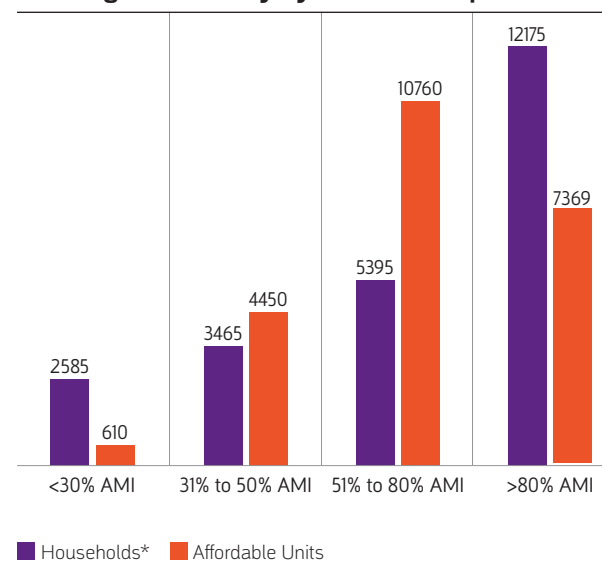
FROM THE SURVEY:

- 78.92% of those with a household income of less than \$24,000 indicated that they rent their home in Dubuque. In that same income bracket, 65.52% stated they were not living in their ideal housing situation.

FROM THE DIALOGUES:

- People without internet access are at a disadvantage in finding available housing options in Dubuque.
- Transportation can pose a problem if you want to live outside of the downtown area.
- Access to resources, like housing vouchers, is limited and presents a barrier for those waiting to receive assistance.
- Most attendees named safety, location and physical condition of the home as the most important factors in defining a quality home.

Housing Affordability by Income Group



AMI is Area Median Income
Source: 2007-2011 CHAS Data

*A household includes all the persons who occupy a housing unit as their usual place of residence.



Housing

Home Ownership vs. Rent Occupied

Home ownership vs. rent tenure in Dubuque is less than the state average. Home owners comprise 65.70% of the population, compared to 34.3% of the population that rents.

FROM THE SURVEY:

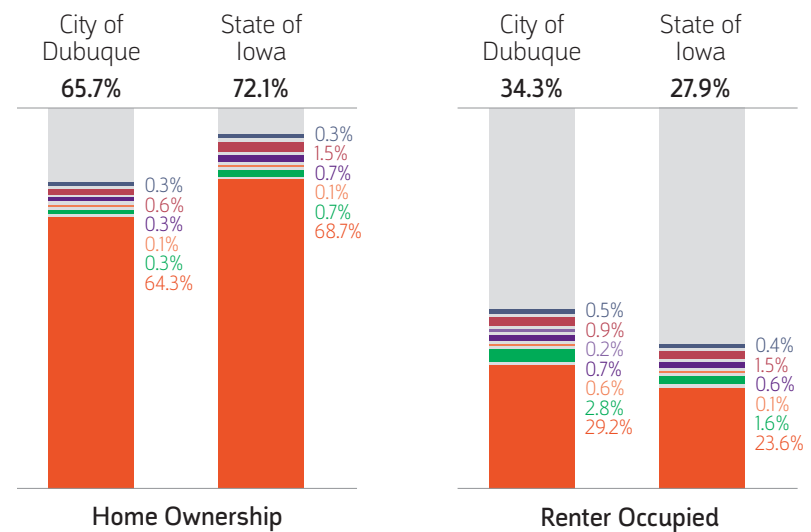
- Results indicate that individuals in Dubuque would prefer to own a home. Of those who identified as renters (29.43%), 67.11% say they are not living in their ideal housing situation. Of those renters who said they were not living in their ideal housing situation, the majority stated it was due to their desire to own a home.

FROM THE DIALOGUES:

- Landlord relations and safety were both indicated as reasons people would rather own a home than rent one.
- Those who needed to rent described the rental market in Dubuque as limited and expensive.

Home Ownership vs. Rent Occupied

by Race and Ethnicity, 2010



■ White
 ■ Black
 ■ Native American
 ■ Asian
■ Pacific Islander
 ■ Latino
 ■ Two or more races

Source: U.S. Census Bureau (2010)



Housing

Access to Quality Housing

This data shows the number of households identified as having one or more problems, or no problems (as defined by The U.S. Department of Housing and Urban Development). While this data was broken down by race/ethnicity, it became apparent after closer review that housing problems corresponded to socioeconomic status rather than race/ethnicity. For this reason, socioeconomic numbers are featured here and demonstrate that as one's income increases, the quality of housing increases.

FROM THE SURVEY:

- A majority of survey participants (80%) believed they live in quality housing. This remained true when the results were broken down to look at age, income, race/ethnicity, religion, gender, renter vs. home owners, etc. In all groups, the majority felt they were living in quality housing.

FROM THE DIALOGUES:

- Most attendees named safety, location and physical condition of the home as the most important factors in defining a quality home.
- People without internet access are at a disadvantage in finding available housing options in Dubuque.
- Transportation can pose a problem if you want to live outside of the downtown area.
- Access to resources, like housing vouchers, is limited and presents a barrier for those waiting to receive assistance.

Access to Quality Housing

City of Dubuque

The four housing problems are:

1. Lacks complete kitchen facilities
2. Lacks complete plumbing facilities
3. More than one person per room
4. Cost Burden greater than 30% (affordability)

Of the four housing problems, affordability comprises 90% of the problems in Dubuque, lacks complete kitchen or plumbing facilities makes up 4%, and more than one person per room comprises 3% of the problems.





Housing

Racial/Poverty Concentrations by Neighborhood

This map indicates racial/ethnic diversity, poverty concentration and average income for each neighborhood in Dubuque (based on census tracts).

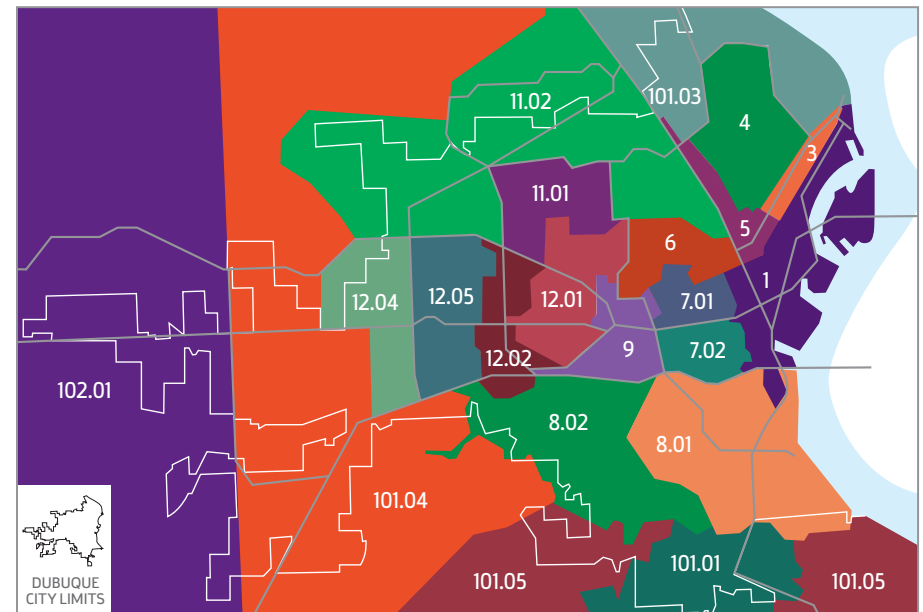
FROM THE SURVEY:

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

FROM THE DIALOGUES:

- There were very few comments made at the community dialogues about racial concentrations of poverty.
- Some Black dialogue participants noted that when they moved to certain neighborhoods, their white neighbors moved. This caused them to feel unwelcome in certain areas of town.
- Discussion also centered around the fact that the areas of high poverty concentration occur because individuals cannot afford housing in other neighborhoods of the city so they are forced to live in one concentrated area where the housing is affordable to them.

**Dubuque Census Tracts:
Population, Mean Income and Percent in Poverty**



To view the population, mean income and poverty percentage in each census tract, please see the charts on the next three pages.



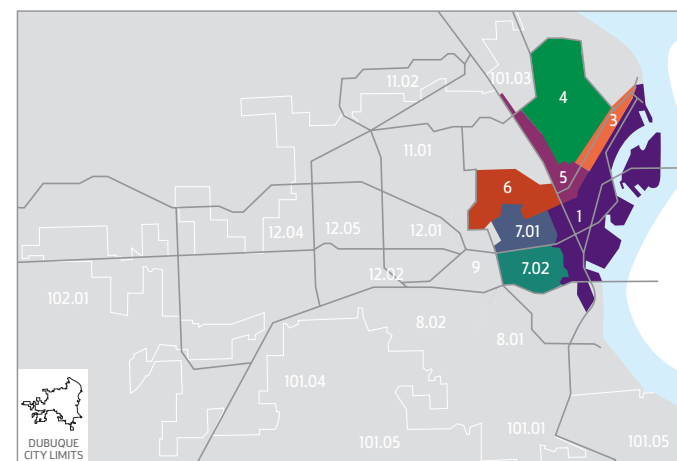
Dubuque County Census Tract

	CENSUS TRACT: 1			CENSUS TRACT: 3			CENSUS TRACT: 4		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	2517	\$16,852	—	2,040	\$20,478	—	4,147	\$19,654	—
White	70.16%	\$18,519	25.87%	93.14%	\$20,712	6.90%	93.47%	\$20,239	20.56%
Black	16.09%	\$14,873	65.14%	2.45%	\$31,324	0.00%	0.24%	N	100.00%
Asian	5.20%	—	—	0.00%	—	—	2.19%	\$21,840	—
Latino	7.79%	\$7,132	34.78%	3.09%	N	0.00%	2.10%	\$9,160	7.59%
Some other race	8.54%	\$4,117	—	4.41%	—	—	4.10%	—	—

	CENSUS TRACT: 5			CENSUS TRACT: 6		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,987	\$13,548	—	3,261	\$22,382	—
White	88.34%	\$16,300	25.87%	90.83%	\$24,046	12.46%
Black	4.04%	\$4,081	52.04%	2.61%	\$13,016	49.23%
Asian	0.00%	—	—	0.89%	\$16,999	—
Latino	3.81%	\$5,627	82.41%	3.10%	\$1,569	86.36%
Some other race	7.62%	—	—	5.67%	N	—

	CENSUS TRACT: 7.01			CENSUS TRACT: 7.02		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	4,057	\$17,360	—	3,342	\$21,700	—
White	92.63%	\$18,072	11.82%	87.34%	\$22,879	14.38%
Black	1.75%	\$3,617	75.34%	2.24%	\$10,461	48.98%
Asian	2.69%	\$5,186	—	1.32%	\$28,633	—
Latino	1.95%	\$1,358	36.17%	0.66%	N	0.00%
Some other race	2.93%	—	—	9.10%	—	—

Dubuque Census Tracts: Population, Mean Income and Percent in Poverty





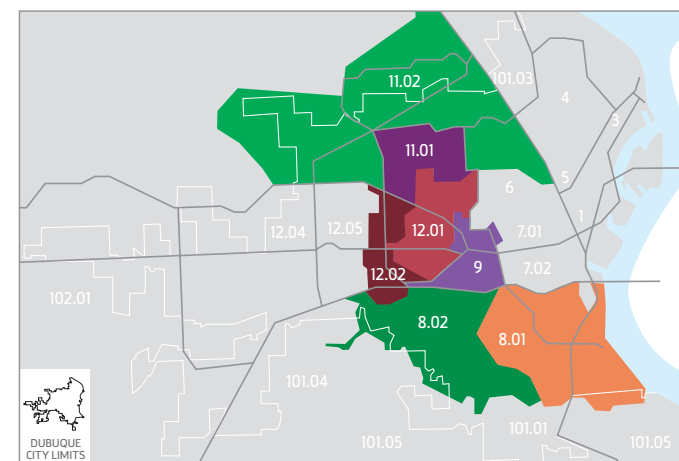
Dubuque County Census Tract

	CENSUS TRACT: 8.01			CENSUS TRACT: 8.02			CENSUS TRACT: 9		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	4,293	\$35,128	—	3,575	\$35,790	—	3,762	\$20,069	—
White	96.93%	\$34,623	7.77%	97.68%	\$35,883	2.37%	90.30%	\$21,490	5.07%
Black	0.00%	—	0.00%	0.00%	—	0.00%	4.50%	\$1,348	100.00%
Asian	0.00%	N	—	1.87%	\$25,787	—	0.00%	\$10,958	—
Latino	2.26%	N	0.00%	3.78%	\$17,664	0.00%	3.99%	\$20,011	22.22%
Some other race	3.07%	—	—	0.45%	—	—	5.16%	N	—

	CENSUS TRACT: 11.01			CENSUS TRACT: 11.02		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,553	\$34,209	—	6,115	\$32,242	—
White	97.21%	\$34,816	4.99%	97.17%	\$32,005	8.69%
Black	0.20%	—	0.00%	1.93%	—	0.00%
Asian	0.34%	\$29,786	—	0.31%	N	—
Latino	0.00%	\$11,053	0.00%	1.01%	\$19,747	28.57%
Some other race	2.25%	—	—	0.59%	—	—

	CENSUS TRACT: 12.01			CENSUS TRACT: 12.02		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,824	\$25,365	—	1,822	\$26,389	—
White	96.12%	\$25,979	11.45%	98.41%	\$26,803	9.85%
Black	1.10%	N	100.00%	0.55%	\$23,838	14.29%
Asian	0.08%	N	—	0.00%	\$7,409	—
Latino	2.82%	\$20,795	0.00%	0.00%	\$44,018	32.00%
Some other race	2.26%	—	—	1.04%	—	—

Dubuque Census Tracts: Population, Mean Income and Percent in Poverty





Dubuque County Census Tract

	CENSUS TRACT: 12.04			CENSUS TRACT: 12.05			CENSUS TRACT: 101.01		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	1,961	\$30,103	—	4,129	\$27,025	—	2,104	\$22,058	—
White	96.12%	\$30,832	0.00%	90.63%	\$27,864	4.86%	97.62%	\$22,307	16.67%
Black	3.88%	\$3,576	89.47%	1.86%	\$30,845	0.00%	0.00%	—	0.00%
Asian	0.00%	\$25,340	—	6.73%	\$22,267	—	0.00%	—	—
Latino	0.00%	—	0.00%	0.78%	—	0.00%	1.85%	\$20,424	100.00%
Some other race	0.00%	—	—	0.78%	—	—	2.38%	—	—

	CENSUS TRACT: 101.03			CENSUS TRACT: 101.04		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	2,752	\$26,540	—	4,333	\$31,806	—
White	99.16%	\$26,588	9.69%	97.69%	\$33,150	4.53%
Black	0.58%	N	0.00%	0.00%	N	0.00%
Asian	0.00%	—	—	1.87%	\$14,109	—
Latino	0.00%	N	0.00%	0.76%	\$18,601	0.00%
Some other race	0.25%	—	—	0.44%	—	—

	CENSUS TRACT: 101.05			CENSUS TRACT: 102.01		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,708	\$33,752	—	5,177	\$30,666	—
White	97.22%	\$33,832	2.56%	97.20%	\$31,531	2.22%
Black	0.00%	N	0.00%	0.25%	\$3,112	100.00%
Asian	1.08%	N	—	0.54%	\$15,144	—
Latino	0.00%	\$4,665	0.00%	1.97%	\$17,151	27.27%
Some other race	1.70%	N	—	2.01%	—	—

Dubuque Census Tracts: Population, Mean Income and Percent in Poverty

