## OVERVIEW

### HISTORICAL

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### RECENT

**2017 TO 2019**

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## OUR CONTINUING EQUITY EFFORTS
Since 2012, Inclusive Dubuque has been convening a network of community members and leaders from business, nonprofit, education, government, philanthropy and the faith community to achieve the vision of an informed community in which all people feel respected, valued and treated fairly. In fall of 2015, the network released the Community Equity Profile that helped discover how diverse groups are affected by various systems in the community. Since 2016, the Network turned its focus to providing equity learning opportunities, tools and resources, and baseline data to help community members continue to advance equity in our region. A few programs and training initiatives that the network has championed include:

- **Best Practices in Diversity, Equity & Inclusion** – in 2019, this 8-session training series began its third season and continues to empower individuals, businesses, nonprofits, and organizations to create pathways that lead to increased self-awareness, recruitment, retention, and creating a diverse and inclusive workplace culture.

- **Advancing Racial Equity: Frameworks for Action, facilitated by Race Forward** – one of the pre-eminent organizations helping communities across the United States to improve outcomes for all communities with a particular emphasis on racial equity. This series of four full-day training sessions targeted nonprofit organizations, helping them to craft and apply strategies and tools to transform their workplace as we strive to create equitable outcomes for all.

- **Hosting various speakers and trainers including** – Judy Richardson (national civil rights activist), Dr. Jermaine Davis (nationally recognized speaker, author, and communications professor) and Anthony Arrington (professional recruiter and trainer focusing on building diverse and inclusive businesses and communities.)
The Business Leader Equity Cohort brings together 20+ top-level executives representing business, higher education and the public-school system to learn how they can attract and retain a diverse workforce and set the tone for a welcoming and inclusive community.

These efforts have not only led to a greater awareness of disparities that exist in our community but have also sparked a desire for change within individuals and organizations — in the Inclusive Dubuque network and beyond. This report highlights how our community is working to help reduce disparities that exist among diverse groups.

This list is not complete and represents a small snapshot of the initiatives, programs and changes that have been implemented in our community. We created this report in an effort to acknowledge and applaud the efforts of those working to make Dubuque a more equitable and inclusive place for all residents, regardless of race, age, gender, sexual orientation, disability, nationality or socioeconomic status. Our hope is that this list will continue to grow and expand each year and that it will serve as a useful tool to: track progress as a community; identify areas that need further attention; and hold the community accountable for making sustained progress towards becoming a more equitable and inclusive community.
Government

- **Juvenile Court Services** continues ongoing efforts to implement initiatives to address racial disparities including: programming for youth, increase diversion, training and meetings with stakeholders of JCS practices to promote juvenile justice.

- The **City Clerk** creates a new brochure for the community on actions residents can take to make events accessible for people with disabilities.

- **Mayor Roy D. Buol** accepts the My Brother’s Keeper challenge.

- **Housing, Planning, Human Rights and City Manager Departments** in the City of Dubuque receive training on the basics of fair housing and the city’s obligation to take steps to affirmatively further fair housing.

- The city’s **Human Rights Department** facilitates a conversation between the Dubuque Community School District and Transgender Dubuque to increase the knowledge and awareness of school counselors and nurses on transgender youth in schools.

- The city’s **Human Rights Department** hosts a conversation with Cultural Voices to help English Language Learner teachers, Police Department staff and Housing Department staff better understand the experiences of immigrant community members.

- The **City of Dubuque** joins the Government Alliance on Race and Equity to increase its knowledge and awareness of innovative local government approaches to advancing racial equity.

- The city’s **Health Department** partners with a Chinese health inspector in Linn County to address language barriers during interactions with Chinese restaurant owners. The partnership allows Chinese restaurant owners to receive compliance information and take the licensing course in Chinese.

- **AmeriCorps Partners in Learning** changes its focus to support grade-level reading. They partner with the Dubuque Community School District to place AmeriCorps members in the schools to work one-on-one with students who are struggling readers.

- **Leisure Services** adjusts its summer park program to focus on preventing summer learning loss.
The Jule bus route is redesigned to serve the city’s most diverse neighborhoods and individuals who are transit-dependent.

The Multicultural Family Center develops an inclusive environments policy.

Nonprofits

- The Dubuque Area Convention & Visitors Bureau implements CSI: Dubuque, a customer service intelligence program that trains area businesses on how to provide positive experiences for Dubuque’s visitors. This program features inclusivity components from Inclusive Dubuque and Proudly Accessible Dubuque.

- The East Central Iowa Association of Realtors reviews fair housing laws and practices during orientation with all new members through a video developed by the National Association of Realtors.

- Sisters of Charity BVM adjusts wage/benefits to achieve a minimum of $10.10/hour and increases access to more educational benefits. The organization also starts to focus on employee needs including food, water, shelter and more.

- St. Mark Youth Enrichment joins the My Brother’s Keeper Initiative to make a conscious effort to impact the lives of boys and young men of color.

- St. Mark Youth Enrichment prioritizes diversification of its board of directors in its strategic plan.

- Project Concern takes over scheduling for Volunteer Income Tax Assistance/Earned Income Tax Credit with the American Association of Retired People and Operation: New View. These organizations share a document to coordinate tax appointments for seniors and low-income households.

- Parkin Advisors, a business advisor and coach, volunteers at a women’s shelter to provide free job interview coaching for its residents.

- Hillcrest Family Services adds diversity training to its requirements for new staff orientation.

- Hillcrest WIC creates a designated breastfeeding room, which is available to staff and the public.
Two by Two Character Development starts the “Live Like a Saint” program where Dubuque Fighting Saints players promote equity and inclusion through teaching elementary and middle school students the character development traits.

Mercy Medical Center incorporates the use of iPads in their interpretation services for more effective communication with patients who are hearing impaired or whose preferred language is not English.

Education

An intensive course addressing multiculturalism, anti-racism and sexism is required for all first-year students at Wartburg Theological Seminary.

Students and faculty at Wartburg Theological Seminary can participate annually in January Term immersion trips in U.S. and international contexts to promote global awareness and understanding.

A lactation room is created for students and faculty at the University of Dubuque who may not have had the desired level of privacy available to them.

Space is dedicated at the University of Dubuque for a prayer room for its Muslim students.

Elements of “bystander intervention” techniques are infused in several areas of the curriculum and residence life training at University of Dubuque.

UW-Platteville revises its general education curriculum to require that 25% of the learning objectives directly relate to helping students develop international and cultural awareness. During the 2015-2016 academic years, students enroll in 172 different courses that include international or cultural awareness as an integral component of course content.
The Patricia A. Doyle Center for Gender and Sexuality launches at UW-Platteville to provide a supportive, equitable and safe environment for all persons on campus with relation to gender and sexuality. The Center offers resources, programming and information on issues and challenges facing women and the LGBTQ community. Attendance at the Doyle Center increased 141% from 2014-2015.

UW-Platteville, in partnership with the Platteville Chamber of Commerce, launches a “Welcoming Campaign” throughout the city. Door signs saying, “We Welcome Diversity” and “Welcome” in 10 different languages are distributed to businesses for display.

A partnership with the National Alliance for Partnerships and Equity enables Northeast Iowa Community College to strengthen its culture of diversity, equity and inclusion.

UW-Platteville launches an English Language Program, which offers year-round English immersion courses to non-native English speakers. Upon completion of the program, students should be prepared to continue their education in their academic field of choice.

Clarke University translates admission documents and information into Spanish and hires Spanish-speaking tour guides.

Strategies are developed at Clarke University to recruit underserved student populations to the university.

A Loras College professor works with City of Dubuque staff to provide Intercultural Communication training to faculty at Hempstead High School as a voluntary professional development opportunity.

Private Sector

Black Hills Energy provides unconscious bias training to its employees.

The Smokestack makes a commitment to hiring and maintaining a diverse staff, both on payroll and independent contractors.

The Smokestack works to create an accepting environment where staff and patrons feel respected and can be their authentic selves.
The Smokestack works to empower staff and patrons who are among the traditionally disempowered.

Faith-Based Organizations

- Dubuque Area Congregations United hosts an interfaith Thanksgiving service at Resurrection Catholic, which attracts more than 300 attendees.
Government

- The City Council passes a resolution affirming commitment to diverse membership on boards and commission.

- City staff receives training on institutional and structural bias and are introduced to an equity toolkit to increase knowledge of the ways in which analysis using an equity tool can help interrupt or reduce biased outcomes.

- The City of Dubuque Finance Department develops a tool allowing city vendors to self-identify as female- and/or minority-owned so managers can analyze the diversity of their vendors.

- The Multicultural Family Center offers a “Difficult Differences” program, which teaches skills in navigating difficult conversations involving aspects of social identity.

- Safe Zone Training is offered by the Multicultural Family Center to increase awareness of how to create a safe and inclusive environment for people who identify as gay, lesbian, bi-sexual, transgendered, or are questioning.

- Training on effective recruitment practices for managers and supervisory staff at the City of Dubuque is held to increase knowledge on how to recruit and retain a workforce reflective of the community.

- The Police Department participates in a racial profiling panel discussion to bring increased awareness of concerns and policies.

- The Human Rights Department participates in a community LGBTQ panel discussion to bring increased awareness of the LGBTQ community in Dubuque.

- The city’s Intercultural Communications (ICC) team develops presentations and video refreshers of ICC tips for the Carnegie Stout Library Staff.
- **Human Rights Department** staff participates in a LGBTQ panel discussion at the University of Dubuque.

- **City of Dubuque** staff actively participates in Inclusive Dubuque’s Community Equity Profile by assisting with dialogue facilitation, data collection, and community engagement planning and implementation.

- The **City of Dubuque** carries out community engagement sessions to address the accessibility of City infrastructure for people with disabilities.

- The **City of Dubuque’s Public Information Office** changes its communication tactics in order to reach a younger, more diverse audience. Increased use of social media and the addition of the MyDbq application helps reach more community members.

- The **Leisure Services Department** installs a new play component at Marshall Park that increases access and service for the visually impaired.

- The **Economic Development Department** changes its hiring policy.

**Nonprofit**

- **Sisters of Charity BVM** forms the Working Unitedly employee committee to enhance connections with Dubuque nonprofit organizations in an effort to develop employee consciousness of community needs, project, efforts and volunteerism.

- The **Substance Abuse Services Center** works with Clare Forstie, Ph.D. candidate, to provide training to its staff on serving the LGBTQ community.

- The **DubuqueFest Fine Arts Festival** engages new talent to make its music performances more diverse including the Multicultural Family Center hip hop dancers and young emerging artists.

- The **DubuqueFest Fine Arts Festival** implements a bike valet to promote non-automobile transport.

- **Project Concern’s VISTA** attends Safe Zone Training at the Multicultural Family Center in an effort to share that information with Project Concern staff and promote equity and inclusion.
- **Sisters of Charity BVM** changes definition of “family” to “household” and “spouse” to “domestic partner” for benefits purposes and to make its handbook and job application more inclusive.

- **Parkin Advisors** creates the “Women’s Business Collective” to encourage entrepreneurship among women in Dubuque.

- The **Dubuque Chamber of Commerce** creates a Minority Business Council with a mission to guide minority and under-represented business owners toward local resources.

- **Mercy Medical Center**, in collaboration with the University of Dubuque, launches a community-wide task force to improve the health of the Marshallese population in Dubuque. A registered nurse and healthcare workers from within the Marshallese community are recruited to support residents in accessing resources and navigating the health care system.

- **Hillcrest Family Services** requires staff to participate in diversity training every two years as a refresher and it appears on employee evaluations.

- **Hillcrest Family Services** hosts monthly speakers on topics including Brazil, The Democratic Republic of Congo, Japan, Being a Woman in the Navy, human trafficking and communicating generational gaps. A transgender panel and mental health panel are held as well. These speakers were free and open to the public.

### Education

- A series of events are held at **Wartburg Theological Seminary** that are open to the seminary community on addressing matters of racism.

- **UW-Platteville** sees a 47% increase in international student enrollment since 2011 due to increased strategic international student marketing, recruitment and retention efforts.

- **Northeast Iowa Community College**, in partnership with Greater Dubuque Development Corporation, creates a community outreach coach position focused on recruiting in the downtown Dubuque neighborhoods.

- A three-year plan is developed by the **Northeast Iowa Community College Dubuque Center** to train staff and faculty on cultural diversity, micro messaging, poverty and more.
Clarke University offers faculty workshops on creating an inclusive classroom environment.

Private Sector

- **Black Hills Energy** provides unconscious bias training to its employees.
- The Smokestack makes a commitment to hiring and maintaining a diverse staff, both on payroll and independent contractors.
- The Smokestack works to create an accepting environment where staff and patrons feel respected and can be their authentic selves.
- The Smokestack works to empower staff and patrons who are among the traditionally disempowered.

Faith-Based Organizations

- Dubuque Area Congregations United hosts an interfaith Thanksgiving service at Resurrection Catholic, which attracts more than 300 attendees.
2016

Nonprofit

- A home buying resource booklet is developed by the East Central Iowa Association of Realtors to distribute to low-to moderate-income individuals and families.

- A mentoring program and more robust employee assistance program are established at Sisters of Charity BVM.

- Sisters of Charity BVM starts to work with Marshall Islanders to assist in securing citizenship.

- St. Mark Youth Enrichment partners with the Community Foundation of Greater Dubuque and Fulton Elementary to implement a “Getting Ahead Class”.

- The Dubuque Museum of Art partners with the National Alliance on Mental Illness to bring an exhibit of Cuban artists with mental illness to Dubuque in summer.

- The Dubuque Museum of Art partners with St. Mark Youth Enrichment to provide programming to the Summer Heroes Academy.

- The Grand Opera House presents La Cage aux Folles, a play about a gay couple with a message that it is love, not biology that makes a family. One night of the performance is designated as LGBTQ night and the Grand Opera House provides complimentary tickets to the Dubuque LGBTQ Youth Network.

- The Dubuque Community YMCA/YWCA partners with Inclusive Dubuque to host an educational session on Restorative Strategies with Robert Spicer.

- Hillcrest Family Services partners with the Multicultural Family Center and The Smokestack to offer safe places for the LGBTQ community to come together at events like Alphabet Soup Game Night.

- The Dubuque Community YMCA/YWCA forms an Empowering Women task force and an Eliminating Racism task force.

- The Dubuque Community YMCA/YWCA revises its membership application to include more inclusive language regarding household members.
- A Restorative Strategies “train the trainer” program is held in September for the Dubuque Community YMCA/YWCA before and after school program staff.

- **Mercy Medical Center** provides Safe Zone educational sessions to interested colleagues with the goal of increasing awareness and understanding related to the care of the LGBTQ patient population.

- The **Dubuque Marshall Islands Health Project** begins enrolling patients in its Community Health Program, stemming from collaboration between Mercy Medical Center, University of Dubuque, Crescent Community Health Center and other organizations to improve the health of the Marshallese population in Dubuque. During the last three months of calendar year 2016, health care services were restored for 25 Marshallese people at Crescent Community Health Center by removing regulatory and financial barriers to care.

- The **Substance Abuse Services Center** holds diversity training for all staff.

- The **Substance Abuse Services Center** conducts a review of its employee health insurance to ensure coverage for transgender-related expenses.

- The **Dubuque Community YMCA/YWCA** begins developing materials in Spanish.

- The **National Mississippi River Museum & Aquarium** plans for a 2017 Black History Month Exhibit.

- **4 The People, Inc.** creates the Safe Passage Program, which utilizes veterans on routes to school to create a safe environment.

- **Almost Home** staff attends programs to learn more about the Marshallese culture to better serve the people in the downtown neighborhoods.

- **Almost Home** partners with Mercy Medical Center to translate brochures into Marshallese.
- Understanding that some parents may not have the ability to come to their location, **Almost Home** partners with neighborhood elementary schools to provide clothing to children in need.

- **Almost Home** encourages the homeless men they shelter to take advantage of the certificate programs and the job coach at NICC in order to obtain living wage employment.

- **St. Mark Youth Enrichment** begins disaggregating their data by race, ethnicity, gender, socioeconomic status, etc., to ensure that all groups are demonstrating growth.

- **St. Mark Youth Enrichment** begins to employ students from the Alternative Learning Center.

- **St. Mark Youth Enrichment** partners with Every Child/Every Promise to purchase books featuring diverse characters to give away to children at the Back to School Bash.

- As a part of the My Brother’s Keeper initiative, **St. Mark Youth Enrichment** shares its disaggregated summer outcomes with the network.

- **Two by Two Character Development** develops Family Toolkits of Character, which will help families instill core values at home, including equity and inclusion.

- **Hillcrest Family Services** adds monthly speakers about various cultures, experiences, diversity and inclusion for lunch and learns open to staff, clients and students.

- **Hillcrest Family Services** switches signage at additional locations to indicate gender neutral bathrooms.

- **Hillcrest Family Services** updates its required diversity training for new staff to include stereotypes and generalizations.

- **Hillcrest Family Services** writes a grant to send staff to a Workplace Inclusion conference, and to host a ‘Taste of Hillcrest” event to highlight the talents of staff to celebrate diversity.

- **Hillcrest Family Services** invites outside organizations to participate in the diversity training it hosts for employees at the Hillcrest campus.

- **Resources Unite** creates a community resource guide in multiple languages (English, Spanish and Marshallese).

- **Resources Unite** conducts specific outreach to the Marshallese community regarding available community resources.
- **Resources Unite** conducts a community assessment in lower socioeconomic areas of the community to help determine where gaps are.

- **Presentation Lantern Center** makes a concerted effort to work in the Marshallese community to get more Marshallese individuals to come to their center and utilize their services.

- **Presentation Lantern Center** promotes the City of Dubuque’s Intercultural Competency Training, and the Multicultural Family Center’s LGBTQ training to its volunteers and students.

- **Presentation Lantern Center** creates a public display of inclusion and diversity-related events in the community.

- **Children of Abraham** collaborate with the Inclusive Dubuque Network on the Interfaith Research Project and City Climate Profile.

- **Green Iowa AmeriCorps** removes the cost of conducting home weatherization, they are now offered at no cost.

- The **Dubuque Museum of Art** begins a program for adults with early-stage dementia and their caregivers.

- The **Dubuque Museum of Art** revises its mission, vision and values statements using a diversity and equity lens.

- The **Dubuque Museum of Art** partners with Arts & Mental Health fundraiser that will benefit new arts-based mental health initiative.

- The **Dubuque Museum of Art** hosts an offsite exhibit series at Gallery C featuring Haitian art.

- The **United Way of Dubuque Area Tri-States** makes a concerted effort to ensure that volunteer committees are more diverse.

- **NAMI-Dubuque** begins offering literature on mental health issues specific to minority populations (Hispanics, African-Americans, LGBTQ) at health fairs, mental health awareness events, conferences and at the Multicultural Family Center.

- The **Grand Opera House** presents a production of To Kill a Mockingbird, a play that deals with the serious issue of racial inequity.
The Grand Opera House begins an outreach program to underserved and economically challenged communities by offering free tickets to appropriate events. They partner with area organizations for outreach.

**Education**

- Staff in the Physician Assistant program at the University of Dubuque attends Intercultural Communication training.

- The University of Dubuque Student Life Department holds Ally Training for students, faculty, staff and administrators. The training focuses on creating awareness and insight into the lives and experiences of LGBTQ people.

- Clarke University holds Ally Network and Training for faculty and staff to support its LGBTQ students.

- Clarke University holds micro-aggression/bias training for the student life staff.

- The Clarke University Social Work Department co-sponsors the screening of Gender Revolution, a film about gender identity, at Mindframe Theater.

- The Clarke University Social Work Department attends legislative day in Des Moines to promote legislation to prevent conversion therapy (LGBTQ).

- The Social Work Department at Clarke University plans a Policy Action Series with six topics focused on social justice issues.

- The UW-Platteville Distance Learning Center receives a grant from the National Science Foundation.

- Boy Scouts of America: Northeast Iowa Council implements “Scoutreach”, a scouting program provided at a local school or neighborhood center immediately after school with no cost to the participants.
Northeast Iowa Community College engages in a year-long staff training led by the National Alliance for Partnerships in Equity (NAPE), addressing the impacts of micro-messaging on equity.

Northeast Iowa Community College implements a 20-hour personal development/readiness workshop to help underprepared students be more successful.

The Career Learning Link program at Northeast Iowa Community College introduces high school juniors and seniors to career opportunities through individual coaching, job tours, shadows and internships.

Private Sector

Sedgwick hires two diversity and inclusion experts.

Sedgwick conducts Inclusive Leadership Training with its staff.

Sedgwick creates an interviewer’s guide to minimizing unconscious bias in the hiring process.

The Smokestack makes a commitment to hiring and maintaining a diverse staff, both on payroll and independent contractors.

Body & Soul Wellness Center and Spa offers free yoga to LGBTQ+ individuals for two months following the Orlando nightclub shooting.

Greater Dubuque Development Corporation hosts a Leaders Luncheon to connect students at six local higher education institutions to workforce leaders through a lunch and panel discussion. In 2016, this long-time event is changed from a CEO Luncheon to the Leaders Luncheon in an effort to increase the diversity of panelists.

Greater Dubuque Development Corporation adds a diversity and inclusion component to the Dubuque Works agenda.

Greater Dubuque Development Corporation develops a Second Chance Hiring subcommittee. This committee focuses on developing a pathway to employment for ex-offenders in the Dubuque Area. In 2016, the group hosts an event for employers, Untapped Workforce: A Roadmap for Second Chance Hiring.
Faith-Based Organizations

- **Dubuque Area Congregations United** hosts monthly programs for community members on justice topics including homelessness in Dubuque, affordable housing in an equitable community, and responding to mental illness in our community.

- The **St. Isidore Catholic Worker Farm** attends a Black Lives Matter Training in Minneapolis and then leads a training locally in Dubuque.

- The **Sisters of St. Francis** increase the amount of diversity training they provide to staff.

- The **Sisters of St. Francis** invite the Marshallese community to come and speak to the sisters.

- **Downtown Dubuque Christian Outreach** makes an effort to have diverse speakers and encourages participation among its members in events promoting inclusivity and equity.

- **DACU (Dubuque Area Congregations United)** organizes different faith-based conversations (Christian, Jewish and Islamic) on various topics at 7 different Dubuque venues.

- **DACU (Dubuque Area Congregations United)** holds its 37th annual Dubuque Community Interfaith Thanksgiving Service.

- **Sinsinawa Mound Center** holds a renewable energy in faith Communities Workshop.

- **Children of Abraham** holds monthly large group gatherings promoting learning and inter-faith inclusion activities.

- **Children of Abraham** holds Interfaith Memorial Service after the Tree of Life, Pittsburg, Massacre.

- **Catholic Charities** holds 1st annual Immigrant Resource Fair.
2017 to 2019

Government

- The **Human Rights Department** institutes new reporting forms and begins work with grant and contract recipients to apply an equity lens to their work.

- The **Human Rights Department** broadens the registration policy for “family” recreation memberships to “household” recreation memberships to accommodate varied definitions of family and permission to caregivers.

- The **Human Rights Department** partners with NAACP and Iowa Legal Aid to hold an Expungement Employment Barriers Clinic focused on criminal background related barriers to employment.

- The **Human Rights Department** continues measurement of diversity of hiring pools, hires, and workforce.

- The **Human Rights Department** participates in “Road to Success” - a program offered by the Black Men Coalition and Multicultural Family Center to provide interview skill development with youth and to conduct actual interviews for summer positions.

- The **Human Rights Department** continues measurement of demographics of board and commission participation to evaluate the effectiveness of interventions to improve representation.

- The **Human Rights Department** is working on new distribution methods for translated fliers on recycling; creating recruitment strategy for civil service positions in Sanitation.

- The **Multicultural Family Center** creates a variety of family and cultural events including Día De Los Muertos, Hijab It Up (World Hijab Day), Celebrate Africa and The Diaspora, Black History Month Celebrations, Marshall Islands Constitution Day, Juneteenth, LGBTQ+ Pride Month Picnic, India Independence Day, Flavor of the Philippines, Cultural Presentations and Vegan Cooking classes.

- The **Multicultural Family Center** holds weekly teen activity nights.

- The **Multicultural Family Center** holds their 4th annual Road to Success Teen Employment Workshop.

- The **Multicultural Family Center** creates a Tween Promises Girls Club.
The Multicultural Family Center hosts the Black Men Coalition Manhood Project.

The Sustainability Department revamps grant applications to include sections on equity in the work and its reporting.

The Sustainability Department revamps job descriptions to address potential barriers in expanding applicant pool.

The Economic Development Department institutes pre-agreement data and quarterly reporting from contract service providers to collect disaggregated data based by race.

Two of the Housing and Community Development Department's staff members participate in the Inclusive Dubuque Best Practices in Diversity Equity and Inclusion training series and one facilitates the City's 4-day “Equity at Work.”

The Housing and Community Development Department creates an in-house equity team to review policies and implement outreach strategies.

The Housing and Community Development Department launches “Gaining Opportunities/Getting Ahead in the Workplace” classes.

The Housing and Community Development Department implements weekly staff meetings devoted to advancing equity and internal team-building.

The Housing and Community Development Department creates outreach to local colleges/universities to work with staff and students to prepare young or first-time renters with finding quality affordable off-campus housing

The Juvenile Court Services Department implements an employee implicit bias training initiative with the Iowa Judicial Branch.

The Juvenile Court Services Department creates a restorative strategies pre-referral initiative with the Dubuque Police Department, YM/YWCA, and Dubuque Community School District.

The Juvenile Court Services Department expands the utilization of mentoring services for youth.

The Juvenile Court Services Department provides guest presenters to educate various organizations and educational institutions on the framework of processing.
The East Central Intergovernmental Association hires a Spanish translator to translate documents and provide translation services.

The East Central Intergovernmental Association attends an Advancing Equity workshop offered by the City of Dubuque.

Nonprofit

The NAACP produces a series of “Lunch and Learn” sessions. Topics such as Martin Luther King Jr’s 1962 visit to Mount Vernon and Cedar Rapids, The “Hidden Figures” of NASA, civil rights history in northeast Iowa, The “Maroons of the Caribbean”, and Food deserts in Dubuque, Iowa were presented.

The Community Foundation of Greater Dubuque hires an Equity/Inclusion Coordinator.

The Community Foundation of Greater Dubuque conducts monthly Diversity & Inclusion training for staff members. Subjects cover LBGTQIA+ inclusive language, intersectionality, implicit bias, black Wall Street, the New York Times 1619 project, Ageism, and power dynamics.

The Community Foundation of Greater Dubuque provides DEI training to Board of Directors.

The Community Foundation of Greater Dubuque adds a family wall to encourage diversity & inclusion between staff members by highlighting each staff members’ Individuality and uniqueness.

The Community Foundation of Greater Dubuque partners with Race Forward to provide training for non-profit organizations.

The Community Foundation of Greater Dubuque, the Community Foundation for Greater Buffalo, the East Bay Community Foundation, the Kalamazoo Community Foundation, and the Saint Paul & Minnesota Foundations give rise to the Coalition for Inclusive Communities. The objective of the coalition is to advance equity in the workplace.

The Dubuque County Historical Society altered their handbook to include LGBTQ inclusive language.
The Dubuque County Historical Society added language needed for the job in their job descriptions.

The National Mississippi River Museum & Aquarium sends three staff members to the Best Practices in Diversity, Equity, & Inclusion training series.

The National Mississippi River Museum & dedicates space for a lactation room for their staff.

The Dubuque Museum of Art creates artistic and cultural programming reflective of the growing diversity of the Dubuque community.


The Dubuque Museum of Art in conjunction with the Community Foundation of Greater Dubuque invites Judy Richardson to host an event highlighting stories of the Civil Rights Movement’s lesser-known heroes.

The Dubuque Museum of Art prioritizes diversity & inclusion in its Board Nomination process. Board members must meet an established set of diversity and inclusion related criteria.

St. Mark Youth Enrichment prioritizes diversification of its board of directors in its strategic plan.

The Black Men Coalition expands its high school mentorship program.

The Black Men Coalition held their 3rd annual college visit. Young men toured a college campus and discussed the college application process and financial aid.

Dubuque Chorale and Fly By Night Productions actively recruit minority members of the community to join board of directors.
• **Resources Unite** holds weekly team discussions about compassion fatigue/vicarious trauma and how that impacts how service providers connect with those served.

• The **Crescent Community Health Center** participates in Race Forward training.

• The **Crescent Community Health Center** performs in-house training on Pacific Islander culture and diversity.

• The **Crescent Community Health Center** continues to expand the Pacific Islander Health Project.

• The **Crescent Community Health Center** holds a Pacific Islander Diabetic Screening Day event.

• The **Crescent Community Health Center** holds monthly Pacific Islander Community Education Classes.

• The **Crescent Community Health Center** provides financial assistance programs.

• The **Crescent Community Health Center** translates forms and materials into the Marshallese language.

• **Greater Dubuque Development** completes an Intercultural Foundations workshop offered by the City of Dubuque.

### Education

• **Fulton School** holds monthly inter-cultural competency training for all staff.

• **Fulton School** purchased and displayed literature representative of student’s cultural identities.

• **Fulton School** schedules regular field trips to the Multicultural Family Center.

• **Fulton School** promotes inclusion strategies for faculty, students and staff using SPARK activities.

• The **Dubuque Community School District** implements Equity and Inclusion Training for all staff.

• The **Dubuque Community School District** hires an Equity Director.

• **Loras College** implements LGBTQ Allyship with its Athletics Department.
Loras College holds Affinity Nights for Black/African American and Latinx/a/o student groups.

Loras College holds “DuUnite Week” focused on encouraging Loras’ community members to disrupt negative and harmful bias language and behavior.

Loras College Coordinates the Tri-College Latinx/a/o Night with University of Dubuque and Clarke University at the Smokestack.

Loras College hosts the inaugural Student of Color Leaders Luncheon at Loras College with the University of Dubuque, Clarke University, and the Greater Dubuque Development Corporation.

Clarke University establishes a safe and systematic program for persons to voice their concerns or complaints regarding discrimination, etc.

Clarke University identifies any single stall restroom as an “All Gender” restroom.

Clarke University’s social theory course was retooled to require students to do their final project on a social theorist from an underrepresented group.

University of Dubuque has a provost attend the Best Practices in Diversity, Equity, & Inclusion Training Series.

Race In the Heartland holds Its conference and is sponsored by McDonough Foundation, Community Foundation of Greater Dubuque, City of Dubuque, Multicultural Family Center and Resources Unite!

Private Sector

The United Clinical Laboratories modifies their dress and grooming policy.

The Business Leader Equity Cohort convenes with a group of 22 locals.

The United Clinical Laboratories attends the Best Practices in Diversity, Equity, and Inclusion Series.
The United Clinical Laboratories’ employees participate in the Multi-Cultural Family Center Teen/Tween summer empowerment program.

The Dubuque Area Landlord Association holds a conversation with Landlords & Tenants on the Housing Choice voucher program.

The Dubuque Area Landlord Association encourages landlords to change wording in their advertisement of apartments & houses.

Dubuque Main Street targets chamber minority owned business program participants for filling available space on Central Ave. corridor.

Dubuque Main Street holds “Build a Better Block” event. A day of free events and vendors showcasing how expanding opportunities in the Washington neighborhood can benefit all.

Dubuque Main Street expands the Double up Food Bucks for SNAP recipients at the Farmers Market.

Dubuque Main Street integrates students from the Alternative Learning Center of the Dubuque Community School as part of their annual free Architecture Day’s events.

The Dubuque Main Street creates a database for downtown Dubuque minority owned businesses.

The Dubuque Main Street completes an Intercultural Foundations workshop offered by the City of Dubuque.

Faith-Based Organizations

DACU (Dubuque Area Congregations United) organizes seven different faith-based conversations (Christian, Jewish and Islamic) on various topics at seven different Dubuque venues.

DACU (Dubuque Area Congregations United) holds its 37th annual Dubuque Community Interfaith Thanksgiving Service.

The Sinsinawa Mound Center holds a Renewable Energy in Faith Communities Workshop.
- **Children of Abraham** holds monthly large group gatherings that promote learning and inter-faith inclusion activities.

- **Children of Abraham** holds Interfaith Memorial Service after the Tree of Life, Pittsburg Massacre.

- **Catholic Charities** holds 1st annual Immigrant Resource Fair.

### Our Continuing Equity Efforts

- The Inclusive Dubuque Network will continue to:
  - Identify education and training opportunities for its network partners
  - Expand opportunities for network partners to collaborate with each other through the use of newsletters, community events, and Network Partner Meetings
  - Highlight and celebrate advances in DEI efforts underway in our community.