

ADVANCING EQUITY

Community Efforts and Outcomes

2017

INCLUSIVE dubuque

Connecting People • Strengthening Community

OVERVIEW

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 2015, the network released the Community Equity Profile that helped discover how diverse groups are affected by various systems in the community.

In 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 highlights of the network's efforts in 2016 include:

- 91 community members engaged in sector groups around Equity Profile focus areas.
- Inclusive Dubuque facilitated or partnered on four equity learning opportunities that were offered to the community (Robert Spicer, Manuel Pastor, Shirley Davis and Results-Based Accountability training).
- An introductory equity toolkit, modified from the D5 Coalition, was published for community members to use in their organizations.
- The first annual *Advancing Equity: Community Efforts and Outcomes* report was published detailing the work of partners and community organizations working to advance equity and inclusion.
- The Peer-Learning Council created a five-year plan for equity learning opportunities.
- The Network hosted more than 70 community members at its first Community Conversation in December. As a result, a series of additional conversations were planned for spring 2017.



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

2014

- **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 Duubque 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.

2015

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

- **City staff** receive 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** increases 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 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 and presents to the 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** takes action to install a new play component at Marshall Park that will increase access and service for the visually impaired.
- The **Economic Development Department** changes its hiring policy so applicants who do not have their CDL can earn it while working on the job.

2016

- **Juvenile Court Services** plans the implementation of a detention screening tool, which will focus on reducing the disproportionate placement of minority youth in detention facilities.

- **The City and 4 The People, Inc.**, host a hate crime response and forum to increase public awareness of what constitutes a hate crime, and the community's role in responding and preventing these types of crimes.
- The **Human Rights Department** redesigns its four-day workshop, Developing Intercultural Skills for Diversity and Inclusion work. This workshop is designed to increase knowledge and awareness about the tools available to those who are working to take an intercultural approach to diversity and inclusion in their organization.
- The **Human Rights Department** changes its human relations specialist position to equity outreach coordinator, with a specific focus on connecting people to opportunities designed to address inequities.
- **Four Mounds Day Camp** changes the hours and bus transportation options to expand availability to working parents and those who are reliant on public transportation.
- The **Police Department** establishes a Chief's Forum that includes diverse community members to act as an advisory group to the Chief of Police.
- The **Multicultural Family Center** develops transgender restroom signage, along with education for staff on accommodating people with diverse cultural or religious beliefs.
- The **Human Rights Department partners with Mercy Dubuque, Crescent Community Health Center and community members** from the Marshall Islands to develop a model to improve healthcare access.
- **Sustainable Dubuque** community grants are available for community members who want to lead sustainability efforts in the community. In 2015-2016, 70% of the Sustainable Dubuque community grants are awarded to organizations and residents addressing social/cultural vibrancy issues in the community, including the My Brother's Keeper collaborative, educational events, and programs that provide food and transportation access to those in need.
- **AmeriCorps Partners in Learning** conducts a program evaluation to focus on equitable distribution of AmeriCorps members to elementary schools.
- **AmeriCorps Partners in Learning** provides Implicit Bias training to all its members.
- The **East Central Intergovernmental Association** updates its community input process to be more inclusive by conducting input sessions in areas where low-income and minority individuals reside.
- A loan officer at the **East Central Intergovernmental Association** learns Spanish.
- The housing department at the **East Central Intergovernmental Association** develops limited english plans and provides interpreter services. It's website gains the ability to convert application materials into any language.
- At least 20% of all programs hosted at **Carnegie-Stout Public Library** must have a multicultural aspect, and all book displays must incorporate multicultural aspects.
- The **City of Dubuque's sustainability coordinator** participates in Dubuque Eats Well, a consortium of individuals and organizations working on healthy local foods and food access issues in the Dubuque area. The group addresses food deserts and farm to school efforts in Title I schools.

- The **Dubuque Fire Department** facilitates youth career fire programming with the Multicultural Family Center and Future Talk participants. The Fire Department also works with NICC to create an EMT class at its downtown location.
- The **City of Dubuque** expands its grant program to support individuals and groups working to make Dubuque a more equitable and inclusive community by giving preference to projects that will reach a traditionally unengaged population.
- The **City of Dubuque** offers a workshop to over 200 staff on “Race: The Power of Illusion.”
- The **City of Dubuque** offers a workshop to 150 staff on Results-Based Accountability and the use of data to analyze the success of equity initiatives and programs.
- The **City of Dubuque** includes equity statements in all its notices to bidders and contractors.
- The **City of Dubuque** creates community engagement plans focused on reaching a representative cross-section of the community.
- The **City of Dubuque** expands the list of board and commission vacancy notices to reach diverse community members.
- The **City of Dubuque** encourages neighborhood groups to consider equity and inclusion when arranging speakers for their meetings. The Downtown neighborhood invites Children of Abraham to speak at a future meeting and city staff encourages neighborhood groups to become involved in Inclusive Dubuque.
- The **City of Dubuque Human Rights Department** establishes shared values, goals and vision around its department’s role and purpose in advancing equity.

NONPROFITS

2014

- The **Dubuque Area Convention & Visitors Bureau** implements CSI: Dubuque, a customer service intel 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** starts reviewing 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 young, black men.
- **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.

2015

- **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, Congo, Japan, Being a Woman in the Navy, a transgender panel, a mental health panel, human trafficking and Communicating Generational Gaps. These speakers are free and open to the public.

2016

- 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 is 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 such as 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** has long promoted principles of caring, which include knowing a patient/family by asking them questions about their preferences, rather than making assumptions based on one's own view of the world. With this principle as the backdrop, Mercy 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 a 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** starts encouraging 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 based on race, ethnicity, gender, socioeconomic status, etc., to ensure that all groups are demonstrating growth.
- **St. Mark Youth Enrichment** has always partnered with local colleges for its site staff to ensure diversity, and in 2016 they start employing 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** collaborates with the Inclusive Dubuque Network on the Interfaith Research Project and City Climate Profile.
- **Green Iowa AmeriCorps** removes the cost of conducting home weatherizations, they are now offered for free.
- 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 a 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

2014

- 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 year, 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.

2015

- 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, micromessaging, poverty and more.
- **Clarke University** offers faculty workshops on creating an inclusive classroom environment.
- **Clarke University** implements COMPASS, a required program for students with an intercultural engagement outcome.
- **Clarke University** pilots a minority student mentoring program with Dubuque Senior High School.
- **The Dubuque Community School District** begins disaggregating data regarding grade-level reading, attendance and graduation rates to help improve outcomes for all students.
- **Loras College** implements cultural competency training as part of the Honors Student Program curriculum.

2016

- Staff in the Physician Assistant program at the **University of Dubuque** attend 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 it's LGBTQ students.
- **Clarke University** holds microaggression/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 to recruit and retain underrepresented minority students in Science, Technology, Engineering and Math (STEM) graduate majors.
- **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

2014

- **Black Hills Energy** launches ASPIRE — a corporate initiative to promote diversity and inclusion.

2015

- **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.

2016

- **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 Orland 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

2015

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

2016

- **Dubuque Area Congregations United** hosts monthly programs for community members on justice topics including homelessness in Dubuque, becoming a green community, 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** increases 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.