City: Dubuque

Title of Project: Inclusive Dubuque

City's Population: 58,253

In a few sentences, give a summary of the project and why it was needed:

Inclusive Dubuque is a local network of leaders from faith, labor, education, business, nonprofit and government dedicated to advancing justice and social equity in our community. By building a network of nearly 60 local partners dedicated to equity and inclusion, Inclusive Dubuque aims to organize people, identify opportunities, and take action to challenge and change social and economic structures. The network officially launched in October 2013, meets for peer learning monthly, and identifies and supports opportunities for action. Through this work, the community hopes to adapt to our changing demographics and address workforce needs for the 21st century. In 2015, the Inclusive Dubuque network launched its first major collaborative effort: The Equity Profile Project. This was an extensive process to discover how diverse groups are affected by various systems in our community that impact economic wellbeing, housing, education, health, safe neighborhoods, transportation, and arts and culture. Ultimately, 584 community members attended 60 community dialog sessions and nearly 2,000 community members completed online surveys. Over 300 members signed up to stay connected and that number continues to grow. We also trained 24 community members from diverse backgrounds to facilitate the community dialog sessions. The Community Equity Profile summary was released in November 2015. We are now developing working groups for each of the core focus areas and tasking the groups with identifying key strategies and action areas. Community members participating in working groups are quite diverse in age, gender, and race.

Explain the specific role of your city in this project:

While the Equity Profile Project is a collaborative effort of the Inclusive Dubuque network as a whole, each network partner also chooses how they might best contribute. The City of Dubuque has participated not only by having staff serve on the Equity Profile committee, and now on working groups, but also by beginning to more closely examine the ways in which our operations contribute towards equity and inclusion, whether that is through delivery of our services, development of our workforce, community engagement with government, or partnering with residents and other organizations on actions to move equity forward.

Elected city officials were involved not only in the early initiation and kick-off, but also have supported the effort by establishing a City Council priority around being an inclusive community and allocating $75,000 to Inclusive Dubuque for a three-year period. The Council has supported reorganization and expanded staffing in the Human Rights Department so that we might lead collaborative efforts to impact equity both inside the organization and with community partners.
In a few sentences, what future impact will this project have on your community?

The Equity Profile process itself served a purpose beyond data collection, as it has helped to catalyze a larger community conversation about both cultural and equity issues that extend beyond those of us working on equity in a professional capacity. The hope is to encourage ongoing input and actions by community members of diverse cultural backgrounds, and to catalyze increased engagement on government commissions and community boards by linking people together through the Inclusive Dubuque network.

Each Network Partner also determines how they can be part of creating an inclusive and equitable community by "doing what they do best." Early actions have included: the Dubuque Community School District implementing cultural proficiency training; the Chamber of Commerce developing its first Minority Business Council; Greater Dubuque Development Corporation instituting an entrepreneur strategy; and Northeast Iowa Community College hiring an outreach coordinator specifically tasked with connecting minority community members to education and training opportunities.

**Total cost of project:** $220,000 annually

**List where funding came from.** (grants, donations, city funds, etc):

The City of Dubuque has committed $75,000 a year for three years to support Inclusive Dubuque and the implementation of recommendations as a result of the equity profile. The remaining funds come from 6 network partners, including business, education, and

**Total time project took/projected to take for completion. Please include start date and end date.** (To qualify the project must be operating or completed between January 1, 2015 and December 31, 2015):

In February 2015, the Inclusive Dubuque network launched the Equity Profile project and hosted a series of community dialogue sessions and surveys culminating in the release of a community profile in November 2015.

**Resources.** (Please list Web sites judges may reference if they seek additional information.):

http://inclusivedbq.org/community-equity-profile/