

**INCLUSIVE.  
WELCOMING.  
EQUITABLE.**

**A DUBUQUE  
REGION FOR  
EVERYONE.**

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**DUBUQUE COMMUNITY  
EQUITY PROFILE**

2023

# BUILDING A DUBUQUE REGION WHERE EVERYONE HAS ACCESS TO RESOURCES AND OPPORTUNITIES...

...requires a baseline understanding of its strengths and opportunities for improvement. How are diverse communities succeeding in our community? What challenges do they face? The Community Equity Profile is a way to measure what is and is not working for the people of Dubuque.

In August 2022, we set out to update Dubuque's Equity Profile, which we first published in 2015. The reason for doing this was simple: Dubuque had changed dramatically.

The region's population grew in number as well as in its racial, ethnic and cultural diversity. The most significant public emergency in generations — the COVID-19 pandemic — and national attention on issues of racial equity led leaders to seek greater understanding of how the lives of people from diverse backgrounds are shaped by systems like education, housing and health care.

The time had come for an Equity Profile that reflected life in Dubuque in 2022-23.

The first iteration of the Equity Profile led to numerous community initiatives aimed at

dismantling barriers to resources, improving key health and well-being indicators, and generally helping build a Dubuque where all people can thrive.

Our goal today is for local leaders to draw insights from this updated profile and use this knowledge to approach Dubuque's challenges with the same thoughtfulness and eye toward equity as in past years.

**We welcome you to take a journey through our Community Equity Profile.**

# SCOPE OF THE PROJECT: THE COMMUNITY EQUITY PROFILE IS MORE THAN JUST THIS SUMMARY.

It is a process that uncovers how diverse groups are affected by various systems.

The process to update to the 2015 Equity Profile began in August 2022 with the training of volunteers to facilitate community conversations over seven months. These conversations, each of which focused on a different topic, helped glean insight from community members as they shared their perspectives, stories and experiences. In addition, we distributed online surveys on each month's topic.

Through a partnership with TH Media, publisher of the Telegraph Herald newspaper, we kicked off each month with a panel discussion featuring a data presentation and Q&A with community leaders. These discussions were held at Steeple Square and streamed online.

Finally, we collected publicly available data to provide context for the community's input. This summary provides an overview of the data and community feedback, shedding light on what disparities exist among Dubuque's diverse communities and also highlighting what is working. We invite local leaders to use it as an evolving tool that guides decision-making.

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COMMUNITY EQUITY PROFILE

# BY THE NUMBERS

From August 2022 - April 2023

7

Monthly panel discussions  
hosted in partnership with  
TH Media

525

Panel discussion attendees

40

Community Conversations  
held

400

Community Conversation  
attendees

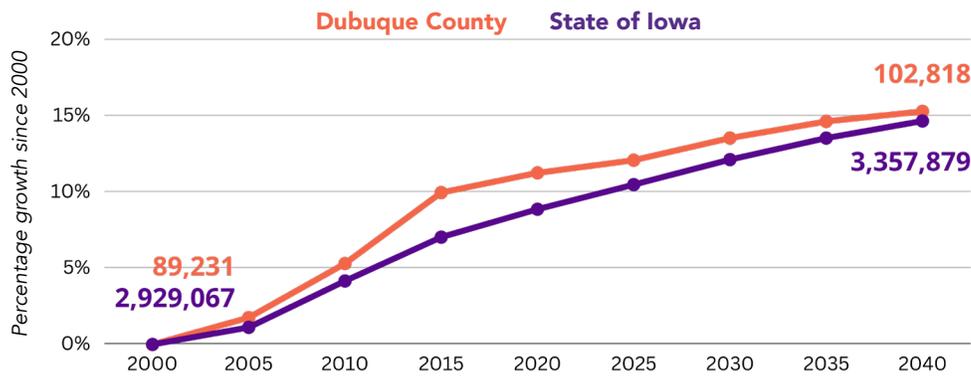
300

Surveys completed

# DUBUQUE DEMOGRAPHICS

To understand the experiences of diverse populations in Dubuque, we need to know just who calls Dubuque home. We have collected current demographic data that provides context for the information contained in the Equity Profile and provides an overview of how Dubuque has changed over time. After you explore these statistics, read on to view snapshots on each topic.

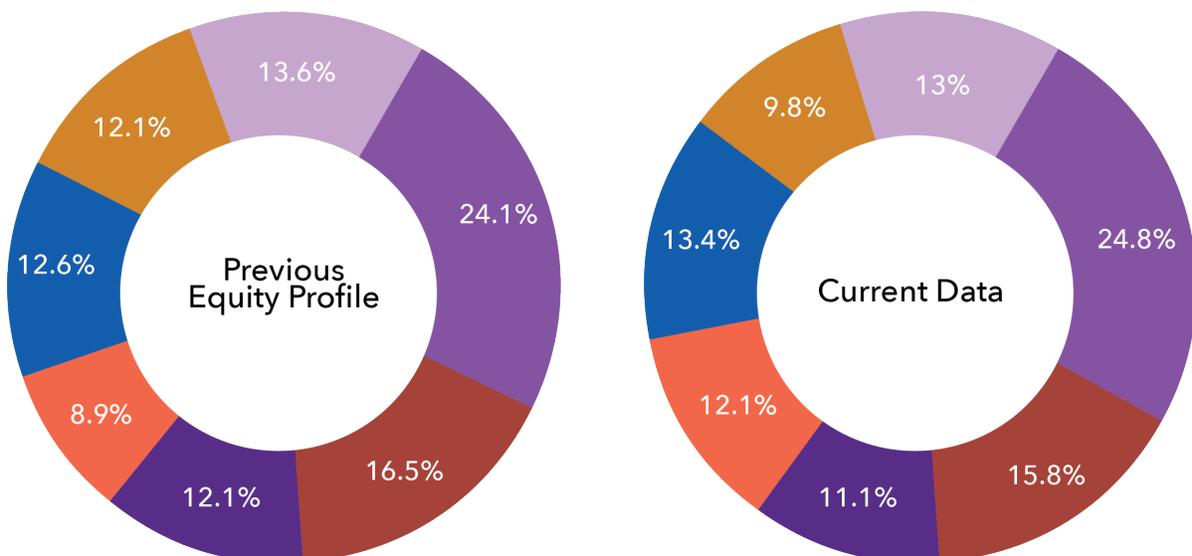
## Population Growth Dubuque County/State of Iowa



Source: Total population data 2000-2020 from the U.S. Dept. of Commerce. All data 2025-2040 are projected by Woods & Poole; residential population as of July 1

## Age Composition City of Dubuque, Previous Equity Profile vs. Current Data

19 & under 20-29 30-39 40-49 50-59 60-69 70+

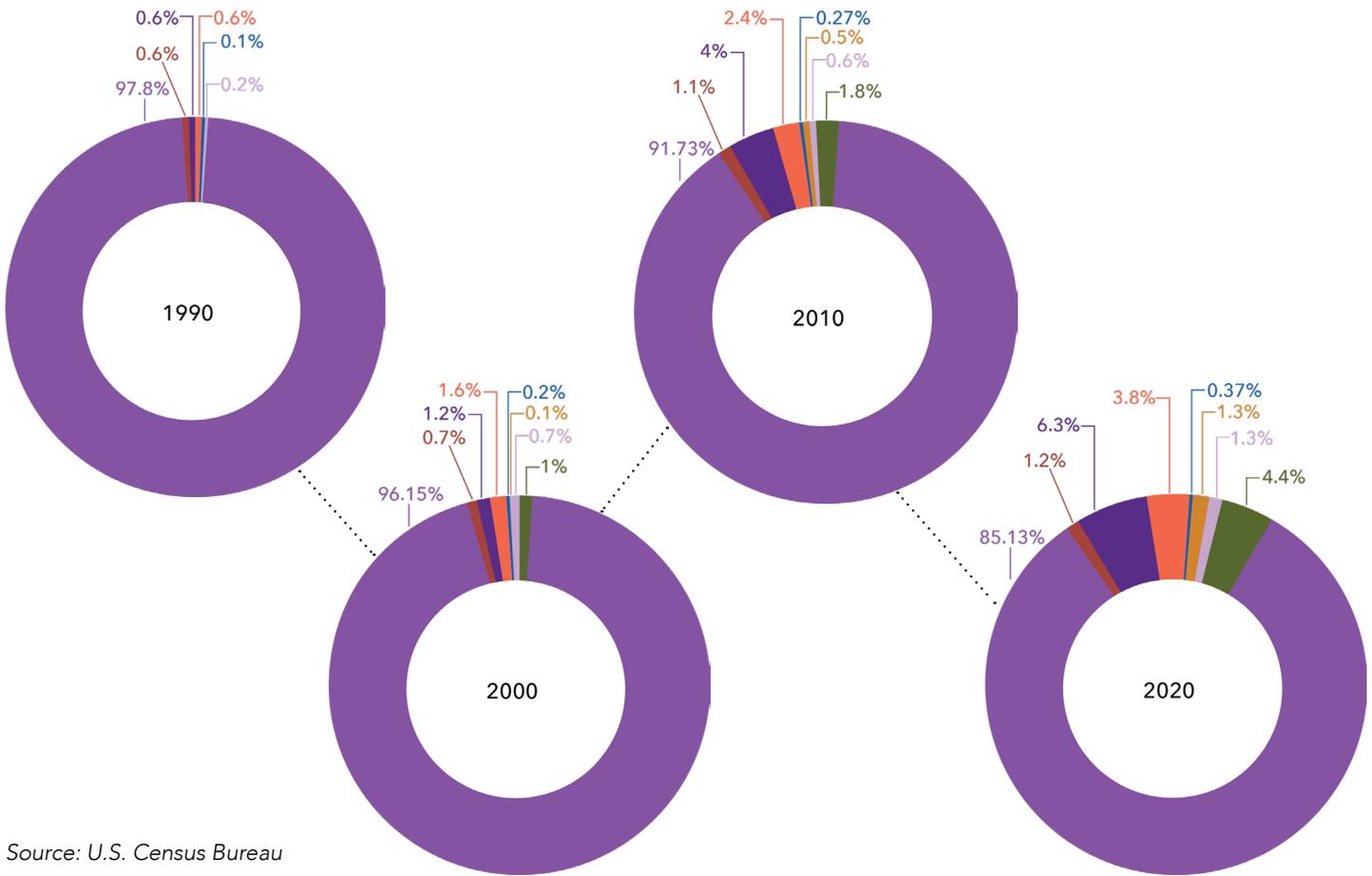


Source: American Community Survey, 5-Year Estimates: 2013 and 2020

# CHANGING DEMOGRAPHICS

## Demographic Composition - Race & Ethnicity City of Dubuque

Asian Black Latino Native American Pacific Islander Some other race Two or more races White



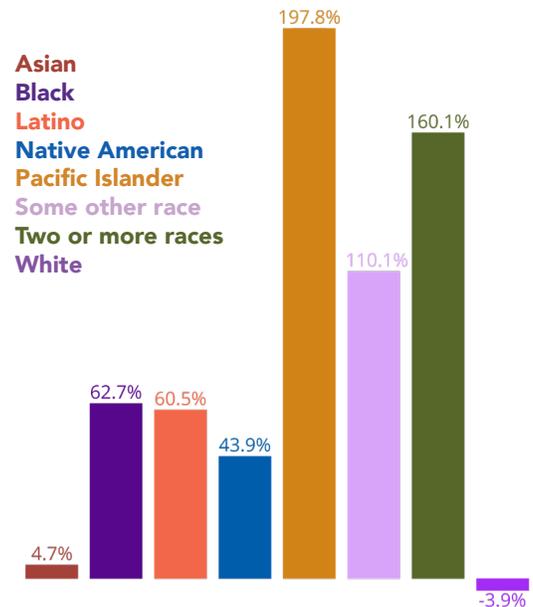
Source: U.S. Census Bureau

Population by Race/Ethnicity, 2010 - 2020  
City of Dubuque

Race/Ethnicity	2010	2020
Asian	659	690
Black	2,302	3,745
Latino	1,383	2,220
Native American	155	223
Pacific Islander	268	798
Some other race	366	769
Two or more races	1,018	2,648
White	52,869	50,794

Source: U.S. Census Bureau

Percent Change in Population by  
Race/Ethnicity, 2010 - 2020  
City of Dubuque



# HOUSING



“ I love Downtown Dubuque.

“ I’m currently on Section 8. I would like to move, but there is discrimination within the housing market for people on Section 8. No one wants to rent to people on Section 8.

“ We have seen some rental properties and know that we would not want to reside in places as run-down or ill-kept as many of them.

As a person of color, it is hard to navigate the housing system here in an equitable way without microaggression, implicit bias and stereotyping happening throughout the process.”

“ I love my neighborhood!

“ My parents’ first home was less than 20 years old when they bought it. The same year they bought that house, they had me, their first child, and bought a new truck and a new car. My dad had just started his small business and my mom was still in an entry level job. There are very few scenarios that would allow any young couple to do that today.

# AFFORDABILITY

Housing is considered affordable when costs do not exceed 30% of the household's income.

## THE DATA

- ▶ Nearly 50% of Black households in Dubuque spend over 50% of their annual income on housing.
- ▶ Since the previous Equity Profile, the number of households at 0-30% of the area median income increased by 22%, but the number of affordable units for this population decreased by 25%.

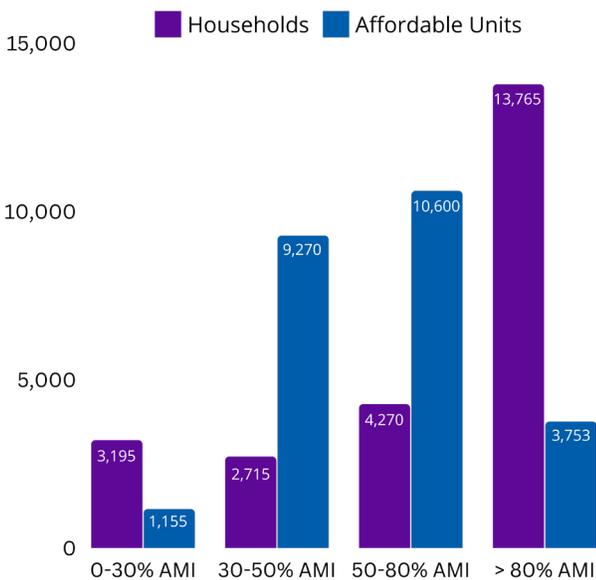
## FROM THE SURVEY

- ▶ 45% of renters said they either agreed or strongly agreed with the statement, "In my current living situation, I have concerns about insufficient funds."

## WHAT PEOPLE ARE SAYING

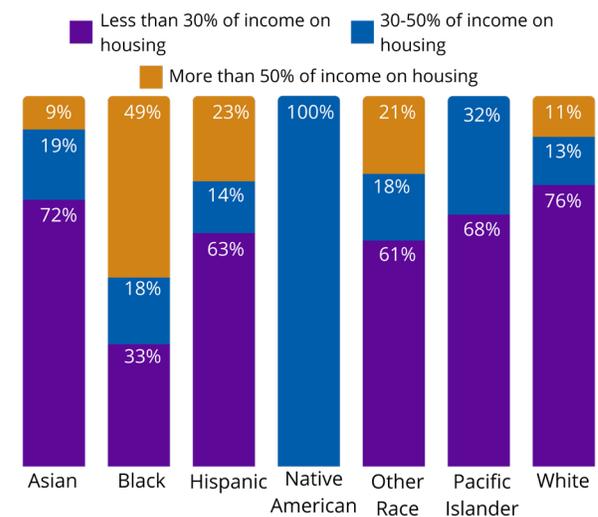
- ▶ A theme that emerged was that people feel Dubuque is missing affordable housing, especially starter homes.
- ▶ Participants said that when IBM came to town, rents increased. However, rents have stayed high even though IBM has left.

**Housing Affordability by Income Group**  
City of Dubuque



AMI stands for Area Median Income  
Source: CHAS Data Set, 2014-2018

**Housing Cost Burden**  
City of Dubuque



Source: CHAS Data Set, 2014-2018

How do we create a strategy in our community that ensures there is an adequate amount of **SAFE AND AFFORDABLE HOUSING** for all income groups?

# FAIR ACCESS

Fair access means all people have equal opportunity to be considered for and find resources related to rental units, purchase of property, housing loans and property insurance.

## THE DATA

- ▶ Only 9% of Black households own their home, compared to 63% for the entire population.
- ▶ While home ownership for Asian households grew by 17% since the previous profile, ownership for Hispanic households fell by 16%.

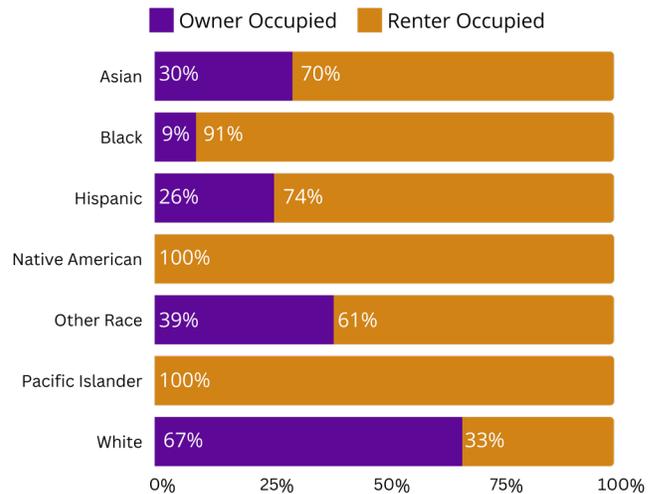
## FROM THE SURVEY

- ▶ 80% of respondents who identify as Latino, Black or Middle Eastern and North African strongly agreed that they had experienced bias, discrimination or exclusion in Dubuque related to housing. At the same time, 54.5% of respondents who are renters either agreed or strongly agreed.
- ▶ When asked whether it would be easy for them to access services to assist with the process of looking for a home, 60% of renters disagreed or strongly disagreed, compared to just 23% among all respondents.

## WHAT PEOPLE ARE SAYING

- ▶ Participants indicated that there is not enough housing for people with mobility and accessibility concerns.
- ▶ Landlords and tenants both say they experience a language disconnect; this is particularly prevalent among international students.
- ▶ Some participants shared that it's easier for renters to find affordable, quality housing if they have a personal relationship with a landlord.

## Owner Occupied vs. Renter Occupied City of Dubuque



Source: CHAS Data Set, 2014-2018

Can we support thriving neighborhoods by ensuring **ACCESS TO AFFORDABLE HOUSING** throughout our entire community?

# HOMELESSNESS & SECTION 8

## THE DATA

- ▶ There were over twice as many homeless students in the Dubuque Community School District during 2021 than there were in 2018 (IA Dept. of Ed).
- ▶ During the first half of 2022 there was an average of 54 housing vouchers "on the street" per month, compared to an average of 5.5 from the first half of 2015 (HUD).

## WHAT PEOPLE ARE SAYING

- ▶ Dubuque needs more transitional housing to support its unhoused population.

Can we ensure that the homeless population is **TREATED WITH DIGNITY** and has opportunities for **TEMPORARY AND PERMANENT HOUSING?**

# QUALITY

## THE DATA

- ▶ 78% of people making less than 50% of the area median income are experiencing at least one of the four housing problems identified by the Department of Housing and Urban Development (graph to the right).

## FROM THE SURVEY

- ▶ The physical condition of their home was the most identified concern for respondents of the survey, including 36% of all respondents and 67% of renters.

## WHAT PEOPLE ARE SAYING

- ▶ “It is important that the community works together to raise the floor of what is considered acceptable for affordable housing.”
- ▶ From a resident living at a mobile home park: “It is embarrassing to live in this type of housing.”

How can we make sure that all people have housing that is in a **SUITABLE CONDITION** for living?

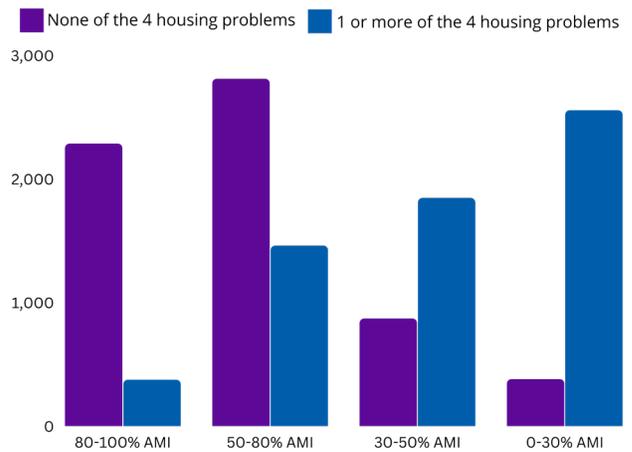
## Access to Quality Housing

City of Dubuque

HUD’s 4 identified housing problems:

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

Affordability comprises 89.7% of the problems in Dubuque.



AMI stands for Area Median Income  
Source: CHAS Data Set, 2014-2018

# HOUSING COMMUNITY CONVERSATION TAKEAWAYS

## Themes and comments from conversation attendees

- ▶ In 2015 and today, people noted a lack of accessibility to housing resources, which creates a barrier to obtaining a house.
- ▶ In 2015 and today, people said there is an absence of affordable rent in Dubuque.
- ▶ Tensions exist between landlords and tenants around issues of property maintenance and also due to discrimination and cultural differences.

**Suggestion:** Establish a way to encourage education, collaboration and communication among landlords, tenants and community members seeking housing. Landlords and renters agreed that this could help break down barriers.

# WORKFORCE & ECONOMIC WELL-BEING



“Pay does not reflect the cost-of-living increases.

“The jobs are available, but working with employers to make their workplaces inclusive is another hurdle.

“Women continue to earn significantly less than men.

I volunteer with members of the refugee community here and know they work long hours for low pay and live in rundown apartments (to put it kindly!). They are good people who deserve better. ”

Our organization has put into place a DEI committee, been providing educational events, and exploring a variety of topics to better serve our customers and our employees.”

# DIVERSITY IN THE WORKFORCE

## THE DATA

- ▶ Both the percentage of Dubuque’s workforce that is Black and the percentage that is Pacific Islander have more than doubled since the previous Equity Profile.

## FROM THE SURVEY

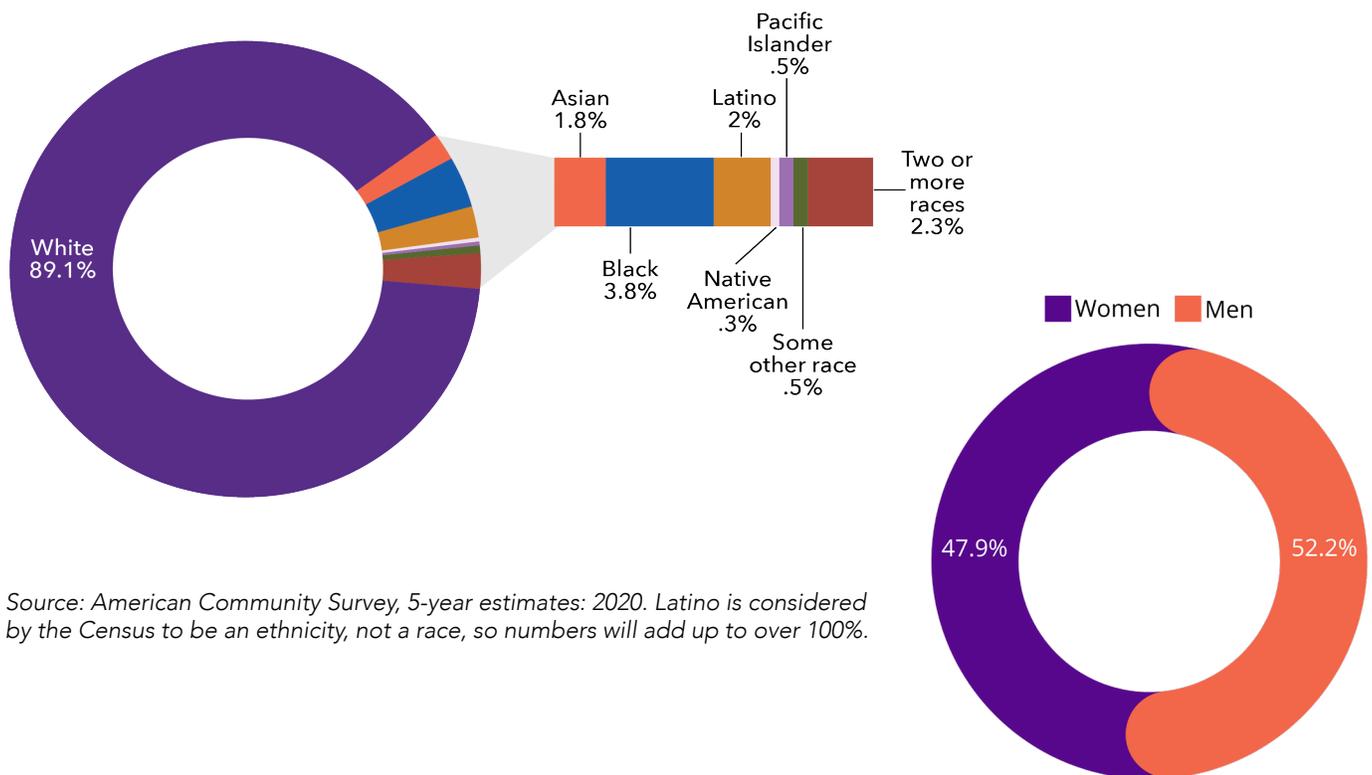
- ▶ While only 14.2% of all respondents felt their workplace was not equitable or inclusive, that number was 50% for Black respondents, 26% for women (compared to 7% for men), and 43% for people with a disability (compared to 12% without).
- ▶ Nearly 40% of respondents agreed that they had experienced bias, discrimination or exclusion in Dubuque related to employment. 75% of individuals with disabilities agreed, as did the two respondents who are veterans.

## WHAT PEOPLE ARE SAYING

- ▶ Many people commented that while Dubuque is making strides to be more inclusive in its workforce, there is still a lot of work to do.
- ▶ Respondents felt that opportunities for international students were limited.

How can Dubuque ensure that people of all backgrounds have **ACCESS TO JOBS** and feel **WELCOME AND INCLUDED** in their workplace?

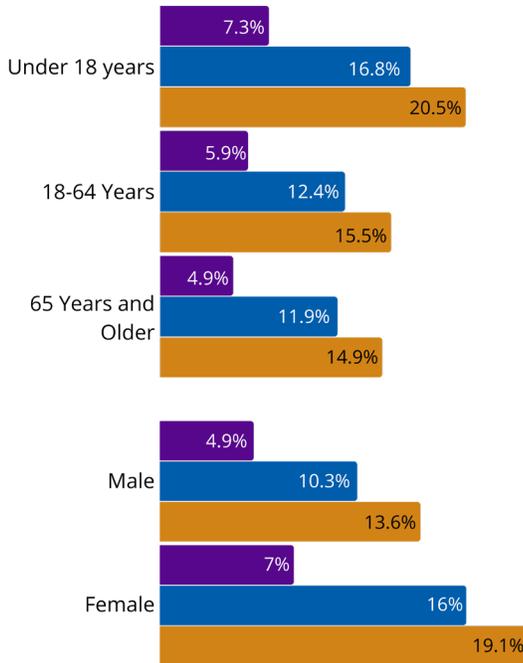
Workforce Composition by Race/Ethnicity and Gender  
City of Dubuque



Source: American Community Survey, 5-year estimates: 2020. Latino is considered by the Census to be an ethnicity, not a race, so numbers will add up to over 100%.

# UNEMPLOYMENT & POVERTY

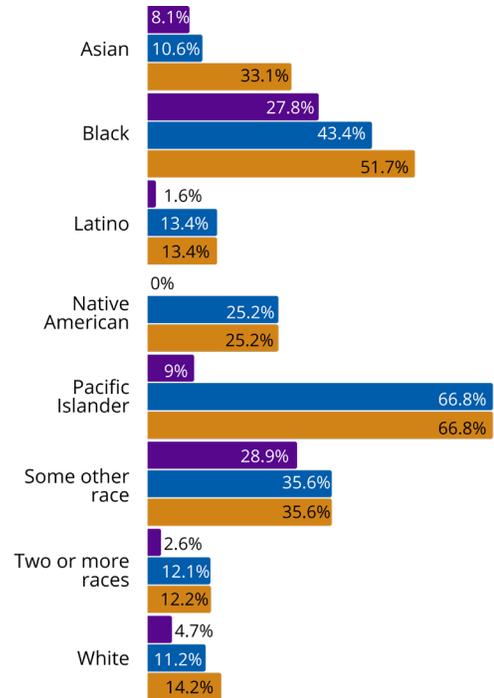
Poverty Rate by Gender and Age  
City of Dubuque



Legend: Less than 50% of the poverty level (purple), Less than 100% of the poverty level (blue), Less than 125% of the poverty level (orange)

Source: American Community Survey, 5-year Estimates: 2020

Poverty Rate by Race & Ethnicity  
City of Dubuque



Legend: Less than 50% of the poverty level (purple), Less than 100% of the poverty level (blue), Less than 125% of the poverty level (orange)

Source: American Community Survey, 5-year Estimates: 2020

## THE DATA

- ▶ Since the previous Equity Profile, every racial and ethnic group's unemployment rate declined or remained the same except the Black community's, which increased 12.6%.

## FROM THE SURVEY

- ▶ When asked what was the most important issue they faced in Dubuque related to their economic situation, respondents selected "unemployment" the least (2%) of any available option.
- ▶ Respondents with lower incomes were more confident in their ability to find organizations that offer employment services, with 92% of those making less than \$50,000 a year agreeing, compared to 58% of those making more than \$100,000 a year.

## WHAT PEOPLE ARE SAYING

- ▶ Respondents identified transportation, child care, poor internet access and a lack of financial knowledge as key barriers to employment and moving out of poverty.

How can Dubuque open its employment networks so everyone has **EQUAL OPPORTUNITIES** to succeed?

# INCOME & CAREER ADVANCEMENT

## THE DATA

- ▶ While Dubuque’s median household income has increased over 23% to \$54,938 since the previous Equity Profile, the median household income for Black households is just \$12,068.

## FROM THE SURVEY

- ▶ “Equitable pay” was identified by 29% of respondents as the most important issue they face in Dubuque as it relates to their economic situation, making it the most frequently chosen option. Insufficient health and retirement benefits and career advancement (both 21%) were the next most common choices.

## WHAT PEOPLE ARE SAYING

- ▶ “I don’t earn enough on a single income to live in decent housing. The messages of equity and inclusion that my employer sends do not always ring true in actuality.”
- ▶ In a Spanish-language community conversation, individuals felt that it was more difficult for them to advance in their career compared to their white colleagues.

## Median Household Income by Race/Ethnicity City of Dubuque

All races & ethnicities	<b>\$54,938</b>
Asian	<b>\$59,659</b>
Black	<b>\$12,068*</b>
Latino	<b>\$60,250</b>
Native American	<b>\$17,452</b>
Pacific Islander	<b>\$34,338</b>
Some other race	<b>\$82,958</b>
Two or more races	<b>\$49,423</b>
White	<b>\$57,063</b>

Source: American Community Survey, 5-year Estimates, 2020  
\*2019 data substituted for missing 2020 data

## Median Earnings by Gender City of Dubuque

Male	<b>\$49,499</b>
Female	<b>\$37,817</b>

Source: American Community Survey, 5-year Estimates, 2020  
Earnings are for full-time, year-round workers with earnings.

How can employers and training programs support **CAREER DEVELOPMENT** and **INCREASED PAY** among more people?

## WORKFORCE & ECONOMIC WELL-BEING

# COMMUNITY CONVERSATION TAKEAWAYS

## Themes and comments from conversation attendees

- ▶ Gender discrimination — such as different expectations of how women should act in the workplace — and ageism are still prevalent.
  - ▶ There are little to no resources and education opportunities for employers about hiring immigrants.
- Suggestion:** Focus on earn-and-learn pathways to allow for development and advancement.

# EDUCATION



“Dubuque has great public and private schools, plus caring teachers and administrators.”

“Academics are strong for my kids’ school, but social-emotional learning has been a struggle.”

Great disparities exist between schools — some have to scarp for resources; others can be described as ‘the lap of luxury.’”

Mental health cannot be met with ONE counselor for 200+ students.”

“Teachers work extremely hard. If we support teachers and administrators, it trickles down to the quality of education.”

# STUDENT ACHIEVEMENT

## THE DATA

- ▶ 64% of all Dubuque Community School District students are reading at grade-level. That number drops to 46% for students of low socio-economic status, 32% for Black students, and 11% for Pacific Islanders.
- ▶ Between the 2019 and 2021 school years, the graduation rate at Dubuque public high schools dropped from 88.45% to 81.91%.
- ▶ In 2021, the graduation rate was 69.1% for Hispanic students, 65.9% for students of low socio-economic status, and 56.1% for Black students.

## FROM THE SURVEY

- ▶ 95% of respondents agreed or strongly agreed that “Student success in the classroom” was a concern, making it the No. 1 issue in the survey.
- ▶ 60% of respondents disagreed or strongly disagreed with the statement “I am confident our schools are meeting the needs of students,” including 69% of parents and 73% of educators who responded.

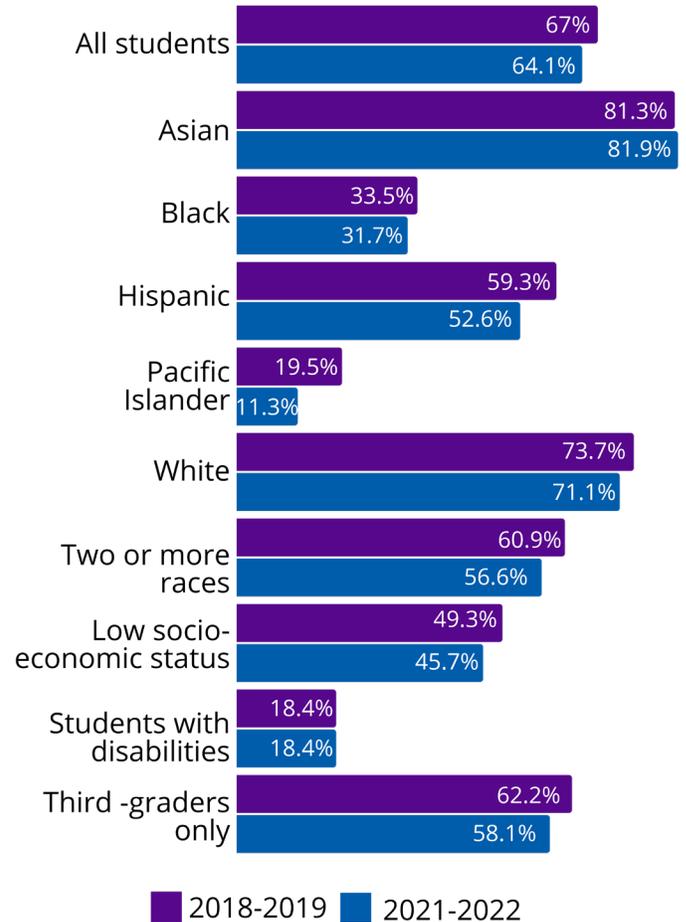
## WHAT PEOPLE ARE SAYING

- ▶ From an educator: “I really worry about the kids I send on to high school. Most of my students fail a lot of classes, yet still move on without the skills they need to succeed.”
- ▶ “Our school system is doing the best it can with the limited resources our state legislature gives them.”

How can we **ELIMINATE BARRIERS TO ACHIEVEMENT** so all students can succeed?

## Students Proficient in Reading

Dubuque Community School District



Reading proficiency by the end of third grade is a key indicator of high school graduation and future academic achievement.

Source: Iowa Dept. of Public Education

# DIVERSITY

## THE DATA

- ▶ Nearly one quarter of Dubuque Community School District students are from minority populations.
- ▶ The percentage of students who are Pacific Islanders has nearly doubled since the previous Equity Profile.

## FROM THE SURVEY

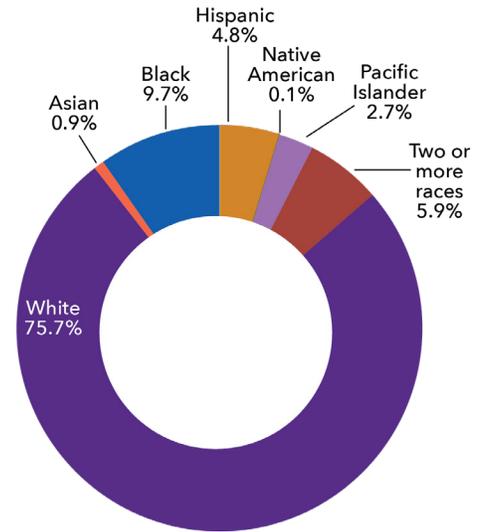
- ▶ Two-thirds of respondents agreed or strongly agreed that they had concerns about discrimination in Dubuque's schools.
- ▶ 39% of respondents said they had experienced bias, discrimination or exclusion in Dubuque related to preschool and K-12 education or education-related services. This number jumps to 57% for respondents who identify as "Hispanic, Latinx or Hispanic Origin" and 100% for parents of children with disabilities.

## WHAT PEOPLE ARE SAYING

- ▶ "We need to improve services and opportunities for students with disabilities."
- ▶ "I don't think schools understand the needs of students with diverse backgrounds."

How has the student population **DIVERSIFIED** in terms of race, ethnicity, culture and language, and what does this mean for the **LEARNING EXPERIENCE?**

Student Demographics by Race & Ethnicity  
Dubuque Community School District



Includes pre-K students  
Source: Iowa Dept. of Public Education, 2021-2022 school year

# EDUCATIONAL ATTAINMENT

## THE DATA

- ▶ The average annual earnings for women with a bachelor's degree (\$41,114) is less than the average annual earnings for men with only a high school diploma (\$42,528).

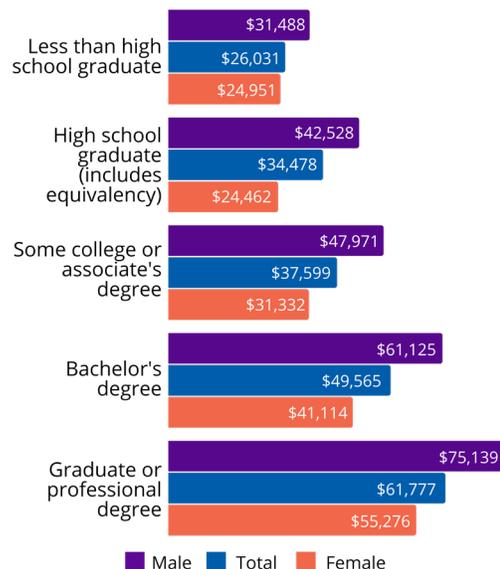
## FROM THE SURVEY

- ▶ 76% of respondents either strongly agreed or agreed that their community offers quality higher education/post-secondary opportunities. However, respondents with advanced degrees were the most likely to disagree or strongly disagree (18%).

## WHAT PEOPLE ARE SAYING

- ▶ "I stayed for college/university here because of the quality education."
- ▶ "Most of the schools are religious-affiliated, and since I'm not Christian, I experienced discrimination during undergraduate years."

Income by Education and Gender  
City of Dubuque



Source: American Community Survey, 5-Year Estimates, 2020

# STUDENT & TEACHER WELL-BEING

## THE DATA

- ▶ Between the 2018-19 and the 2021-22 school years, the percentage of students chronically absent more than doubled from 12.5% to 27.4%.
- ▶ During August and September 2022, 419 students visited the new Brain Health Retreat Rooms at Hempstead and Dubuque Senior high schools.

## FROM THE SURVEY

- ▶ 80% of parents agreed or strongly agreed that their children feel a sense of belonging at their schools.
- ▶ 81.1% of respondents agreed or strongly agreed that they had concerns about bullying in school.

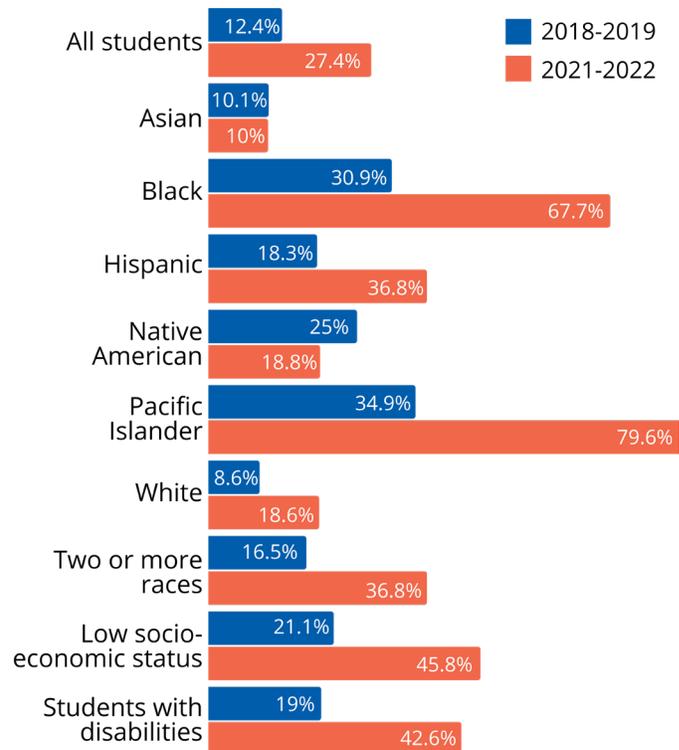
## WHAT PEOPLE ARE SAYING

- ▶ "Teachers have multiple roles outside of their job description. They need to be compensated financially for their demanding job."
- ▶ "The concept of a neighborhood school for pre-K and later is important! Ours has buddy groups, student of the month recognition, events, etc."

How can we make sure students and teachers **HAVE RESOURCES** that support a positive classroom experience?

## Chronic Absentee Rate

Dubuque Community School District



Chronic Absenteeism is when a student misses at least 10% of school days.

Source: Iowa Dept. of Public Education

## EDUCATION

# COMMUNITY CONVERSATION TAKEAWAYS

## Themes and comments from conversation attendees

- ▶ Pacific Islander high school students said they feel misunderstood and that there is lack of connection between their parents and school administrators.
- ▶ In 2015 and today, people expressed the need for representation of diverse populations among school staff.
- ▶ A cultural shift in how educators are perceived has caused an exodus of teachers.
- ▶ Some attendees indicated that they feel racial discrimination continues in high schools, both in peer-to-peer interactions and with educators.
- ▶ With technology more prevalent in education, are teachers properly trained?

**Suggestion:** Build networks that support the personal and professional well-being teachers.

# HEALTH & WELLNESS



“ Crescent Community Health Center does a great job for those who need to enroll or need care and don't have insurance.

Dubuque is a safe city, including downtown, but Dubuque's urban planning does not make this city walkable. ”

Waitlists for brain health providers are much too long, sometimes taking weeks or months for an available appointment. ”

“ [Fresh food] is easily accessible at the grocery store, but if you are disabled and do not have the income that is required to live a healthy lifestyle and have a healthy diet, you will suffer if you are unable to afford it.

# HEALTH & CONTRIBUTING FACTORS

## THE DATA

- ▶ Dubuque County reported higher rates of heart disease, diabetes, cardiovascular disease and chronic obstructive pulmonary disease (COPD) in 2021 than in 2014 (see charts below).
- ▶ In Dubuque County, the rate of infection for chlamydia increased by 40% between 2014 and 2021, while the rate of infection for gonorrhea nearly tripled during that time period.

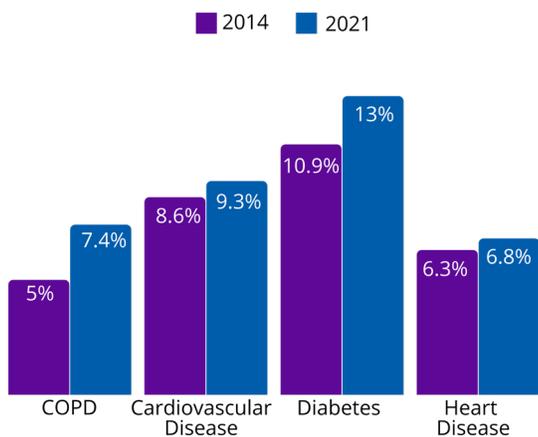
## FROM THE SURVEY

- ▶ 61% of respondents agreed or strongly agreed that they had concerns about “Hospitals and Clinics,” which was one of the lowest rated concerns in the survey. However, this number rose to 100% for individuals with chronic illnesses that require ongoing accommodations.
- ▶ 76% of respondents agreed or strongly agreed that they receive quality health care from their provider.

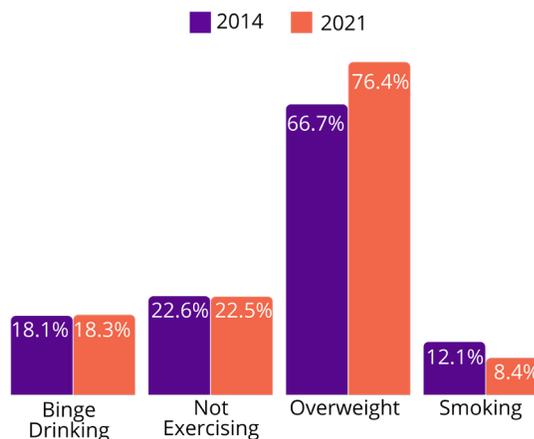
## WHAT PEOPLE ARE SAYING

- ▶ “My first surgeon discounted the severity of my pain for months before I left to find another surgeon. I believe this was because of my race.”
- ▶ “Dubuque County Health did a GREAT JOB getting information out during the pandemic. I am proud of the dedication of local health care leaders.”

Percent of Population - Chronic Disease  
Dubuque County



Percent of Population - Contributing Factors  
Dubuque County



Source: Iowa Behavioral Risk Factor Surveillance System (BRFSS): 2014 & 2021

“Percent” refers to rate of response from individuals who completed BRFSS survey and are not weighted. “Overweight” refers to respondents who are overweight or obese, meaning having a Body Mass Index greater than 25. The COPD number includes chronic obstructive pulmonary disease (COPD), emphysema, and chronic bronchitis.

How can Dubuque ensure that **ALL PEOPLE** can live a healthy lifestyle?

# BRAIN HEALTH & SUBSTANCE ABUSE

## THE DATA

- ▶ According to the Iowa Behavioral Risk Factor Surveillance System, approximately 38% of Dubuque respondents had at least one day in the past 30 with poor brain health.

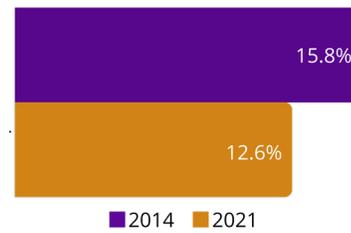
## FROM THE SURVEY

- ▶ The three largest areas of concern identified in the survey were "Brain (Mental) Health Treatment" (89% agreed or strongly agreed), "Use of Other Substances [not alcohol or tobacco]" (89% agreed or strongly agreed), and "Access to Substance Abuse Treatment" (81% agreed or strongly agreed).
- ▶ Over 59% of respondents disagreed or strongly disagreed that it is easy to access brain health services.

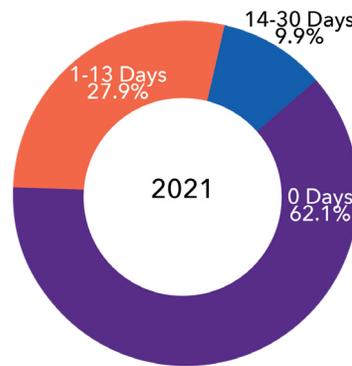
## WHAT PEOPLE ARE SAYING

- ▶ "My copayments for mental health counseling are so high that I don't go as often as I'd like because it's not affordable."

Percentage of Population - Depression  
Dubuque County



For how many days during the past 30 days was your mental health not good?  
Dubuque County



How can **EVERYONE** have access to services that **SUPPORT GOOD BRAIN HEALTH?**

Source: BRFSS: 2014 and 2021. "Percent" refers to rate of response from individuals who completed BRFSS survey and are not weighted.

# FOOD INSECURITY

## FROM THE SURVEY

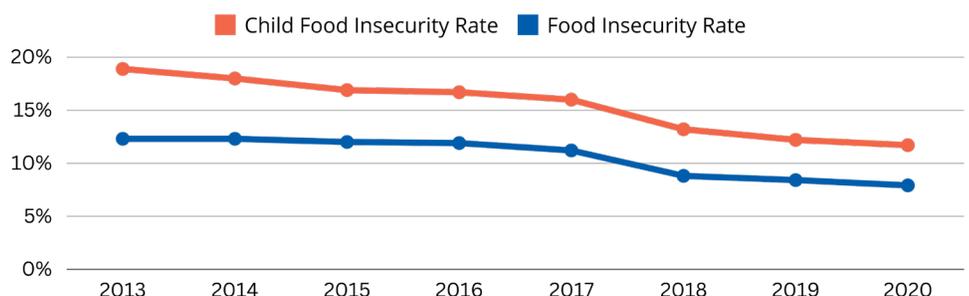
- ▶ Approximately one-quarter of respondents (24%) disagreed that fresh and healthy food is accessible.

## WHAT PEOPLE ARE SAYING

- ▶ "Downtown is a food desert, plus the cost of food is increasing."

What are ways to increase **ACCESS TO FRESH, HEALTHY FOOD** in Dubuque?

Food Insecurity Rate and Child Food Insecurity Rate  
Dubuque County



Source: Map the Meal Gap, Feeding America, 2013-2020

# AFFORDABILITY & ACCESSIBILITY

## THE DATA

- ▶ Since the previous Equity Profile, the percentage of Dubuque's population that is uninsured fell from 7.2% to 4.1%. That includes a drop of over 10% for the Pacific Islander population. However, the percentages of Dubuque's Black and Latino population that are uninsured rose by 1.1% and 6.1%, respectively.
- ▶ The percentage of women in Dubuque who are uninsured fell from 6.2% to 2.6% since the last Equity Profile.

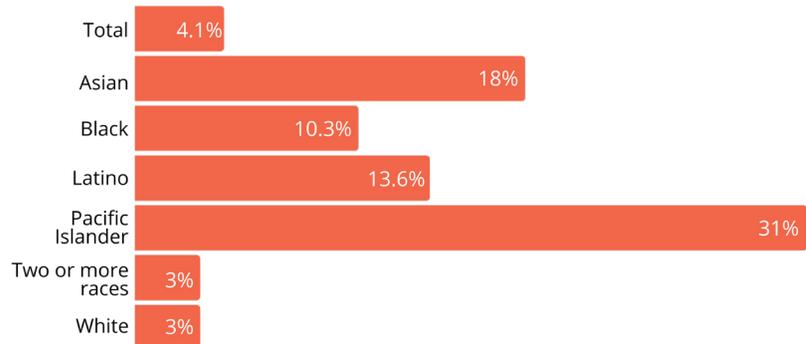
## FROM THE SURVEY

- ▶ 32.5% of respondents either disagreed or strongly disagreed that it is easy to access health care in Dubuque. This number rose to two-thirds among all respondents making less than \$25,000 a year.
- ▶ 12.5% of respondents disagreed that health care would be accessible to them if they were currently looking to obtain it.

## WHAT PEOPLE ARE SAYING

- ▶ "Not all providers take all insurance. For example, those with Medicaid must travel more than an hour to see a physician who is an OB/GYN."
- ▶ "I was shocked by how long it takes to get in for maternity care. No one gets in before second trimester, including people with miscarriage and prior ectopic who need early confirmation of location."

Percent of Uninsured Population by Race & Ethnicity  
City of Dubuque



Source: American Community Survey, 5-year estimates: 2021. Note: Data for Native Americans and "Some other race" were not included due to low samples sizes providing unreliable data.

## HEALTH & WELLNESS COMMUNITY CONVERSATION TAKEAWAYS

### Themes and comments from conversation attendees

- ▶ In 2015 and today, community members experienced long wait times to access health care.
- ▶ The pandemic has worsened low health care personnel numbers. There is a lack of information about having a healthy diet.
- ▶ More support is needed for addiction services, especially for inpatient care and detox. There is still a stigma towards people who get help.
- ▶ Many attendees said they feel Dubuque has a limited number of specialists and doctors.

**Suggestion:** People need more accessible information about healthy cooking and budgeting for groceries.

# ARTS & CULTURE



“There are festive events themed on a tradition of my home country.

We do not spread the word well about the events other cultures are doing. They are not promoted well.

“While opportunities are available and have improved dramatically over the last 4-5 years, people still need to actively seek them out and make an effort engage. Most of these organizations don't have big marketing budgets, so you really have to pay attention.

# AVAILABILITY

## THE DATA

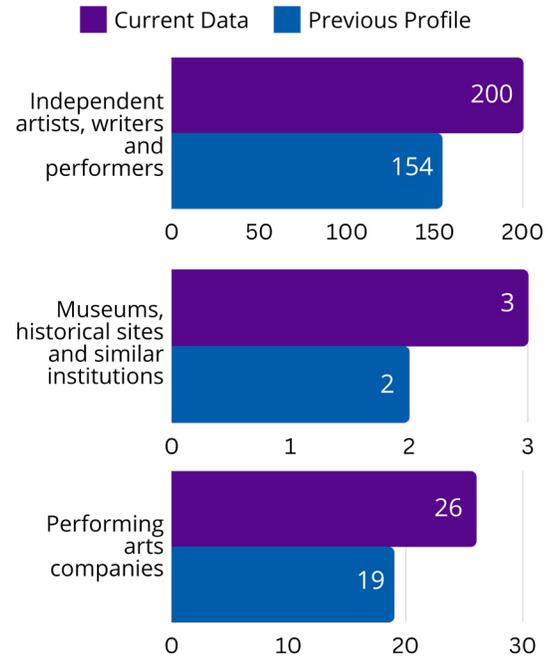
▶ The number of arts, entertainment and recreation establishments in Dubuque decreased by over 15% since the previous Equity Profile. However, the number of “nonemployer” arts offerings has increased, with the number of independent artists, writers and performers growing by 30%.

## WHAT PEOPLE ARE SAYING

- ▶ 85% of survey respondents agreed or strongly agreed that there are opportunities to attend art events in Dubuque.
- ▶ 28% of survey respondents disagreed or strongly disagreed that information about cultural events in Dubuque is available and accessible. This number jumped to 40% for respondents 61 and older.
- ▶ Survey respondent: “Dubuque 365 is great and most of these organizations also use Facebook to publicize. People who say there is ‘nothing to do’ really aren’t paying attention.”

## Types of Establishments

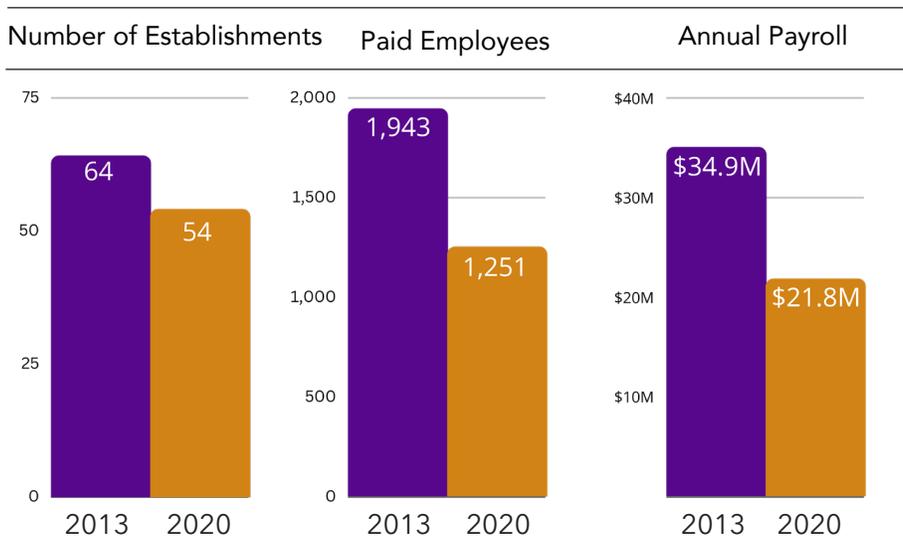
Nonemployer, Dubuque Metropolitan Statistical Area



Source: U.S. Census Bureau, ECNSVY Nonemployer Statistics, 2012 and 2019

## Arts, Entertainment and Recreation Establishments

Dubuque Metropolitan Statistical Area



Source: U.S. Census Bureau, County Business Patterns, 2013 and 2020

Does Dubuque offer arts and cultural opportunities that cater to and **REPRESENT A DIVERSE ARRAY** of community members?

# DIVERSITY

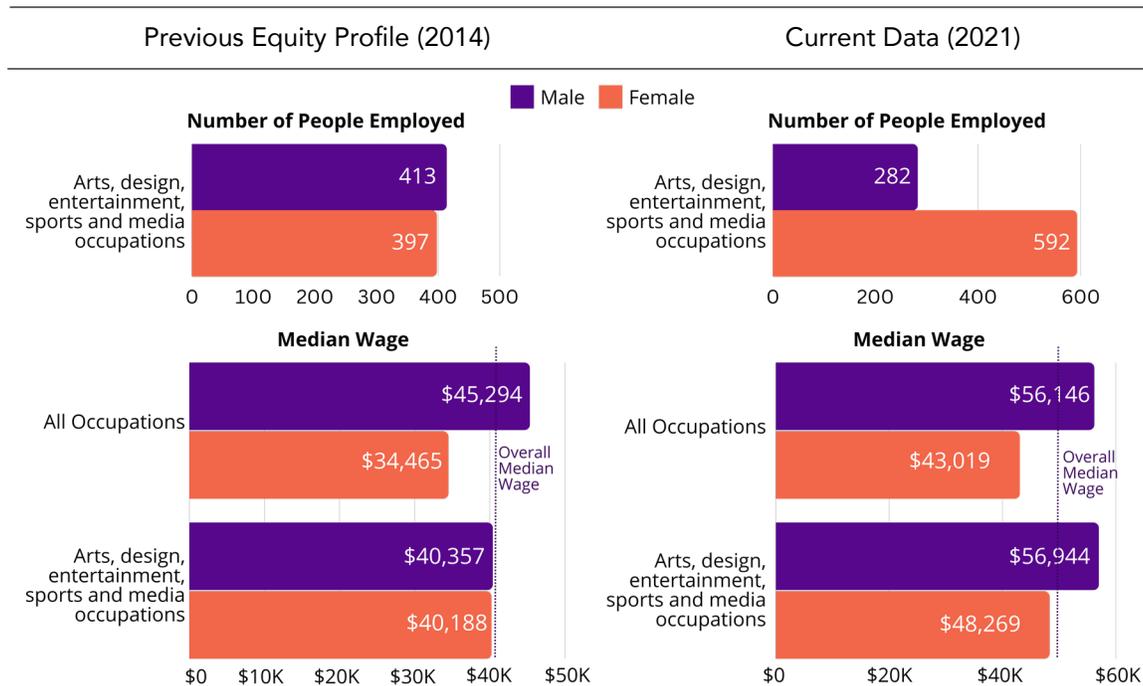
## THE DATA

- ▶ The number of women employed in arts and culture occupations has increased significantly since the previous profile, with women now making up an estimated two-thirds of all positions. However, median wages have become much more uneven, with men in arts and culture occupations making, on average, 18% more than women.

## WHAT PEOPLE ARE SAYING

- ▶ Less than 9% of survey respondents disagreed or strongly disagreed that their cultural traditions and celebrations are accepted in Dubuque.
- ▶ 25% of survey respondents said they had experienced bias, discrimination or exclusion in Dubuque related to arts and/or culture, though several respondents clarified that they had witnessed it but not experienced it personally.
- ▶ Survey respondent: "There needs to be easy access and greater attention to traditions of other cultures who live among us and around the world. We need to learn about them so we can support and benefit from the many colors and textures of the patterns of our world."

## People Over 16 Employed and Median Earnings for Individuals in Arts, Design, Entertainment and Media Occupations, by Gender Dubuque County



Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates for 2014 and 2021  
Median Earnings are for the full-time, year-round employed population 16-years-old and over

Do Dubuque's arts and cultural opportunities **REFLECT THE MANY CULTURES** in the community?

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# ACCESSIBILITY

## WHAT PEOPLE ARE SAYING

- ▶ 78% of survey respondents agreed or strongly agreed that Dubuque offers opportunities to learn about the traditions of other cultures, with only 17% disagreeing or strongly disagreeing. However, respondents were divided by income: 40% of those earning less than \$50,000 a year disagreed, compared to only 5% for those making over \$50,000.
- ▶ 77% of respondents agreed or strongly agreed that their cultural traditions were accessible and easy for them to practice in their community.
- ▶ Only 16% of all respondents disagreed or strongly disagreed that if they were looking for arts and culture resources, it would be easy for them to access those resources. However, for respondents with a disability or chronic condition, that number increased to 43% (compared to 7% for individuals without a disability).
- ▶ Survey respondent: "I live downtown, north side. Adults and disabled people here have little access to art events. I don't drive, and the intersections in the winter are close to impassable."
- ▶ Survey respondent: "My exclusion has been class-based. I have attended arts events where I am not 'a member' and have been treated like an unwelcome guest."



How can we ensure that Dubuque has **ARTS AND CULTURE OPPORTUNITIES** that people can **ACCESS AND AFFORD?**

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## ARTS & CULTURE COMMUNITY CONVERSATION TAKEAWAYS

### Themes and comments from conversation attendees

- ▶ In 2015 and today, community members said Dubuque needs to offer more diverse cultural events and share information with diverse audiences.
- ▶ When sharing information with young people about potential careers, such as at career fairs, the arts are underrepresented.
- ▶ Some people do not feel comfortable attending certain art events because:
  - o Many events are geared toward families.
  - o The cost can be prohibitive.
  - o Minority groups do not feel welcome.
- ▶ The shift toward offering more online arts and cultural events has been successful.

**Suggestion:** Encourage arts and cultural events in settings that are accessible to a broad segment of the population, such as the farmers' market and local businesses.

# SAFE



# NEIGHBORHOODS

“ I do not feel safe in downtown Dubuque.

“ For the most part, neighbors look out for others in their neighborhood. Neighborhood associations and ‘lead person(s)’ on a block promote good relationships and a sense of belonging.

[I believe Dubuque is a safe place to live] because we have a good police department.

“ “I think Dubuque still has a way to go to be equitable and inclusive. There are some good things happening but it will take time and education.”

# IS DUBUQUE SAFE?

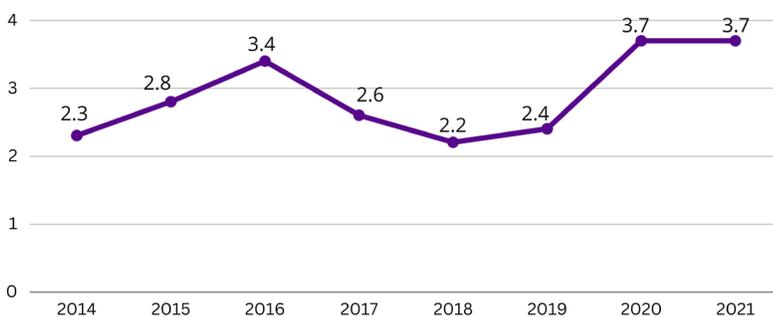
## THE DATA

- ▶ While violent crime incidences increased by over 67% since the previous Equity Profile — due to a rise in domestic and neighbor disputes — the number of strangers committing violent crimes actually fell during that time.
- ▶ With only 9.7% of violent crime offenders being unknown to their victim, Dubuque has one of the lowest rates of violent crimes committed by strangers of comparably sized cities in Iowa. For example, Davenport’s rate is the highest at 26.2%, while Des Moines’ is in the middle at 14.5%.

## WHAT PEOPLE ARE SAYING

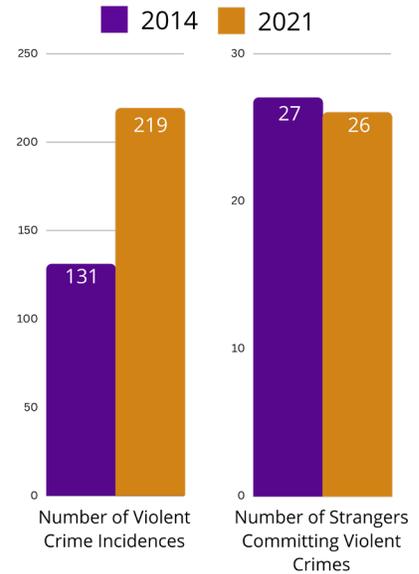
- ▶ Only 7% of survey respondents disagreed that Dubuque is a safe place to live, and only 11% disagreed that their neighborhood was a safe place to live.
- ▶ 75% of survey respondents agreed or strongly agreed that they feel safe when traveling to other neighborhoods in Dubuque.
- ▶ 43% of survey respondents agreed or strongly agreed that they had concerns about their personal safety in their neighborhood, including 50% of women respondents.
- ▶ “I have lived in New York and Washington, D.C. There are unsafe places in those cities. Dubuque is a safe city.”
- ▶ “I don’t live in [the] Central Curve area, but it is not safe at night. I would not choose to live there.”

Number of Violent Crime Incidents per 1,000 People  
City of Dubuque

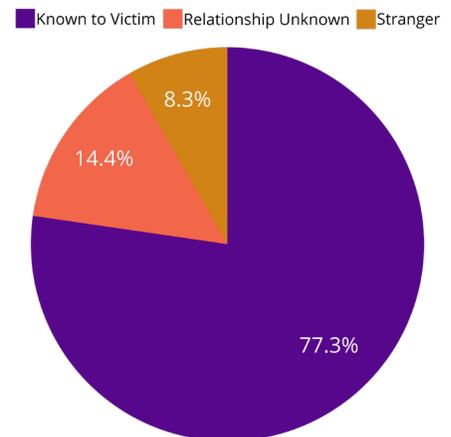


Source: FBI National Incident-Based Reporting System (NIBRS), accessed through the Crime Data Explorer, 2021 and 2014. U.S. Census Bureau, American Community survey, 5-Year Estimates for 2021 and 2014

Violent Crime Incidences Compared to Violent Crime Offenders Unknown to the Victims  
City of Dubuque



Offenders of Violent Crimes by Relationship to the Victim - 2021  
City of Dubuque



Source: FBI National Incident-Based Reporting System (NIBRS), accessed through the Crime Data Explorer, 2021 and 2014.

# EMERGENCY RESPONSE & INTERACTION

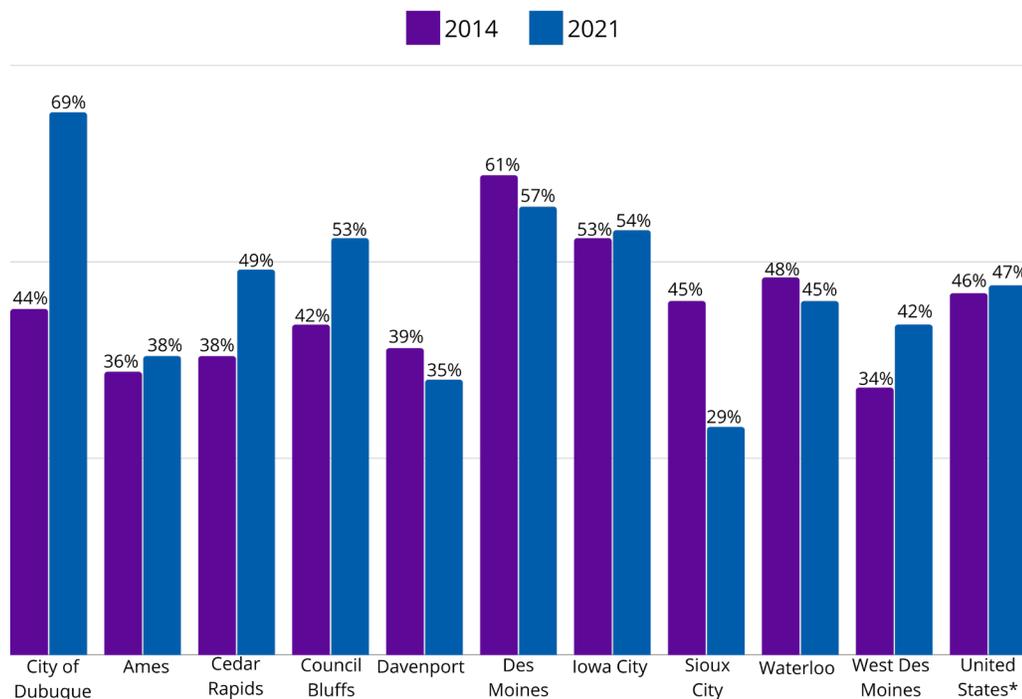
## THE DATA

- ▶ At 69%, Dubuque’s clearance rate — the rate at which cases are closed — for violent crimes is the highest of any similar sized Iowa cities reviewed for this profile and is 22% above the national average.

## WHAT PEOPLE ARE SAYING

- ▶ 82% of survey respondents either disagreed or strongly disagreed that they had concerns about contacting emergency services, such as EMTs or the fire department.
- ▶ While only 11% of survey respondents agreed or strongly agreed that they had concerns about contacting the police for service, 22% had concerns about interacting with the police. However, 100% of the respondents who identified as having lived for more than 20 years in Dubuque disagreed or strongly disagreed about having concerns around interacting with the police.
- ▶ “I have concern[s] about inequity in police response and ensuring my fellow community members are safe when police respond.”
- ▶ Participants in the community conversations reported they were concerned about calling emergency services because of the cost of ambulance transport.

Clearance Rate of Violent Crimes by Location



Can people in Dubuque rely on an **EFFECTIVE, RESPECTFUL** response from emergency professionals?

Source: FBI National Incident-Based Reporting System, Accessed Through the Crime Data Explorer, 2014 and 2021.

For U.S. Data: FBI National Incident-Based Reporting System, Accessed through Crime in the United States Report, 2014 and 2019.

\*2019 data used for U.S. Clearance Rate due to lack of 2021 data.

# VIOLENT CRIMES

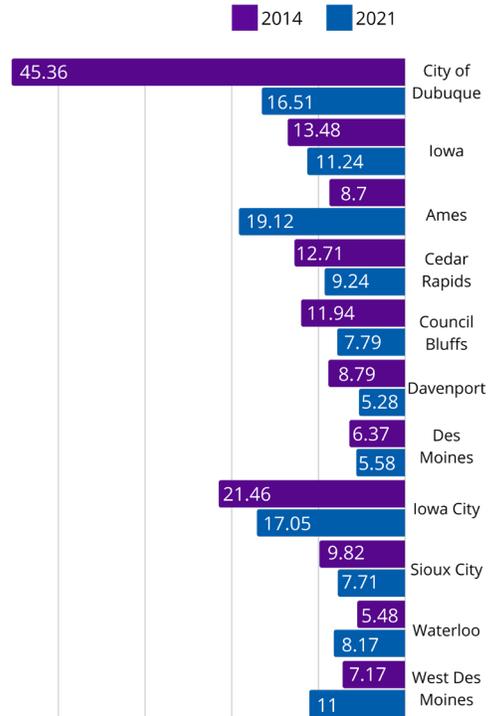
## THE DATA

▶ In Dubuque, Black individuals are 16.5 times more likely to be identified as an offender in a violent crime than a white individual. This is down from 45 times more likely during the previous equity profile, but it remains one of the largest disparities in similarly sized cities in Iowa.

## WHAT PEOPLE ARE SAYING

- ▶ 37% of survey respondents said they agreed or strongly agreed that they were concerned about discrimination as it relates to safe neighborhoods, while 37% disagreed or strongly disagreed (26% neither agreed nor disagreed).
- ▶ 24% of respondents agreed or strongly agreed that they had experienced bias, discrimination or exclusion in their neighborhood.
- ▶ “Dubuque is extremely economically stratified. Money is the dividing factor. Those residents with money and financial security live in safer neighborhoods.”

Disparity Between Rate of Black Offenders and Rate of White Offenders by Location



Source: FBI National Incident-Based Reporting System (NIBRS), accessed through the Crime Data Explorer, 2021 and 2014. U.S. Census Bureau, American Community survey, 5-Year Estimates for 2021 and 2014. Iowa results are multiplied by the Percent of the Population covered by agencies reporting to NIBRS (2021: 91%; 2014: 98%).

## SAFE NEIGHBORHOODS COMMUNITY CONVERSATION TAKEAWAYS

### Themes and comments from conversation attendees

- ▶ In both this year’s conversations and 2015’s, women expressed concern for their safety.
  - ▶ Alcohol use is a growing concern. Attendees mentioned driving under the influence, especially downtown, as a specific issue.
- Suggestion:** Attending events outside your own neighborhood can help with overcoming stereotypes and perceptions.

# TRANSPORTATION



“Not enough bike lanes.

“Not enough routes and no connection to food deserts.

Passenger rail to Chicago could be a reliable, cost-efficient and safe alternative for Dubuquers.”

“The bus runs only certain hours and people do work before and after hours, and it's not only every hour, so it's hard.”

# MODES OF TRANSPORTATION

## THE DATA

- ▶ 79% of workers living in Dubuque commute to work alone by car, truck or van.
- ▶ The percentage of workers living in Dubuque that work from home grew from 3% since the previous Equity Profile to 8% today.

## FROM THE SURVEY

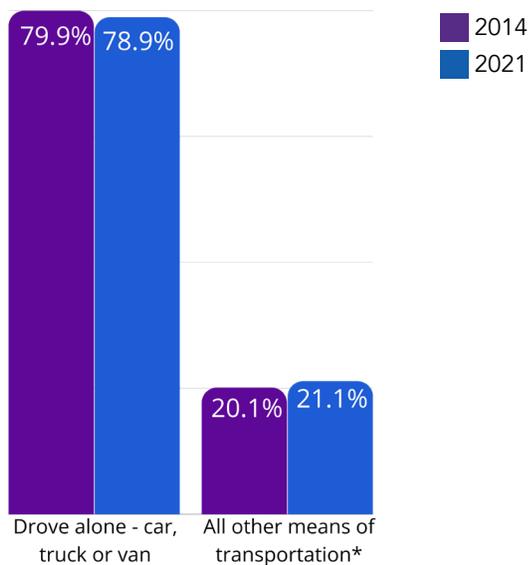
- ▶ 74% of respondents agreed or strongly agreed that bicycle safety is a concern, making it the most frequently identified concern in the survey.
- ▶ 55% of respondents agreed or strongly agreed that they were concerned about the condition of sidewalks in their community. This includes 75% of the respondents who identified as Asian, Black or Latino, and 100% of respondents who identified as having a long-term disability.

## WHAT PEOPLE ARE SAYING

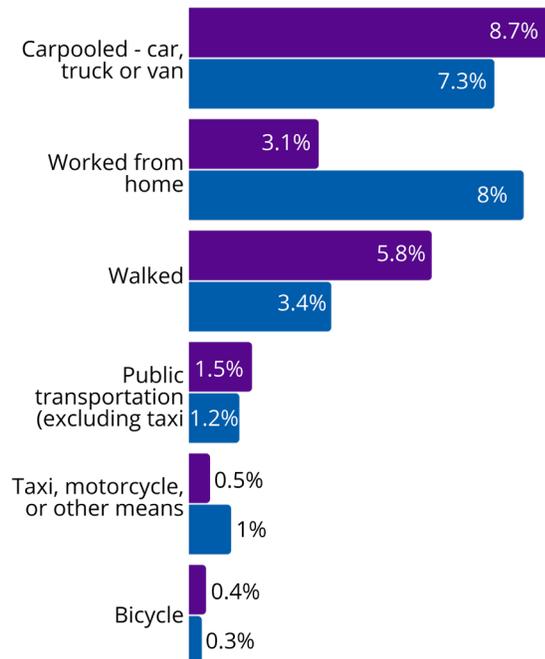
- ▶ "Challenges to finding parking downtown can be a barrier for both visitors and workers."

Does Dubuque offer a **VARIETY OF TRANSPORTATION OPTIONS** that enable **ALL PEOPLE** to move around conveniently?

Percent of Workers Living in the City of Dubuque that Use the Listed Means of Transportation to go to Work



\*All other means of transportation

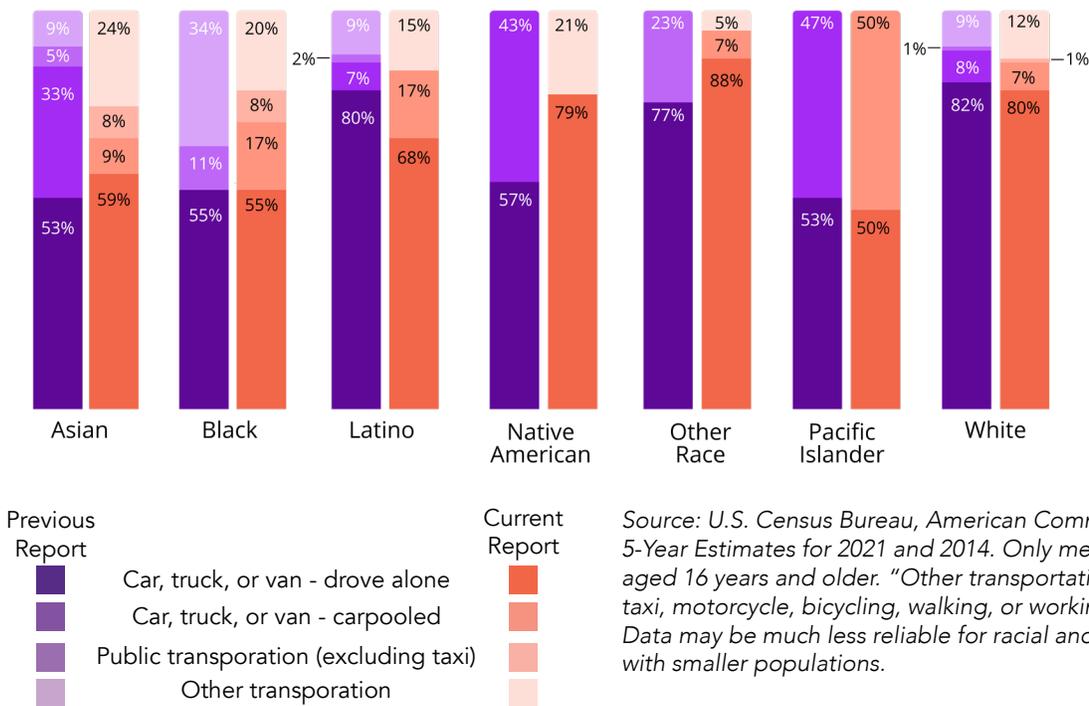


Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates for 2021 and 2014. Workers refers to workers aged 16 years and older.

# PUBLIC TRANSPORTATION

## Means of Transportation to Work by Race and Ethnicity City of Dubuque

How can Dubuque ensure that its **PUBLIC TRANSPORTATION SYSTEM IS EFFECTIVE?**



### THE DATA

- ▶ In Dubuque, Asian and Black workers are approximately eight times more likely to take public transportation to work than the population as a whole.

### FROM THE SURVEY

- ▶ 40% of respondents either agreed or strongly agreed that their community offers quality public transportation, while 40% disagreed or strongly disagreed. 20% selected "neither agree nor disagree."
- ▶ 58% of respondents agreed or strongly agreed that public transportation routes were a concern, and 53% agreed or strongly agreed that public transportation hours of operation were a concern. However, only 12.5% believed the cost of public transportation was a concern.

### WHAT PEOPLE ARE SAYING

- ▶ "Safety on public transit is [my] #1 concern; [I] do not feel safe. [We] need more access points in the city. Routes do not cover all parts of our city."
- ▶ "No city buses go to the Key West area. A Table Mound resident needs to walk about 40 minutes (2 miles) to reach the closest bus stop on South Grandview."
- ▶ "[Quality public transportation] seems to be everywhere."
- ▶ Survey respondents said a lack of options for college students makes them miss out on community activities and some internship/work opportunities.

# ACCESSIBILITY & AFFORDABILITY

## THE DATA

- ▶ Workers in Dubuque living below 150% of the poverty level are four more times as likely to use public transportation as those living at or above 150% of the poverty level.
- ▶ 7.8% of households in Dubuque have more workers living in the household than available vehicles. This is down from 8.5% during the previous Equity Profile.

## FROM THE SURVEY

- ▶ 62.5% of respondents either agreed or strongly agreed that equal access and opportunities for people with disabilities was a concern in Dubuque.
- ▶ 52% of respondents either disagreed or strongly disagreed with the statement, "If I were looking for transportation, it would be EASY for me to ACCESS services." 75% of respondents who identified as Asian, Black or Latino strongly disagreed with this statement.

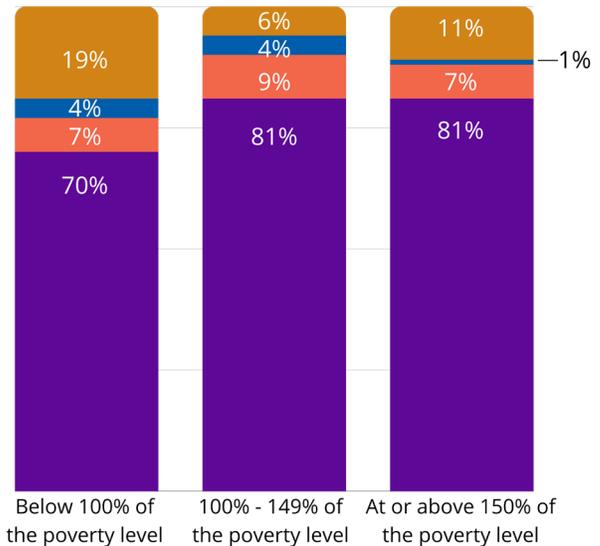
## WHAT PEOPLE ARE SAYING

- ▶ Regarding whether Dubuque offers quality public transportation: "Quality yes, but accessible, no."
- ▶ "Do not know how to access public options."

## Means of Transportation to Work by Poverty Level

City of Dubuque

- Car, truck, or van - drove alone
- Car, truck, or van - carpooled
- Other transportation
- Public transportation (excluding taxi)



Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates for 2021. Only measures workers aged 16 years and older. "Other transportation" may include taxi, motorcycle, bicycling, walking, or working from home.

## TRANSPORTATION COMMUNITY CONVERSATION TAKEAWAYS

### Themes and comments from conversation attendees

- ▶ Many people are averse to riding the bus due to fear, anxiety and discomfort. These feelings arise from myths about and a bad reputation around bus transportation.
- ▶ Public transportation should connect with nearby towns, grocery stores and other centers of activity.
- ▶ Current bus schedules aren't convenient for students, impacting their achievement.
- ▶ In 2015 and today, people said the lack of quality public transportation limits employment options due to a lack of employment centers within walking distance of bus routes. Car ownership, which can be an expensive barrier, is often necessary to access jobs.
- ▶ A lack of parking options downtown creates a barrier for workers and visitors.

**Suggestion:** Study and adjust bus routes to allow for more direct and frequent connections with centers of activity, such as shopping areas, schools and workplaces. Address issues and perceptions related to safety on public transportation.



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