

INCLUSIVE dubuque

Connecting People • Strengthening Community



Inclusive Dubuque is a peer-learning network of partners dedicated to creating an informed, equitable and inclusive community where all people—regardless of race, age, culture, gender, ethnicity, religion, sexual orientation, class or disability—are respected, valued and treated fairly. The network includes more than 60 organizations and individuals across sectors, including faith, government agencies, nonprofit, business, education and more.

WHY IT MATTERS

The Inclusive Dubuque network formed in 2012 after business leaders began to take notice of challenges related to diversity, equity and inclusion in the community. Individuals were having trouble accessing needed services and connecting to parts of the community, neighborhoods were experiencing struggles related to demographic changes, and businesses were reporting difficulty attracting and retaining a diverse workforce. Research tells us that Iowa is becoming increasingly diverse and that regions working toward equity will have stronger and more resilient economic growth—for everyone.

What do **DIVERSITY, EQUITY** and **INCLUSION** mean?

DIVERSITY: the unique perspectives and life experiences an individual or group brings to our community

EQUITY: everyone has access to opportunities and the resources they need to thrive

INCLUSION: engaging and supporting diverse needs to ensure all feel welcome and a sense of belonging

WHAT WE ARE WORKING ON

In 2018, we kicked off a series of training workshops aimed at facilitating conversations among community leaders around diversity, equity and inclusion and how focusing on these issues can strengthen our region.

- Race Forward, for nonprofit and civic leaders
- Best Practices in Diversity, Equity and Inclusion, for mid-career professionals and human resources representatives
- Business Leader Equity Cohort, for high-level business executives

By reaching an array of leaders, we can foster equitable and healthy communities that welcome all people.

WHAT HAS BEEN ACCOMPLISHED

- Conducted a Community Equity Profile in 2016 to learn about the lived experiences of diverse groups and discover what disparities exist. The profile engaged 584 participants through Community Conversations, and 1,995 online surveys were completed.
- Over 90 community members joined sector groups to address challenges and bring a racial/social equity lens to health, education, transportation, neighborhoods, economic well-being and arts and culture.
- Hosted Results-Based Accountability training in 2017 and 2019 for community members to promote a shared data platform.
- Collaborated to compile the book *Facing Diversity: Marshallese Stories* through the storytelling initiative the Facing Project, highlighting the voices of Dubuque's Marshallese community.
- With the help of community members, crafted and published introductory equity toolkits for their organizations.
- Hired an equity coordinator to organize the work of partners and community organizations working to advance equity and inclusion.
- Sponsored speakers, to engage the community around diversity-related topics, including a series in partnership with the NAACP on civil rights.
- Sponsored films at the Julien Dubuque International Film Festival focused on the experiences of marginalized groups.
- Publishes the annual *Advancing Equity: Community Efforts and Outcomes* report to recognize the work that partners and local organizations have done to reduce disparities in our community.

Inclusive Dubuque is facilitated by:



GET INVOLVED

The Network provides equity learning opportunities, equity tools and baseline data to help organizations and individuals learn about equity, inclusion and belonging. We provide brave spaces for difficult conversations and an opportunity to learn from someone who is different from yourself. Visit our website to utilize these resources in your work to advance equity and inclusion in the community.

Funders

City of Dubuque
Dubuque Racing Association
Dr. Liang Chee Wee
Greater Dubuque Development Corporation
IBM
John Deere Foundation
Northeast Iowa Community College
Sisters of Charity, BVM
Surdna Foundation
Walmart

Equity Coordinator

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TO LEARN MORE:
visit www.inclusiveDBQ.org
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