Dubuque By the Numbers

Population: 58,276

Population by Race/Ethnicity:
- White: 91.7%
- Black: 4%
- Native American: .3%
- Asian: 1.1%
- Pacific Islander: .5%
- Two or more races: 1.8%
- Hispanic: 2.4%

Median household income: $46,806

Percent of people in poverty: 16.3%
The Community Foundation of Greater Dubuque

strengthens communities and inspires giving.
The Community Foundation brings together community members to create greater good, addressing complex community challenges to build a thriving, resilient region. We focus this work on three impact areas.

- **Academic Achievement**
- **Equity and Inclusion**
- **Economic Opportunity**
Inclusive Dubuque is a local network of community leaders from faith, labor, education and government committed to supporting an informed, equitable and inclusive community where all people are respected, valued and treated fairly.
Why a Network?

No single organization can address systems change to affect complex issues like:

- Eliminating racism in a community
- Educating the community’s children,
- Ensuring a skilled workforce
Inclusive Dubuque Network Partners

365ink
4 the People, Inc.
Alliant Energy
Children of Abraham
City of Dubuque
Clarke University
Community Foundation of Greater Dubuque
D5
Diamond Jo Casino
Diversity Focus
Dubuque Area Chamber of Commerce
Dubuque Area Congregations United
Dubuque Area Convention and Visitors Bureau
Dubuque Area Labor Management Council
Dubuque Community School District
Dubuque Community YMCA and YWCA
Dubuque Franciscans
Dubuque Racing Association
Dubuque Museum of Art
Everyday Democracy
Farrell’s Extreme Body Shaping
Government Alliance on Race and Equity
Greater Dubuque Development Corporation
Helping Services of Northeast Iowa
Hillcrest Family Services
IBM
Interactivity Foundation
Iowa State University Extension and Outreach
Operation New View
John Deere Dubuque Works
Julien’s Journal
Kendall Hunt Publishing Company
Loras College
LULAC
Medical Associates
Mercy Medical Center
Mississippi River Museum
Multicultural Family Center
Mystique Casino
NAACP - Dubuque Branch
NAMI Dubuque
Northeast Iowa Community College
Opening Doors - Maria House/Teresa Shelter
Progressive Processing LLC
Project Concern
Prudential
Sisters of Charity, BVM
St. Mark Youth Enrichment
Surdna Foundation
TH Media
Tri-State Independent Physicians
United Way of Dubuque Area Tri-States
UnityPoint Finley Hospital
University of Dubuque
University of Wisconsin-Platteville
Wartburg Seminary
History of Inclusive Dubuque

Early 2012: Community organizations & businesses come together to discuss equity and inclusion in Dubuque and the need for a collaborative effort to address opportunities to improve.

Summer 2012: Leadership Alignment facilitated by the Kaleidoscope Group.

Fall 2012: Diversity Summit featured equity & inclusion discussion.


Spring 2014: Worked with CVB to develop cultural-competency training.


Feb. 2015: Launched Community Equity Profile.
Recent Accomplishments

Community Equity Profile

Strong community participation:

**Community Engagement**

- 1,995 Community members completed online surveys
- 24 Facilitators have been trained as of July 1
- 60 Community dialogues have been held
- 584 Community members attended dialogues
- 305 Community members have signed up to stay connected
Recent Accomplishments

Community Equity Profile

Data

Community Dialogues

Community Surveys

Community Equity Profile

ECONOMIC WELLBEING
HOUSING
EDUCATION
HEALTH
SAFE NEIGHBORHOODS
TRANSPORTATION
ARTS & CULTURE
Recent Accomplishments

Community Equity Profile

Early action:

• Chamber of Commerce - Minority Business Council

• GDDC/NICC - outreach coordinator to minority communities for education/training opportunities

• Schools - implementing cultural proficiency training
Recent Accomplishments

I’m a Dubuquer Campaign

My name is Dora

My name is Miguel

My name is Luis

My name is Naima

My name is Sr. Helen

My name is Paul

My name is Nona

My name is Nicole
Recent Accomplishments

Facing Diversity: Marshallese Stories
Recent Accomplishments

- Race Forward Training Series for Nonprofits
- Parent Engagement Sessions at Multicultural Family Center
- ESL/HSED Classes
- Washington Neighborhood Revitalization
Recent Accomplishments

Best Practices in DEI

- 9-month training series
- Developed by the Peer-Learning Council
- Approximately 50-70 participants at monthly sessions from all sectors
- Participants develop action plans to take their learning into their organizations
CURRENT FOCUS
Current Focus

Business Leader Equity Cohort

• C-suite level executives committed to creating more equitable and inclusive organizations
Community Foundation is Providing Funding Opportunities:

- Promising Futures Fund - small grants to students and workers to overcome barriers to success
- Marshallese Church - working with donors to purchase Paradise Church for Marshallese parish
- Sponsor an equity related film annually at Julien Dubuque International Film Festival
Questions?

Community Foundation of Greater Dubuque

To learn more about us, call (563) 588-2700 or visit our website at www.dbqfoundation.org

© 2002 Council on Foundations and Community Foundations of America