



MARCH 2024

A newsletter from the City of Dubuque's Office of Equity & Human Rights

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DIVERSITY in DUBUQUE

Holidays & Celebrations

March 1 – Nuclear Victims Remembrance Day – Marshall Islands

In the 1950s, the U.S. conducted nuclear testing in and around the Marshall Islands. Nuclear fallout from the detonation of these bombs poisoned many Marshallese. This is a day to honor and remember the victims and survivors of this terrible chapter in American history. Check out this [video](#) posted by the Monsoon Asians and Pacific Islanders in Solidarity Organization which was created in collaboration with the Marshallese community in Iowa.

March 10 – Ramadan (ends April 9)

During the month of [Ramadan](#), Muslims commemorate the revelation of the Qur'an by fasting from food and drink between sunrise and sunset. Their sacrifice brings them closer to God and encourages them to feel gratitude for their blessings and compassion for the less fortunate.

March 24 – Purim

The Jewish holiday of [Purim](#) commemorates the salvation of the Jewish people from being annihilated in Persia in the 5th century. The celebration is one of joy which includes prayer, giving food and gifts to charity, performing plays, and a feast with festive drinking.

March 25 – Holi

Spring brings the Hindu celebration of [Holi](#), the Festival of Colors. It is celebrated by throwing colored powders and water on each other. It is a day of new beginnings, parties, dancing, singing, and plenty of fun and laughter.

March 31 – Easter

On [Easter](#), Christians around the world celebrate the resurrection of Jesus Christ. After 40 days of fasting during Lent, Easter is celebrated through prayer, dyeing and hiding Easter eggs, giving baskets of toys and candy for children, and a feast with family and friends.

(top): Rumman Amin/Unsplash; (bottom): Himanshu Singh Gurjar/Unsplash

March is Women's History Month



Clara Barton



Florence Nightingale



Virginia Holsinger



Marie Curie



Theodora

Women in Medicine

Throughout history, women have been caretakers both inside and outside of the home. Driven by compassion and dedication, women cared for injured soldiers on the battlefield. Well-known women that rose to this challenge and made history include [Clara Barton](#) who founded the Red Cross, and [Florence Nightingale](#) who revolutionized nursing in the mid-19th century.

One of the first casualties of war, famine, and drought is the availability of food. [Virginia Holsinger](#) developed shelf-stable, nutritious foods such as a substitute for milk, and a grain blend that can be converted into a nutritious meal. Her work has had a major impact on the world.

A well-known woman in medicine was [Marie Curie](#) who founded the science of radioactivity. Curie's research not only created x-rays but laid the groundwork for cancer treatments. Think for a moment about a world without x-rays and cancer treatments - now be grateful.

Women in Positions of Power

Women have been leading for thousands of years. For instance, [Empress Theodora](#), in first century Byzantium, altered divorce laws to give greater benefits to women. She also prohibited the trafficking of young girls and introduced harsher penalties for rape. The fight for women's rights did not start with Roe v. Wade.

An unsung hero of women in leadership was [Edith Wilson](#), the wife of President Woodrow Wilson. When her husband suffered a paralyzing stroke during the last year of his presidency, Edith shielded his condition from the public and government officials and served as the gatekeeper for all matters of state. Some even ask the question, was Edith Wilson the first woman president?

Women in Science

Today there is a nationwide push for more girls and women to enter the STEM fields (Science, Technology, Engineering, Math). While these fields have historically been filled with men, there are many women that have also made their mark. For instance, [Ada Lovelace](#) was a distinguished mathematician who lived in 19th century England. While her male colleague Charles Babbage is credited with the creation of the first automatic digital computer, it was Lovelace who developed methods for programming it. She is considered the first computer programmer.

You can thank the biologist [Rachel Carson](#) for opening our eyes to the dangers of chemicals, pesticides, and DDT on the natural world. Carson was the spark that lit the environmental movement in this country.

Women in Art

There have been numerous women who have fought for women's rights around the world through activism. However, some women push us towards equality through their art.

Many of us are familiar with the artwork of Mexican painter [Frida Kahlo](#), but why is she so important? Kahlo's artwork was revolutionary at the time. It explored themes of abortion, miscarriage, and birth. Instead of portraying herself as society's definition of what a woman should look like, she painted herself in an almost masculine fashion with her clothes and unplucked eyebrows.

A truly phenomenal woman is the poet and civil rights activist, [Maya Angelou](#). Her words and actions have served as an inspiration and a call to action for equality and for making the world a better place.



Edith Wilson



Ada Lovelace



Rachel Carson



Self-portrait, 1940 by Frida Kahlo

Excerpt from [Phenomenal Woman](#) by Maya Angelou

*It's in the reach of my arms,
The span of my hips,
The stride of my step,
The curl of my lips.
I'm a woman.
Phenomenally.
Phenomenal woman,
That's me.*

(Barton): Redcross.org; (Nightingale): National Portrait Gallery, London; (Holsinger): U.S. Dept. of Agriculture; (Curie): LOC/2021670577; (Theodora): Petar Milosevic; (Wilson): (Wilson): Library of Congress/LC-G412-0932; (Lovelace): Portrait by Margaret Sarah Carpenter; (Carson): U.S. Fish and Wildlife Service

Culture Creators

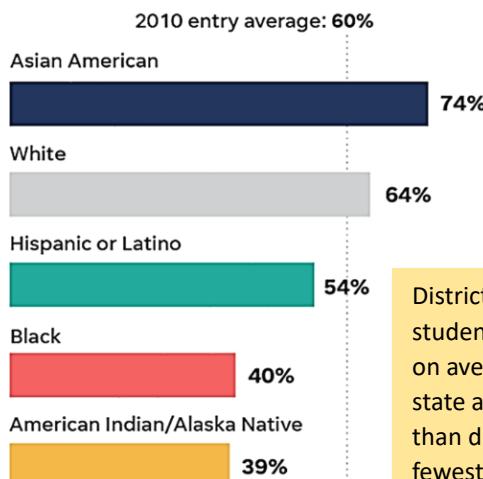
Racial Equity

Racial Equity is achieved when a person's race cannot be used to predict their outcome.

Each of the charts below show FACTS, not opinions. They come from reputable sources such as the U.S. Census Bureau, U.S. Department of Health and Human Services, and the National Center for Education Services. These are not just numbers on a page; they represent real people with real struggles. Don't just look at the numbers, see their faces, see their children's faces, and see your own face because we are all represented here.

Ask yourself, what are the stories behind these numbers?

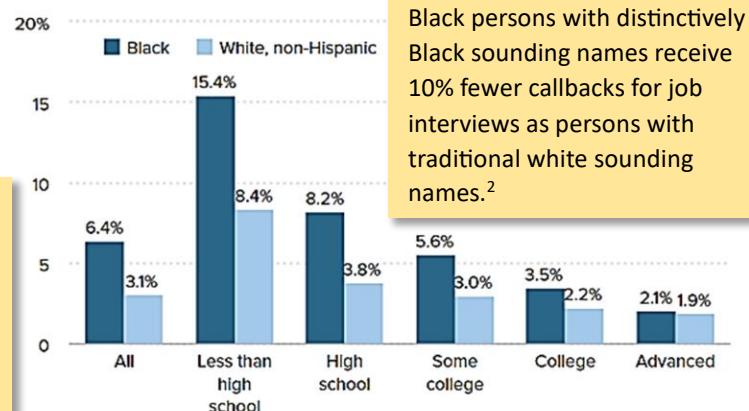
Percentage of students who graduate from 4-year college programs



NOTE Percentage of first-time, full-year students who graduated within 6 years of starting a bachelor's degree
SOURCE National Center for Education Statistics

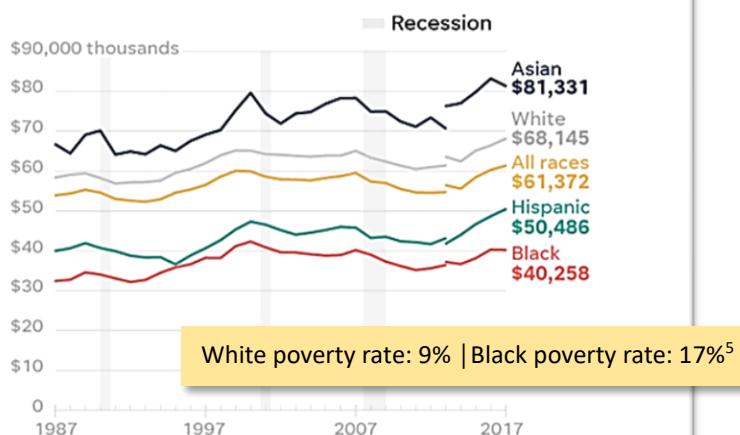
Black workers are twice as likely to be unemployed as white workers at almost every education level

Unemployment rates by race and education, 2019



Source: Authors' analysis of Current Population Survey basic monthly microdata from the U.S. Census Bureau

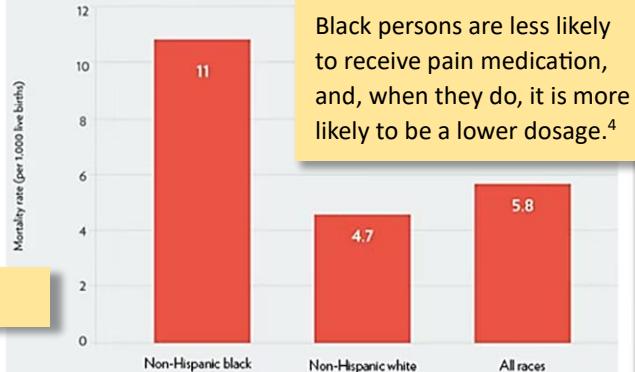
Black median household income trails other races



NOTE Median household income data in 2017 dollars. Break in trend lines reflect the change in the income question for 2013
SOURCE Census Bureau

14% of the population of the United States is Black, but almost 40% of the prison population is Black (Bureau of Justice).³

INFANT MORTALITY RATE



Source: "Infant Mortality and African Americans," U.S. Department of Health and Human Services, Office of Minority Health, <https://minorityhealth.hhs.gov/omh/browse.aspx?lvl=4&lvlid=23>.

1: <https://edtrust.org/press-release/school-districts-that-serve-students-of-color-receive-significantly-less-funding/>; 2: <https://www.nber.org/papers/w29053>; 3, 4: <https://www.usatoday.com/in-depth/news/2020/06/18/12-charts-racial-disparities-persist-across-health-health-and-beyond/3201129001/>; 5: <https://federalsafetynet.com/poverty-statistics/>; Other: <https://www.pewresearch.org/short-reads/2021/08/02/as-national-eviction-ban-expires-a-look-at-who-rents-and-who-owns-in-the-u-s/>; <https://home.treasury.gov/news/featured-stories/racial-differences-economic-security-racial-wealth-gap>; <https://edtrust.org/press-release/school-districts-that-serve-students-of-color-receive-significantly-less-funding/>; <https://www.epi.org/publication/labor-day-2019-racial-disparities-in-employment/>

News & Updates



S.M.A.R.T Series

First Tuesday of every month @ 3:00-4:30 p.m.
NICC Town Clock Center

The Dubuque Area Chamber and the Fountain of Youth are introducing

the S.M.A.R.T Series (Strengthening Multi-Cultural Awareness with Real Talk). This is a new program aimed at empowering business through Diversity, Equity, and Inclusion. The cost is \$40 per session.

She Unites

March 20 @ 6:30-7:30 p.m.
Innovation Lab



She Unites empowers women through engagement, conversation, and supporting causes that matter. Their March speaker will be Jenni Petersen-Brant who will be speaking on the topic *"Where Civic Engagement, Community building, and Creativity Intersect: An Introduction to creating Change through Creativity."*

Brain Health Conversation with Maria Araeipour

March 22 @ 5:30-6:30 p.m.
River Lights Bookstore

To honor her son, Maria Araeipour published his book, *Colors*, posthumously to help shed light on brain health. Come and join the conversation about the importance and impact of brain health.



Documentary:

[The Right to Read](#)
March 21 @ 6-7:00 p.m.
Carnegie-Stout Public Library

The documentary *The Right to Read* follows an activist, a teacher, and two families as they struggle to fight against the national trend of low reading proficiency among today's youth.

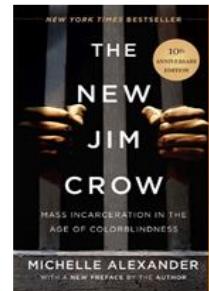
1st Friday Gallery Opening Night: Women's Work

March 1 @ 6:00-8:00 p.m.
Planted

Throughout history, decorative and domestic handicraft methods of making, such as quilting, embroidery, and weaving, have been regarded as "women's work." As such, these objects were not considered part of the fine art sphere for much of history. This show aims to highlight these artists and their contributions.

2024 Black History and Reading Challenge

March 24 @ 3:00-4:00 p.m.
Carnegie-Stout Public Library



March's discussion will be on the book, [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#). The book discusses the racial prejudice in our criminal justice system where Black men are disproportionately incarcerated versus white people. Copies are available for purchase at River Lights Bookstore.



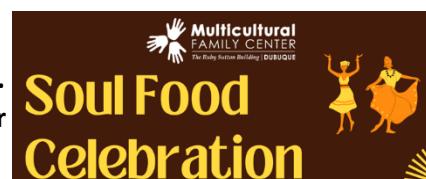
Gender Affirming Clothing Pop-Up

March 24 @ 12-5:00 pm
Smokestack (2nd level)

This event offers a safe space, free from judgement, for transgender, non-binary, and LGBTQ+ persons to have access to free clothing. The event is hosted by the alternative salon, [Ritual Beauty](#), who will be doing makeup tutorials as well as custom binder fittings. New Moon Counseling Alliance will also be on hand with a community resource table.

Soul Food Celebration

March 9 @ 11:00-1:00 p.m.
Multicultural Family Center



Come and learn about the history and culture of American soul food. The program includes samples as well as a cooking demonstration by Frannie's Barbeque. This is a free event. Registration is required and space is limited.