



DIVERSITY in DUBUQUE



July 2024

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

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Holidays & Celebrations

July 8 – Al Hijra / Muharram

[Al-Hijra](#) is not only a celebration of the Islamic calendar's New Year, but also a celebration of the establishment of the first ever Islamic community. This day commemorates the journey Muhammed (peace be upon Him) made from Mecca to Medina as He fled persecution. It was in Medina that He established the first Islamic community. Al-Hijra is not a religious holiday; it is a day of cultural celebration. However, some Muslims may attend prayer sessions.

July 9 – Martyrdom of the Bab

This day serves as a commemoration of the execution and [martyrdom](#) of one of the Baha'i faith's main founders and prophets, the Bab. The day is celebrated with prayers, scripture, and religious gatherings.

July 14 – International Non-Binary People's Day

Some people don't fit neatly into the defined box of male or female. They may feel a blending of the two or they may feel they are a gender of something different from either. [Non-binary](#) people have been recognized for centuries throughout many different cultures. Use this day to educate yourself and support the non-binary community. Remember, you don't have to understand what it means for someone to be non-binary to respect and accept them.

July 16-17 Ashura

[Ashura](#) is a day of celebration for Sunni Muslims to commemorate the day God delivered the Israelites and Moses parted the Red Sea. It is celebrated with fasting, special prayers, and gatherings with family and friends. For Shia Muslims it is a solemn day of mourning which commemorates the martyrdom of Prophet Muhammad's grandson, Imam Hussein. Shia Muslims hold processions, mourning rituals, and passion plays. Some Shia men emulate the suffering of Hussein by whipping themselves, however this practice is discouraged.

(top): David Stanley/Flickr; (bottom): Alvaro/Adobe Stock

Disability Pride Month



Persons with disabilities are often lumped into one group and labeled as simply “disabled”. However, just as there are a wide variety of different disabilities, each individual experiences their disability in a unique way.

A disability is a physical or mental condition that makes it more difficult for a person to perform certain functions or to interact with others. It can appear in many different forms such as vision, hearing, or limited mobility issues. However, there are many hidden disabilities that often get overlooked, including PTSD, chronic illness, mental health, and intellectual and communication disabilities.



Historically, the medical world has viewed disabled persons as needing to be cured and therefore labeled them as “wrong”. This belief has bled into society’s view of disability as well. When you assign someone as being “wrong” it implies you also have someone assigned as being “right”. This way of thinking breeds inequality and bias. There is nothing “wrong” with a disabled person, they are simply different, in the same way that we are all different in our cultures, physical features, gender, age, and everything else that makes us unique human beings.



Prejudice against persons with disabilities is called ableism. It swims in the murky pool of other “isms” that include racism, ageism, classism, and sexism. These isms are rooted in the belief that one person is superior to another based on specific qualities such as their race, age, class, sex, or in this case, their abilities or disabilities.

Ableism can appear in many different explicit forms. This might include using a person’s wheelchair as a hand or footrest, wearing heavily scented products in enclosed places, speaking to a person with a disability as if they are a child or directing comments to

companions of the disabled person as if they don’t have a voice of their own, using slurs or offensive language like “cripple,” questioning the severity of a person’s disability or questioning whether a hidden disability is a “real” disability.

More implicit biases can be even harder to address and change because we are often not even aware of them. Some examples might include believing that persons who are bipolar are dangerous and violent; assuming all autistic people are cold and unfeeling in their interactions with others; resenting disabled persons for “unearned favors” such as good parking spaces and discounts.

Here are just a few ways to fight the sting of ableism:

- If someone tells you they have a disability, believe them. Don’t accuse them of “faking” a disability.
- Don’t pity a person with a disability. Do you like to be pitied? Of course not.
- Don’t praise persons with disabilities as heroes. They are living their normal lives just like all of us.
- Learn about how to be a disability ally and talk about it your children.

Having a disability is more than a medical diagnosis; it is a personal journey for each individual; it is part of their lived experience and just another aspect of what makes them unique in this world just as we are all unique.

Society and our experiences in life may have programmed us to have biases about disabled persons, but the good news is these thoughts don’t have to be permanent residents in our brains. When ableist thoughts pop up, make a conscious effort to fight against them. Only you can choose what to think and believe. Choose compassion, understanding, and acceptance of others.

Photo Credits (top to bottom): US Department of Veterans Affairs/Flickr; Michael Swan/Flickr; PTR/Flickr

Culture Creators

Acceptance of Others

Acceptance is the willingness to accept people with tolerance and understanding while acknowledging their right to be their own unique person. It's natural that we would have different views, beliefs, and values from others, however just as you want to be accepted by others for who you are, they too want to be accepted by you.

"Accepting others' differences is the first step towards building a more inclusive and compassionate world." Dalai Lama



Accept and respect other people's similarities and differences. You don't have to agree with other people's beliefs, values or actions; just accept them for who they are.



Focus on the positive instead of negatively judging others. Find something positive about each interaction and learn from it.



Remember, recite, and repeat:
It's not personal!
It's not personal!
It's not personal!



Recognize your own fears and let go of your anger. Our mistrust of others is based in fear which can dip into our prejudices. Conquer your unprocessed fears.



Choose empathy and put yourself in their shoes. Try to get out of your own headspace and see things from their perspective.



Release your need to control. Remember, the only person you can control is yourself. You cannot control the beliefs, actions, habits or personalities of others.

"Acceptance is a choice we can make every day to find freedom from the burden of judgments."

~ Gabrielle Bernstein

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."

~ Audre Lorde

(clockwise from top right): Sohaib-al-Kaharsa/Unsplash; Prince Akachi/Unsplash; Jorge Gonzalez/Flickr; Clay Banks/Unsplash; Leticia Salas/Flickr; Brett Morrison/Flickr; Jose G. Ortega Castro/Unsplash

News & Updates

Culture in America, Culture in Dubuque

Dubuque Jaycees & Radio

Dubuque Fireworks & Air Show

July 3 @ Times vary

AY McDonald Park

This year's fireworks display, and air demonstration are dedicated to the men and women of the armed forces as well as our local heroes, our firefighters, EMS personnel, and police. Look on the Radio Dubuque website for the full schedule so you don't miss out on this annual Dubuque event.



Audrey Hammer 4th of July Ice Cream Social

July 4 @ 11 a.m. – 4 p.m.

Mathias Ham Historic Site

Celebrate American independence the way our forefathers would have

Wanted, with live music, games, and of course, ice cream!



Dubuque County Fair

July 23-28

Dubuque County Fairgrounds

The fair is more than just concerts, rides, funnel cakes, and tractor pulls; it is woven into the fabric of American culture. Nothing says summer in Iowa like the county fair.

AirPower History Tour

July 26-28 @ 9 a.m.-5 p.m.

Dubuque Regional Airport

Experience the sights, sounds, and stories of World

War II aviation. Visitors will be able to view all aircraft up close, purchase rides (in advance) and tour the B-29 cockpit. Also be sure to check out the Captain Robert L. Martin display in the Captain Martin terminal exploring the heroics of this native Dubuquer and his service as a Tuskegee Airman during WWII. Prices vary.



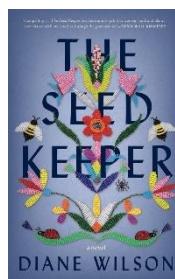
Shalom 2nd Annual Wellness Fair

July 13 @ 10 a.m. – 2 p.m.

Shalom Spirituality Center



Visit with local community vendors specializing in all facets of wellness, including physical, mental, emotional, spiritual, and environmental factors. Learn about the practices, tools, and resources they offer to promote, improve, and maintain your overall wellbeing.



Reading Roundtable Adult Book Discussion

The Seed Keeper by Diane Wilson

July 8 @ 6 p.m. – 7 p.m.

Carnegie-Stout Public Library

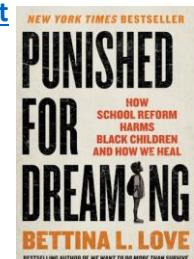
This haunting novel spans several generations as it follows a Dakota family's struggle to preserve their way of life, and the sacrifices they encounter to protect what matters most.

Black History and Reading Challenge Event

Punished for Dreaming by Bettina L. Love

July 28 @ 3 p.m. – 4 p.m.

Carnegie-Stout Public Library



This book looks at four decades of educational reform through the lens of the people who lived it and lays bare the devastating effect on Black Americans caught in the intersection of economic gain and racist ideology.



S.M.A.R.T. Series

July 9 @ 3 p.m. – 4:30 p.m.

NICC Town Clock Center

Each month the S.M.A.R.T. Series continues to empower people and businesses with discussion on diversity, equity and inclusion.

July's session will be on how to have difficult conversations in the workplace. Cost starts at \$20.

"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color." — Maya Angelou

(fireworks): Arthur Chauvineau/Unsplash; (girl): Chicago's North shore Conventions & Visitors Bureau/Flickr; (fair): Thomascarnival/Flickr; (airplane): AirPower History Tour; (Captain Martin): Dubuque Regional Airport