

DIVERSITY in DUBUQUE

March 2025

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

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Lent (ends April 17)

March 13

Purim

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Holi

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Spring Equinox

March 21

Intl. Day for the Elimination
of Racial Discrimination

March 29

Eid al-Fitr

Women's History Month

There has been talk recently about whether the United States should have celebration months, such as March's Women's History Month. Some people argue that having celebration months causes division and focuses too much on the past, instead of current issues facing the groups being celebrated. However, having celebration months highlights the lived experiences of a particular group. Experiences that may have been left out of the history books or have been downplayed in their importance. National celebration months can be an opportunity to educate, provide recognition and affirmation, and it can be a source of awareness and a call to action. Women's history month is no different.

Throughout history, women have significantly contributed to the advancement of science, politics, literature, and social movements. Traditional history books have focused primarily on the achievements of men. Having the opportunity to highlight the achievements of women is a small way of correcting this historical oversight.

Women have played in equal role in society but with less than equal recognition. Most people have heard of Marie Curie and her work on radioactivity, but lesser heard names offer equal importance. Tu Youyou discovered a life-saving treatment for malaria which has saved millions of lives. Indira Gandhi was known as

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Dr. Jane Goodall
Primatologist, Activist



Malala Yousafzai
Activist, Nobel Laureate



Angela Davis
Political Activist, Author

Women's History Month

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the most powerful woman in the world during her tenure as the prime minister of India. Claudette Colvin was the first to defy segregation laws on a bus, nine months before Rosa Parks. Hedy Lamarr was not only a film star, but also a scientist. Her inventions eventually led to the development of Wi-Fi and Bluetooth. The list of accomplished women can be never ending, but what of the struggles of women today?

Women face many barriers today. While women's equality has come a long way over the years, there are still hurdles to face. On average, women earn 82% of what men earn.¹ It's even less for Black women who earn 70% as much as a white man and Hispanic women who earn only 65% as much as white men.¹ Unequal pay affects a woman's lifetime earnings and how much they are able to save for retirement.

Part of the reason for unequal pay is women's unequal presence in leadership roles. In 2023, women CEOs were found in top executive positions only 10.4% of the time at Fortune 500 companies.² Other career limiting opportunities include sexual discrimination as part of toxic work environments. Women's health issues can also affect them in the workplace.

Pregnancy discrimination and bias against working mothers can lead to fewer opportunities for advancement. Medical plans that limit access to contraception and maternal healthcare can be restrictive. The stigma of other reproductive health problems faced by women can include sometimes debilitating menstrual pain which can lead to missed work

or missed school. Also, missed days of work or school can be caused by period poverty, where women and girls are unable to afford menstrual products.

Women tend to be judged more harshly than men for their choices. Women have unrealistic beauty standards which can lead to poor body image, self-loathing, depression, eating disorders and self-harming behavior. They face different pressures than men which often revolve around juggling work and family responsibilities. These pressures felt by women in the workplace are of course also felt by women in politics and media.

The voices of women in politics are heard far too infrequently. Only 26% of the U.S. Senate is made up of women; the U.S. House fared only slightly better at 28.7%; and out of 50 state governors, only 12 of them are women.³ Without women's voices at the table helping to make laws and regulations, we lose out on their valuable experiences and viewpoints.

Women play a crucial role in society. They contribute to the economy by starting businesses, increasing household incomes, and reducing poverty. This leads to stronger, more resilient communities. Empowered women help to build safer communities. When their voices are heard, they address issues like domestic violence, gender-based discrimination and social inequality. This leads to lower crime rates and improved community well-being.

Women's voices matter; women's history month matters; all celebration months matter.

¹<https://www.pewresearch.org/social-trends/2023/03/01/the-enduring-grip-of-the-gender-pay-gap/>; ²<https://fortune.com/2023/06/05/fortune-500-companies-2023-women-10-percent/>; ³<https://cawp.rutgers.edu/facts/current-numbers/women-elective-office-2025>; photos (page 1): Simon Fraser University/Flickr, Presidencia de la República Mexicana/Flickr, Berkeley Center for New Media/Flickr, (page 2): Bengt Nyman; Jeff Bedford/Flickr; Stefan Muller/Flickr; Supreme Court of the United States



Tu Youyou
Chemist



Indra Nooyi
Former CEO
PepsiCo



Greta Thunberg
Activist



**Ruth Bader
Ginsburg**
Supreme Court
Justice

A Note from the Office of Equity & Human Rights

Each year, the Office of Equity & Human Rights awards two Dubuque Equitable Community Grants, the goal of which is to provide funding to assist non-profits, businesses, clubs, organizations, and groups of passionate residents in implementing their ideas to make Dubuque a more equitable place to live and to support community leadership in alignment with at least one of the City of Dubuque's Five-Year Goals. This year we had a record 20 organizations apply!

We are excited to announce that this year's grant recipients are Afriwell Hub Inc., and the Dubuque Visiting Nurse Association (VNA).



Afriwell Hub, Inc. will use the grant to fund the African Vibes event. This inaugural event will celebrate African culture, promote cultural exchange, and empower African creatives through music, storytelling, dance, and food. This event will foster inclusivity, and strengthen community cohesion while empowering skilled African immigrants and enriching the Dubuque community through an immersive and engaging cultural experience



The grant awarded to the Visiting Nurse Association's Maternal Health program will be used to provide educational materials, portable Pack 'n Play cribs, and sleep sacks to a diverse population of Marshallese and Hispanic families to improve safe sleep and play for infants with the intention of reducing the risk of SIDS. The VNA Maternal Health Program strives to educate community members on the best practice to provide safe environments for children.

Congratulations to the recipients!

Cultural Events Happening in the Tri-States

[First Friday](#) is a free downtown monthly community arts event with open galleries, artists' studios, and live entertainment. Events are held on March 7.

Andrew Raeside – Planted @ 6 – 8 PM

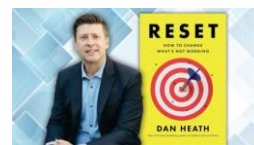
Andonia Giannakourous Studio @ 5 – 8:30 PM

Simple Company – Carnegie-Stout Public Library @ 6 – 7 PM

Carnegie-Stout Library Virtual Author Talks

Each month, a selection of authors discuss their books and expert topics. These events are virtual and live; however, recordings of the talks will be archived for later viewing. [Registration on the library website is required.](#)

Power of Reset and How to Change What's Not Working with Dan Heath
March 12 @ 1 – 2 PM



How Women's Liberation Transformed America with Clara Bingham
March 20 @ 1 – 2 PM



Dreams We Chase with Jennifer Weiner
March 26 @ 6 – 7 PM



Volunteer Opportunity of the Month

[Grant Reviewers for Arts & Cultural Affairs](#)

As a grant reviewer, you'll provide guidance to the Arts and Culture Affairs Advisory Commission in helping to ensure that funds are directed to organizations and programs that are driving the cultivation of diverse and accessible arts and culture opportunities in the community. No previous grant experience is necessary. volunteerdubq.com.

Cultural Events Happening in the Tri-States

Broad Ideas

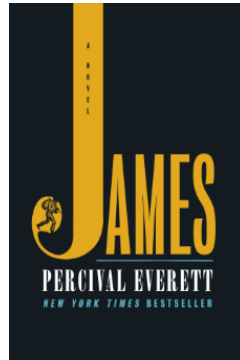
March 1 – 30, @ times vary
Galena Center for the Arts

Broad Ideas is a community arts show committed to inclusion by dismantling patriarchy and misogyny through the telling of our stories. The show will be on display at the Galena Center for the Arts on March 1–30 with various events in between.

Book Discussion: “James” by Percival Everett

March 10 @ 6 – 7 PM
Carnegie-Stout Public Library

Extending beyond Mark Twain’s classic “Huck Finn,” Everett explores Jim’s intelligence and compassion shown in a radically new light.



Distinctively Dubuque

Wednesday's March 12-April 19 @ 5:30 – 8:30 PM
Locations vary

Distinctively Dubuque is a free, five-night interactive course designed to connect newcomers with one another and their new hometown. Led by high-energy presenters with in-depth knowledge of the Greater Dubuque region, each Distinctively Dubuque night takes place at a different venue, covering topics including local government, arts, recreation, volunteerism, and more. (Registration required)

Fundraiser for Nathaniel Morgan Memorial
March 15 @ 5:30 – 8:30 PM
Voices Studio

The Dubuque Museum of Art is hosting an art auction to raise funds for the construction of a memorial to honor Nathaniel Morgan, a free Black man living in Dubuque during the 1830s who was brutally lynched.

American Son

March 21 – 23 & 28, 29
@ times vary
Bijou Room, Five Flags Center

An estranged, married biracial (black and white) couple confront their feelings about race and bias. A Talk Back with cast and directors follow the March 21st and March 28th performances. (cost \$20)



Lessons of the Holocaust

March 22 @ 2 – 3:30 PM
Carnegie-Stout Public Library

During his presentation, educator Brad Wilkening will use historical accounts and survivors' stories to show why the genocide of World War II is more relevant than ever, and how this terrible period in human history should be used to build a more compassionate and kinder world today.

2025 Black History and Reading Challenge, "Stamped from the Beginning: The Definitive History of Racist Ideas in America" by Ibram X. Kendi

March 30 @ 3 – 4 PM
Carnegie-Stout Public Library

The National Book Award winning history of how racist ideas were created, spread, and deeply rooted in American society. In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-black racist ideas and their staggering power over the course of American history.

