

**CITY OF DUBUQUE, IOWA
CITY COUNCIL PROCEEDINGS
SPECIAL SESSION**

The Dubuque City Council met in special session at 6:00 p.m. on December 12, 2016 in the Historic Federal Building, 350 W. 6th Street.

Present: Mayor Buol; Council Members Connors, Del Toro, Jones, Lynch, Rios; City Manager Van Milligen, City Attorney Brumwell. (Council Member Rios left the meeting from 6:15 p.m. to 6:25 p.m.)

Absent: Council Member Resnick

Mayor Buol read the call and stated this is a special session of the City Council called for the purpose of conducting a work session on Inclusive Dubuque and a closed session on pending litigation and real estate transfer negotiations.

**WORK SESSION
Inclusive Dubuque Quarterly Update**

Eric Dregne, VP of Strategic Initiatives for the Community Foundation of Greater Dubuque, introduced the work session agenda. Mr. Dregne and other Inclusive Dubuque Network partners Marty Fiesler of IBM; Suzie Stroud of Clarke University, Mark Burns, Washington Middle School Principal; Linda Zillig, Washington Middle School Teacher/Leader; David Schmitz, Director of the Dubuque Museum of Art; and Kelly Larson, City of Dubuque Human Rights Director presented the quarterly report. Topics included:

- Introduction to the Inclusive Dubuque Network
- Dubuque by the numbers: population by race/ethnicity; median household income; percent in poverty
- Race/ethnicity growth by 2025
- Community Foundation initiatives: academic achievement, equity and inclusion, economic opportunity
- Inclusive Dubuque: mission statement and definitions of diversity, equity, and inclusion
- Inclusive Dubuque Network: sector groups and peer learning; partners and purpose
- Inclusive Dubuque organizing structure; operating principles; network history 2012-2016
- Quarter's Accomplishments:
 - Network Impact Council developed an Incident Response Plan,
 - Peer Learning Council developed an equity education plan,
 - Equity tools were released to sector groups: conversation starters, messaging manual, self-assessment, education/training, network action plan

- Network at Work:
 - Facing Diversity: Marshallese Stories, diversity through the telling of one's story
 - Moxie Squad – Student-led Intercultural Competency training
 - Arts and Culture: Mission moment and cultural snapshots
 - Partnering with the City of Dubuque Human Rights Department: data collection, facilitation and employee recruitment

Mayor Buol provided closing remarks and thanked the presenters.

CLOSED SESSION

Motion by Jones to convene in closed session at 6:50 p.m. to discuss pending litigation and real estate transfer negotiations pursuant to Chapter 21.5(1)(c), -(j) Code of Iowa. Seconded by Connors. Mayor Buol stated for the record that the attorneys who will consult with City Council on the issues to be discussed in the closed session are City Attorney Crenna Brumwell and Assistant City Attorney Maureen Quann. Motion carried 6-0.

Upon motion, the City Council reconvened in open session at 7:35 p.m. stating that staff had been given proper direction.

There being no further business, upon motion the City Council adjourned at 7:36 p.m.

/s/Kevin S. Firnstahl, CMC
City Clerk