

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

The Dubuque City Council met in special session at 6:00 p.m. on April 30, 2018 in the Historic Federal Building, 350 W. 6<sup>th</sup> Street.

Present: Mayor Buol; Council Members Del Toro, Jones, Larson, Resnick, Rios, Shaw; City Manager Van Milligen, City Attorney Brumwell

Mayor Buol read the call and stated this is a special session of the City Council called for the purpose of conducting the Inclusive Dubuque quarterly work session.

**WORK SESSION  
Inclusive Dubuque Quarterly Work Session.**

Inclusive Dubuque Coordinator Katrina Neely Farren-Eller introduced the work session and presenting partners: Kate Zanger and Rachel Daak of Clarke University, Mae Hingtgen of Dubuque Community Schools, Taylor Cummings of Travel Dubuque, John Klosterman and Candace Eudaley of the City of Dubuque. Topics included:

- Why/purpose of the Inclusive Dubuque network
- Funding partners
- Three Levels of Network Educational Goals and Strategies
  - ❖ Individual level, institutional level, structural level;
  - ❖ Network partners working at the individual and institutional levels;
- Clarke University Diversity, Equity and Inclusion Committee
  - ❖ Professional development;
  - ❖ Goals;
  - ❖ Network Engagement examples;
- Dubuque Community Schools
  - ❖ Building equity in schools;
  - ❖ Equity Committee;
  - ❖ Planning;
- Travel Dubuque
  - ❖ Mission/Vision;
  - ❖ Enhance traveler & community experience;
  - ❖ Inclusive travel guide and language translations;
  - ❖ Expand customer service: current and next steps;
  - ❖ Develop a positive internal structure: current and next steps;
- Equity in City Services
  - ❖ Background and examples of primary impacts;
  - ❖ Project prioritization; benefits, proportionate/disproportionate project locations;
  - ❖ Public Works/Transit software resource for overlay with Title VI demographics.

The presenters responded to questions from the City Council regarding the exclusion of alley ways from the street review, defining “micro-aggression;” mentorship program training; measurements of success, surveys and Equity Reports; I’m a Dubuquer discussions, support and criticisms; DCSD Equity Committee representation; and including fragrance-sensitive persons. Ms. Farren-Eller recommended that the whole of the City Council consider equity training.

There being no further business, upon motion the City Council adjourned at 6:58 p.m.

/s/Kevin S. Firnstahl, CMC  
City Clerk

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