

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

The Dubuque City Council met in special session at 6:00 p.m. on September 9, 2019 in the second-floor Council Chambers of the Historic Federal Building, 350 W. 6<sup>th</sup> Street.

Present: Mayor Buol; Council Members Del Toro (Joined at 6:04 p.m.), Jones, 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 a work session on the Inclusive Dubuque Quarterly Report

**WORK SESSION  
Inclusive Dubuque Quarterly Report**

Collin Eboh, Equity Coordinator for the Community Foundation of Greater Dubuque, 700 Locust Street, introduced the work session and the other presenters: Paul Duster, Angie Brandel, Geri Shafer and Kelly Larson. Topic included:

- Description of 3 impact areas: Academic achievement, equity and inclusion, economic development
- Barriers to success: Poverty (Project HOPE) with focus on race and equity (Inclusive Dubuque)
- Network Partner meeting update
- Website update: Resources, events, network partner updates
- Advancing equity report
- Best practices in diversity, equity and inclusion training series
- Business Leader Equity Cohort Goals
  - Foster an inclusive workplace that supports recruitment and retention
    - Strengthen partnership with education
    - Expand to address community, systemic-level issues
- Master in Management Organizational Diversity and Inclusion Leadership
- Arts & Culture Sector Group
  - Dubuque's equity profile
  - Master Plan for Arts and Culture Task Force
  - Mission: Accessibility, equity and inclusion
    - Input, guidance, professional development
  - Fountain of Youth Event (September 14, 2019, Dubuque)
- Vision Statement
- Race in the Heartland Conference and schedule (October 18-19, 2019, Dubuque hosting). [www.raceintheheartland.org](http://www.raceintheheartland.org)

The presenters responded to questions from the City Council following the presentation.

There being no further business, upon motion the City Council adjourned at 6:30 p.m.

/s/Kevin S. Firnstahl, CMC  
City Clerk

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