

TO: Mike Van Milligan, City Manager
FROM: Kelly Larson, Human Rights Department Director
DATE: April 12, 2016
RE: Inclusive Dubuque Quarterly Work Session

A work session has been scheduled for the evening of April 18, 2016, for the purpose of providing an Inclusive Dubuque quarterly update to the Council. This memo provides a written background of Inclusive Dubuque accomplishments as a supplement to the Monday evening presentation.

Background

Launched in 2013, Inclusive Dubuque is a local network of leaders from faith, labor, education, business, nonprofit, and government committed to a common cause: a community where all people feel respected, valued, and engaged. The network began informally in early 2012 with less than a dozen community organizations and businesses beginning a conversation about the need for a collaborative effort around inclusion and equity in Dubuque. Today, the network consists of over 50 organizations and individual community members. Partners gather monthly to share their perspectives on diversity, equity, and inclusion in Dubuque, to learn from one another, and to connect with each other on projects. The network also works to identify opportunities through data collection and dialogue, and to take action on those opportunities.

The Inclusive Dubuque vision is to have a community where people feel respected, valued, and engaged. Partners are committed to supporting an equitable and inclusive culture to meet the economic and cultural needs of our diverse community. As a network, Inclusive Dubuque organizes people around the vision, identifies opportunities, and takes action to move us closer to our vision.

Inclusive Dubuque strives to operate using the concept of collective impact. Partners within the network come together around a common agenda, identify a set of shared measures, continuously communicate with one another, identify a backbone organization to keep everyone organized, and then each contribute what they do best in the form of mutually reinforcing activities designed to move the needle on the shared measures.

Inclusive Dubuque Network – Accomplishments this Quarter:

One of the first major projects undertaken by Inclusive Dubuque over the past year has been the development of an equity profile - an extensive process to discover how diverse groups are affected by various systems in our community that impact economic wellbeing, housing, education, health, safe neighborhoods, transportation, and arts & culture.

The process of developing a community equity profile included numerous components and spanned February through October 2015. While a portion of the process involved gathering readily available quantitative data from sources such as the U.S. Census, we intentionally supplemented this with community surveys, community dialogue sessions, and facilitator training. Inclusive Dubuque also implemented a thorough marketing & communication plan. The surveys, dialogue sessions, facilitator training, and associated marketing have served a purpose beyond data collected, as they have helped to catalyze a larger community conversation about equity issues that extends beyond those of us working in a professional capacity. The hope is that this will encourage ongoing input and actions by community members.

Working groups have been established around each of the core areas of the equity profile: economic wellbeing, housing, health, education, neighborhood safety, Arts & Culture, and transportation. Over 90 community members are participating in these groups. In November and December, the Government Alliance on Race and Equity, the Campaign for Grade Level Reading, and the City of Dubuque partnered to bring Dan Duncan with the Results Leadership Group to Dubuque to work with City and community partners to begin applying results based accountability thinking to equity profile action planning efforts. Since that time, each working group has applied Results Based Accountability (RBA) to identify a community-wide result (or outcome) for their focus area and key indicators that can assist us in tracking our progress over time. Dan Duncan will be returning to Dubuque on April 28 and 29 to continue working with the network partners. Detailed information on working group progress is available on-line at <http://inclusivedbq.org/working-groups/>. A brief update also will be provided at the work session.

City as a Network Partner – Accomplishments this Quarter:

Intentional efforts have been made inside the organization to engage City staff in the Inclusive Dubuque efforts as well. The monthly newsletters, snapshots, and weekly e-mails to network partners are shared throughout City departments, and several City staff are serving on Inclusive Dubuque Working groups.

A core team of staff from within the City organization has developed a template for department level equity plans and is in the process of developing proposed outcomes, indicators, and performance measures that can be used by departments to develop strategies and track their progress. The indicators and performance measures being proposed include disaggregating data by race, as data collected during the equity profile

and concerns raised by the Voluntary Compliance Agreement demonstrate the need for a targeted focus on race at the current time. Departments are being encouraged to develop equity plans around three goals: 1) advancing racial equity by recruiting and retaining a diverse workforce within their departments; 2) advancing racial equity by ensuring their department's services are delivered in equitable ways; and 3) advancing racial equity by partnering with others to impact priorities identified by Inclusive Dubuque.

In March of this year, the National League of Cities awarded a first-place award to the City of Dubuque as part of the 2016 National League of Cities (NLC) City Cultural Diversity Awards. The City of Dubuque was recognized for the role City Council and staff played in supporting Inclusive Dubuque through significant leadership and financial support, and successful efforts to engage a diverse group of staff and residents in the initiative.

Actions by Other Network Partners

Each network partner determines how they can contribute to the Inclusive Dubuque vision by "doing what they do best." A few examples of early actions of other network partners will be provided by those partners as part of the work session presentation.

Action Requested

This memo is background for the work session on April 18 and is being provided for your information. No action is requested.

cc: Eric Dregne, Vice President of Strategic Initiatives, Community Foundation
Katrina Ferren-Eller, Inclusive Dubuque Coordinator, Community Foundation