

TO: Mike Van Milligan, City Manager
FROM: Kelly Larson, Human Rights Department Director
DATE: August 5, 2016
RE: Inclusive Dubuque Quarterly Update

This memo provides a written background of Inclusive Dubuque accomplishments since April 2016, and serves as a supplement to a presentation that will be offered by Inclusive Dubuque network partners at the August 15 City Council meeting.

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 60 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.

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 Clear Impact (formerly 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.

Inclusive Dubuque Network – Accomplishments this Quarter:

Seven sector groups, a Peer Learning Council, a Network Impact Council, and the full Inclusive Dubuque Network continued to meet once per month to refine the strategic focus for each group and identify shared performance measures for that focus using Results Based Accountability. Short term efforts across groups will focus heavily on education, training, and tools to establish a foundation for the long term work of advancing equity and opportunity.

All groups will apply an equity lens to the work in their sector and will be disaggregating data in order to do so. In addition:

- The Peer Learning Council is developing a two to five year plan consisting of two focus areas: 1) learning opportunities for Network Partners and Sector Groups and 2) learning opportunities for the community at large. Opportunities with sector groups will focus on adopting and rolling out equity tools by sector and providing different levels of tools and support based on the needs of the sector group. Opportunities with the community will focus on community conversations around the video “Race: the Power of an Illusion.”

- The Arts & Culture Sector Group gathered ideas at Juneteenth regarding gaps in arts programming in Dubuque and is also looking at ways to use the arts to support the work of the other sector groups. They have discussed adopting an equity toolkit at venues, tracking demographic participation, and taking steps to determine how welcoming the arts scene is in Dubuque.
- The Housing Sector Group is narrowing in on developing financial literacy and increasing the availability of quality, affordable housing throughout neighborhoods, which includes increasing availability of units that accept Housing Choice Vouchers and decreasing the number of units with housing quality problems.
- The Education Sector Group is focusing in on graduation rate and educational attainment. They have also discussed improving staff/student relations, developing intercultural skills of staff, increasing parent engagement, increasing engagement and participation in education opportunities, improving home access to learning resources, and increasing the use of representative course materials.
- The Health Sector Group is sharing information and resources in ways that help them to collaboratively address barriers to healthcare access, and is beginning to discuss developing a comprehensive mental health plan as a focus area. They have also discussed decreasing the obesity rate, lowering smoking rates, increasing availability and affordability of fresh healthy foods.
- The Safe Neighborhoods Sector Group has identified many options and is beginning to focus in on perceptions of neighborhoods. They have also discussed door to door neighborhood engagement and measuring the number of residents who know their neighbors in the Jackson Park neighborhood.
- The Economic Wellbeing Sector Group has not yet determined one strategic focus area. Two discussions that continue to arise include supporting small, women and minority owned businesses and supporting ex-offender re-entry initiatives.
- The Transportation Sector Group has only had one meeting and recognizes that transportation is likely to be crucial to the work of many of the other sector groups.

Detailed information on working group progress is available on-line at <http://inclusivedbq.org/working-groups/>.

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. 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. In addition,

- The Equity Core Team continued to meet monthly, finalizing goal areas and performance measures for department equity plans and creating a template for strategic thinking and measuring progress using Results Scorecard. Human Rights staff began gathering data and creating department level scorecards for

the following departments so that each department's equity plans will be data informed: Human Rights Department, Police Department, Housing Department, Planning Department, and Public Works Department.

- Kelly Larson was invited to present on the work of the core team at the regional convening for the Government Alliance on Race & Equity, and the Equity Team's scorecard was used as a model at the National convening for the Government Alliance on Race & Equity.
- Each department contributes to advancing equity and inclusion through the work within their department. Individual Human Rights Department actions have included:
 - Analyzing data from the Rental Property Survey conducted by the Source of Income Working Group
 - Creating materials for dialogue sessions on Source of Income
 - Implementing community based research with the Marshallese community and analyzing results
 - Orienting new Human Rights Commission members and facilitating goal setting
 - Completing the four-day community workshop for leaders integrating intercultural approaches into diversity and inclusion work
 - Visiting with the Iowa Department of Human Rights and Des Moines Human Rights Commission to investigate collaboration opportunities related to advancing equity and inclusion in communities.

Actions by Other Network Partners

Each network partner determines how they can contribute to the Inclusive Dubuque vision by "doing what they do best." Individual Network Partner actions that have occurred over the past several months include:

- The Dubuque Museum of Art introduced DuMA Second Saturdays, a new free, family-focused event combining hand-on art activities that are thoughtfully chosen to demonstrate a culturally and ethnically diverse view of the arts. They also held a multi-day training with museum staff and partners on how adults afflicted by memory loss and their caregivers can connect using works of art.
- The Multicultural Family Center sponsored Road to Success for Teens, working directly with impacted teens and focusing on teen empowerment and employment skills.
- Children of Abraham invited Network Partners to attend the Tri-State Islamic Center groundbreaking in a show of solidarity and support for our Muslim community members.
- Clarke University hosted Implicit Bias Training: Challenges and Implications of Rapidly Changing Demographics.
- Project Concern hosted Changing Minds: Free Community Mental Health Resource Fair.
- Network staff hosted idea exchanges on arts & culture and on mental health.

- When the community experienced a hate/bias incident in April the following network partners took visible community action through public statements: Children of Abraham, City of Dubuque, Clarke University, Community Foundation of Greater Dubuque, Dubuque Area Congregations United, Inclusive Dubuque Network, Loras College, Northeast Iowa Community College, NAACP – Dubuque Branch, University of Dubuque. In addition, Network Member 4 the People, Inc., organized a public Hate Crimes Forum.

Action Requested

This memo is background for the presentation that will be offered to the City Council by Inclusive Dubuque network partners on August 15 and is being provided for your information. No action is requested.

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