

**AGREEMENT
BETWEEN
THE CITY OF DUBUQUE, IOWA
AND
RIVERVIEW CENTER**

THIS AGREEMENT, dated for reference purposes the 5th day of August 2019, by and between the City of Dubuque, Iowa (City) and the Riverview Center (Agency).

WHEREAS, City proposes to provide certain financial assistance to enable Agency to provide public services that meet the identified goals and priorities as identified by the City Council; and

WHEREAS, City has deemed it to be in the public interest to provide financial assistance in the form of a Purchase of Services Grant to be used to maintain existing services through the Sexual Assault Therapy Program.

NOW THEREFORE, the parties hereto agree as follows:

1. Scope of Service

Agency shall make the Program and services available to persons within the City of Dubuque. The Program includes the following activities and services (Program Description):

- Provide free, confidential, trauma-informed, client-centered, year-round mental health and human service intervention services for child and adult survivors of sexual assault and their families.
- Provide a world free of sexual violence through inclusive services and working to end oppression through social change and justice.

Program will further the City of Dubuque Goal: Vibrant Community: Healthy and Safe.

Agency agrees to support the City's efforts to be a viable, livable, and equitable community, and to advance equity and inclusion.

Agency agrees to further City Council goals and priorities are attached hereto as Exhibit B.

2. City Responsibilities

City designates the Community Development Specialist to act as its representative with respect to the work to be performed under this Agreement, and such person shall have authority to transmit instructions, receive information, interpret and define City's policies and provide decisions in a timely manner pertinent to the work covered by this Agreement until Agency has been advised in writing by City that such authority has been revoked.

The City will provide opportunities to demonstrate support for equity and inclusion by inviting the Executive Director of the Agency and any employees working on services covered by this agreement to participate in the following professional development opportunities and supporting activities:

- a. The opportunity to be active and engaged participants in Inclusive Dubuque peer learning opportunities and strategic efforts, Exhibit A;
- b. The opportunity to attend intercultural and equity workshops offered by the City, including workshops that focus on developing an intercultural team with a strategic plan for advancing equity and inclusion within the Agency and through the Agency's work;
- c. Assistance in creating semi-annual status reports that demonstrate the ways in which the Agency's efforts are advancing equity and inclusion; and
- d. Access to the City's equity toolkit.

3. Time of Performance

The term of this Agreement shall be twelve (12) months from the effective date of the agreement. Eligible expenses incurred within the City's 2020 Fiscal Year are authorized for financial reimbursement with approved supporting documentation and reporting.

4. Compensation

City shall pay Agency \$15,760 as compensation for the services provided by Agency, which payment shall constitute full and complete compensation for such services.

5. Audit and Evaluation

Inasmuch as the funds to be provided to Agency by City are public funds, the Agency agrees that it will maintain books of account in accordance with Generally Accepted Accounting Standards together with necessary documentation to support all expenditures. The records of Agency, including payroll accounts and other records of disbursements and receipts, and other records relating to the performance of the activities herein specified, shall be made available for inspection by City or any Certified Public Accountant acting on its behalf, in order to ascertain performance of Agency

under this Agreement. Agency agrees to retain such records for not less than three (3) years.

6. Reporting and Monitoring

Agency shall render to the Community Development Specialist a quarterly report detailing its activities related to the use of City funds provided to Agency. Such report shall include a performance report on the program(s) supported by City funds and a financial report on the use of City funds, which shall be rendered no later than the fifteenth (15th) day of the 4th, 7th, 10th, 13th month from the effective date of Agreement. A written annual equity report shall be submitted within sixty (60) days of Agreement end.

Performance report shall include services relevant to the objective, output, and outcome that furthers identified City Council goal.

If Agency has an annual audit performed, Agency shall provide City a copy of the annual audit report within ninety (90) days of Agency's fiscal year-end.

7. Discrimination

In carrying the services under this Agreement, Agency shall not discriminate against any employee or applicant for employment because of race, creed, color, sex, age, national origin, religion, sexual orientation, gender identity, or disability. Agency shall take affirmative action to ensure that applicants for employment are employed and that employees are treated during employment without regard to race, creed, color, sex, age, national origin, religion, sexual orientation, gender identity, or disability. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Agency assures that all qualified applicants will receive consideration for employment without regard to race, creed, color, sex, age, national origin, religion, sexual orientation, gender identity, or disability.

Agency agrees and will undertake whatever affirmative measures are necessary so that no person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activities funded in whole or in part with any of the funds made available to Agency under the terms of this Agreement because of race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity or disability.

8. Termination of Agreement

If, through any cause, Agency shall fail to fulfill in a timely and proper manner its obligations under this Agreement, or if the Agency shall violate any of the covenants, agreements or stipulations of this Agreement, City shall thereupon have the right to

terminate this Agreement by giving written notice to Corporation of such and specifying the effective date thereof not less than thirty days before the effective date of such termination. If Agency shall fail to cure its default to the satisfaction of City in City's sole discretion within such thirty-day period, this Agreement shall be deemed terminated at the end of such thirty-day period without further action of either party.

Upon termination of this Agreement, Agency shall return to City all unexpended funds and/or any funds utilized for purposes other than stated in the Agreement.

9. Assignability

Agency shall not assign any interest in this Agreement without the prior written approval from of City.

10. Insurance

At the time of execution of this Agreement by Agency, Agency shall provide the City copies of Agency's insurance certificates showing general liability, automobile liability, and workers compensation insurance coverage to the satisfaction of City for the term of this Agreement.

WITNESS:

**CITY OF DUBUQUE, IOWA
50W 13th St
Dubuque, IA 52001**

Kevin Firnstahl, City Clerk

Roy D. Buol, Mayor

**Riverview Center
2600 Dodge Street
Dubuque, IA 52003**

Joey Taylor, Executive Director

INCLUSIVE dubuque
Connecting People • Strengthening Community

Inclusive Dubuque

A local network of community leaders from faith, labor, education and government organizations dedicated to advancing justice and social equity in our community.



**"EQUALITY IS THE IDEA OF EVERYONE GETTING A SHIRT;
EQUITY IS THE NOTION THAT EVERYONE GETS A SHIRT THAT FITS."
– GENE BATISTE**

What is Inclusive Dubuque?

Inclusive Dubuque is a peer-learning network of partners committed to creating an informed, equitable and inclusive community where all people are respected, valued and engaged. The network is comprised of more than 50 organizations across sectors including faith, government, nonprofit, business, education and more. To see a complete listing of organizations, visit www.inclusivedbq.org.

The Inclusive Dubuque network works collaboratively to eliminate bias in our community. While this goal would be difficult for a single organization or individual to achieve, each network member can contribute to an effective outcome by:

- providing data and information to inform decisions
- supporting equity education opportunities
- creating and sharing equity tools

These goals are accomplished by supporting partner-led sector groups and peer-learning opportunities.

Sector Groups

Community and network members lead these groups to address bias within the seven focus areas of the equity profile. Sector groups are supported by a data team and guided by the expertise and lived experience of their members; data to learn and track their progress; and the use of a racial/social equity lens to help guide decision-making.

Peer-Learning

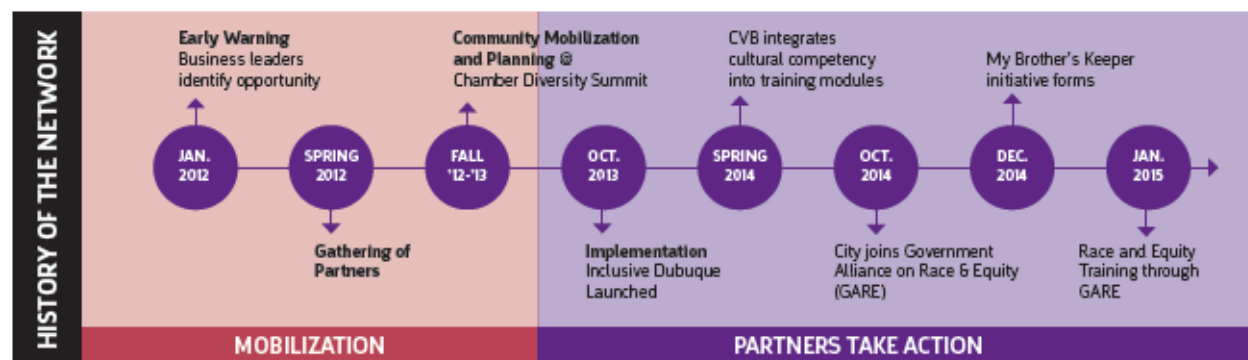
Inclusive Dubuque offers peer-learning opportunities — including education, training and resources — to network partners to improve personal and organizational understanding of all types of bias and promote racial and social equity.

What do **DIVERSITY**, **EQUITY** and **INCLUSION** mean?

DIVERSITY: the unique perspectives and life experiences an individual or group brings to our community

EQUITY: everyone has access to opportunities and the resources they need to thrive

INCLUSION: engaging and supporting diverse needs to ensure all feel welcome



I'm a Dubuquer Campaign

Winner of a 2017-18 Dubuque Silver ADDY Award and a 2018 Dubuque 365 Community Impact Award, the "I'm a Dubuquer" campaign was part of a local partnership between the Network and the Telegraph Herald to redefine a term deeply embedded in the Dubuque community from something used to draw a line between insiders and outsiders into one that welcomes all who call Dubuque home.

Learn more about the campaign at www.imadubuquer.com.

What is an EQUITABLE COMMUNITY?

Communities are equitable when all residents, regardless of their race/ethnicity/nationality, neighborhood of residence, or other characteristic, are able to fully participate in the community's economic and cultural success, and are able to connect with its assets and resources.

Best Practices

Last year, the Network launched "Best Practices in Diversity, Equity and Inclusion," a nine-month, peer-learning work-shop series. Organized by the network's Peer-Learning Council (PLC), the series gives participants the opportunity to learn about and engage in best practices for diversity, equity and inclusion. Sessions took place on a monthly basis and cover such topics as leading organizations through change, meeting organizational goals, communication, and recruitment strategies. The series will wrap up in June with presentations by participants demonstrating how they will apply the skills they have learned to support their organizations' equity and inclusion goals.



The Network at Work

Network and community members have joined partner-led working groups to address new challenges and bring the racial/social equity lens to existing programs and efforts in education, arts and culture and our neighborhoods. These groups work to identify priorities, measurable indicators and partners and programs that can be engaged to affect change.

Why a NETWORK?

No single organization can address systems change to affect complex issues like eliminating racism in a community; educating the community's children; or ensuring a skilled workforce.

A network takes a broad view of community problems, engages all sectors, uses long-term strategies, builds trust and encourages participation in decision-making to achieve systems change.

Sector groups are utilizing a process called Results-Based Accountability in an effort to better understand how we can track our progress. Since December 2015, more than 90 people have joined sector groups and that number continues to grow as members identify voices missing from the conversation.

In addition to participating in sector groups and Best Practices, network partners are already taking steps in their own organization. These network-owned actions help contribute to creating an equitable and inclusive community where all people feel respected, valued and engaged. Here are just a few of the ways our "network is at work":

- **Economic Wellbeing:** Northeast Iowa Community College and Greater Dubuque Development Corporation have implemented an outreach strategy to engage minority community members in Opportunity Dubuque.
- **Business:** The Dubuque Chamber of Commerce has created a Minority Business Council with a mission to guide minority and under-represented business owners toward local resources.
- **Education:** The Dubuque Community School District is disaggregating data regarding Grade-Level Reading, attendance and graduation rates to help improve outcomes for all students.
- **Higher Education:** Loras College has implemented cultural competency training as part of the Honors Student Program curriculum.
- **Government:** The City of Dubuque has joined the Government Alliance on Race and Equity and is implementing a racial equity toolkit.
- **Health:** Mercy Medical Center, Crescent Community Health Center, University of Dubuque, Dubuque's Human Rights Department, and others are increasing healthcare access for the Marshallese population through a community health program that helps remove barriers to care.

TO LEARN MORE AND FIND OUT HOW YOU CAN GET INVOLVED, VISIT WWW.INCLUSIVEDBQ.ORG

INCLUSIVE dubuque
Connecting People • Strengthening Community

Inclusive Dubuque is facilitated by the Community Foundation of Greater Dubuque.



City Council Completes Annual Goal-Setting Sessions

DUBUQUE, Iowa – The Dubuque City Council completed its annual goal-setting sessions on Wednesday, Aug. 15. Over the course of three evening sessions, City Council members reaffirmed the 15-year vision statement and mission statement and identified eight five-year goals for the city. They also identified top and high priorities for a 2018-2020 policy agenda as well as a management agenda for projects and initiatives planned for 2018-2020.

The 2035 Dubuque Vision Statement

Dubuque 2035 is a sustainable and resilient city and an inclusive and equitable community. Dubuque 2035 has preserved our Masterpiece on the Mississippi, has a strong diverse economy and expanding connectivity. Our residents experience healthy living and active lifestyles; have choices of quality, livable neighborhoods; have an abundance of fun things to do; and are engaged in the community.

Mission Statement

Dubuque city government is progressive and financially sound with residents receiving value for their tax dollars and achieving goals through partnerships. Dubuque city government's mission is to deliver excellent municipal services that support urban living; contribute to an equitable, sustainable city; plan for the community's future; and facilitate access to critical human services.

City of Dubuque Goals 2024

- Robust Local Economy: Diverse Businesses and Jobs with Economic Prosperity
- Vibrant Community: Healthy and Safe
- Livable Neighborhoods and Housing: Great Place to Live
- Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery
- Sustainable Environment: Preserving and Enhancing Natural Resources
- Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable
- Diverse Arts, Culture, Parks, and Recreation Experiences and Activities
- Connected Community: Equitable Transportation, Technology Infrastructure, and Mobility

Policy Agenda

Policy agenda items are issues that need direction or a policy decision by the City Council, or need a major funding decision by the City Council, or issues that need City Council leadership in the community or with other governmental bodies. The policy agenda is divided into top priorities and high priorities.

2018 – 2020 Top Priorities (in alphabetical order):

- Affordable Childcare Study and Funding
- Five Flags Center: Direction and Funding
- Inclusive Dubuque Support
- Major Streets Improvement: Plan, Direction, and Funding
- Poverty Reduction: Action Plan
- River Cruise Docking Facilities: Direction
- Winter Farmers Market: Location and Funding Support

Purchase of Services Grant Contract
City of Dubuque
Fiscal Year 2020
Attachment B

2018 – 2020 High Priorities (in alphabetical order):

- Bee Branch Floodwall Gates Funding
- Central Avenue Corridor: Economic Revitalization
- Crime Prevention Program: Maintenance
- Debt-Reduction Plan: Continuation
- Mental/Brain Health Strategy and Action Plan
- New Financial Software: Funding
- Pet-Friendly Community: Policy Direction and Actions
- Street Maintenance Program: Funding Level

Management Agenda

Management agenda items are issues for which the City Council has set the overall direction and provided initial funding, may require further City Council action or funding, or are major management projects that may take multiple years to implement. The management agenda is divided into top priorities and high priorities.

2018 – 2020 Management in Progress Top Priorities (in alphabetical order):

- Campaign for Grade-Level Reading
- CHANGE Program: Implementation
- Crescent Community Health Center Expansion
- Dubuque's True North Housing Initiative
- Multicultural Family Center Expansion
- Riverfront Master Plan (US Army Corps of Engineers)
- Transit Vehicles Replacement
- Veterans Pond Development and Direction

2018 – 2020 Management in Progress High Priorities (in alphabetical order):

- City Performance Measurements/Open Data/Data Governance
- Citywide Departmental Work Order System
- Comiskey Park Renovation
- Community Security/Surveillance System Expansion
- Housing Needs Assessment Report
- Resident Satisfaction Survey
- Residential Housing Upgrade/Bee Branch HUD Flood Protection
- Water & Resource Recovery Center: Nutrient Trading

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CITY OF DUBUQUE, IOWA

INCOME GUIDELINES FOR
FINANCIAL ASSISTANCE

Income limits are defined and occasionally revised by the U.S. Department of Housing and Urban Development's estimated median family income.

A low income person or family has a total income which falls between the fifty (50) percent and eighty (80) percent median for the area, adjusted for size.

A very low income person, family, or household has a total income which falls between thirty (30) and fifty (50) percent of the median income, adjusted for size, of the metropolitan area.

A 30% median income person, family or household has a total income which is between 0 and thirty (30) percent of the median income, adjusted for size, of the metropolitan area.

The maximum income limits as of April 24, 2019 for the Dubuque Metropolitan Area are as follows:

Household Size	Below 30% AMI	Below 50% AMI	Below 80% AMI	Above 80% AMI
Family Size 1:	<\$17,100	<\$28,500	<\$45,500	>\$45,500
Family Size 2:	<\$19,550	<\$32,600	<\$52,050	>\$52,050
Family Size 3:	<\$22,000	<\$36,650	<\$58,550	>\$58,550
Family Size 4	<\$25,750	<\$40,700	<\$65,050	>\$65,050
Family Size 5:	<\$30,170	<\$44,000	<\$70,300	>\$70,300
Family Size 6:	<\$35,590	<\$47,250	<\$75,500	>\$75,500
Family Size 7:	<\$39,010	<\$50,500	<\$80,700	>\$80,700
Family Size 8:	<\$43,430	<\$53,750	<\$85,900	>\$85,900

Income limits for CDBG funded programs can be found on the HUD Exchange
<https://www.hudexchange.info/resource/5334/cdbg-income-limits/>

Organizations required to verify income are encouraged to use the CPD Income Eligibility Calculator at
<https://www.hudexchange.info/incomecalculator/>