

**AGREEMENT
BETWEEN
CITY OF DUBUQUE
AND
DUBUQUE AREA LABOR MANAGEMENT COUNCIL**

THIS AGREEMENT, dated for reference purposes the 1st day of July 2021, is made and entered into by and between the City of Dubuque, Iowa (City) and the Dubuque Area Labor-Management Council (Agency).

WHEREAS, Agency represents itself as technically and professionally qualified to provide a forum to improve and expand labor-management cooperation in the public and private sector within the Dubuque area; and

WHEREAS, City has deemed it to be in the public interest to provide financial assistance to be used to cover general operating expenses of Agency's program.

NOW THEREFORE, in consideration of their mutual promises hereinafter set forth, the parties hereto agree as follows:

SECTION 1. SCOPE OF SERVICE Agency shall provide within the City of Dubuque the following services:

- (A) Further City's Goal of Robust Local Economy: Diverse Businesses and Jobs with Economic Prosperity;
- (B) Maintain and expand a cooperative labor-management resource center;
- (C) Maintain a speakers bureau;
- (D) Maintain the publication of a bimonthly newsletter;
- (E) Expand educational incentives and outreach;
- (F) Expand existing membership;
- (G) Facilitate a cooperative effort between labor and management in City;
- (H) Comply with City Council goals and priorities set forth in Exhibit A; and
- (I) Support City's efforts to be a viable, livable, and equitable community, and to advance equity and inclusion; and
- (J) All services listed in Exhibit D, Memorandum of Understanding

SECTION 2. CITY RESPONSIBILITIES

2.1 City designates the Economic Development Director 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to the work covered by this Agreement until Agency has been advised in writing by City that such authority has been revoked.

2.2 City will provide opportunities to demonstrate this support by inviting the Executive Director of 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, as described in Exhibit C;
- (B) The opportunity to attend intercultural and equity workshops offered by City, including workshops that focus on developing an intercultural team with a strategic plan for advancing equity and inclusion within Agency and through Agency's work;
- (C) Assistance in creating semi-annual status reports that demonstrate the ways in which Agency's efforts are advancing equity and inclusion; and
- (D) Access to City's equity toolkit.

SECTION 3. TIME OF PERFORMANCE

July 1, 2021, through June 30, 2022.

The term of this Agreement shall be from

SECTION 4. COMPENSATION

4.1 City shall pay Agency Thirty Thousand Dollars 00/100 (\$30,000) as compensation for the services provided by Agency, which payment shall constitute full and complete compensation for such services.

4.2 The compensation shall be paid by City to Agency on a quarterly basis, within ten (10) days after receipt by City of a requisition of quarterly sum from Agency.

SECTION 5. AUDIT AND EVALUATION

Inasmuch as the funds to be provided to Agency by City are public funds, 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.

SECTION 6. REPORTING AND MONITORING

6.1 Agency shall comply with City's Reporting and Monitoring requirements by using the following link to submit quarterly online reports detailing Agency activities related to the use of City funds provided to Agency:

<https://www.cityofdubuque.org/FormCenter/Budget-15/Contracted-Services-Performance-Report-208>

6.2 In alignment with the City Council's priority of racial equity, Agency must demonstrate how their efforts advance equity and inclusion. This should include program-level data disaggregated, at a minimum, by race, and also by any other demographic Agency has prioritized. Agency should also identify community-level outcomes in which they are actively working to advance the racial disparity.

6.3 The online quarterly reports shall be due on October 15th, 2021, January 15th, 2022, April 15th, 2022, and July 15th, 2022. Such reports shall include a performance report on the program(s) supported by City funds and a financial report on the use of City funds.

6.4 If Agency has an annual audit performed, Agency shall provide City a copy of the annual audit report within sixty (60) days of audit completion. The Audit shall be submitted as either an electronic or paper document to the Economic Development Director.

SECTION 7. DISCRIMINATION

7.1 In carrying the services under this Agreement, Agency shall not discriminate against any employee or applicant for employment because of age, color, familial status, gender identity, marital status, mental/physical disability, national origin, race, religion/creed, sex, or sexual orientation.

Agency shall take affirmative action to ensure that applicants for employment are employed and that employees are treated during employment without regard to age,

color, familial status, gender identity, marital status, mental/physical disability, national origin, race, religion/creed, sex, or sexual orientation.

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.

7.2 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 age, color, familial status, gender identity, marital status, mental/physical disability, national origin, race, religion/creed, sex, or sexual orientation.

SECTION 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 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 Agency of such and specifying the effective date thereof not less than thirty (30) 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 (30) day period, this Agreement shall be deemed terminated at the end of such thirty (30) 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.

SECTION 9. ASSIGNABILITY Agency shall not assign any interest in this Agreement without the prior written approval of City.

SECTION 10. INSURANCE At the time of execution of this Agreement by Agency, Agency shall provide City copies of Agency's insurance certificates showing compliance with the insurance requirements of Insurance Schedule G, included as Exhibit B.

CITY OF DUBUQUE

**DUBUQUE AREA LABOR
MANAGEMENT COUNCIL**

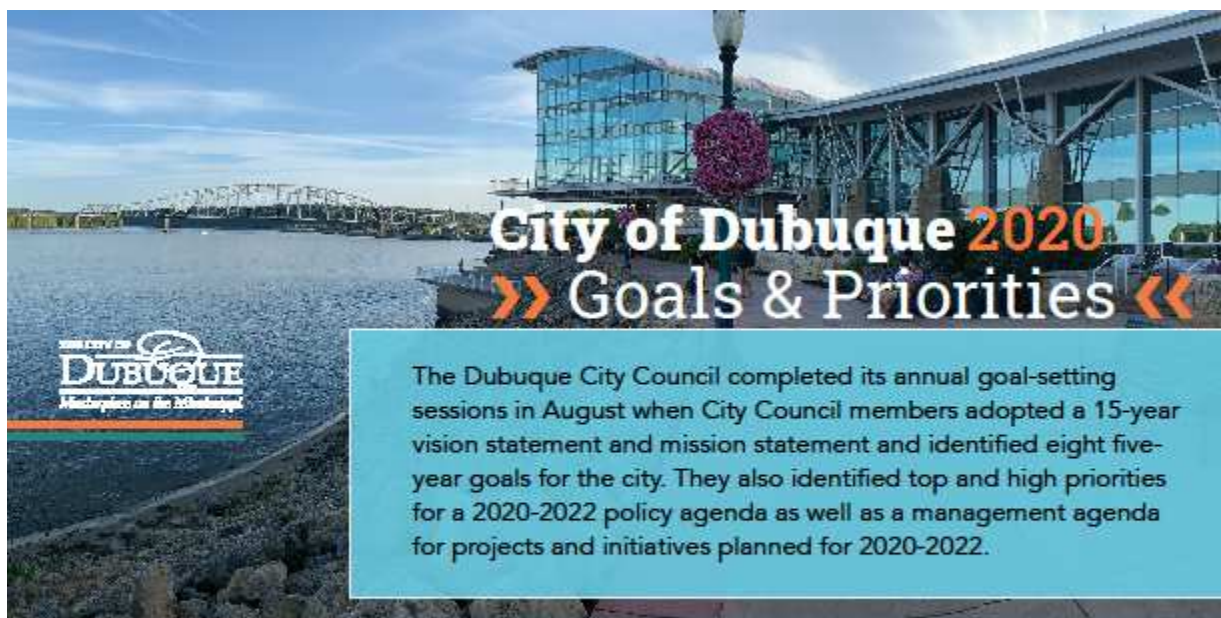
Roy D. Buol, Mayor

Kelly Cooper, Executive Director

WITNESS

Adrienne N. Breitfelder, City Clerk

EXHIBIT A
CITY COUNCIL GOALS & PRIORITIES



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.

2020–2022 Top Priorities >>

(in alphabetical order):

- Chaplain Schmitt Island Master Plan: Implementation & Phasing
- Dream Center Facilities and Programs: Self-Sufficiency Additional Funding
- Equitable Fine and Fee Reform: Report, Direction and Actions
- Equitable Poverty Prevention Plan Implementation
- Fountain of Youth: Additional Funding
- Quality Affordable Housing Creation: Direction and City Actions

2020–2022 High Priorities >>

(in alphabetical order):

- Arts and Culture Master Plan Implementation: Update Report, Direction, and Actions
- Arts Operating Grants and Art on the River: Update Report, Funding, Direction, and City Action
- Childcare Initiative: Outcomes, City Role, Partners, Direction and City Actions
- Code of Ethics/Social Media for Mayor and City Council: Development and Adoption
- Food Insecurity: Report with Findings and Options, Direction, City Actions, and Funding (including Food Deserts and Grocery Store Attraction)
- Four Mounds/HEART Program: Funding

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.

2020–2022 Top Priorities >>

(in alphabetical order):

- Bee Branch Creek Project: Next Steps
- City Racial Equity Toolkit: Implementation
- Community Cameras Program
- COVID-19 Response: Update Report and Next Steps
- Dubuque Riverfront Master Plan (US Army Corps of Engineers)
- Traffic Signal Synchronization/STREETS Program: Update Report, Direction
- Viking Cruise Destination Preparation: Direction, Actions, and Funding

2020–2022 High Priorities >>

(in alphabetical order):

- Dupaco Parking Agreement: Next Steps
- Emergency Services Youth Camp: Next Steps
- Grand River Center Future Operations: RFP, Direction, and Agreement
- Human Resource Policies and Handbook: Revision
- School Resource Officers: Direction and Funding
- Smart Mobility: Parking Structure Improvements, Technology Purchases, and Other Actions

City of Dubuque Goals

>> 2025 <<

Robust Local Economy: Diverse Businesses and Jobs with Economic Prosperity

Management in Progress ▼

- Federal Opportunity Zones: Direction and Next Steps; Advocacy
- Brownfield Grants
- Business Development at the Airport: University of Dubuque
- Opportunity Dubuque Job Training Program
- Industrial Park Development: Next Steps
- Air Service Expansion: City Actions and Funding for Guarantee
- Façade Loan Program: Future Funding

Vibrant Community: Healthy and Safe

Management in Progress ▼

- Water and Resource Recovery Center (WRR): Certification of Environmental Laboratory for Analysis of Nutrients
- Computer-Aided Design (CAD) Connection to City Cameras Network
- Communication National Quality Assurance: FY '22 Budget Funding
- Humane Society Contract Renewal
- Police Department Re-Accreditation: Direction and Funding
- Crescent Community Health Center: Expansion for Behavioral Health
- P25 Radio System Implementation
- Fire Department Re-Accreditation: Completion
- Traffic Camera Installation
- Dispatcher Training Program
- Fire Station 6 Building Safety Concerns: Direction
- 9-1-1 Staffing Changes
- Lead Grant Application: Submittal
- Crime Prevention Program: Evaluation Report, Best Practices, Direction and City Actions
- Equitable Community Actions Plan: Outcomes, Report with Options, Direction and Action

Major Projects ▼

- Fire Headquarters and Stations ADA Compliance
- Crescent Community Health Center: Clinic
- Fire Station HVAC and Lighting Improvements: RFP and Funding
- Multicultural Family Center: Construction & Equipping



At this year's City Council goal setting, the Mayor and City Council made the decision to capitalize the word "ALL" in the City of Dubuque's vision statement:

Dubuque 2035 is a sustainable and resilient city, an inclusive and equitable community where ALL are welcome. 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, affordable, livable neighborhoods; have an abundance of diverse, fun things to do; and are successfully and actively engaged in the community.

Although this change may seem small, Council had a robust discussion emphasizing that until black and brown individuals are welcomed and can succeed, we have not reached our vision. The priorities in this document will help to achieve this vision, and outcomes will be disaggregated by race to identify whether we are making a difference.

Livable Neighborhoods and Housing: Great Place to Live

Management in Progress ▼

- Code Enforcement Accela Program: FY '22 Budget Funding
- Downtown Commercial Buildings Project
- CHANGE Program: Implementation
- Imagine Dubuque Implementation

Major Projects ▼

- Lowell Street Retaining Wall Repair: Funding & Construction
- Historic Millwork District Parking Lot and Signage

Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

Management in Progress ▼

- Cartegraph Asset Management System Expansion
- Internal Process for Liquor License Approval
- Certified Financial Report Software Conversion
- Indirect Rate for Grants: FY '22 Budget Request
- Financial Management Software: Study and Draft RFP
- ADA Compliance Transition Report
- InVision Facility Management Software Implementation
- Mayor & City Council Appointment of New City Clerk
- Digital Signatures: Policy and Direction
- City Performance Measures: Implementation
- City Staff Work from Home Options: Direction and Actions
- Socrata Performance Dashboard Implementation: Next Steps
- 9-1-1 Communications Center: Re-Negotiation with Dubuque County
- Citywide Departmental Work Order System Implementation
- Centralized Facility Maintenance and Management "Department": Report, Direction, and Actions
- City Legislative Lobbying/Advocacy: 2021 Legislative Priorities

Major Projects ▼

- City Hall Annex Windows Replacement: Funding FY'22



Sustainable Environment: Preserving and Enhancing Natural Resources

Management in Progress ▼

- Sanitary Sewer System Condition Assessment: FY'22 Budget
- Sewer Infrastructure Asset Management Plan: Consultant
- Lead and Copper Rule Compliance Water Sampling and Testing (Annual)
- Growing Sustainable Communities Conference: Expansion
- Public Education on Bikeable/Walkable Dubuque: Funding FY'22
- Flood Control System: Corps of Engineers Project Approval
- Fats, Oils, Greases (FOG) Program: Actions
 - a. WRRRC Environmental Coordinator: Hired
 - b. Program Revision: Align Enforcement and Ordinance
 - c. Marketing Strategy
- Pollinator Habitat in Park System: Research and Funding FY'22
- 50% by 2030 Community Climate Action & Resiliency Plan: Direction and City Actions
- Emerald Ash Borer Program
- Water and Resource Recovery Center: Nutrient Trading and Funding
- Landfill/Methane Gas: Implementation

Major Projects ▼

- 17th/West Locust HUD Resiliency Storm Sewer Improvement Project
- Fire Hydrants Installation [former Vernon Water System]





Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable

Management in Progress ▼

- My Brother's Keeper: College Access Work Group
- Welcoming and Connecting with New Residents Program: Implementation (GDCC)
- Civic Action Plan and Civic Leaders Program
- Race in the Heartland Support: Direction and Funding
- Grade Level Reading Strategy (AmeriCorps): Update Report, Direction and City Actions

Diverse Arts, Culture, Parks, and Recreation Experiences and Activities

Management in Progress ▼

- E. B. Lyons Center Partnership Development: Agreement
- Library Marketing Campaign: Decision
- AmeriCorps Potential Expansion Area
- Changing Lives Through Literature Program
- Leisure Service Registration System: Purchase and Implementation

Major Projects ▼

- Eagle Point Park Environmental Restoration Project
- Bunker Hill Golf Course Irrigation
- Comiskey Park Renovation
- English Ridge Subdivision Park: Funding, Planning, and Construction
- Veterans Memorial Plaza Dedication
- Grand River Center: Upgrade Projects
- Eagle Valley Subdivision Park: Funding, Planning, and Construction

Connected Community: Equitable Transportation, Technology Infrastructure, and Mobility

Management in Progress ▼

- WiFi in Fixed Route: Exploration and Funding FY '22
- Smart Tool for Integrated Parking Platform: Pilot Program and Funding FY '22
- Parking Ramps Structural Analysis
- Comprehensive Pavement Preservation
- WiFi in Intermodal and Intermodal Lobby: Implementation
- Public Transportation Customer App: Implementation
- Downtown Parking Ordinance: Major Revision
- Street Maintenance Program: Increased Funding
- Complete Streets Policy Implementation: Data Collection and Update Report
- Community Broadband Services Enhancements: Implement

Major Projects ▼

- Highway 52 Repaving
 - a. Phase 1 - Central Ave (21st to 32nd) Pavement Rehab
 - b. Phase 2 - White Street (11th to 21st) Pavement Rehab
 - c. Phase 3 - White (9th to 11th), 11th (White to Elm) Pavement
 - d. Phase 4 - Central Ave (9th to 21st) Pavement Rehab
- Washington Street Improvements (7th to 9th): Completion, Funding FY '21 - Waiting on future development of buildings. Preliminary design complete.
- Four-Laning Southwest Arterial: Completion
- Chavenelle Road Rehabilitation
- Chavenelle Road Hike/Bike Trail
- Northwest Arterial Upgrade
- North Cascade Reconstruction
- Roundabouts: Funding

For City Council contact information, visit www.cityofdubuque.org/citycouncil or call 563.589.4100. COUN004-090420

EXHIBIT B
INSURANCE SCHEDULE

INSURANCE SCHEDULE G

1. Agency shall furnish a signed certificate of insurance to the City of Dubuque, Iowa for the coverage required in Exhibit I prior to the contract commencement. Each certificate shall be prepared on the most current ACORD form approved by the Iowa Insurance Division or an equivalent. Each certificate shall include a statement under Description of Operations as to why the certificate was issued. Agreement dated _____.
2. All policies of insurance required hereunder shall be with an insurer authorized to do business in Iowa and all insurers shall have a rating of A or better in the current A.M. Best's Rating Guide.
3. Each certificate shall be furnished to the Finance Department of the City of Dubuque.
4. The service provider shall be required to carry the minimum coverage/limits, or greater if required by law or other legal agreement, in Exhibit I. Failure to provide the required minimum coverage shall not be deemed a waiver of such requirements by the City of Dubuque.
5. Failure to obtain or maintain the required insurance shall be considered a material breach of this agreement.
6. All required endorsements shall be attached to certificate.
7. Whenever a specific ISO form is referenced the current edition of the form must be used unless an equivalent form is approved by the Director of Finance and Budget. The service provider must identify or list in writing all deviations and exclusions from the ISO form.
8. If vendor's limits of liability are higher than the required minimum limits then the vendor's limits shall be this agreement's required limits.
9. Vendor shall require all subcontractors and sub-subcontractors to obtain and maintain during the performance of work insurance for the coverages described in this Insurance Schedule and shall obtain certificates of insurance from all such subcontractors and sub-subcontractors. Vendor agrees that it shall be liable for the failure of a subcontractor and sub-subcontractor to obtain and maintain such coverage. The City may request a copy of such certificates from the Vendor.
10. Vendor shall be responsible for deductibles/self-insured retention for payment of all policy premiums and other costs associated with the insurance policies required below.
11. All certificates of insurance must include agents name, phone number, and email address.
12. The City of Dubuque reserves the right to require complete, certified copies of all required insurance policies, including endorsements, required by this Schedule at any time.
13. The City of Dubuque reserves the right to modify these requirements, including limits, based on changes in the risk or other special circumstances during the term of the agreement, subject to mutual agreement of the parties.

INSURANCE SCHEDULE G (continued)

EXHIBIT I

A) COMMERCIAL GENERAL LIABILITY

General Aggregate Limit \$2,000,000
Products-Completed Operations Aggregate Limit\$1,000,000
Personal and Advertising Injury Limit \$1,000,000
Each Occurrence \$1,000,000
Fire Damage Limit (any one occurrence)\$50,000
Medical Payments \$5,000

- 1) Coverage shall be written on an occurrence, not claims made, form. The general liability coverage shall be written in accord with ISO form CG 00 01 or business owners form BP 00 02. All deviations from the standard ISO commercial general liability form CG 00 01, or Business owners form BP 00 02, shall be clearly identified.
- 2) Include ISO endorsement form CG 25 04 "Designated Location(s) General Aggregate Limit."
- 3) Include endorsement indicating that coverage is primary and non-contributory.
- 4) Include Preservation of Governmental Immunities Endorsement (Sample attached).
- 5) Include additional insured endorsement for:
The City of Dubuque, including all its elected and appointed officials, all its employees and volunteers, all its boards, commissions and/or authorities and their board members, employees and volunteers. Use ISO form CG 20 10 (Ongoing operations) or its equivalent.
- 6) Policy shall include Waiver of Right to Recover from Others endorsement.

B) WORKERS' COMPENSATION & EMPLOYERS LIABILITY

Statutory Benefits covering all employees injured on the job by accident or disease as prescribed by Iowa Code Chapter 85.

Coverage A	Statutory—State of Iowa
Coverage B	Employers Liability
	Each Accident \$100,000
	Each Employee-Disease \$100,000
	Policy Limit-Disease \$500,000

Policy shall include Waiver of Right to Recover from Others endorsement.

Coverage B limits shall be greater if required by the umbrella/excess insurer.

OR

If, by Iowa Code Section 85.1A, the Vendor is not required to purchase Workers' Compensation Insurance, the Vendor shall have a copy of the State's Nonelection of Workers' Compensation or Employers' Liability Coverage form on file with the Iowa Workers' Compensation Insurance Commissioner, as required by Iowa Code Section 87.22. Completed form must be attached.

INSURANCE SCHEDULE G (continued)

C) POLLUTION LIABILITY

Coverage required: ☐ Yes ☐* ☐ No

Pollution liability coverage shall be required if the lessee, contracting party, or permittee has any pollution exposure for abatement of hazardous or contaminated materials including, but not limited to, petroleum products, the removal of lead, asbestos, or PCBs. Pollution product and completed operations coverage shall also be covered.

Each Occurrence \$2,000,000
Policy Aggregate \$4,000,000

- 1) Policy to include job site and transportation coverage.
- 2) Include additional insured for:
The City of Dubuque, including all its elected and appointed officials, all its employees and volunteers, all its boards, commissions and/or authorities and their board members, employees and volunteers. Use ISO form CG 20 10. (Ongoing operations) or its equivalent and CG 20 37 (completed operations).
- 3) Include Preservation of Governmental Immunities Endorsement.
- 4) Provide evidence of coverage for 5 years after completion of project.

D) PROFESSIONAL LIABILITY \$1,000,000

Coverage required: ☐ Yes ☐* ☐ No

If the required policy provides claims-made coverage:

- 1) The Retroactive Date must be shown and must be before the date of the agreement.
- 2) Insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the work or services.
- 3) If coverage is canceled or non-renewed and not replaced with another claims-made policy form with a Retroactive Date prior to the date of the agreement, the contractor must provide "extended reporting" coverage for a minimum of five (5) years after completion of the work or services.

E) CYBER LIABILITY/BREACH \$1,000,000

Coverage required: ☐ Yes ☐* ☐ No

Coverage for First and Third Party liability including but not limited to lost data and restoration, loss of income and cyber breach of information.

F) UMBRELLA/EXCESS \$1,000,000

Coverage required: ☐ Yes ☐* ☐ No

The General Liability, Automobile Liability and Workers Compensation Insurance requirements may be satisfied with a combination of primary and Umbrella or Excess Liability Insurance. If the Umbrella or Excess Insurance policy does not follow the form of the primary policies, it shall include the same endorsements as required of the primary policies including Waiver of Subrogation and Primary and Non-contributory in favor of the City.

Please be aware that naming the City of Dubuque as an additional insured as is required by this Insurance Schedule may result in the waiver of the City's governmental immunities provided in Iowa Code sec. 670.4. If you would like to preserve those immunities, please use this endorsement or an equivalent form.

PRESERVATION OF GOVERNMENTAL IMMUNITIES ENDORSEMENT

1. Nonwaiver of Governmental Immunity. The insurer expressly agrees and states that the purchase of this policy and the including of the City of Dubuque, Iowa as an Additional Insured does not waive any of the defenses of governmental immunity available to the City of Dubuque, Iowa under Code of Iowa Section 670.4 as it is now exists and as it may be amended from time to time.

2. Claims Coverage. The insurer further agrees that this policy of insurance shall cover only those claims not subject to the defense of governmental immunity under the Code of Iowa Section 670.4 as it now exists and as it may be amended from time to time. Those claims not subject to Code of Iowa Section 670.4 shall be covered by the terms and conditions of this insurance policy.

3. Assertion of Government Immunity. The City of Dubuque, Iowa shall be responsible for asserting any defense of governmental immunity, and may do so at any time and shall do so upon the timely written request of the insurer.

4. Non-Denial of Coverage. The insurer shall not deny coverage under this policy and the insurer shall not deny any of the rights and benefits accruing to the City of Dubuque, Iowa under this policy for reasons of governmental immunity unless and until a court of competent jurisdiction has ruled in favor of the defense(s) of governmental immunity asserted by the City of Dubuque, Iowa.

No Other Change in Policy. The above preservation of governmental immunities shall not otherwise change or alter the coverage available under the policy.

SPECIMEN

EXHIBIT C
INCLUSIVE DUBUQUE



CONNECTING PEOPLE. STRENGTHENING COMMUNITY.

Inclusive Dubuque

Everyone deserves to live in a place where they are respected, valued and engaged in civic life. That's the philosophy that guides the Inclusive Dubuque network. Since 2012, our diverse group of partners has worked together to drive transformational change in Dubuque by reimagining systems, fostering a culture of inclusion, and advancing justice and social equity in all areas of community life.

Why It Matters

Our region is growing more diverse. However, many minority communities in Dubuque have historically lacked access to resources that enable them to thrive. Furthermore, residents of diverse backgrounds have experienced hostilities that make them feel unwelcome. To drive economic growth, retain residents and affirm the humanity of all people, everyone must feel welcome and have the ability to achieve their full potential.

Our Unique Role

We are conveners and collaborators, facilitating important conversations and developing systemic solutions to equity issues, such as:

- Preparing minority and first-generation college students for careers.
- Improving access to health and wellness resources like brain health services.
- Bridging language and cultural barriers so immigrants can fully participate in the community.
- Preparing, attracting and retaining a diverse workforce.

Hosted by the Community Foundation of Greater Dubuque, Inclusive Dubuque leverages relationships with nonprofits, government entities, businesses and generous community members to realize a shared vision for Dubuque: A vibrant and inclusive region with resources and opportunities for all.

How It Works

Relationships and community knowledge are at the root of our work. Our partners are local residents and leaders who, through meetings, learning opportunities and workshops, identify ways to drive equitable opportunities for all people.

Our Accomplishments

- Engaged more than 2,500 community members to conduct a Community Equity Profile that identifies residents' diverse experiences and needs.
- Convened sector groups with more than 90 community members to address systemic challenges related to health, education, transportation, neighborhoods, economic well-being, and arts and culture.
- Convene a Business Leader Equity Cohort for local executives to build a diverse and inclusive workforce.
- Offer diversity, equity and inclusion workshops for nonprofit, civic and business professionals.
- Sponsor and organize public events focused on fostering a community-wide culture of inclusion.
- Publish the Dubuque Cultural Resource Guide so residents can find businesses and services catering to unique racial, cultural and ethnic needs.

GET INVOLVED



Clara Lopez Ortiz

Equity Coordinator

clara@dbqfoundation.org

563.588.2700

inclusivedbq.org

facebook.com/inclusivedbq

Don't forget to sign up for our e-newsletter and follow us on Facebook!



INCLUSIVE dubuque

EXHIBIT D
MEMORANDUM OF UNDERSTANDING



DUBUQUE AREA LABOR-MANAGEMENT COUNCIL

"Working together for a better community"

P.O. Box 14, Dubuque, IA 52004-0014
Phone: 563-582-8804 E-mail: info@dalmc.net

www.DALMC.com

Memorandum of Understanding Dubuque Area Labor-Management Council and City of Dubuque partnership March 24, 2021

The Dubuque Area Labor-Management Council (DALMC) will offer career and post-secondary planning opportunities to minority and underserved students in the Dubuque area through career coaching, career presentations, tours, job shadows and possible internships through the Tech WORKS and Career Learning Link program. DALMC will work with organizations such as Pacific Island student groups at Hempstead and Senior, Black Men's Coalition, Alternative Learning Center and Multicultural Family Center to enhance their current activities to best serve their students. Other organizations will be added throughout the year as agreements can be established.

- o Increase the number of minority students registered in the Tech WORKS program. The current percentage is 7% of our 82 students. Adding a minimum of six new students for career coaching.
 - \$780 in staffing
- o DALMC staff will meet with student groups such as the Pacific Islanders, Black Men's Coalition, Alternative Learning Center and Multicultural Family Center to educate the students about the career and post-secondary planning opportunities available to them.
 - \$520 in staffing
- o DALMC staff will also work with the City of Dubuque departments to setup opportunities for staff members to give presentations at the Dubuque Middle and High Schools during three career exploration events.
 - \$585 in staffing
- o DALMC will also work to set up small group tours of City departments once the pandemic is over and students are allowed to go on tours. Tours will be held during the school day to various City departments. The goal is to host four tours per school year to start.
 - \$1560 in staffing
- o Job shadows will be arranged for students that are interested in learning more about careers with the City.
 - \$845 in staffing

The Dubuque Area Labor-Management Council will partner with the City of Dubuque and Northeast Iowa Community College on the EPA Innovation Water Infrastructure Grant. DALMC staff will assist in events and work-based learning for students in 8th-12th grade.

- o Grant meetings and preparation.
 - \$457 in staffing*

Total investment - \$4,747

Sincerely,

A handwritten signature in black ink, appearing to read "Kelly Cooper".

Kelly Cooper
Executive Director

*This amount would need to be adjusted if the grant is awarded.