ROLL CALL ORDER FOR MEETING OF  
January 28, 2019

Buol, Del Toro, Jones, Larson, Resnick, Rios, Shaw

CITY OF DUBUQUE, IOWA  
CITY COUNCIL MEETING  
Historic Federal Building  
Second-Floor Council Chambers 350 W. 6th Street  
January 28, 2019

Council meetings are video streamed live and archived at www.cityofdubuque.org/media and on Dubuque’s CityChannel on the Mediacom cable system at cable channel 8 and digital 117.2

SPECIAL SESSION

6:00 PM

WORK SESSION

1. Inclusive Dubuque Quarterly Update

   City Staff and Network partners will conduct a work session on the recent activities of Inclusive Dubuque.

ADJOURNMENT

The agenda with supporting documents may be accessed at www.cityofdubuque.org or at the City Clerk’s Office, 50 W. 13th Street, during regular business hours.

This notice is given pursuant to Chapter 21, Code of Iowa, and applicable local regulations of the City of Dubuque, Iowa and/or governmental body holding the meeting.

Any visual or hearing impaired persons needing special assistance or persons with special accessibility needs should contact the City Clerk’s Office at (563) 589-4100 or TTY/TTD (563) 690-6678.
ITEM TITLE: Inclusive Dubuque Quarterly Update
SUMMARY: City Staff and Network partners will conduct a work session on the recent activities of Inclusive Dubuque.

SUGGESTED DISPOSITION:

ATTACHMENTS:
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<td>Inclusive Dubuque Quarterly Update-MVM Memo</td>
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<td>Memo Inclusive Dubuque Work Session</td>
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TO: The Honorable Mayor and City Council Members  
FROM: Michael C. Van Milligen, City Manager  
SUBJECT: Inclusive Dubuque Quarterly Update  
DATE: January 24, 2019  

Human Rights Department Director Kelly Larson is transmitting information for the Inclusive Dubuque Quarterly Update. The Inclusive Dubuque network partners will make a presentation.

Michael C. Van Milligen

Attachment  
cc: Crenna Brumwell, City Attorney  
Teri Goodmann, Assistant City Manager  
Cori Burbach, Assistant City Manager  
Kelly Larson, Human Rights Department Director
TO: Mike Van Milligen, City Manager
FROM: Kelly Larson, Human Rights Department Director
DATE: January 24, 2019
RE: Inclusive Dubuque Quarterly Update

This memo provides a written background of Inclusive Dubuque accomplishments since September 2018, and serves as a supplement to a presentation that will be offered by Inclusive Dubuque network partners at a work session on January 28, 2019.

**Background**

Launched in 2013, Inclusive Dubuque is a local network of leaders from faith, labor, education, business, nonprofit, and government dedicated to advancing justice and social equity in our community. 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.

Network members are focused on deepening their understanding of diversity, equity, and inclusion and taking action to advance equity and inclusion in the community. An equitable and inclusive community is necessary if we are to meet our city’s economic and cultural needs, as outlined in the City Council’s goals and priorities. Partners within the network come together around a common agenda of advancing equity in our community and each contribute what they do best in the form of mutually reinforcing activities.

**Inclusive Dubuque Network – Accomplishments since September:**

Since our last work session with City Council in September, network partners have accomplished the following:

- The Peer Learning Council has completed five months of 2018-2019 Best Practices workshops. The forty participants in this year’s series are from corporate, academic, governmental, and non-profit organizations, including some...
City Departments and partners who receive funding through Arts grants and our purchased and contracted services.

- The Housing & Neighborhoods Sector Group led by Tom LoGuidice (NAACP member) and Tom Smith (property owner) has been focusing recently on the Housing Choice Voucher program and developed a series of draft recommendations related to resident and housing provider education. In December, the group shared these initial recommendations and obtained feedback from network partners and other impacted community organizations.

- The Business Equity Leader Cohort has launched and held its initial meeting. This group consists of CEOs, Presidents and other C-level representatives of major businesses in the community. The group will meet quarterly to better understand the influential role that they play in promoting inclusion and diversity within their organizations and our broader community.

- Quarterly meetings of the full network were held in September and December. These meetings provide an opportunity for partners to share ideas, review recent community activities related to diversity, equity, and inclusion, and offer an opportunity for ongoing networking among the group’s members.

- The Community Foundation of Greater Dubuque updated the Inclusive Dubuque Coordinator position description to align with current activities and has filled the new position of Equity Coordinator. Collins Eboh started in the position this month. The new Equity Coordinator will be responsible for:
  - supporting the Inclusive Dubuque Network;
  - supporting the Business Equity Leader Cohort;
  - coordinating training programs such as Best Practices in Diversity, Equity, and Inclusion and Race Forward’s Racial Equity Training for non-profits;
  - managing grants with an equity component;
  - managing communications around equity;
  - partnering with CFGD staff to conduct collective impact equity work such as the Campaign for Grade Level Reading, Project H.O.P.E., and work on community mental health needs.

At the City Council Work Session on January 28, the following network partners will present additional information on their institutional and community efforts to advance equity and to contribute towards an inclusive community:

- The Community Foundation of Greater Dubuque will provide an update on the equity coordinator’s work, including an overview of the new Business Leader Equity Cohort;
- Mercy Medical Center will provide an overview of the diversity and inclusion initiatives and workshops within their institution;
- Travel Dubuque will describe how they have infused inclusion considerations into the development of their 2019 Travel Guide;
- City of Dubuque staff will provide an overview of local data regarding social determinants of health and how we applied an equity lens when establishing a structure for the Bee Branch Healthy Homes Initiative.
City of Dubuque as a Network Partner – Accomplishments since September:

The City has established the following organization-wide equity goals:

- Goal #1: Advance equity through workforce recruitment and retention efforts
- Goal #2: Advance equity through grant, contract, and purchased services agreements
- Goal #3: Advance equity through service delivery and community engagement
- Goal #4: Advance equity through collective impact partnerships.

Since September, the following has been accomplished:

- Equity Team members assisted in recruitment and hiring for the Strategic Workforce Equity Coordinator position and the Community Engagement Coordinator position.
- The Facilitation Team completed workshops for City staff in October and November, is planning a four-day equity workshop this spring for staff and community partners, and is working with Human Rights Department staff to develop a tiered training structure with different focuses for entry, supervisory, and department manager levels.
- The Recruitment and Retention Team has developed a City workforce data baseline and guidelines for exit interviews for the Strategic Workforce Equity Coordinator.
- The Cash Out Team made a series of recommendations to the City Manager regarding contracted services end of year reports; implemented quarterly reports for 2019; and is in the process of meeting with partners to discuss community level indicators and program performance measures for 2020 contracts.
- The following departments have developed equity plans: Police, Leisure Services, Human Rights, Planning Services, Public Works, Housing. Library, Fire, and Transit continue to work on their plans this year. The Information Services, Public Information, and Engineering departments have begun to develop a department level team and are completing a self-assessment.

At the City Council Work Session on January 28, City staff will provide an overview of local data regarding social determinants of health and how we applied an equity lens when establishing a structure for the Bee Branch Healthy Homes Initiative.

**Action Requested**

This memo is background for the presentation that will be offered to the City Council by Inclusive Dubuque network partners on January 28 and is being provided for your information. No action is requested.

cc: Paul Duster, Director of Community Initiatives, Community Foundation
    Collins Eboh, Equity Coordinator, Community Foundation
The Community Foundation of Greater Dubuque strengthens communities and inspires giving.
The Community Foundation brings together community members to create greater good, addressing complex community challenges to build a thriving, resilient region. We focus this work on three impact areas.

- Academic Achievement
- Equity and Inclusion
- Economic Opportunity
Barriers to Success

Poverty

Race & Equity

PROJECT HOPE

INCLUSIVE Dubuque
Connecting People • Strengthening Community
Welcome to Collins Eboh!

- Joined the CFGD team in January 2019

- Equity Coordinator Role
  - Inclusive Dubuque Network
  - Business Leader Equity Cohort
  - Advancing Equity *Race Forward* training for non-profit organizations
  - Best Practices in Diversity, Equity and Inclusion training series
  - Internal staff and BOD equity education and training
Business executives, C-suite
Foster an inclusive workplace culture
Work together as a cohort to address community or systemic-level issues
• John Deere Dubuque Works
• Medical Associates
• Crescent Electric
• Black Hills Energy
• Kendall Hunt Publishing
• Unity Point Health - Finley Hospital
• American Trust
• Dupaco Community Credit Union
• Telegraph Herald

• Prudential Retirement
• Alliant Energy
• O’Connor & Thomas
• McGraw-Hill
• IBM Client Innovation Center
• Conlon Construction
• National Mississippi River Museum and Aquarium
• Diamond Jo
Oather Taylor, III

- Diversity, Equity & Inclusion consultant and adviser based in Cedar Rapids, IA.

- September 2018, retired from Alliant Energy as their Director of Recruitment & Diversity.

- Partnering with CFGD to facilitate the newly-formed Business Leader Equity Cohort
Dr. Jermaine Davis
“Leading with an Inclusive Lens”

• Become stretched by unfamiliar stories

• What needs to be unlearned to become an inclusive leader.

• Building an inclusive environment is an up down and across endeavor. Co-create.
Mercy Medical Center - Dubuque/Dyersville
Diversity, Inclusion and Equity Council

January 28th, 2019
Marie Duster, MBA, OTR/L - Education Specialist
Celena Vesely, MHA, Certified Nuclear Medicine Technologist
Diversity, Inclusion and Equity Council Highlights

• 2013 Language Line Video Conferencing Services - Non-English Speaking Patients

• 2014 Nursing Grand Rounds - “Health Concerns of Micronesian Peoples”

• 2014 Language Line Service Presentations 400 Nurses Professional Practice Fair

• 2015 Getting to Know You Initiative
Diversity, Inclusion and Equity Council Highlights

• 2015 - LGBTQ- Lunch n Learn Presentation

• 2016 - LGBTQ Safe Zone - Leadership Training

• 2016 - “Getting to Know our Marshallese Community”

• 2017 - Marshallese Communication Board - Birth Center - Multidisciplinary Project
Diversity, Inclusion and Equity Council Highlights

• 2018 - Focus on Value of “Commitment to poor”
  - “Poverty in Dubuque” - Lunch and Learn

• 2018 Generational Differences Presentation
Network Partners at Work

August 2018 - January 2019  RACE Forward Training

Proposed Project - Opportunity identified to improve equity in on-boarding and new hire orientation processes.

Initial focus - Marshallese Population

Met with Marshallese Women’s Group and Crescent Community Staff

Identified barriers to employment:

I94 Card, Language. Transportation, Inability to obtain government student loans, Affordability of Uniforms, Fear/Anxiety due language barriers/immigration status changes
Network Partners at Work

• **Opportunities**
  - Key on-boarding/orientation documents translated into Marshallese
  - Work with NICC - ESOL program to provide on-site English classes
  - Work with identified departments to provide more intensive diversity, inclusion and equity training
  - Have some type of “Pay it Forward” program where an initial grant may help cover uniform costs
  - Provide opportunity for Marshallese to access Mercy tuition assistance program for further training in Healthcare fields

• **Project Impact**
  Increased employment, access to health insurance, access to more housing options, education opportunities, etc.
OUR VISION FOR Inclusion

We welcome everyone.

We may have different religions, different languages, different colored skin, but we all belong to one human race.

-KOFI ANNAN
OUR VISION FOR Inclusion

Create a welcoming and flexible framework to provide users (internal & external) with the tools to comprehend and disseminate the opportunities in our area to provide a positive and welcoming experience for all.

- Enhance Traveler & Community Experience
- Expand Customer Service
- Increase Partnerships with Direct & Indirect Partners
- Develop a Positive Internal Structure
Enhance traveler & community experience.

2019 Travel Guide

About the Guide: Nearly 90,000 distributed. The official Dubuque area publication for things to see and do.

Intentional effort to include more inclusivity into our 2019 Travel Guide. Features 12 locals to extend our efforts in the 2018 Travel Guide.

Locals Included:
- Arts & Culture Influencer
- Artist/Muralist Female Brewer
- Top Chef Contestant
- Female Business Owners
- USHL Hockey Player
- Non-Profit Recreation Advocate
- and more.

Ruby Sutton

"All I want for everyone is fair play and equity regardless of race, creed, color, whatever economic status. Just treat people fair, as you like to be treated."

- RUBY SUTTON
  1932 - 2015
  PHOTO: MULTICULTURAL FAMILY CENTER
Enhance traveler & community experience.

2019 Travel Guide

Let our travelers and community members tell their story through User Generated Content via social media.

“Mommy, can I go on a special date with you?”
“Ummm, YES!!!”

PHOTO AT DUBUQUE ARBORETUM & BOTANICAL GARDENS BY @LIFEWITHTHEUDELHOFENS
Enhance traveler & community experience.

2019 Travel Guide
Included inclusive traveler resources.

Local Welcome Centers
Multicultural Family Center
Co DBQ

“Dubuque is such a vibrant town!”

PHOTO OF DOWNTOWN DUBUQUE
BY @TOMSTRAVELINGFILMCO
Enhance traveler & community experience.

TravelDubuque.com

Continue to feature locals and User Generated Content more heavily on our website.
Continued work to include DEI amenities on our website.
Continue to improve the user experience on our website.

“Happiness is first time skiing on freezing cold mountain slopes.”

PHOTO AT SUN DOWN MOUNTAIN RESORT BY @ANUGANGODA
The work continues beyond the experience.

Updates

Completed Crisis Marketing Management plan in 2018

Participated in & helped coordinate IBM’s Cultural Diversity event at the Roshek Building May 2018

Two Staff members completed the 2018 Best Practices Session through Inclusive Dubuque

Two Staff members are currently enrolled in the 2019 Best Practices Session through Inclusive Dubuque

Currently participating in Race Forward through the Community Foundation

Held Implicit Bias training for all Travel Dubuque Staff and Step-On Guides in October 2018
Thank you for your time.

Julien Dubuque Monument at Mines of Spain
Equity and the Social Determinants of Health

Public Health

Neighborhood Crime
  Recreation
  Opportunities
  Transportation
  Options

Overcrowded
  Housing
  Healthy Foods
  Clean Water

Age
Disability Status
Race
Ethnicity

Employment
Income
Poverty Status
Education

Culture & Beliefs
Family Relationships
Social Support
Networks
Indicators Measured

• Critical Ages
  - Under 5
  - 5-17
  - 65+

• Minority Population

• Hispanic/Latino Population

• Education Attainment
  - No High School
  - No Diploma

• Local Unemployment

• Health Insurance Coverage

• Overcrowded Housing

• Median Income

• Poverty Status

• SNAP/Food Stamps

• Disability Status

• No Vehicles
650 Pacific Islanders in Dubuque

192 Total Pacific Islander patients at Crescent.

84 Pacific Islander population of focus & working with Crescent case manager since January 2017.

79% of the Pacific Islander population of focus has diabetes.

38% of those patients’ diabetes is considered to be poorly controlled.

29% of our general populations’ diabetes is considered poorly controlled.

93% of the Pacific Islander population of focus has hypertension.

74% of those patients’ hypertension is considered to be controlled.

61% of our general populations’ hypertension is considered controlled.

28% of the qualifying Pacific Islander population have participated in colorectal screening.

33% of the qualifying Pacific Islander population have participated in a cervical cancer screening.