



COMMUNITY EQUITY PROFILE: **WORKFORCE & ECONOMIC WELL-BEING**

The Community Foundation of Greater Dubuque created Dubuque's first Equity Profile in 2015, and we are updating it to reflect the community today. The Equity Profile provides information on how all people in the community are affected by various systems, such as housing, education and health care. It will inform leaders, community members and policymakers and serve as a guide for creating an action plan that supports Dubuque's growth as an equitable and inclusive community.

This snapshot, along with the final Equity Profile, will take shape based on three types of input: local data; feedback from community members through conversations and surveys; and local professionals working in each focus area.

How can you get involved?

1. Share your perspective at a community conversation.
2. Anonymously take an online survey.
3. Attend a monthly panel discussion hosted in partnership with TH Media.
4. Spread the word. Bring a friend to a conversation or share the survey link.

See upcoming conversation and panel discussion dates and take the latest survey: dbqfoundation.org/equityprofile



Community Foundation
of Greater Dubuque

This snapshot of workforce and economic well-being, one of seven Equity Profile focus areas, provides a preview of what we have learned so far. The final Equity Profile will be completed in 2023 and will include additional information gathered on this topic and others.

DIVERSITY IN THE WORKFORCE

THE DATA

- ▶ Both the percentage of Dubuque’s workforce that is Black and the percentage that is Pacific Islander have more than doubled since the previous Equity Profile.

FROM THE SURVEY

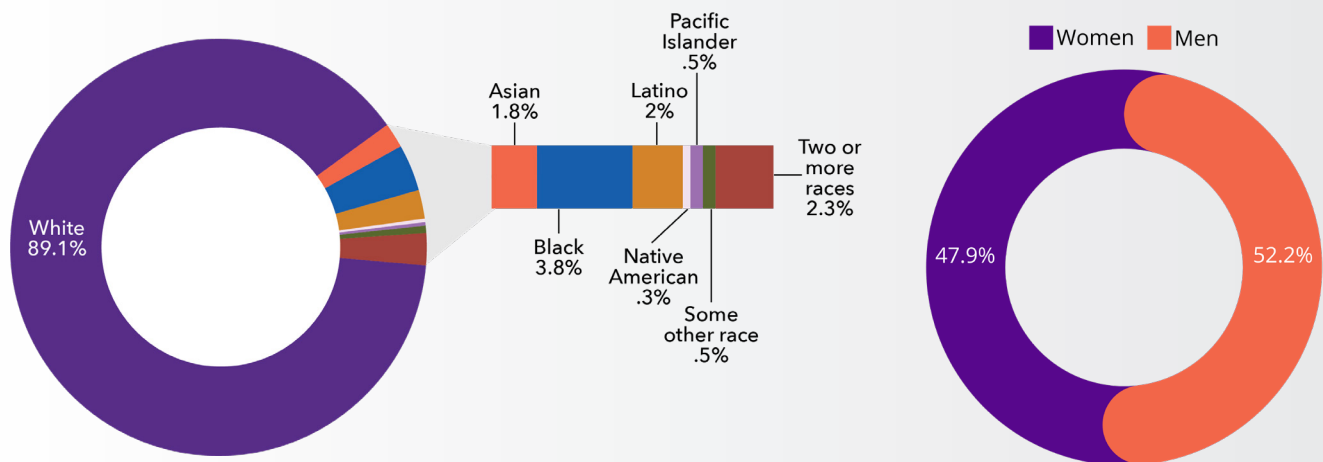
- ▶ While only 14.2% of all respondents felt their workplace was not equitable or inclusive, that number was 50% for Black respondents, 26% for women (compared to 7% for men), and 43% for people with a disability (compared to 12% without).
- ▶ Nearly 40% of respondents agreed that they had experienced bias, discrimination or exclusion in Dubuque related to employment. 75% of individuals with disabilities agreed, as did the two respondents who are veterans.

WHAT PEOPLE ARE SAYING

- ▶ Many people commented that while Dubuque was making strides to be more inclusive in its workforce, there is still a lot of work to do.
- ▶ Respondents felt that opportunities for international students were limited.
- ▶ “The jobs are available, but working with employers to make their workplaces inclusive is another hurdle.”
- ▶ “Our organization has put into place a DEI committee, been providing educational events, and exploring a variety of topics to better serve our customers and our employees.”

How can Dubuque ensure that people of all backgrounds have **ACCESS TO JOBS** and feel **WELCOME AND INCLUDED** in their workplace?

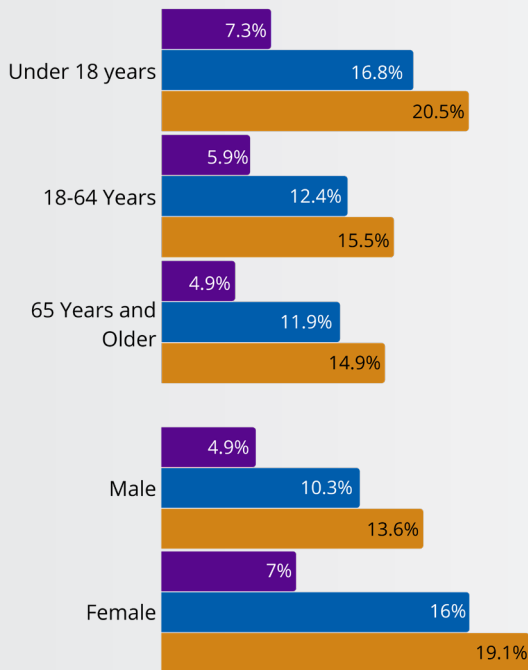
Workforce Composition by Race/Ethnicity and Gender
City of Dubuque



Source: American Community Survey, 5-year estimates: 2020. Latino is considered by the Census to be an ethnicity, not a race, so numbers will add up to over 100%.

UNEMPLOYMENT & POVERTY

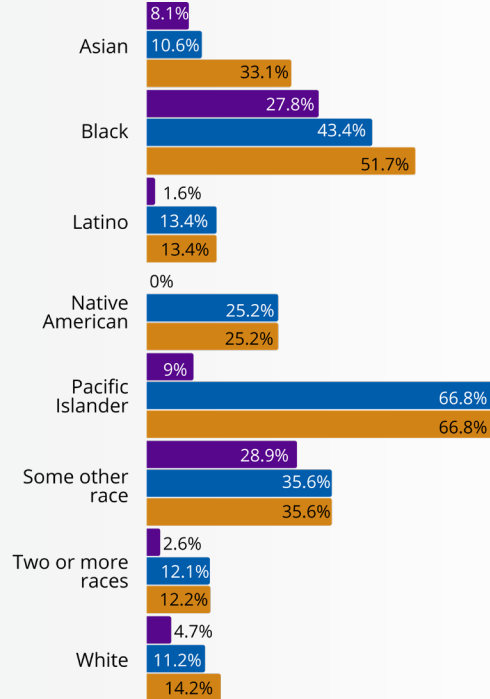
Poverty Rate by Gender and Age
City of Dubuque



Legend:
■ Less than 50% of the poverty level
■ Less than 100% of the poverty level
■ Less than 125% of the poverty level

Source: American Community Survey, 5-year Estimates: 2020

Poverty Rate by Race & Ethnicity
City of Dubuque



Legend:
■ Less than 50% of the poverty level
■ Less than 100% of the poverty level
■ Less than 125% of the poverty level

Source: American Community Survey, 5-year Estimates: 2020

THE DATA

- ▶ Since the previous Equity Profile, every racial and ethnic group's unemployment rate declined or remained the same except the Black community's, which increased 12.6%.

FROM THE SURVEY

- ▶ When asked what was the most important issue they faced in Dubuque related to their economic situation, respondents selected "unemployment" the least (2%) of any available option.
- ▶ Respondents with lower incomes were more confident in their ability to find organizations that offer employment services, with 92% of those making less than \$50,000 a year agreeing, compared to 58% of those making more than \$100,000 a year.

How can Dubuque open its employment networks so everyone has **EQUAL OPPORTUNITIES** to succeed?

WHAT PEOPLE ARE SAYING

- ▶ Respondents identified transportation, child care, poor internet access and a lack of financial knowledge as key barriers to employment and moving out of poverty.
- ▶ "Pay does not reflect the cost-of-living increases."
- ▶ "I volunteer with members of the refugee community here and know they work long hours for low pay and live in rundown apartments (to put it kindly!). They are good people who deserve better."

INCOME & CAREER ADVANCEMENT

THE DATA

- ▶ While Dubuque’s median household income has increased over 23% to \$54,938 since the previous Equity Profile, the median household income for Black households is just \$12,068.

FROM THE SURVEY

- ▶ “Equitable pay” was identified by 29% of respondents as the most important issue they face in Dubuque as it relates to their economic situation, making it the most frequently chosen option. Insufficient health and retirement benefits and career advancement (both 21%) were the next most common choices.

WHAT PEOPLE ARE SAYING

- ▶ “I don’t earn enough on a single income to live in decent housing. The messages of equity and inclusion that my employer sends do not always ring true in actuality.”
- ▶ “Women continue to earn significantly less than men.”
- ▶ In a Spanish-language community conversation, individuals felt that it was more difficult for them to advance in their career compared to their white colleagues.

Median Household Income by Race/Ethnicity City of Dubuque

All races & ethnicities	\$54,938
Asian	\$59,659
Black	\$12,068*
Latino	\$60,250
Native American	\$17,452
Pacific Islander	\$34,338
Some other race	\$82,958
Two or more races	\$49,423
White	\$57,063

Source: American Community Survey, 5-year Estimates, 2020
*2019 data substituted for missing 2020 data

Median Earnings by Gender City of Dubuque

Male	\$49,499
Female	\$37,817

Source: American Community Survey, 5-year Estimates, 2020
Earnings are for full-time, year-round workers with earnings.

How can employers and training programs support **CAREER DEVELOPMENT** and **INCREASED PAY** among more people?

LOOKING AHEAD...

Accessible resources are essential to ensuring that people can find employment and meet their economic needs. There are many organizations that can help. Here are three that align with the topics in this snapshot and can serve as starting points for support.

Basic Needs

- ▶ ResourcesUnite — Nonprofit connecting people to volunteer opportunities and resources that lead to a happier and more engaged way of life. resourcesunite.com, 563-231-6280

Employment Resources

- ▶ IowaWORKS — Statewide, online hub for job listings, career resources, unemployment services and more. iowaworks.gov, 563-556-5800

Workplace Inclusion

- ▶ DEI Toolkit — Collection of resources compiled by the Community Foundation of Greater Dubuque to support employers in building diversity, equity and inclusion learning plans for their organizations. inclusivedubuque.org/dei-toolkit

Thank you to our host organizations, facilitators and scribes who have generously donated their time and facilities to assist with the community conversations. Information used to create this snapshot will be used to create the full Community Equity Profile in 2023.
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