



COMMUNITY EQUITY PROFILE SUMMARY

INCLUSIVE dubuque
Connecting People • Strengthening Community

Community Equity Profile Summary

We are pleased to share this summary of the Community Equity Profile that was launched in February 2015. It includes findings from:

- conversations with nearly 600 dialogue participants
- input from more than 2,000 survey responses
- secondary data from respected local, state and national sources.

Origin of Inclusive Dubuque and the Equity Profile

In early 2012, community members began to take notice of challenges related to diversity, equity and inclusion in Dubuque. Individuals were having trouble accessing needed services and connecting to parts of the community, neighborhoods were experiencing struggles related to demographic changes, and businesses were reporting difficulty attracting and retaining a diverse workforce. With a shared desire to understand challenges and engage community members, leaders from business, nonprofits, education, government, philanthropy and the faith community came together. Together, this dynamic group of individuals developed a vision for an initiative called Inclusive Dubuque.

By building a network of partners, Inclusive Dubuque aimed to organize people, identify opportunities and take action to challenge and change social and economic structures.

Inclusive Dubuque grew to become a network of more than 50 organizations dedicated to advancing equity and inclusion. As the network evolved, it became clear that making the community more equitable and inclusive required a baseline understanding of Dubuque's strengths and weaknesses. How are diverse groups succeeding in our community? What challenges do they face?

After extensive research and discussion, the network determined the best way to achieve this baseline understanding would be to conduct an equity profile.

The growing network includes individuals and organizations all committed to a common cause: a community where all people feel respected, valued and engaged.

Equity Profile Summary: Scope of the Project

Inclusive Dubuque designed its equity profile to be a process that discovers how diverse groups are affected by various systems in the community. For the purposes of this summary, diverse groups include race, age/generation, culture, disability, gender, nationality, religion, sexual orientation, socioeconomic status, veteran status and more.

Launched in February 2015, the equity profile sought to gather local data along with feedback from community members in seven different focus areas: economic wellbeing, housing, education, health, safe neighborhoods, transportation and arts/culture.

Inclusive Dubuque's goal in sharing this equity profile summary is to inform community leaders, community members and policymakers in order to transition from gathering information to creating an action plan that will support Dubuque's growth as an equitable and inclusive community.

The equity profile process began in February 2015 when Inclusive Dubuque hosted community dialogues each month, for seven months, about one of the profile's focus areas to gain insight from community members. Dialogues were hosted by a trained facilitator who encouraged participants to share their perspectives, stories and experiences. In addition to the community dialogues, surveys were distributed to community members both online and in print form.

The profile's ambitious goal to include all diverse groups presented a challenge: data does not exist for all groups and areas. Quantitative data is typically not broken down by religious beliefs, sexual orientation, disability, etc., which is why these groups are not represented in the data that follows. This is where the use of qualitative data—feedback from the surveys and community dialogues—was beneficial to help fill in the gaps.

The data from surveys and dialogues, although not scientifically collected, helped provide context for the quantitative data. Community engagement helped to bring people together, giving them a voice on the topic of equity and inclusion. Participating individuals and groups connected with each other and also with Inclusive Dubuque.

This equity profile summary provides an overview of the data and community feedback from dialogues and surveys, allowing us to discover disparities that exist among diverse groups in Dubuque. This summary is designed to be an evolving tool to engage the community. Going forward, the data will continue to be updated through a partnership with Loras College Center for Business Analytics. They will continue to develop the data further so community members and the Inclusive Dubuque network can continue to use it as a baseline to monitor progress and help make informed decisions.

A Note on Structural Racism

While reviewing the Equity Profile summary, it is important to keep in mind the history of our country and community that may have lead to disparities among diverse groups.

Structural racism is a system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing ways to perpetuate racial group inequality. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

An example of structural racism was the federal mortgage policy of redlining that denied mortgages to blacks, which resulted in racial segregation to neighborhoods with declining property values. This resulted in a smaller tax base which affected school funding, as well as affecting one’s ability to generate wealth.

Acknowledging structural racism as a barrier to success for many groups does not minimize the barriers and struggles that all people may face and have to overcome. Rather, it recognizes that there have been many laws and policies in our history that have created a disadvantage for people of color, and that those laws and policies still have an effect on people’s ability to succeed today.

We must be careful not to see the data as reinforcing stereotypes, but rather to understand there are long-standing systemic and structural challenges we will have to address as we move ahead.

DUBUQUE DEMOGRAPHICS

The demographic statistics included in this equity profile summary assist in displaying emerging trends in the community. It highlights the changing demographics of the community throughout the past decades and will help to give readers a concept of the diverse groups that exist in Dubuque.

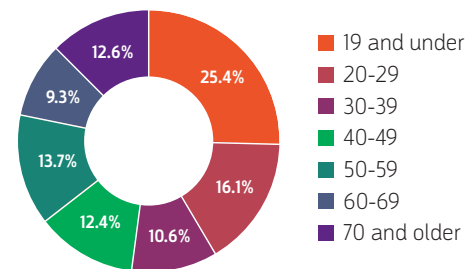
Dubuque Demographics

Age Composition and Median Age

The age of the Dubuque population is spread fairly evenly across generations, with 52.1% of the population at 39 and under. The chart showing the median age for different racial/ethnic groups shows that the typical individual from minority groups is significantly younger than the typical white resident.

Age Composition

City of Dubuque



Source: 2010 U.S. Census

Median Age

City of Dubuque

Race	40	White
	25	Black
	14	Native American
	29	Asian
	19	Latino
	19	Two or more races
Gender	37	Male
	40	Female

U.S. Census Bureau, 2008-2010 estimates

Dubuque Demographics

Racial/Ethnic Composition

From 2000-2010, Dubuque experienced an increase in its racial diversity, with the Black population increasing by 228.9%. The Asian/Pacific Islander population experienced the second largest amount of growth with a 103.74% increase and Latinos were the third largest growing group with a 51.81% increase.

Growth Rate of Different Racial Groups

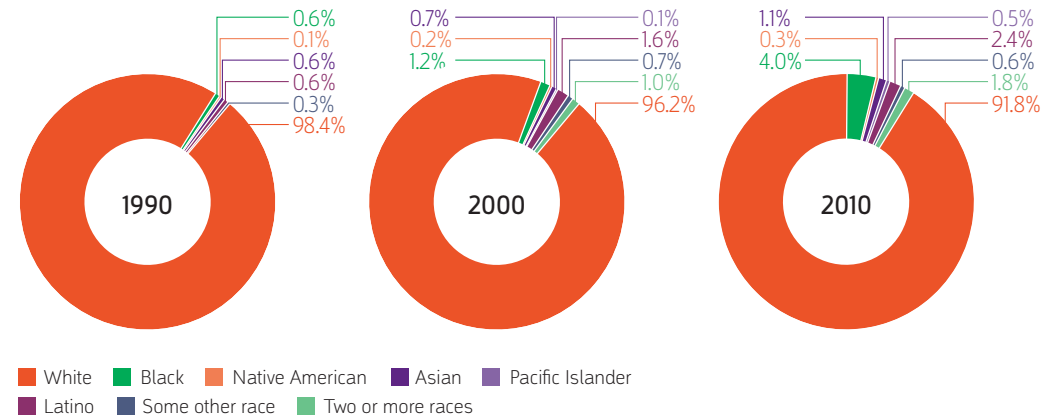
2000-2010

Race/Ethnicity	2000	2010	% Change
White	55,801	52,869	-5.3%
Black	700	2,302	228.9%
Latino	912	1,383	51.6%
Asian	391	659	68.5%
Pacific Islander	65	268	312.3%
Native American	112	155	38.4%
Some other race	400	366	-8.5%
Two or more races	553	1,018	84.1%

Source: U.S. Census Bureau

Racial Composition

City of Dubuque



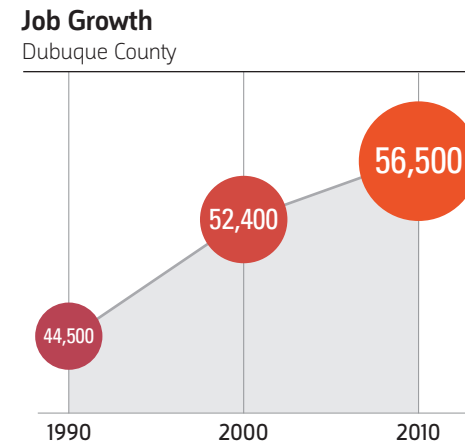
Source: U.S. Census Bureau

Note: In combination with one or more of the other races listed. The six numbers may add to more than the total population, and the six percentages may add to more than 100 percent because individuals may report more than one race.

Dubuque Demographics

Job Growth

Dubuque County has continued to see an increase in the number of jobs available to community members over the past three decades. From 1990-2010 the number of jobs increased by 12,000.



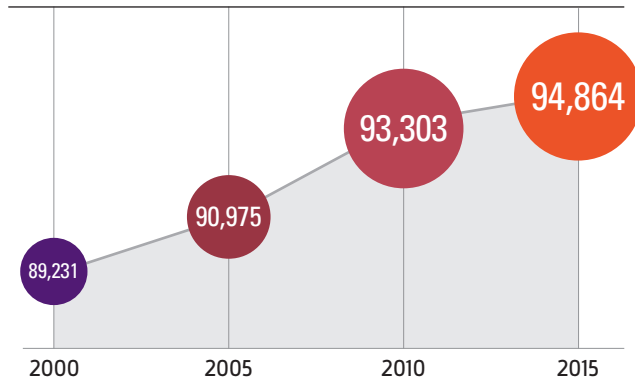
The annual growth rate for Dubuque County is 1.4%.

Dubuque Demographics

Population Growth Rate

Population Growth

Dubuque County



The annual growth rate for Dubuque County is 0.41%.

Total population data 2000-2005, are from the U.S. Dept. of Commerce.

All data 2010-2015 are projected by Woods & Poole; residential population as of July 1.

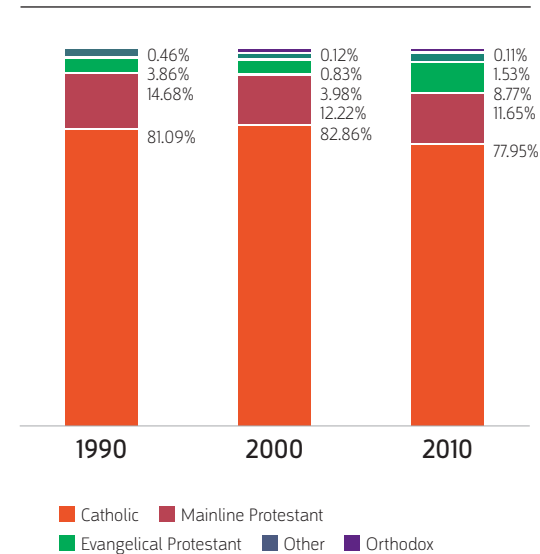
Dubuque Demographics

Religious Composition

The most prominent religion in Dubuque County continues to be Catholicism. However, over the past decade, the number of residents identifying as Catholic has decreased. Evangelical Protestants have seen the largest growth, increasing from 3.98% of the population in 2000 to 8.77% in 2010.

Religious Composition

Dubuque County



Source: The Association of Religion Data Archives

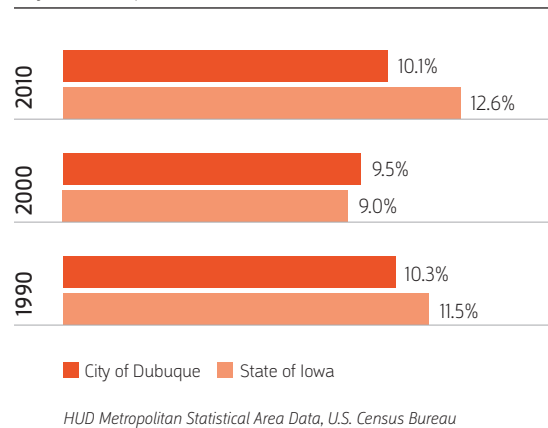
Dubuque Demographics

Poverty Rate

The poverty rate has stayed fairly consistent throughout the past three decades, hovering around the 10% range. Compared to the state of Iowa, the City of Dubuque shows a lower poverty rate, most recently in 2010, with 10.1% compared to 12.6% for the state. To see further poverty data broken down by age, race and gender see page 10.

Poverty Rate

City of Dubuque / State of Iowa



Children under 18 Years Old Living in Households in Poverty

City of Dubuque

	Total	In married-couple, family household	In male, no wife present, family household	In female, no husband present, family household
Total children in Dubuque	11,650	7,208	1,010	3,403
Percent of children living in households with income in the past 12 months below poverty level	20.0%	6.2%	12.1%	50.7%
Percent of children living in households with income in the past 12 months above the poverty level	80.0%	93.8%	87.9%	49.3%

2009-2013 American Community Survey Estimates, U.S. Census Bureau



ECONOMIC WELLBEING

Economic wellbeing encompasses areas including workforce demographics, poverty rates, unemployment rates and more. This information will provide insights to the changing demographics of Dubuque's workforce.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How can Dubuque continue to support a diverse workforce including people of any age, gender, race/ethnicity, socioeconomic status and professional category?
- ▶ How can Dubuque open its networks so everyone has equal opportunities to succeed?
- ▶ How do we connect more people to programs in our community that provide education and job skills training so they can increase their earnings?



Economic Wellbeing

Poverty Rate

Blacks, Latinos and those who identified as two or more races show the highest poverty rate for the City of Dubuque (at less than 100% of the poverty level). These numbers both come in higher than the state of Iowa, where 36.8% of Blacks and 26% of Latinos are at less than 100% of the poverty line (U.S. Census). That rate fits with the equity profile's unemployment statistics, as these minority groups also had a high percentage of unemployment in the community.

FROM THE SURVEY:

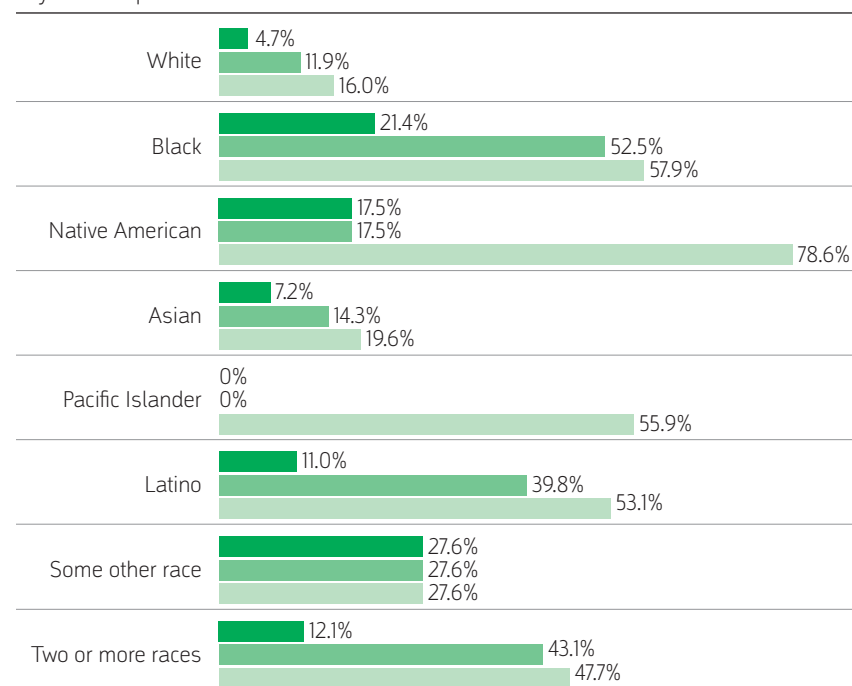
There were no direct comments related to this data point in the survey.

FROM THE DIALOGUES:

There were no direct comments related to this data point in the dialogues.

Poverty Rate by Race

City of Dubuque



- Less than 50 percent of the poverty level
- Less than 100 percent of the poverty level
- Less than 125 percent of the poverty level

Source: U.S. Census Bureau, 2009-2013 American Community Survey 5-year estimates

* Poverty guidelines indicate that a family of four with a household income of \$24,250 would be at 100% of the Federal Poverty Level threshold.



Economic Wellbeing

Poverty Rate (cont.)

FROM THE SURVEY:

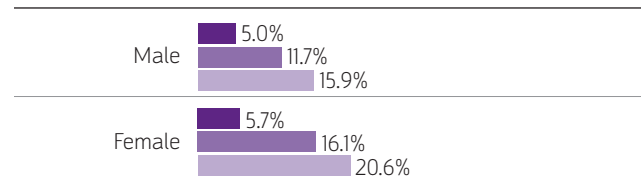
- Survey respondents expressed concern about low and stagnant wages in Dubuque. In relation to this, survey respondents commented on rising taxes, inflation and the cost of living in regards to earning a low wage.

FROM THE DIALOGUES:

- Many dialogue participants felt that the only jobs available in Dubuque are minimum wage jobs and that one cannot live on that wage.
- Participants also discussed the need to raise the minimum wage.

Poverty Rate by Gender

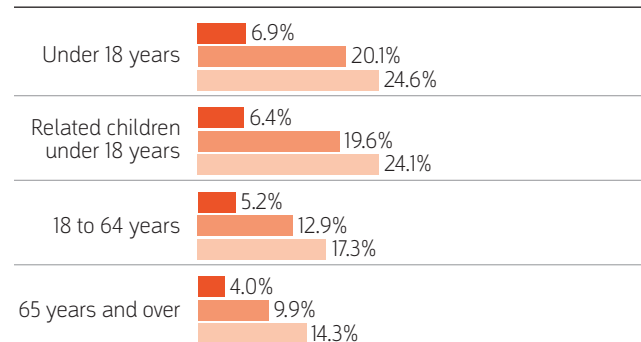
City of Dubuque



- Less than 50 percent of the poverty level
- Less than 100 percent of the poverty level
- Less than 125 percent of the poverty level

Poverty Rate by Age

City of Dubuque



- Less than 50 percent of the poverty level
- Less than 100 percent of the poverty level
- Less than 125 percent of the poverty level

* Poverty guidelines indicate that a family of four with a household income of \$24,250 would be at 100% of the Federal Poverty Level threshold.



Economic Wellbeing

Workforce Composition Rate

The workforce composition of Dubuque, similar to the population as a whole, has seen an increase in racial diversity with Latinos experiencing the highest growth rate. In 2000, Latinos comprised 0.5% of the workforce, compared to 1.8% in 2010. The second highest growth rate was the Black population, which grew from 0.4% to 0.8%.

FROM THE SURVEY:

- 61.43% indicated that they are aware of existing employment services and could access them if needed.
- 33.5% indicated that career advancement was the most important factor for economic wellbeing, with equitable pay being second at 26.9%. For Blacks, job discrimination came in as the second highest factor.

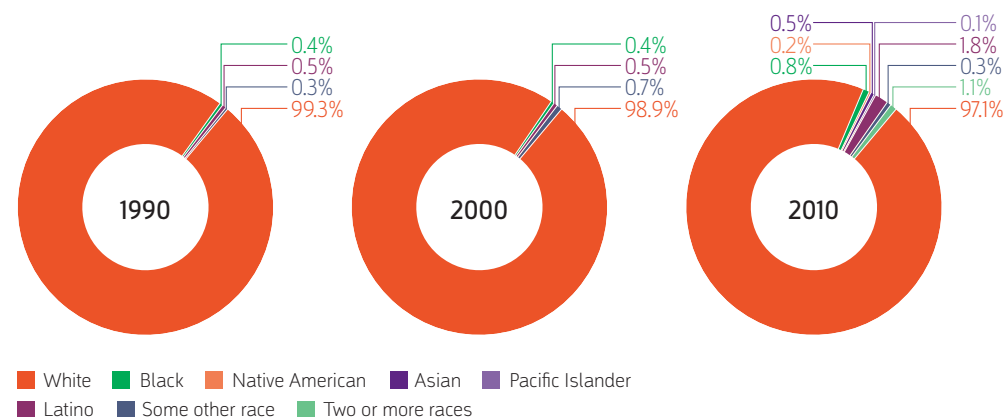
FROM THE DIALOGUES:

- Professional networking seems limited to white-collar jobs. Skilled laborers, such as those working in construction, plumbing and welding expressed frustration that they do not have the opportunity to network like other professionals.

How can Dubuque continue to support a diverse workforce including people of any age, gender, race/ethnicity, socioeconomic status and professional category?

Workforce Composition by Race/Ethnicity

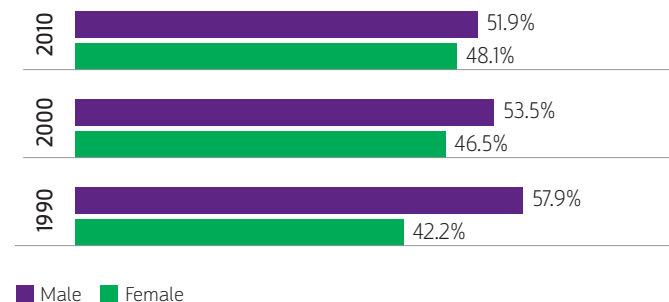
City of Dubuque



Source: U.S. Census Bureau

Workforce Composition by Gender

City of Dubuque



Source: U.S. Census Bureau



Economic Wellbeing

Unemployment by Race

How can Dubuque open its networks so everyone has equal opportunities to succeed?

The Black population, as Dubuque's largest minority group, makes up 5% of the city's population. Black people also rank among the top in unemployment rates with 16.9% in 2010. Latinos, the second largest minority group in Dubuque making up 2.4% of the population, also show high numbers in the unemployment category at 10.5%. Minority groups in general consistently had a higher rate of unemployment over the past three decades as compared to the White population (2010-5.5% unemployment).

FROM THE SURVEY:

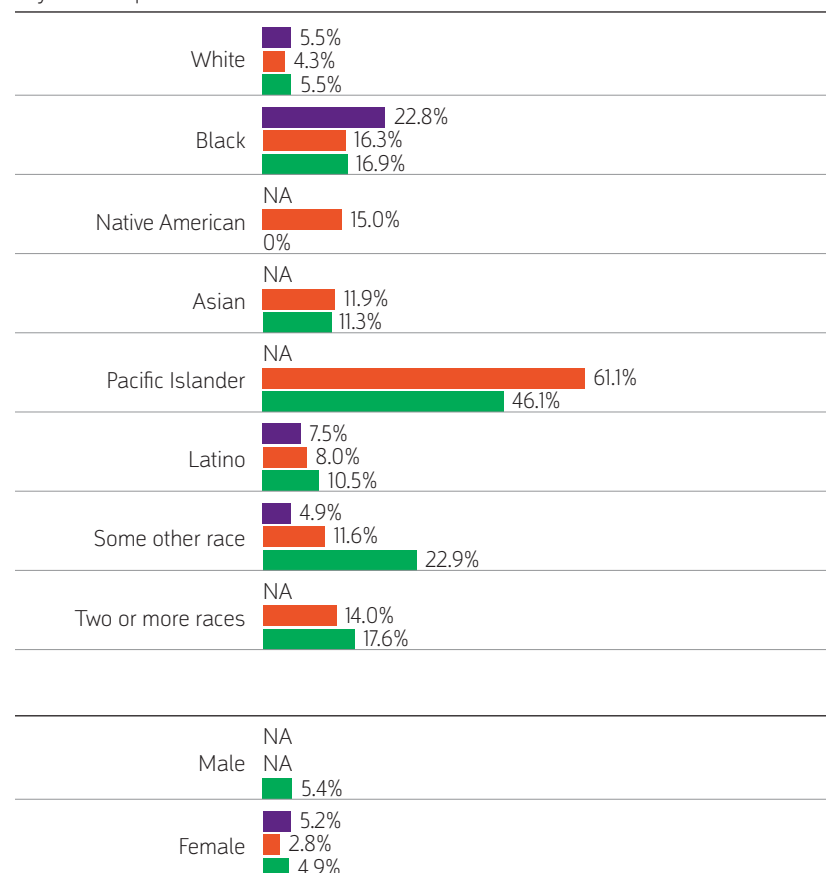
- Most survey respondents (61.43%) felt that if they were to need employment assistance services, they would know where to find those services and they would be easy to access.
- One consistent theme from the survey was that respondents felt that there were not enough quality jobs in Dubuque. 45.63% of respondents do not believe there are enough quality jobs compared to 36.34% who believe there are enough quality jobs.

FROM THE DIALOGUES:

- One key theme heard from community members was that Dubuque is a closed network. Many felt that in order to get ahead or be part of the decision-making in our community, one needs to have the right connections. They felt that not knowing the right people put them at a disadvantage in certain opportunities, and that they could not participate in the decision-making in the community.

Unemployment Rate by Race/Ethnicity and Gender

City of Dubuque



■ 1990 ■ 2000 ■ 2010

Source: U.S. Census Bureau



Economic Wellbeing

Unemployment by Educational Attainment

Data from the U.S. Census Bureau shows that in Dubuque, those without a high school diploma have a significantly higher unemployment rate (8%) than those who have completed high school and further. Unemployment rate was lowest in the city and the state for those who have earned a bachelor's degree or higher.

FROM THE SURVEY:

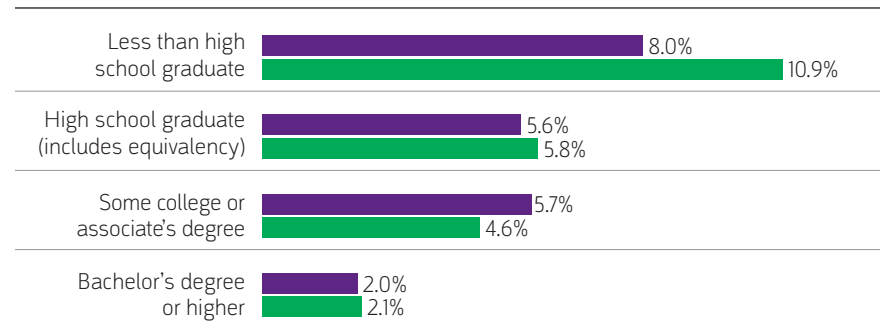
- 33.5% indicated that career advancement was the most important factor for economic wellbeing, with equitable pay being second at 26.9%.
- One consistent theme from the survey was that respondents felt that there were not enough quality jobs in Dubuque. 45.63% of respondents do not believe there are enough quality jobs compared to 36.34% who believe there are enough quality jobs.
- Survey respondents at all levels of education indicated an awareness of where to find job assistance.

FROM THE DIALOGUES:

- The skills gap was a topic of discussion during the dialogues. Individuals with advanced levels of education, either a masters degree or beyond, felt it was difficult to get a quality job without being over qualified. There is not a lack of job openings, but the jobs available are low-skill, low-pay jobs.

Unemployment Rate by Education Attainment

City of Dubuque / State of Iowa



■ City of Dubuque ■ State of Iowa

U.S. Census Bureau, 2009-2013 5-year American Community Survey



Economic Wellbeing Income

According to the U.S. Census, the median household income for the city of Dubuque is \$44,599, which is over \$7,000 less than the median income for the state of Iowa. Data from the U.S. Census also shows a disparity of \$9,058 in median income between men and women in Dubuque. It's important, however, to look at the disparity between men and women who have the same educational attainment. When males and females have the same educational levels in Dubuque, males received higher wages than females at all levels. For example, the median salary for a male with a bachelor's degree is \$46,522, whereas a female's is \$35,561.

FROM THE SURVEY:

- Equitable pay was the second highest economic wellbeing concern among all who participated in the survey.

FROM THE DIALOGUES:

- Women were not surprised to see the difference in pay and expected to see women earning less than men.
- Dialogue attendees noted that when you compare the average age by race/ethnicity to the income by race the numbers seemed to make sense. Minorities in Dubuque tend to have a lower average age, therefore the lower median income by race/ethnicity could be partially attributed to that.

How do we connect more people to programs in our community that provide education and job skills training so they can increase their earnings?

Median Household Income

Dubuque	\$44,599
Iowa	\$51,843

Median Income by Gender

City of Dubuque/State of Iowa

Male	\$40,760	\$45,814
Female	\$31,702	\$35,025

■ City of Dubuque ■ State of Iowa

Source: U.S. Census Bureau, 2009-2013
5-year American Community Survey

Median Income by Race, 2008-2012

City of Dubuque

White	\$44,964
Black	\$20,389
Native American	\$21,583
Asian	\$55,736
Pacific Islander	NA
Latino	\$31,728
Some other race	\$66,250
Two or more races	\$32,130

Source: U.S. Census Bureau



Economic Wellbeing

Minority-Owned Businesses

The data for minority-owned businesses in Dubuque is largely outdated and does not provide much insight into the business landscape in Dubuque. Because this data is not tracked efficiently, much of it is not available or suppressed due to small numbers being reported. The data included here is what is currently available and during this process we recognized the need to improve this data to better understand what supports are needed.

FROM THE SURVEY:

There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

- Some attendees discussed the belief that minority-owned businesses would not come to Dubuque if they knew the social and business climate they would be entering.
- Attendees were surprised that this data was not tracked more efficiently. Most of the data displayed is suppressed or not available; attendees felt that Dubuque should be better at tracking this.

Minority-Owned Firms, 2007

City of Dubuque/State of Iowa

Race	Black	S	0.8%
	Native American	F	0.2%
	Asian	1.1%	1.1%
	Pacific Islander	F	0.1%
	Latino	F	0.9%
Gender	Male	NA	NA
	Female	22.2%	25.5%

■ City of Dubuque ■ State of Iowa

Note: Data indicated with 'F' means that fewer than 25 firms are operated by that subgroup

Note: Data indicated with 'S' means the data is suppressed and does not meet U.S. Census Bureau publication standards

Source U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits



HOUSING

One of the most critical elements for a family's wellbeing is an affordable, safe, energy-efficient home that accommodates their fundamental needs. In addition to a family's wellbeing, housing also plays a key role in economic development, job creation, quality of life and increase in population. Communities that have experienced substantial growth and economic prosperity have offered a balance of safe, affordable housing to all segments of the community.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How do we create a strategy that ensures there is an adequate number of safe and affordable housing for all income groups?
- ▶ Can we support thriving neighborhoods by ensuring access to affordable housing throughout our entire community?



Housing Affordability

Housing is considered affordable when costs do not exceed 30% of the household's income. The 2012 American Community Survey showed 77% of homeowners and 46% of renters in Dubuque lived in housing they could afford. In Dubuque, Black and Asian populations tend to be the most cost burdened with 29% of Blacks and 36% of Asians paying more than 50% of their household income on their housing.

FROM THE SURVEY:

- 33.9% of survey respondents who rent say they are living in their ideal housing situation, compared to 81.5% of respondents who own a home. Of those renters who said they were not living in their ideal housing situation, the majority stated it was due to their desire to own a home.

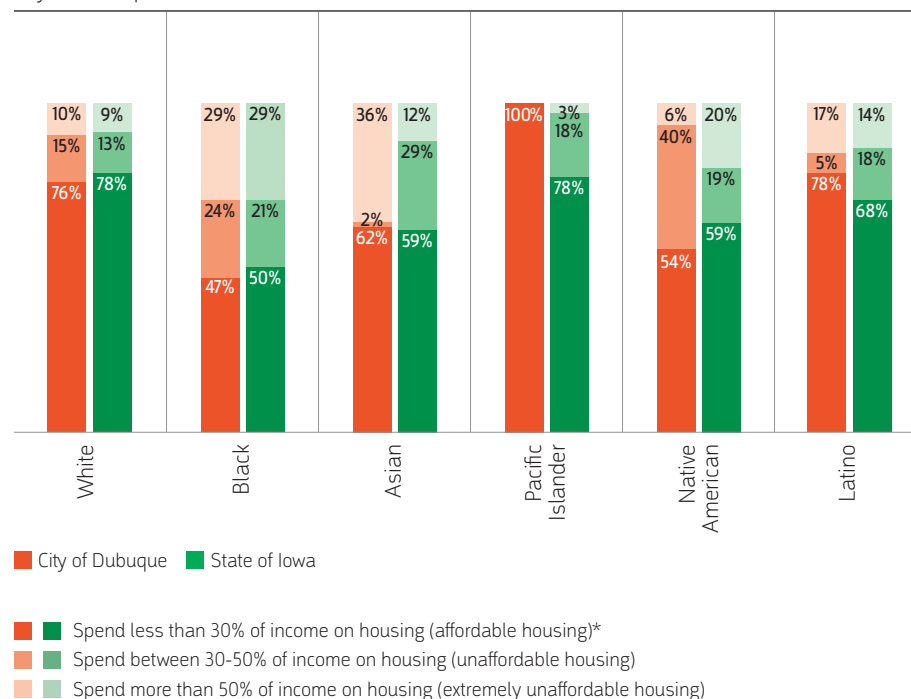
FROM THE DIALOGUES:

- There are not enough affordable housing options available within the community for those earning a minimum wage.
- The physical condition of homes that might be affordable is poor and may not be suitable for some families, which limits options for those with limited income.
- Transitional housing was discussed for those coming from a shelter. Because many of these individuals have limited incomes, they may not be able to afford housing that is safe for their families. This increases the odds that these individuals will return to shelters.

How do we create a strategy that ensures there is an adequate number of safe and affordable housing for all income groups?

Housing Cost Burden

City of Dubuque / State of Iowa



*This category includes people with zero income.

Source: 2007-2011 CHAS Data



Housing

Housing Affordability by Income Group

Can we support thriving neighborhoods by ensuring access to affordable housing throughout our entire community?

In Dubuque, there are 2,585 households earning less than 30% AMI. (AMI stands for Area Median Income. A family of four earning less than \$23,850 would be earning less than 30% AMI.) There are 610 housing units affordable to households earning less than 30% AMI, which is less than a quarter of the units needed to house that population.

As of January 2015, Dubuque's Housing Choice Voucher Program reports that 17% of landlords in Dubuque participate in the program. There were 928 households receiving assistance and 1,288 households waiting for vouchers.

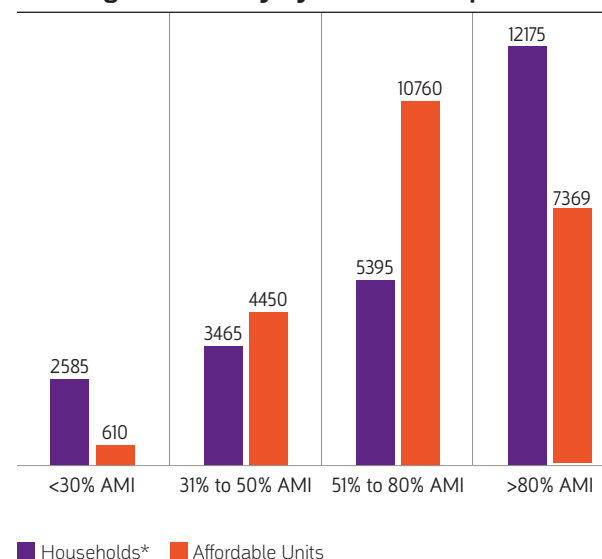
FROM THE SURVEY:

- 78.92% of those with a household income of less than \$24,000 indicated that they rent their home in Dubuque. In that same income bracket, 65.52% stated they were not living in their ideal housing situation.

FROM THE DIALOGUES:

- People without internet access are at a disadvantage in finding available housing options in Dubuque.
- Transportation can pose a problem if you want to live outside of the downtown area.
- Access to resources, like housing vouchers, is limited and presents a barrier for those waiting to receive assistance.
- Most attendees named safety, location and physical condition of the home as the most important factors in defining a quality home.

Housing Affordability by Income Group



AMI is Area Median Income
Source: 2007-2011 CHAS Data

*A household includes all the persons who occupy a housing unit as their usual place of residence.



Housing

Home Ownership vs. Rent Occupied

Home ownership vs. rent tenure in Dubuque is less than the state average. Home owners comprise 65.70% of the population, compared to 34.3% of the population that rents.

FROM THE SURVEY:

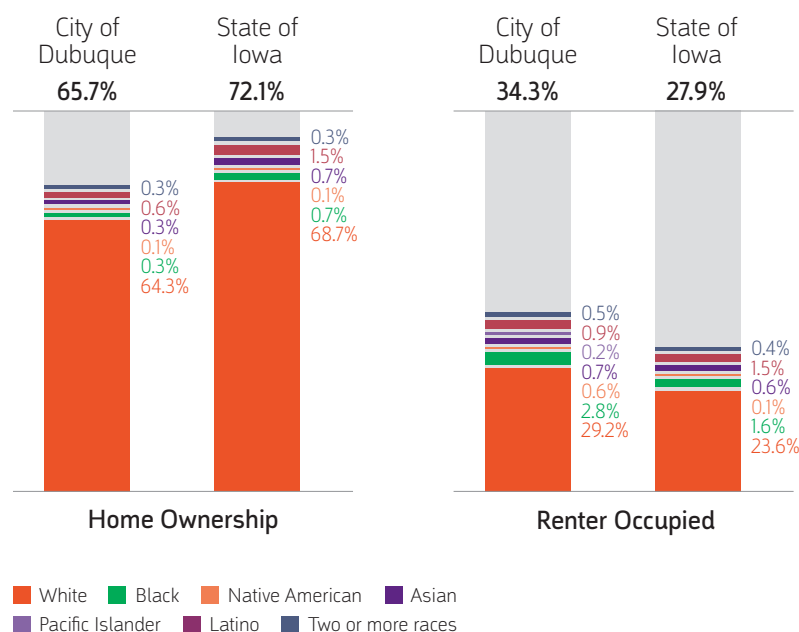
- Results indicate that individuals in Dubuque would prefer to own a home. Of those who identified as renters (29.43%), 67.11% say they are not living in their ideal housing situation. Of those renters who said they were not living in their ideal housing situation, the majority stated it was due to their desire to own a home.

FROM THE DIALOGUES:

- Landlord relations and safety were both indicated as reasons people would rather own a home than rent one.
- Those who needed to rent described the rental market in Dubuque as limited and expensive.

Home Ownership vs. Rent Occupied

by Race and Ethnicity, 2010



Source: U.S. Census Bureau (2010)



Housing

Access to Quality Housing

This data shows the number of households identified as having one or more problems, or no problems (as defined by The U.S. Department of Housing and Urban Development). While this data was broken down by race/ethnicity, it became apparent after closer review that housing problems corresponded to socioeconomic status rather than race/ethnicity. For this reason, socioeconomic numbers are featured here and demonstrate that as one's income increases, the quality of housing increases.

FROM THE SURVEY:

- A majority of survey participants (80%) believed they live in quality housing. This remained true when the results were broken down to look at age, income, race/ethnicity, religion, gender, renter vs. home owners, etc. In all groups, the majority felt they were living in quality housing.

FROM THE DIALOGUES:

- Most attendees named safety, location and physical condition of the home as the most important factors in defining a quality home.
- People without internet access are at a disadvantage in finding available housing options in Dubuque.
- Transportation can pose a problem if you want to live outside of the downtown area.
- Access to resources, like housing vouchers, is limited and presents a barrier for those waiting to receive assistance.

Access to Quality Housing

City of Dubuque

The four housing problems are:

1. Lacks complete kitchen facilities
2. Lacks complete plumbing facilities
3. More than one person per room
4. Cost Burden greater than 30% (affordability)

Of the four housing problems, affordability comprises 90% of the problems in Dubuque, lacks complete kitchen or plumbing facilities makes up 4%, and more than one person per room comprises 3% of the problems.





Housing

Racial/Poverty Concentrations by Neighborhood

This map indicates racial/ethnic diversity, poverty concentration and average income for each neighborhood in Dubuque (based on census tracts).

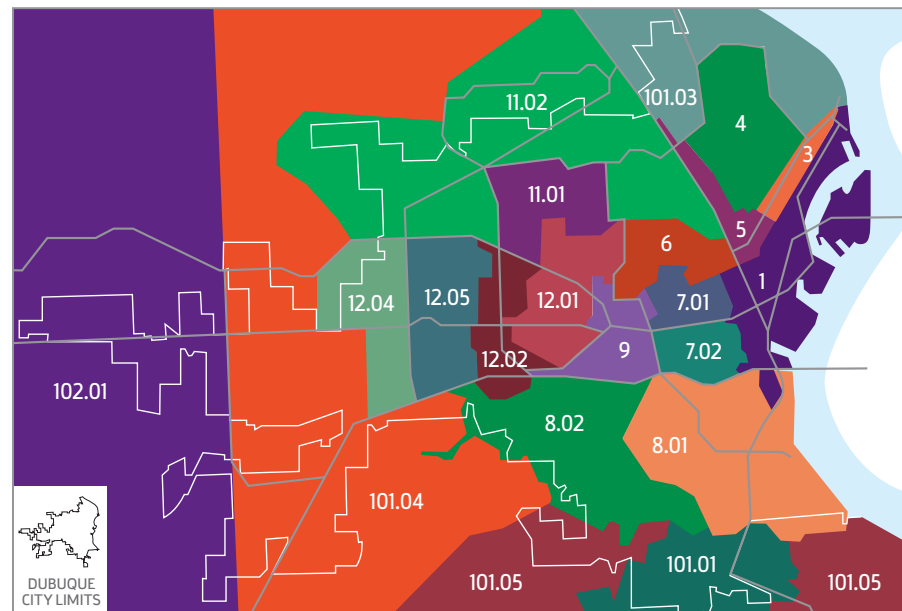
FROM THE SURVEY:

There were no direct comments related to this topic in the survey data.

FROM THE DIALOGUES:

- There were very few comments made at the community dialogues about racial concentrations of poverty.
- Some Black dialogue participants noted that when they moved to certain neighborhoods, their white neighbors moved. This caused them to feel unwelcome in certain areas of town.
- Discussion also centered around the fact that the areas of high poverty concentration occur because individuals cannot afford housing in other neighborhoods of the city so they are forced to live in one concentrated area where the housing is affordable to them.

Dubuque Census Tracts:
Population, Mean Income and Percent in Poverty



To view the population, mean income and poverty percentage in each census tract, please see the charts on the next three pages.

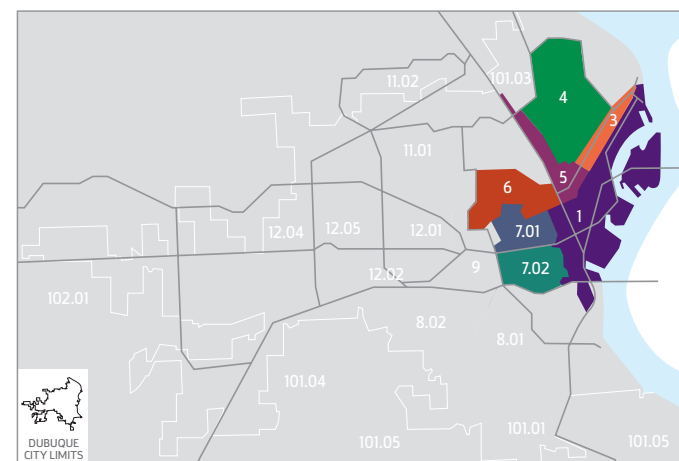


Dubuque County Census Tract

	CENSUS TRACT: 1			CENSUS TRACT: 3			CENSUS TRACT: 4		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	2517	\$16,852	—	2,040	\$20,478	—	4,147	\$19,654	—
White	70.16%	\$18,519	25.87%	93.14%	\$20,712	6.90%	93.47%	\$20,239	20.56%
Black	16.09%	\$14,873	65.14%	2.45%	\$31,324	0.00%	0.24%	N	100.00%
Asian	5.20%	—	—	0.00%	—	—	2.19%	\$21,840	—
Latino	7.79%	\$7,132	34.78%	3.09%	N	0.00%	2.10%	\$9,160	7.59%
Some other race	8.54%	\$4,117	—	4.41%	—	—	4.10%	—	—

	CENSUS TRACT: 5			CENSUS TRACT: 6		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,987	\$13,548	—	3,261	\$22,382	—
White	88.34%	\$16,300	25.87%	90.83%	\$24,046	12.46%
Black	4.04%	\$4,081	52.04%	2.61%	\$13,016	49.23%
Asian	0.00%	—	—	0.89%	\$16,999	—
Latino	3.81%	\$5,627	82.41%	3.10%	\$1,569	86.36%
Some other race	7.62%	—	—	5.67%	N	—

	CENSUS TRACT: 7.01			CENSUS TRACT: 7.02		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	4,057	\$17,360	—	3,342	\$21,700	—
White	92.63%	\$18,072	11.82%	87.34%	\$22,879	14.38%
Black	1.75%	\$3,617	75.34%	2.24%	\$10,461	48.98%
Asian	2.69%	\$5,186	—	1.32%	\$28,633	—
Latino	1.95%	\$1,358	36.17%	0.66%	N	0.00%
Some other race	2.93%	—	—	9.10%	—	—

Dubuque Census Tracts:
Population, Mean Income and Percent in Poverty



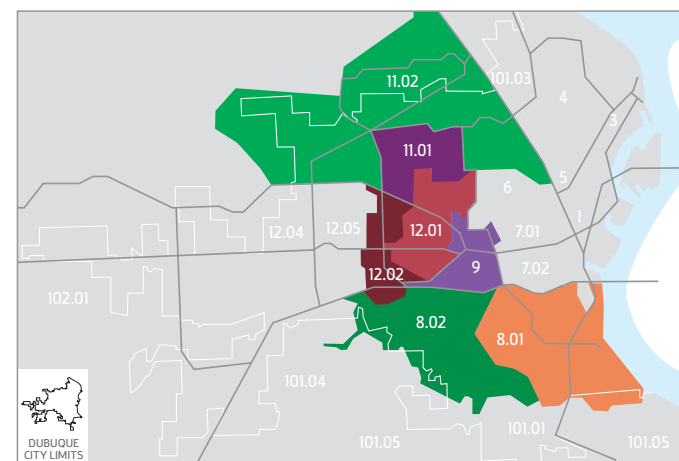
Dubuque County Census Tract

	CENSUS TRACT: 8.01			CENSUS TRACT: 8.02			CENSUS TRACT: 9		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	4,293	\$35,128	—	3,575	\$35,790	—	3,762	\$20,069	—
White	96.93%	\$34,623	7.77%	97.68%	\$35,883	2.37%	90.30%	\$21,490	5.07%
Black	0.00%	—	0.00%	0.00%	—	0.00%	4.50%	\$1,348	100.00%
Asian	0.00%	N	—	1.87%	\$25,787	—	0.00%	\$10,958	—
Latino	2.26%	N	0.00%	3.78%	\$17,664	0.00%	3.99%	\$20,011	22.22%
Some other race	3.07%	—	—	0.45%	—	—	5.16%	N	—

	CENSUS TRACT: 11.01			CENSUS TRACT: 11.02		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,553	\$34,209	—	6,115	\$32,242	—
White	97.21%	\$34,816	4.99%	97.17%	\$32,005	8.69%
Black	0.20%	—	0.00%	1.93%	—	0.00%
Asian	0.34%	\$29,786	—	0.31%	N	—
Latino	0.00%	\$11,053	0.00%	1.01%	\$19,747	28.57%
Some other race	2.25%	—	—	0.59%	—	—

	CENSUS TRACT: 12.01			CENSUS TRACT: 12.02		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,824	\$25,365	—	1,822	\$26,389	—
White	96.12%	\$25,979	11.45%	98.41%	\$26,803	9.85%
Black	1.10%	N	100.00%	0.55%	\$23,838	14.29%
Asian	0.08%	N	—	0.00%	\$7,409	—
Latino	2.82%	\$20,795	0.00%	0.00%	\$44,018	32.00%
Some other race	2.26%	—	—	1.04%	—	—

**Dubuque Census Tracts:
Population, Mean Income and Percent in Poverty**





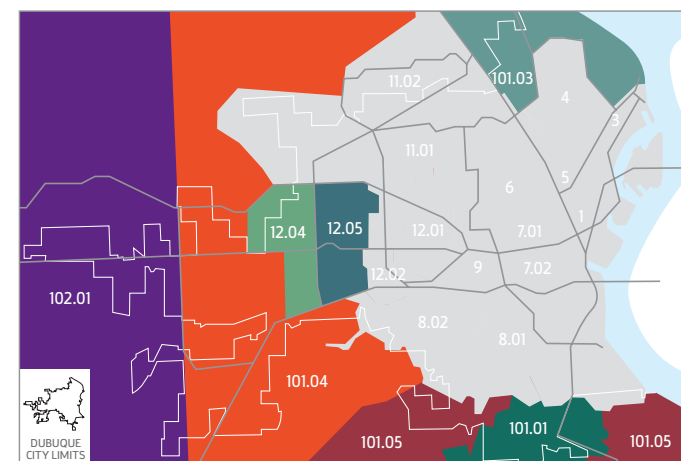
Dubuque County Census Tract

	CENSUS TRACT: 12.04			CENSUS TRACT: 12.05			CENSUS TRACT: 101.01		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	1,961	\$30,103	—	4,129	\$27,025	—	2,104	\$22,058	—
White	96.12%	\$30,832	0.00%	90.63%	\$27,864	4.86%	97.62%	\$22,307	16.67%
Black	3.88%	\$3,576	89.47%	1.86%	\$30,845	0.00%	0.00%	—	0.00%
Asian	0.00%	\$25,340	—	6.73%	\$22,267	—	0.00%	—	—
Latino	0.00%	—	0.00%	0.78%	—	0.00%	1.85%	\$20,424	100.00%
Some other race	0.00%	—	—	0.78%	—	—	2.38%	—	—

	CENSUS TRACT: 101.03			CENSUS TRACT: 101.04		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	2,752	\$26,540	—	4,333	\$31,806	—
White	99.16%	\$26,588	9.69%	97.69%	\$33,150	4.53%
Black	0.58%	N	0.00%	0.00%	N	0.00%
Asian	0.00%	—	—	1.87%	\$14,109	—
Latino	0.00%	N	0.00%	0.76%	\$18,601	0.00%
Some other race	0.25%	—	—	0.44%	—	—

	CENSUS TRACT: 101.05			CENSUS TRACT: 102.01		
	Population	Mean income (dollars)	Percent below poverty line	Population	Mean income (dollars)	Percent below poverty line
Total Census Tract Pop	3,708	\$33,752	—	5,177	\$30,666	—
White	97.22%	\$33,832	2.56%	97.20%	\$31,531	2.22%
Black	0.00%	N	0.00%	0.25%	\$3,112	100.00%
Asian	1.08%	N	—	0.54%	\$15,144	—
Latino	0.00%	\$4,665	0.00%	1.97%	\$17,151	27.27%
Some other race	1.70%	N	—	2.01%	—	—

**Dubuque Census Tracts:
Population, Mean Income and Percent in Poverty**





EDUCATION

Education impacts quality of life, community vitality, and economic development and growth, making it an important area to look at with regards to equity and inclusion.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How can we eliminate barriers to achievement so that all students can succeed?
- ▶ How can we provide diverse role models to support students of all backgrounds?
- ▶ Can we reduce poverty in our community by ensuring all students have at least a high school diploma and ideally some post secondary education or training?



Education

Student Achievement

How can we eliminate barriers to achievement so that all students can succeed?

Historical data indicates a correlation between socioeconomic status and student achievement. In the Dubuque Community School District (DCSD), 76% of all students meet reading proficiency in grades 3-5 (on Iowa Testing Program exams), while 62.10% of students eligible for free/reduced lunch meet proficiency in this category. In grade 11 math, 86.40% of all students meet proficiency (on Iowa Testing Program exams), while 74.40% of students eligible for free/reduced lunch meet proficiency.

FROM THE SURVEY:

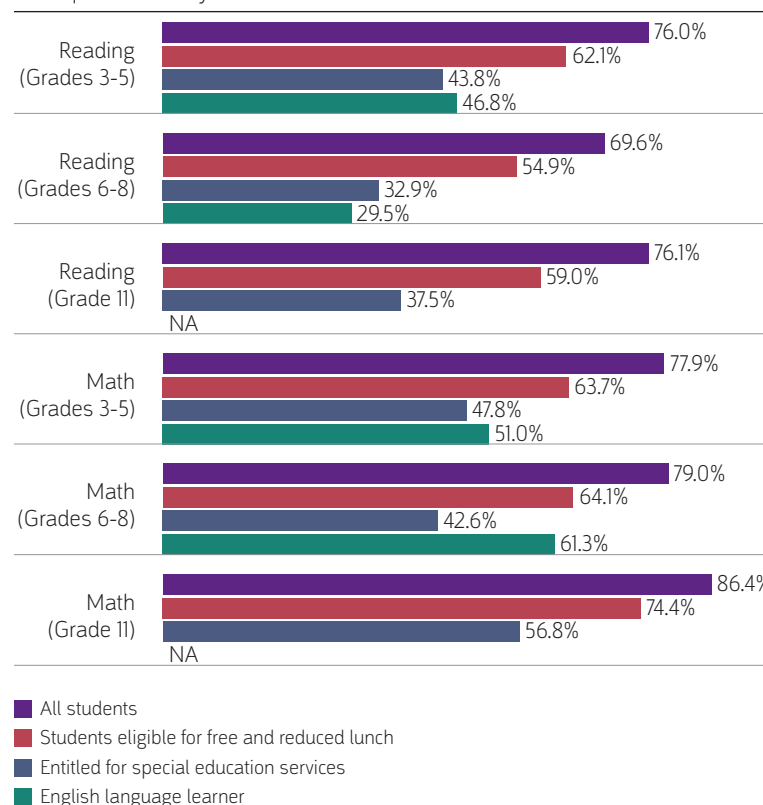
- 50.16% of respondents say they are confident that schools are meeting the needs of students, compared to 22.43% respondents who disagree.
- 57.77% of respondents believe schools are preparing students for their next academic year, compared to 7.3% respondents who disagree.

FROM THE DIALOGUES:

- Dialogue attendees expressed the need to increase participation and outreach to minority students regarding Advanced Placement (AP) courses.

Percentage of Proficiency – District-Wide*

Dubuque Community School District: 2013-2014



*Based on Iowa Testing Program exams, which begin in grade 3. Scores are reported on a grade-level span.

Source: Iowa Department of Education



Education

Student Achievement (cont.)

The data also shows a gap in achievement between different races/ethnicities. In the DCSD, 72.50% of White students and 83.30% of Asian students meet reading proficiency in grades 6-8, while 34.70% of Black students and 64.70% of Hispanic students meet proficiency in this category.

FROM THE SURVEY:

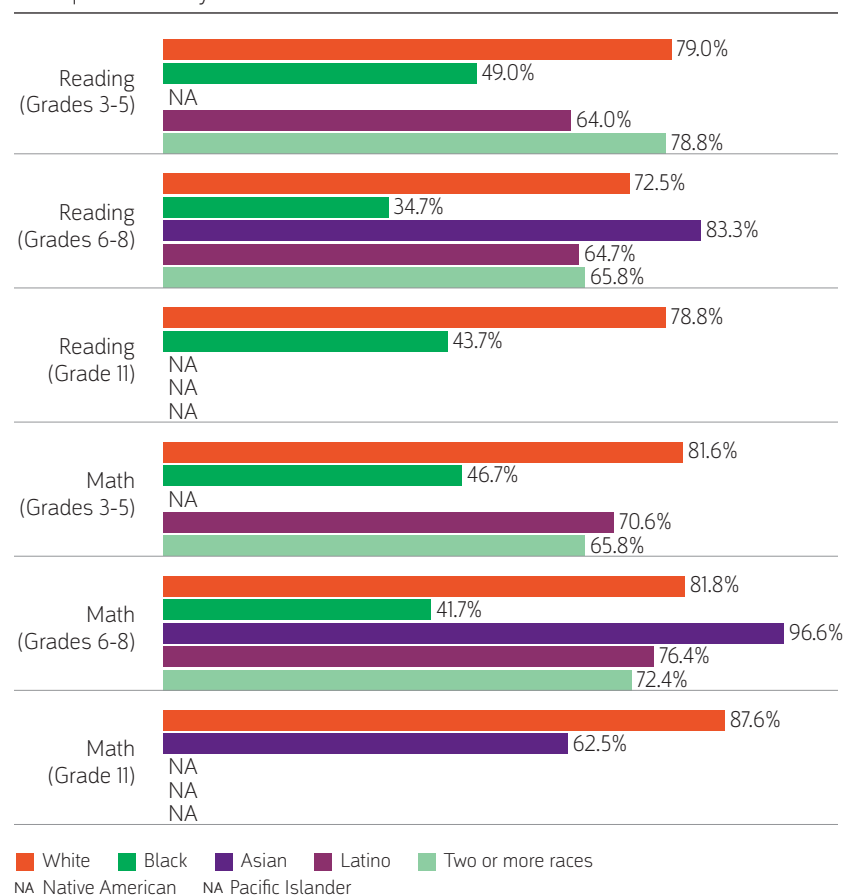
There were no comments directly related to this data point from the survey.

FROM THE DIALOGUES:

There were no comments directly related to this data point in the dialogues.

Percentage of Proficiency by Race/Ethnicity – District-Wide*

Dubuque Community School District: 2013-2014



*Based on Iowa Testing Program exams, which begin in grade 3.
Scores are reported on a grade-level span.

Source: Iowa Department of Education



Education

Graduation Rate

Similar to reading and math proficiency, there is a correlation between socioeconomic status and graduation rate. There are also disparities in graduation rate among minority populations: where 75% of Black students graduated in 2014 compared to 92.3% of White students and 92.9% of Asian students. Research has shown that proficiency levels in the early grades in math and reading can predict high school graduation rates.

FROM THE SURVEY:

There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

There were no direct comments related to this data point in the dialogues.

Graduation Rate

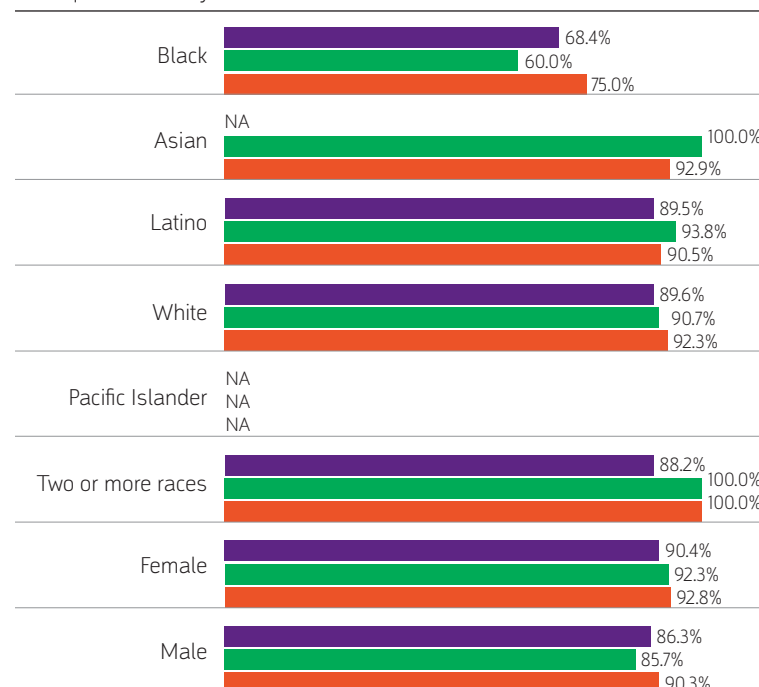
Dubuque Community Schools



■ Reported Spring, 2013 for the Class of 2012
■ Reported Spring, 2014 for the Class of 2013
■ Reported Spring, 2015 for the Class of 2014

Graduation Rate by Race/Ethnicity

Dubuque Community Schools



■ Reported Spring, 2013 for the Class of 2012
■ Reported Spring, 2014 for the Class of 2013
■ Reported Spring, 2015 for the Class of 2014

NA denotes small cell count (denominator, N<10) that has been redacted due to FERPA.

Source: Iowa Department of Education, Information and analysis, Basic Educational Data Survey (BEDS) and SRI (EASIER) files.



Education

Dropout Rates

Native American students showed the highest dropout rate of 9.1% for grades 7 through 12 in 2012-2013 in Dubuque. Black students show the second highest rate of 4.0%. Male and female students show a difference in dropout rates as well with the female student dropout rate at 0.9% and the male dropout rate at 2.3%.

FROM THE SURVEY:

There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

There were no direct comments related to this data point in the dialogues.

Dropout Rates by District Subgroup: Grades 7-12, 2012-2013

Dubuque Community School District

Socioeconomic Status	Overall	1.6%
	Free/Reduced Lunch	3.1%
	Entitled for special education services	3.6%
	English Language Learner	0%
Race / Ethnicity	White	1.4%
	Black	4.0%
	Latino	3.6%
	Native American	9.1%
	Asian	0%
	Pacific Islander	0%
	Two or more races	1.4%
Gender	Male	2.3%
	Female	0.9%

Dropout rate = Percentage of 7-12 grade students who dropped out between October 1, 2012 and September 30, 2013.

Source: Iowa Department of Education, Information and Analysis, Basic Educational Data Survey (BEDS) and SRI (EASIER) Files



Education

Selected Enrollments

Enrollment in these courses and/or programs can predict achievement for students throughout their schooling. These courses can serve as milestones/precursors for high school graduation and educational attainment.

FROM THE SURVEY:

- 57.77% of respondents believe schools are preparing students for the next academic year, compared to 7.3% respondents who disagree.

FROM THE DIALOGUES:

- Dialogue attendees expressed the need to increase participation and outreach to minority students regarding Advanced Placement (AP) courses.

Enrollment Percentages

Dubuque Community School District: Fall 2014-Winter 2015

	White	Black	Native American	Asian	Pacific Islander	Latino	Two or more races
District Enrollment	84.4%	6.5%	0.3%	1.5%	0.8%	3.3%	3.1%
Early Childhood Enrollment	70.8%	12.8%	0%	1.6%	1.6%	4.7%	8.6%
Calculus Enrollment	82.8%	0%	0%	3.5%	0%	1.2%	2.4%
Physics Enrollment	92.9%	2.9%	0%	1.7%	0%	1.4%	0%
Algebra I Enrollment in 7th or 8th Grade	92.1%	2.2%	0%	3.4%	0%	2.2%	0%
Chemistry Enrollment	90.5%	2.3%	0.7%	2.8%	0.3%	1.8%	1.5%
SAT / ACT Enrollment	94.1%	2.9%	0%	1.7%	0%	1.4%	0%

Source: A Plan for Sustainable Change, Fall 2014 - Winter 2015



Education

School Culture and Climate

How can we provide diverse role models to support students of all backgrounds?

17.15% of students in the Dubuque Community School District (DCSD) are minority students, while 2.2% of staff is minority. Currently there are 23 different languages spoken in the DCSD.

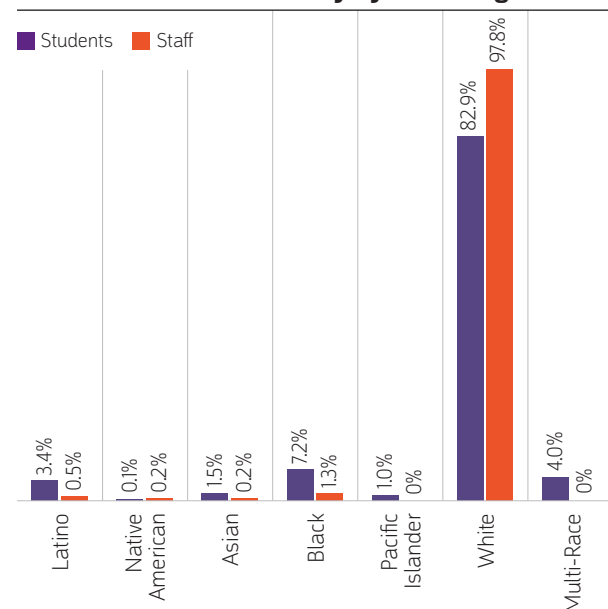
FROM THE SURVEY:

- 49.04% of respondents expressed some level of concern regarding access to supplementary services (tutoring, counseling, afterschool programs, etc.).
- 48.23% of respondents expressed some level of concern regarding discrimination.

FROM THE DIALOGUES:

- Dialogue attendees referenced the misalignment between staff diversity and student diversity, and expressed the need for additional cultural competency training for staff.
- Dialogue attendees noted a lack of technology access outside of school for some populations, which makes success in school increasingly difficult in today's technological society.

**Dubuque Community School District
Staff/Student Race/Ethnicity by Percentage**



Source: Dubuque Community School District: 2014-2015

Languages

Dubuque Community School System

23

Albanian • Amharic • Arabian Bengali • Bosnian
Canadian French • Chinese Ethiopian • Filipino
Gujarati • Hindi • Spanish • Korean • Marshallese
Portuguese • Russian • Swedish • Tagalog
Tamil • Telugu • Thai • Urdu • Vietnamese

Source: Dubuque Community School District



Education

Educational Attainment/ Access to Education

Can we reduce poverty in our community by ensuring all students have at least a high school diploma and ideally some post secondary education or training?

More than 21% of the Dubuque County population over the age of 25 with less than a high school degree are in poverty status. Individuals with a bachelor's degree have a median income of \$42,889 compared to \$26,926 for individuals with only a high school degree (in 2013 inflation-adjusted dollars).

FROM THE SURVEY:

- 63.99% of survey respondents felt that they were able to pursue the type of education they would like, compared to 8.04% who felt they were not able to.
- 72.44% of respondents said if they were looking to pursue an education, it would be easy for them to access services to assist in the process, compared to 6.41% who disagreed.

FROM THE DIALOGUES:

- Dialogue attendees expressed the need for more exposure to educational opportunities and to increase opportunities for minority students.

Poverty Rate for the Population 25 Years and over by Educational Attainment: Dubuque County

Less than high school graduate	21.2%
High school graduate (includes equivalency)	7.6%
Bachelor's degree or higher	4.7%

Source: U.S. Census Bureau

Median Earnings in the Past 12 Months: Dubuque County (in 2013 Inflation-Adjusted Dollars)

Less than high school graduate	\$19,496
High school graduate (includes equivalency)	\$26,926
Some college or associate's degree	\$31,416
Bachelor's degree	\$42,889
Graduate or professional degree	\$52,541

Source: U.S. Census Bureau



HEALTH

The Centers for Disease Control and Prevention (CDC) defines health equity as follows: every person has the opportunity to attain his or her full potential and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstance. Access to quality healthcare is an important factor in achieving health equity, however there are a number of factors that can affect one's health including: social conditions, economic conditions, environmental conditions, health behaviors, disease or injury and mortality. Health inequities are considered differences in health that are avoidable, unfair and unjust according to the CDC definition. These differences are based largely on one's social and economic conditions.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How can we ensure that individuals in the groups experiencing the highest rates of preventable disease are receiving preventative care?
- ▶ How can we make sure that all Dubuque residents are able to readily access and afford the quality health care available in our community?
- ▶ How do we create a strategy in our community that ensures there are adequate resources for those who need mental healthcare?



Health

Disease Prevalence by Household Income

The Disease Prevalence by Household Income chart shows the percentage of the Iowa population who have been diagnosed with the disease listed. In most cases, the disease prevalence is higher when the household income is lower.

FROM THE SURVEY:

- An average of 79.7% of those with a household income greater than \$50,000 receive their regular healthcare from their family physician, compared to those with incomes less than \$49,999 (44.8%). Other healthcare options utilized were the emergency room, acute or convenient care. Many respondents indicated convenience and insurance were the driving factors in choosing where to get their regular care.

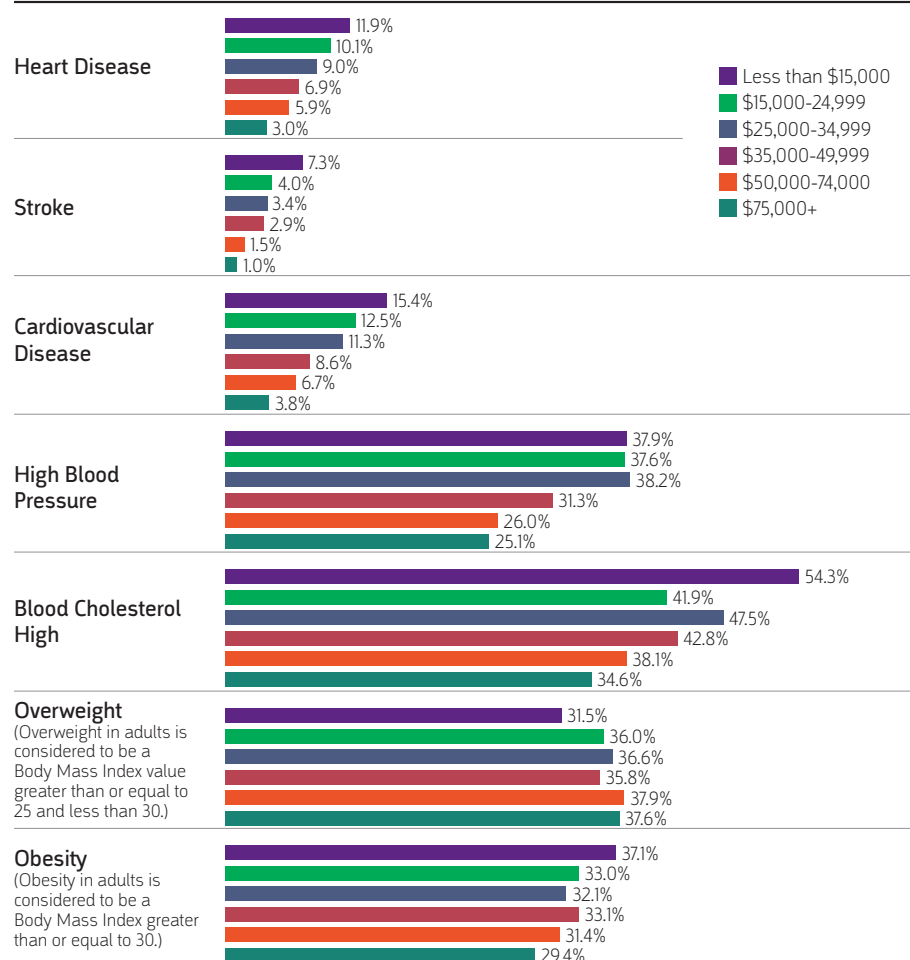
FROM THE DIALOGUES:

There were no direct comments related to this data point in the dialogues.

How can we ensure that individuals in the groups experiencing the highest rates of preventable disease are receiving preventative care?

Disease Prevalence by Household Income

State of Iowa



Source: Health in Iowa Annual Report from the Behavioral Risk Factor Surveillance System, Iowa 2013



Health Affordability/Access

According to the Cost of Living Index provided by the Council for Community and Economic Research, the cost of healthcare in Dubuque is about 4% lower than the national average. In Dubuque the median household income is \$44,599 – lower than the national median income by 19% (\$53,046: 2009-2013 American Community Survey Five-Year Estimates). Dubuque County also shows a lower rate of primary care physicians per 100,000 residents compared to the national average, which could make access difficult.

FROM THE SURVEY:

- 67.59% of respondents have a concern about affordability in healthcare compared to 18.98% who do not have concerns about affordability. Respondents with a household income of \$25,000-\$49,999 had the highest concern about affordability (81.25%).
- 72.77% believe Dubuque offers quality healthcare options, compared to 12.68% who do not believe there are quality healthcare options.

FROM THE DIALOGUES:

- There are many quality options for healthcare in the Dubuque community; as a small community, Dubuque is lucky to have so many great healthcare facilities.
- Those on assistance programs have fewer medical care facilities to choose from, which can cause issues.
- There are not enough doctors in Dubuque to meet the needs of the community. There are often long wait times when you try to make an appointment with a provider.

How can we make sure that all Dubuque residents are able to readily access and afford the quality health care available in our community?

Dubuque Cost of Living Index: Cost of Healthcare

Dubuque	96
Iowa	96
National	100

Source: 2010-2015 AreaVibes, Inc.

*The cost of living index is based on a national average of 100. If the amount is below 100, it is lower than the national average. If the amount is above 100, it is higher than the national average.

Primary Care Physicians per 100,000 residents

Dubuque County	65.4
National Average	73.4

Source: The Dartmouth Institute for Health Policy and Clinical Practice



Health

Mental Healthcare

How do we create a strategy in our community that ensures there are adequate resources for those who need mental healthcare?

According to the U.S. Department of Health and Human Services, Dubuque County is designated as a Health Professional Shortage Area for mental health. This designation indicates there is a lack of providers to meet the needs of the population.

According to the Iowa Department of Public Health, from 2008-2012 the suicide death rate for Dubuque was 13.39 (per 100,000), compared to the state of Iowa at 12.63 (per 100,000). From 2009-2013 it was 13.60 for Dubuque and 12.98 for Iowa. Death rates are reported for a five-year period so there may be overlap of data. However, the number increased with reporting of data from 2009-2013, which indicates an increasing death rate from suicide.

FROM THE SURVEY:

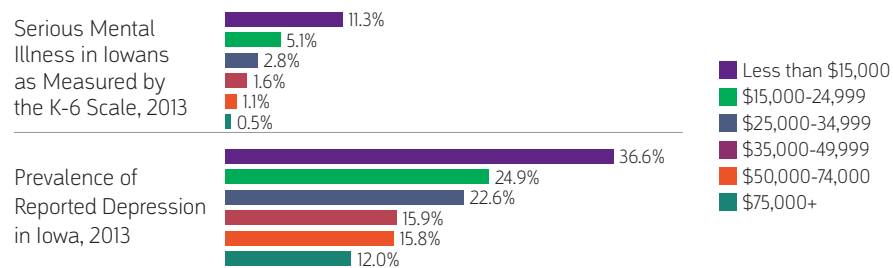
- 72.98% of those with a household income of \$50,000-\$99,999, and 79.07% of those with a household income of greater than \$100,000 had concerns about mental health treatment in Dubuque. 46.35% of those with a household income below \$24,999 did not have concerns about mental health treatment.

FROM THE DIALOGUES:

- There are limited resources for mental health in Dubuque and the wait is too long for those who really need them. Many who need services end up going to the emergency room or jail, which is not a good long-term solution.
- There is only one pediatric psychiatrist in Dubuque, which creates a long wait list for appointments for children.

Mental Illness by Household Income

State of Iowa



Source: Health in Iowa Annual Report from the Behavioral Risk Factor Surveillance System, Iowa 2013



Health

Uninsured Population

The lack of health insurance is considered a key driver of health status. This data reports the percentage of adults age 18 to 64 without health insurance coverage. Lack of insurance is a primary barrier to healthcare access including regular primary care, specialty care and other health services that contribute to poor health status.

FROM THE SURVEY:

- 58.66% of survey respondents agreed that if they were looking to obtain health insurance, they would know how to find services to assist them in the process.

FROM THE DIALOGUES:

There were no comments directly related to this data point from the dialogues.

Uninsured Population by Household Income, Percent

State of Iowa

Less than \$15,000	21.5%
\$15,000-\$24,999	22.2%
\$25,000-\$34,999	14.2%
\$35,000-\$49,999	8.8%
\$50,000-\$64,999	3.1%
\$75,000+	1.7%

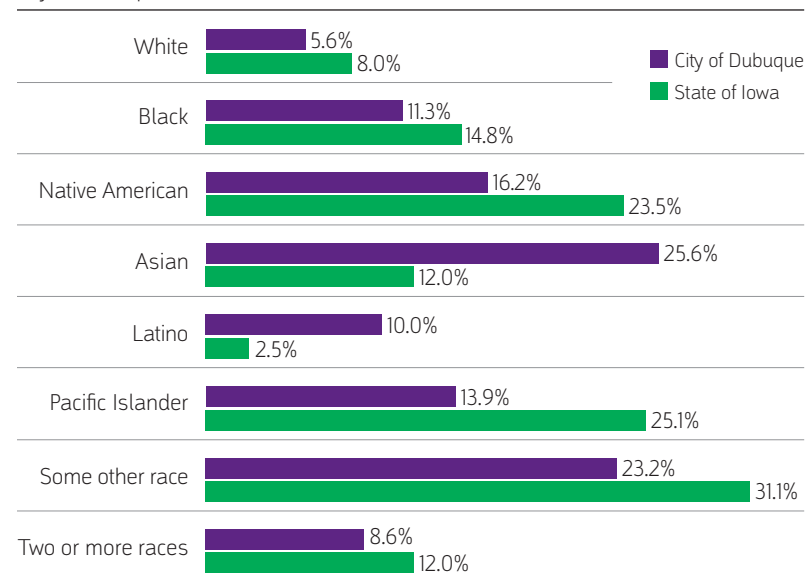
Uninsured Population by Education, Percent

State of Iowa

Less than high school graduate	25.3%
High school or G.E.D.	11.4%
Some post-high school	9.7%
College graduate	3.6%

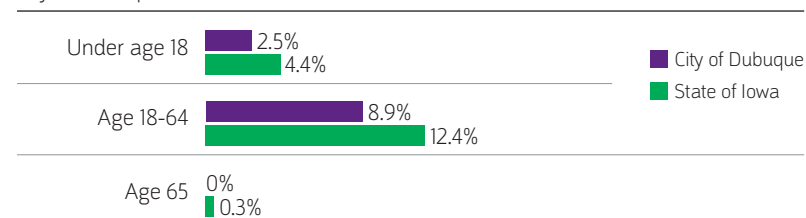
Uninsured Population by Race/Ethnicity, Percent

City of Dubuque / State of Iowa



Uninsured Population by Age Group, Percent

City of Dubuque / State of Iowa



Source: Health in Iowa Annual Report from the Behavioral Risk Factor Surveillance System, Iowa 2013

Source: 2014 CHNA DBQ County Report



Health Food Access

This indicator reports the percentage of the population living in census tracts designated as food deserts. A food desert is defined as a low-income census tract where a substantial number or share of residents has low access to a supermarket or large grocery store. This data is relevant because it highlights populations and geographies facing food insecurity.

FROM THE SURVEY:

- While 76.21% of respondents believe that fresh and healthy food is accessible in Dubuque, 57% do not believe it is affordable.

FROM THE DIALOGUES:

- Since it began accepting SNAP benefits as a payment, the farmers market has become more inclusive and has made healthy, local food more accessible by all populations.
- While there is an abundance of fresh, healthy food available, it may not be easy to access or affordable for those with limited income or access to transportation.

Low Income Population with Low Food Access

Dubuque County / State of Iowa

	Total Population	Low Income Population with Low Food Access	Percent Low Income Population with Low Food Access
Dubuque County	93,653	5,570	5.95%
State of Iowa	3,046,355	199,383	6.54%

Source: 2014 CHNA DBQ County Report



SAFE NEIGHBORHOODS

The topic of safe neighborhoods includes looking at one's personal safety in their neighborhood, data around arrest rates, interaction with emergency services, neighbors and more. It's important to think about other factors that create safe neighborhoods including people who are engaged and connected, and the neighborhood is thriving and vibrant.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How is equity reflected in the crime rates for different groups in Dubuque?
- ▶ In addition to reducing crime, what else can be done to make our community more safe?



Safe Neighborhoods

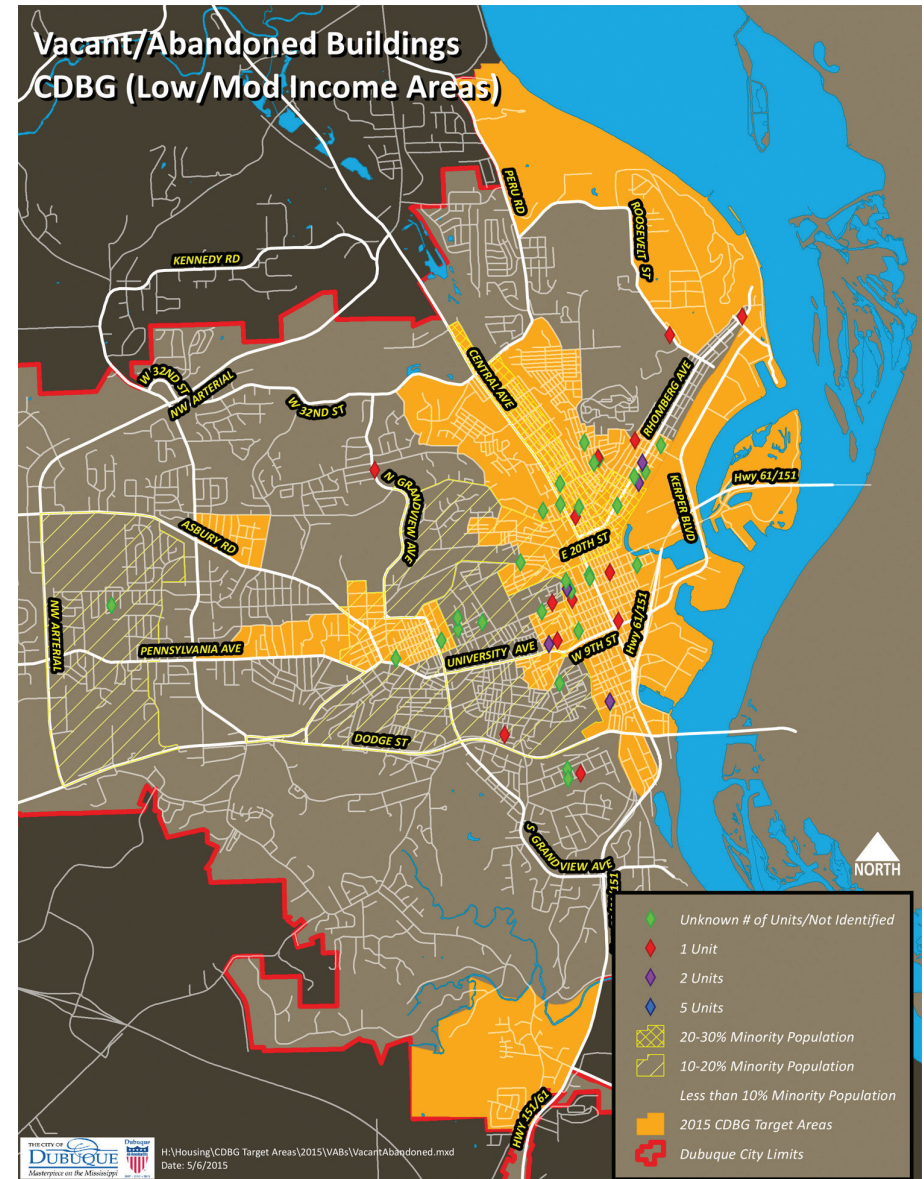
Vacant/Abandoned Buildings

FROM THE SURVEY:

There were no comments directly related to this data point in the survey.

FROM THE DIALOGUES:

There were no comments directly related to this data point in the dialogues.





Safe Neighborhoods

Arrests in Dubuque

How is equity reflected in the crime rates for different groups in Dubuque?

Local arrest data in Dubuque shows that arrests in all categories, except White female, have declined since 2010. This data, obtained from the Dubuque Police Department, only reported White and Black race options. This means that all other races/ethnicities are included in the White category.

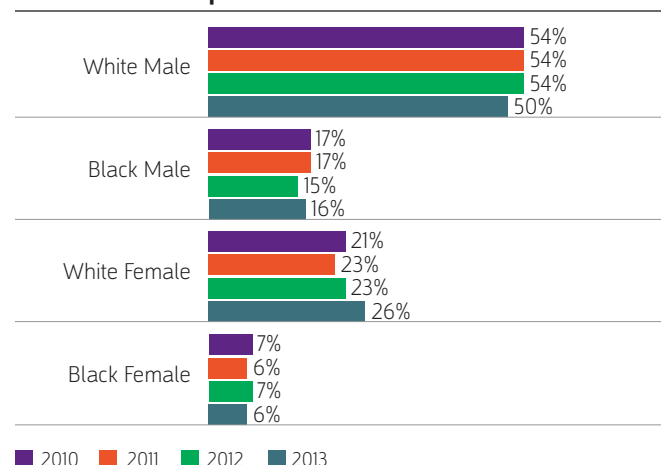
FROM THE SURVEY:

- Theft and property damage were the areas of highest concern for respondents.
- 72.12% of survey respondents agreed that Dubuque is a safe place to live, and 82.10% felt their neighborhood was a safe place to live.
- In general, individuals who have lived in Dubuque 11 years or more had more concern over safety issues than those who have lived in Dubuque 10 years or less.

FROM THE DIALOGUES:

- Dialogue attendees felt areas with high concentrations of rental properties and poverty were less safe.
- Women discussed a greater concern for safety during the dialogues, including concerns about physical and sexual assault.
- Many dialogue participants noted that they felt Dubuque was a safe place to live and that most of the crime is perceived to be between individuals who know each other rather than random acts of violence that affect community members.

Arrests in Dubuque





Safe Neighborhoods

Traffic Violations in Dubuque

This data, obtained from the Dubuque Police Department, only reported White and Black race options. This means that all other races/ethnicities are included in the White category.

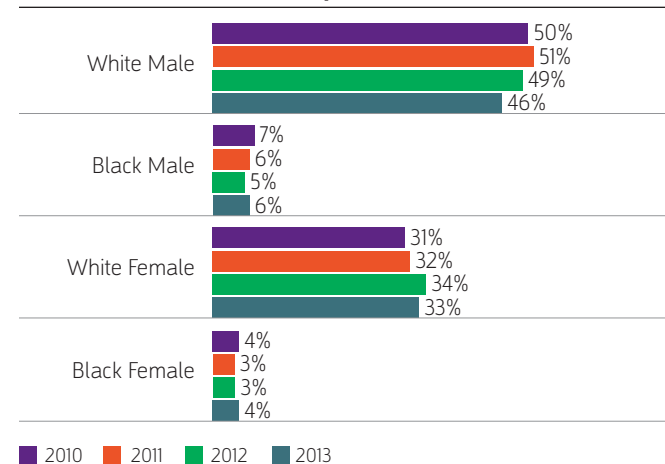
FROM THE SURVEY:

There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

There were no direct comments related to this data point in the dialogues.

Traffic Violations in Dubuque





Safe Neighborhoods

Dubuque Crime Rates vs. Other Iowa Cities

The violent crime rate consistently decreased in Dubuque from 2008-2012, compared to rates in most other Iowa communities, which stayed the same or increased. The rate of property crime in Dubuque increased slightly over that five-year period.

FROM THE SURVEY:

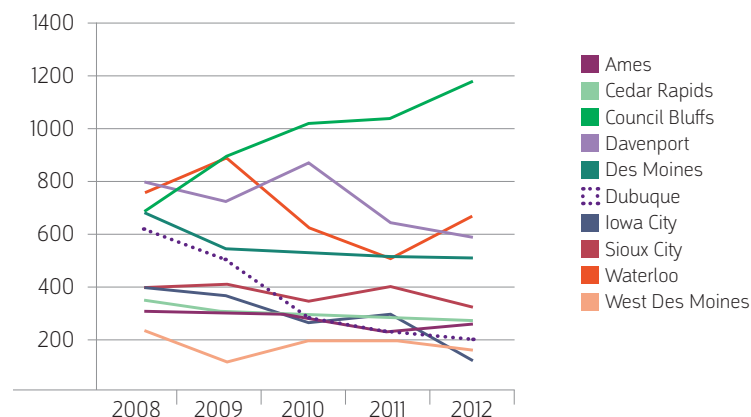
- Theft and property damage were the areas of highest concern for respondents.

FROM THE DIALOGUES:

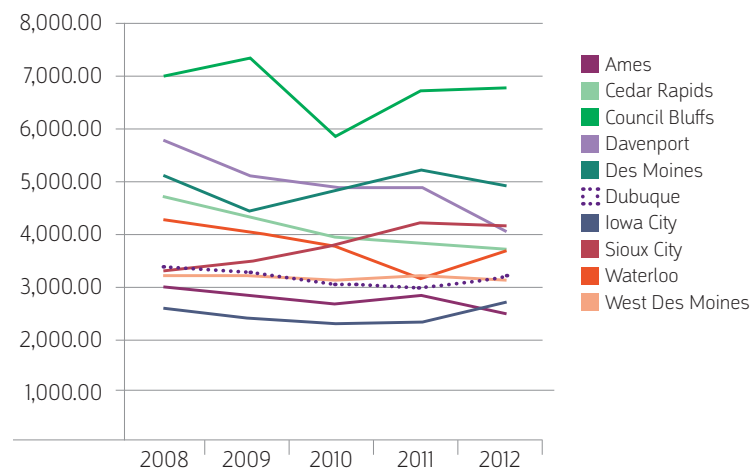
- Those who do not live downtown perceive it to be a dangerous area, while 69.69% of survey respondents who do live downtown believe their neighborhoods are safe.
- Attendees who have lived in Dubuque longer had greater concerns over safety issues than those who are newer to the community; newcomers felt that Dubuque was a safe place to live.

In addition to reducing crime, what else can be done to make our community more safe?

FBI Uniform Crime Rates - Violent Crime Rate (per 100,000 people)



FBI Uniform Crime Rates - Property Crime Rate (per 100,000 people)





Safe Neighborhoods

Drug Charges in Dubuque

Local arrest data in Dubuque shows a decline in drug charges for White males and Black females, but an increase in Black male and White female drug charges from 2010 to 2013. This data, obtained from the Dubuque Police Department, only reported White and Black race options. This means that all other races/ethnicities are included in the White category.

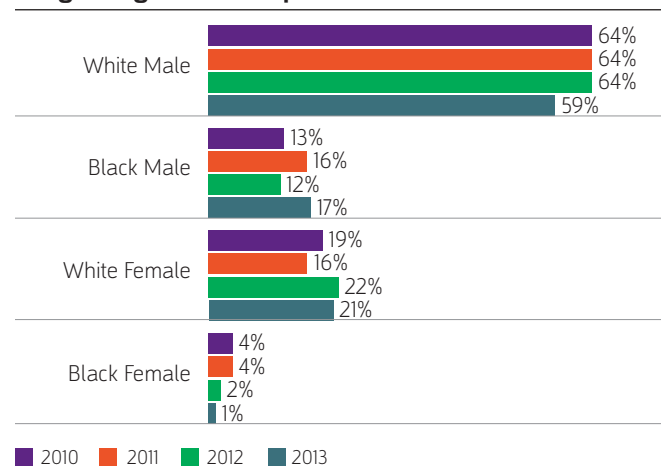
FROM THE SURVEY:

- Those who live on the North End of Dubuque were more likely to have concerns about drug use/sales (53.33% of respondents), compared to other Dubuque neighborhoods.

FROM THE DIALOGUES:

There were no comments directly related to this data point in the dialogues.

Drug Charges in Dubuque





Safe Neighborhoods

Racial Disparities in Marijuana Possession Arrests

According to this study completed by the American Civil Liberties Union, Iowa was the state with the highest disparity in marijuana possession arrests across the nation, with Blacks being 8.34 times more likely to be arrested for marijuana possession (2010). According to the National Household Survey on Drug Abuse and Health (2001-2010), despite the pronounced disparities in arrest rates of Whites and Blacks for marijuana possession, rates of marijuana use and non-use between Whites and Blacks nationwide are roughly equal. For instance in 2010, 14% of Blacks and 11.6% of Whites reported using marijuana in the past year.

FROM THE SURVEY:

- One-third of Black survey respondents agreed or strongly agreed with the statement: “As it relates to safe neighborhoods in Dubuque, I have concerns with discrimination.”

FROM THE DIALOGUES:

There were no comments directly related to this data point in the dialogues.

Racial Disparities in Marijuana Possession Arrests (2010)

Times more likely Blacks arrested than Whites

State of Iowa	8.3x
Dubuque County	10.0x
Woodbury County	8.1x
Johnson County	7.8x
Linn County	7.3x
Clinton County	7.3x

Source: FBI/Uniform Crime Reporting Program Data and U.S. Census Data



TRANSPORTATION

Transportation can affect many facets of an individual's everyday life, including one's ability to hold a job, as well as access to educational opportunities, quality and affordable food, and healthcare.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How can we ensure that important service providers in the community are located near transportation routes and easily accessible?
- ▶ How can we make transportation more accessible and affordable in our community?



Transportation Location Efficiency Metrics

A location-efficient place is compact, meaning residents are close to jobs, healthcare, grocery stores and a wide variety of businesses, or that they have access to transit to travel to these locations. According to the index, 0% of neighborhoods in Dubuque are location-efficient. This could cause a problem for those who may rely on public transportation as their only means of travel, especially since public transportation hours and routes are limited in Dubuque.

FROM THE SURVEY:

There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

- Dialogue attendees discussed that important destinations are not accessible from the bus route, such as the social security office, which is on the west end.
- Some dialogue attendees had trouble relying on the bus because it would arrive either too early or too late to be dependable.

How can we ensure that important service providers in the community are located near transportation routes and easily accessible?

Location Efficiency Metrics

0%

Percent of location
efficient neighborhoods

Source: Housing and Transportation Affordability Index,
Center for Neighborhood Technology



Transportation Neighborhood Characteristics

Because Dubuque's population is dispersed throughout a large area (as noted in the low transit access and compact neighborhood scores), people need to own more vehicles and rely upon driving them farther distances, which drives up the cost of living.

FROM THE SURVEY:

- The top three concerns that respondents had regarding transportation were bicycle safety (50.6%), pedestrian safety (48.7%) and pavement conditions (43.9%).

FROM THE DIALOGUES:

- Attendees discussed that many of the bus stops do not have shelters or seating, which could be a barrier to those who are waiting for the bus for an extended period of time.
- Many dialogue attendees felt that Dubuque was not a bicycle-friendly community. Bicyclists do not feel safe as there are limited bike lanes around the community.

Neighborhood Characteristic Scores (state 1-10, 1 being a low score and 10 being a high score)

City of Dubuque

Job Access

6.1

High access to a variety of jobs

Transit Access

3.3

Car-dependent with limited access to public transportation

Compact Neighborhood

4.1

Moderate density and walkable

Source: Housing and Transportation Affordability Index, Center for Neighborhood Technology

Average Annual Transportation Costs

City of Dubuque

\$12,310

Annual Transportation Costs

Source: Housing and Transportation Affordability Index, Center for Neighborhood Technology



Transportation Affordability/Quality

According to the Housing and Transportation Affordability Index, the average cost of housing and transportation in Dubuque for a household is 47% of its income. In order to be considered affordable, the index recommends that a household spend less than 45% of its income on housing and transportation.

FROM THE SURVEY:

- Those who lived in Dubuque less than five years are less likely to believe Dubuque offers quality public transportation (38.09%), compared to those who have been here more than 10 years (65.1%).

Percentage of Respondents Who Use Public Transportation as Their Most Frequent Method of Travel

Survey Results (by household income)

Less than \$24,999	<div style="width: 21.1%;"></div>	21.1%
\$25,000 - \$49,999	<div style="width: 6.3%;"></div>	6.3%
\$50,000 - \$99,999	<div style="width: 0%;"></div>	0%
\$100,000 or more	<div style="width: 0%;"></div>	0%

Percentage of Respondents Who Agree that Dubuque Offers Quality Public Transportation

Survey Results (by household income)

Less than \$24,999	<div style="width: 42.9%;"></div>	42.9%
\$25,000 - \$49,999	<div style="width: 47.1%;"></div>	47.1%
\$50,000 - \$99,999	<div style="width: 54.3%;"></div>	54.3%
\$100,000 or more	<div style="width: 72.8%;"></div>	72.8%

FROM THE DIALOGUES:

- Dialogue attendees shared that residents without access to private transportation who cannot afford public transportation are limited to finding employment within walking distance, which also reduces housing options.

How can we make transportation more accessible and affordable in our community?

Jule Bus Fares

City of Dubuque

Full fare (ages 18 – 64):	\$1.50
Half fare (ages 65+ or presenting a Medicare Card):	\$0.75
Students (K-8):	Free
Students (9-12) with school ID:	Free
Students with current ID from Clarke, University of Dubuque or Loras:	Free
Paratransit fares (MiniBus):	\$3.00 per one way trip

Cost of Dubuque Public Transportation

Survey Results

As it relates to public transportation in Dubuque, I have concerns about the cost of public transportation:	Agree or strongly agree	25.9%
	Neither agree or disagree	32.7%
	Disagree or strongly disagree	25.9%



Transportation

Means of Transportation

FROM THE SURVEY:

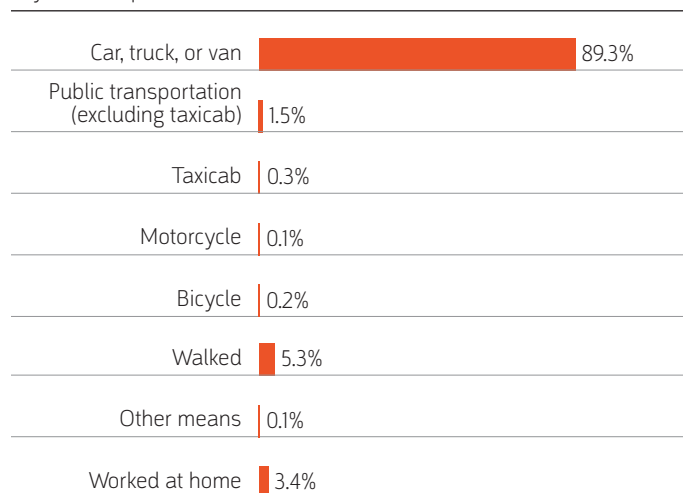
There were no direct comments related to this data point on the survey.

FROM THE DIALOGUES:

- For those who depend on the bus for transportation, the limited hours of operation offer a small time frame for transportation to work, grocery shopping, etc. Similarly, for those who work second or third shifts, public transportation is not an option because it does not run during these times.

Means of Transportation - Workers 16 Years and Older (U.S. Census)

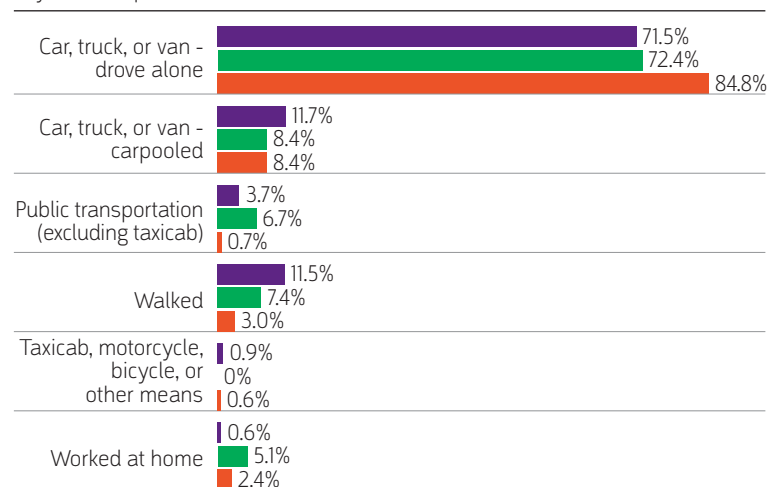
City of Dubuque



Source: 2009-2013 American Community Survey 5-year estimates

Means of Transportation to Work by Poverty Status - Workers 16 Years and Older (U.S. Census)

City of Dubuque



■ Below 100 percent of the poverty level
 ■ 100 to 149 percent of the poverty level
 ■ At or above 150 percent of the poverty level

Source: 2009-2013 American Community Survey 5-year estimates



ARTS AND CULTURE

Arts and culture create opportunities for individuals to connect with their communities through events and activities that promote and provide education about diverse cultures.

JOIN the Conversation!

Keep these questions in mind as you read through the following data and information.

- ▶ How can we ensure arts and culture options are available for a diverse community?
- ▶ How can arts and culture support learning about diverse cultures?
- ▶ How can arts and culture support a more inclusive community?



Arts and Culture

Opportunities and Accessibility

During the community dialogues, as well as in the surveys, participants were asked to share their experiences with the arts and culture scene in Dubuque. Quantitative data in this category was difficult to obtain as there is not readily available data regarding equity and inclusion in arts and culture.

FROM THE SURVEY:

- Overall, 80.4% of survey respondents agreed that there are events/opportunities that celebrate the cultural traditions represented in the community.
- 72.4% agreed that there are opportunities to learn about the traditions of cultures different than their own.
- 65.2% of respondents agreed that the Dubuque community offers affordable art events.
- 72.9% agreed that their cultural traditions and celebrations are accepted in the community.

FROM THE DIALOGUES:

- The opportunity to learn about different cultures is limited other than at resources like the library, the Multicultural Family Center and colleges.
- There is a lack of diversity in the audiences/crowds at many art events in Dubuque.
- The art culture in Dubuque reflects one specific demographic; there is not diversity in the types of events offered.
- The Multicultural Family Center offers a lot of cultural learning opportunities, but outside of that organization there are few opportunities to learn about different cultures.

How can we ensure arts and culture options are available for a diverse community?

How can arts and culture support learning about diverse cultures?

How can arts and culture support a more inclusive community?