



Oather Taylor, Business Leader Equity Cohort Facilitator

# Leading With Inclusion

## Business Leader Equity Cohort

**In Dubuque, we strive to attract and retain residents and workers by making them feel welcome and included in the workplace and community.**

Through the Business Leader Equity Cohort, C-level executives from a cross-section of the Dubuque region's employment sectors work together to foster a culture of diversity, equity inclusion across their organizations — and throughout the region.

## Who Are the Members?

The Equity Cohort includes 30+ presidents, CEOs and other top leaders from businesses, nonprofits, educational institutions and health care organizations in the Dubuque region.

## Why It Matters

As Dubuque's workforce grows more diverse and competition for talent intensifies, the region must develop, attract and retain these workers. Together, we can build a strong and diverse workforce. Engagement with top leaders is key to our success.

## Work in Progress

The Equity Cohort is exploring ways to support efforts that have direct economic benefits to the Dubuque region. We are fostering upward mobility for all people by offering:

- Job-preparation for Dubuque's diverse student population
- Career advancement pathways for employees of color
- A pipeline toward good-paying jobs for unemployed and underemployed workers

## Knowledge Is Key

Through engagement, participants learn about the benefits of and opportunities to effectively implementing diversity, equity and inclusion efforts in their organizations and how to address challenges.

Examples include:

- Mentoring as a tool to retaining minority employees
- Understanding "code-switching"
- How successful organizations respond to and address work place equity
- Panel discussions reflecting on the lived experiences of minority residents

Examples of past guests include:

- Leaders of local organizations, such as Pastor Stan Samson of Paradise Church and Caprice Jones at Fountain of Youth
- Student research partners from the Massachusetts Institute of Technology
- Dr. Jermaine M. Davis, renowned motivational speaker and author



*"To stay ahead of the times, our business community needs to work together to help move our diversity and inclusion initiatives faster."*

Mark Dickson, General Manager of John Deere Dubuque Works  
Business Leader Equity Cohort Participant

## Our Commitment to Equity

As members of the Business Leader Equity Cohort, we are committed to building a Dubuque region where all people feel welcome and included, and ensuring that the rich diversity of our people is one of our greatest assets.

We do this by starting with our own organizations, recognizing that diversity drives new ideas and innovations, and fosters economic stability and growth. We drive initiatives that increase the ratio of historically underrepresented employees at all levels of our organizations and guarantee that everyone is valued for who they are. Our workplaces will be environments where all people can thrive because they feel respected and appreciated.

This work must also permeate throughout the business community and entire region, as a community-wide culture of inclusion attracts new businesses and promotes homegrown entrepreneurship. By listening to and learning from our employees, customers, the communities we serve, and one another, we find ways to promote upward mobility and prosperity for everyone.

We welcome all ideas for building a strong, diverse workforce and making the Dubuque region a community of choice for workers making it their home.

# Join Us

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**Community Foundation**  
*of Greater Dubuque*