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NEWS RELEASE

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Dubuque Receives National Diversity Award

DUBUQUE, Iowa – The National League of Cities (NLC) has presented a first place award in the 2016 NLC City Cultural Diversity Awards to the City of Dubuque for the City's support of Inclusive Dubuque and its efforts to develop a community equity profile.

The awards are given to honor community leadership in developing creative and effective programs to improve cultural diversity. Award recipients were recognized during the Celebrate Diversity Breakfast held on Monday, March 7, during NLC's Congressional City Conference in Washington, DC. Other cities honored were San Antonio, Texas; Austin, Texas; Grand Prairie, Texas; Wichita, Kan.; and Avondale, Ariz. Dubuque received the first-place award in the 25,001 - 100,000 population category.

Inclusive Dubuque is a local network of over 60 organizations and individuals from faith, labor, education, business, non-profit, and government dedicated to advancing equity and inclusion in Dubuque. The network officially launched in October 2013, meets for peer learning monthly, identifies and supports opportunities for action, and in 2015 hosted a series of community dialogue sessions and collected surveys and a variety of community data. The process culminated in the release of a community equity profile.

"Inclusive Dubuque and its goal to advance justice and social equity in our community are top priorities for the City of Dubuque," said Dubuque Mayor Roy D. Buol. "Along with our Inclusive Dubuque network partners, we are committed to creating an equitable and inclusive culture to meet the economic and cultural needs of our diverse community. This is critical work that can only be successful through partnerships."

Last year, Inclusive Dubuque asked community members to help create an equity profile of the Dubuque community focused on seven different focus areas. The goal was to learn about the experiences of diverse groups and to discover what disparities may

exist. (Diverse groups can be defined by race, age/generation, culture, disability, gender, nationality, religion, sexual orientation, socioeconomic status, veteran status and other characteristics). On a monthly basis between February and August 2015, the equity profile process brought people together to share their stories and thoughts through in-person discussions and online surveys on each focus area. Ultimately, 584 community members attended 60 community dialogue sessions, and 1,995 community members completed online surveys. In addition, 24 community members were trained as facilitators. Inclusive Dubuque also gathered local data from sources such as the 2010 U.S. Census and government agencies. The process served a purpose beyond data collection, as it helped to catalyze a larger community conversation about cultural and equity issues in Dubuque.

Results of the equity profile are available at www.inclusivedubuque.org. Inclusive Dubuque has established working groups for each of the core focus areas who are tasked with reviewing the data and identifying key strategies and actions. If you are interested in joining a working group, or for more information, contact Inclusive Dubuque Coordinator Katrina Neely Farren-Eller at 563-588-2700 or katrina@dbqfoundation.org.

The NLC recognizes and celebrates the growing diversity of America's communities and believes that diversity should be reflected in the activities of all cities and towns across the nation. The City Cultural Diversity Awards Program was established in 1995 to showcase examples of how cities achieve excellence in diversity. It also promotes the positive results of "a total community collaboration." The award program is designed to: 1) encourage citizen involvement in local government-sponsored activities; and 2) enhance and show the appreciation of cultural diversity as a way of life in our municipalities.

To be eligible, a program must demonstrate that:

- it has enhanced the quality of life of the community for the improvement of equal opportunity and for the provision of greater access to government and government services by multiracial and multicultural populations;
- it has increased citizen participation in government and community activities by all segments of the community; and
- cultural diversity is an ongoing and recognized effort in your city or town.

For more information on the awards program, visit <http://www.nlc.org/build-skills-and-networks/networks/constituency-groups/city-cultural-diversity-awards> .

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