2015 annual report

Building unity out of diversity.
Dear Friends:

The following pages show how many ways Dubuque’s Multicultural Family Center is a vibrant, innovative, and growing contributor to our city’s quality of life.

The MFC’s mission to empower all Dubuque families and community members to reach their potential and to build unity out of diversity has taken on special significance as the City continues its national award-winning Inclusive Dubuque initiative. As local businesses, educational institutions, religious organizations, and nonprofits have networked to enhance inclusiveness, the MFC continues to be the “go-to” public/private partnership to help incubate, support, and host multiple cultural events and programs.

In 2015, under the leadership of Interim Director Sarah Petersen, the MFC served more community members, offered more programs, attracted more corporate and individual investors, and, as a result, enriched more lives than ever before.

Over the past several months, for example, I have learned through MFC events and programs that weddings in India are opportunities for thousands of guests to celebrate over a five-day period. I have watched a dozen Marshallese women dance to indigenous music in flowing blue-green gowns that they fashioned with fabric provided by the MFC. I have been inspired by almost 50 African American teenagers energetically engaged in resume development, leadership training, and mock interviews to prepare them for summer jobs. I have learned from one of Dubuque’s transgender spokespersons about the challenges faced every day by members of her community. In all these ways, I have deepened my multicultural awareness and understanding, without being charged a fee and without leaving Dubuque.

You can do all this, too! In the pages that follow, you will read about and see photos of the people involved in many of these events and programs. You can also follow us on Facebook (www.facebook.com/MulticulturalFamilyCenter) and by visiting our new website (www.mfcdbq.org).

We hope this Annual Report helps you experience some of the energy and excitement of the MFC, and encourages you to be a part of it. There are opportunities for you to help host events, to create and offer cultural programming, to volunteer for programs, to join one of the MFC’s operating committees, and to support the MFC financially.

Our home in The Ruby Sutton Building at 1157 Central Avenue is a great place to share with people like you, enjoy and learn from people who are different from you, and help weave the rich cultural tapestry that is greater Dubuque. Drop by to see our new “Ruby Sutton” and “Cultures of Dubuque” displays and to meet our friendly staff or join us for one of our programs or events.

With sincere appreciation,

Dr. John Stewart, President
Public/Private Partnership

The Multicultural Family Center (MFC) is a 501 (c)3 nonprofit organization. The MFC and the City of Dubuque Leisure Services Department have a partnership agreement whereby the City provides one full-time and three part-time staff, the facility, utilities, and custodial services. The MFC’s Board of Directors are responsible for funding programs and events through community donations and grants. Thank you to the Board of Directors and the City of Dubuque for their commitment to the mission of the Multicultural Family Center!

BOARD OF DIRECTORS:

- Doug Stillings, Vice President
- Chris Johnson, Secretary
- Abhay Rawal, 2016 Treasurer
- Claudette Bees
- Beverly Berna, Past Treasurer
- Grant Cirks
- Dr. Bang Lang Do
- Dr. Mary Gatua
- Doug Henry
- Kelly Larson
- Luis Rojas, Past Treasurer
- Willie Slayden
- Scott Thiesen
- Marlene Woller
- Marie Ware, City of Dubuque Leisure Services Manager

Dr. John Stewart, President
In 2015, over 270 MFC community volunteers donated their time and talents, contributing 1,425 hours.

Volunteer positions include: Board of Directors, Board Committee Members, Childcare Providers, Computer Technicians, Event Volunteers, Event Committee Members, Program Instructors, Teen Night Assistants, and Tutors.

2015 YEAR-ROUND VOLUNTEERS (in addition to board members listed on page 3):

Geovanni Almanza, Nick Anderson, Yvette Bahena, Lenny Behnke, Kelli Buchenau, Garrick Johnson, Jared Levy, Dana Livingston, Cody Moore, Jerelyn O'Connor, Michael Quam, Emily Riniker, Natalie Riniker, Becky Sees, Peter Smith, Tara Velez, Mel Wright, Adam Zimmerman, Allyson Bergthold, Will Ebron, Matt Esser, Becca Fischer, Peter Herber, Erin O'Donovan, Molly Trannel
Our Mission
The Multicultural Family Center (MFC) empowers all families and community members of Dubuque to reach their potential and build unity out of diversity.

Our Vision
The MFC envisions a welcoming Dubuque built on a foundation of understanding and collaboration across racial, ethnic, and socioeconomic groups committed to producing engaged families and community members.

Our Primary Goal
The MFC’s primary goal is to be a location for, and model of multicultural learning in the Dubuque community.

We pursue our mission, vision, and goal by providing:

- Programs that promote long-term learning
- Celebrations of culturally-significant days
- Events that showcase Dubuque’s diversity
- Programs that teach culturally-distinct content
Future Talk: Environmental Education, Employment, Service

Future Talk is an eight-week summer program for teens with an emphasis on

- Environmental education
- Employment/financial literacy
- Community service

Teens are taught critical employment skills, how to open/maintain a bank account and save money, how to work in a natural environment, and the importance of being engaged citizens participating in community service projects. They can also obtain high school credit and earn up to $1,000 each.

Restoration of environmental sites and beautification projects include Mines of Spain, Swiss Valley, and City of Dubuque parks including painting a mural at Jefferson Park. Community service projects include Dubuque Rescue Mission, Washington Neighborhood Garden, Jackson Park, Comiskey Park, and the Downtown and Washington neighborhoods.
## 2015 Future Talk Program Success

### Graduates/Participants

<table>
<thead>
<tr>
<th>Year</th>
<th>Graduates/Participants</th>
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<tbody>
<tr>
<td>2015</td>
<td>19</td>
</tr>
<tr>
<td>2014</td>
<td>12</td>
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83% of participants completed the program, a 23% increase!

### Stipends Paid to Teens

<table>
<thead>
<tr>
<th>Year</th>
<th>Stipends Paid to Teens</th>
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<tbody>
<tr>
<td>2015</td>
<td>$18,800</td>
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<tr>
<td>2014</td>
<td>$9,800</td>
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An additional $9,000 paid directly to teens, a 92% increase!

### Savings Match

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<tr>
<th>Year</th>
<th>Savings Match</th>
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<tr>
<td>2015</td>
<td>12</td>
</tr>
<tr>
<td>2014</td>
<td>5</td>
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65% graduates maintained funds in their bank account, receiving a financial match thanks to a contribution through the Community Foundation of Greater Dubuque.
Teen Nights

Every Wednesday night, teenagers gather at the MFC for dinner and teen empowerment activities, including presentations on teen topics, guest speakers, field trips, environmental education, and academic and career development. The MFC is a place for teens to hang out and interact in a safe, organized environment where staff and community members build relationships and encourage teens to reach their full potential.

70 teens participated in 2015.

Road to Success Teen Employment Program

40 teens learned professional leadership and employment skills, including resume building, mock interviews, and professional appearance. Partners included: Black Men Coalition, City of Dubuque Recreation Division and Human Rights Department, US Bank, United Way, John Deere, and Society of Women Engineers.

John Deere Career Teen Night

25 youth in grades 8-12 joined us for a special Teen Night with representatives from John Deere Dubuque Works. John Deere employees shared information about careers in welding, assembly, and instrumentation through hands-on, interactive displays including a welding simulator. Northeast Iowa Community College (NICC) also provided information on courses and programs offered to prepare students for these fields.
Youth Tutoring Program

30 youth in grades 2-10 were matched with caring community members who volunteered their time providing free weekly academic tutoring and mentorship support.

Additional programs and events that promote long-term learning:
- Computers for the Community
- Tenant Education Program
- Photography Camp
- Cheerleading Camp
- Reader’s Theatre Camp
- Manhood Project with Black Men Coalition
- Dubuque Fire & Emergency Medical Explorers with City of Dubuque Fire & Rescue Department

Carnegie-Stout Public Library Programming Partnership
- Beginning Chapters Book Club
- Teen Tech Club

Iowa State University Extension & Outreach Programming Partnership:
- Juntos: Higher Education Awareness Program for Latino Families
- Lunch-N-Learn Gardening Series
- Robotics

371 TOTAL PARTICIPANTS in programs that promote long-term learning!
120 COMMUNITY MEMBERS learned about and celebrated African culture through homemade food, shared stories, dance, and music. Clarke University professor Dr. Mary Gatua provided an educational presentation with local college students assisting. Students represented Clarke University, Loras College, University of Dubuque, and Divine Word College. The evening ended with a drum circle, dancing, and singing traditional African songs.

Over 800 COMMUNITY MEMBERS celebrated Dubuque’s diversity with 21 food booths, 15 cultural performances (85 individuals), and 10 culturally-distinct children’s arts/crafts activities. Community members had opportunities to meet people from various cultures and socio-economic backgrounds while enjoying food and entertainment. The event was sponsored in part by Dubuque Bank & Trust (DB&T).
FLAVORS OF PHILIPPINES
MFC staff connected with the Tri-State FIL-AM (Filipino-American) Association and created an event to celebrate and learn about the Philippines through song, dance, fashion, educational presentations, food, and conversations with elders in the Dubuque Filipino-American community. Over 120 COMMUNITY MEMBERS attended.

1,716 TOTAL PARTICIPANTS in events that showcase Dubuque’s diversity!

Additional events that showcase Dubuque’s diversity:
- Music in the Park
- Africa Comes to Teen Night
- Flavors of Guatemala
- LGBT+ Variety Show
- Spice: Cultural Cooking Nights featuring Mexico, Morocco, Syria, and U.S.A (x3).
- Divine Cultures with Divine Word College featuring: Vietnam, Brazil, Mexico, Sudan, and Haiti
Juneteenth
Held at Comiskey Park in June to commemorate the oldest known celebration for ending slavery in the United States, with a focus on education and self-improvement. Ten community resource informational booths, live DJ, dancing, and educational and cultural performances entertained A CROWD OF OVER 350.

The event was sponsored in part by: Ernest & Peggy Jackson, Black Men Coalition, City of Dubuque grant program, National Association for the Advancement of Colored People (NAACP).

Saudi National Day
Twenty students representing Saudi Students of University of Dubuque (SSOUD) showcased and shared the culture of their home country on Saudi National Day. OVER 30 COMMUNITY MEMBERS, including UD professors, learned about Saudi Arabian cultures and traditions, including an educational presentation, trying on traditional clothing, and sharing traditional food and coffee.

Marshallese Constitution Day
Celebration of the Republic of the Marshall Islands independence with traditional food, music, and dance, as well as a bounce house and children’s activities. Thanks to US Bank, traditional flag dresses were hand made and worn in a performance by Marshallese women. OVER 350 PEOPLE ATTENDED.
CELEBRATIONS OF CULTURALLY-SIGNIFICANT DAYS

CINCO DE MAYO
Event held in May at Jackson Park celebrating with live music, bounce house, children’s games and Mexican food. LISA (Loras Intercultural Student Association) offered several activities for youth, and LULAC (League of Latin American Citizens) provided trivia games and prizes. OVER 450 PEOPLE ATTENDED.

INDIA INDEPENDENCE DAY
Community members originally from India, shared their culture and traditions on India Independence Day with over 85 PATRONS. This fun-filled evening included authentic Indian food, Bollywood music, dance, Mehndi (henna tattoos), an educational presentation, games, and prizes from India. The event was sponsored in part by Sustainable Dubuque Community Grant program.

Additional events that showcase Dubuque’s diversity:
- Black History Month Celebration at Inspire Care
- Dia De Los Muertos/Halloween
- Hispanic Heritage Celebration with Loras International Student Association (LISA)

1,382 TOTAL PARTICIPANTS in celebrations of culturally-significant days!
Programs that Teach Culturally-Distinct Content

Diversity Education Programs / Social Support Groups

How to Deal with Difficult Difference

Difficult difference happens when you’re interacting with somebody who is culturally different from you, and the difference creates a problem. Thirty Community Members participated in this interactive workshop facilitated by Dr. John Stewart and Tiye Sherrod. The groups learned together about cultural identities, privilege, micro-aggressions, and a 3-part response option to difficult difference: Curiosity + Humility + Platinum Empathy.

Transracial Adoption Support Group

In addition to typical adoption issues, families adopting transracially (outside their racial group) will encounter cultural and racial challenges. MFC’s welcoming environment provided opportunities for parents and children to get to know one another, offer advice and support, share their concerns and discuss situations specific to transracial adoption families. Fifteen families now meet quarterly with engaged parents leading the planning process.
**LGBT+ Programs and Initiatives**

**Fall Workshop**
MFC staff partnered with LGBT+ community members and offered a community workshop. Members of the LGBT+ community and allies came together to discuss the state of the LGBT+ community in Dubuque. Workshop included a panel with community leaders in health, law enforcement, and education. Planning began to create LGBT+ Safe Zone Trainings for the community. **THIRTY-EIGHT COMMUNITY MEMBERS** participated.

**LGBT+ Youth Network**
Youth group meets weekly with four adult mentors providing LGBT+ youth a supportive and safe environment to build community, increase self-awareness, and develop stronger connections to the local community. **THE PROGRAM SUPPORTS 20+ YOUTH.**
LGBT+ Variety Show – Fall 2015, the youth group organized a variety show at The Smokestack. **OVER 75 COMMUNITY MEMBERS ATTENDED** with 12 cultural performances. MFC staff hosted along with adult mentors.

**“Those Who Care” Families & Allies Support Group**
A quarterly community gathering for friends, families and allies of the LGBT+ community.
Additional programs that teach culturally-distinct content:

- Hip-Hop Dance*
- Capoeira
- Kung Fu
- Latin Dance
- Zumba
- Broadway Dance
- Qigong
- Tai Chi
- Rock Star Guitar Lessons
- Open Mic: Cultural Expressions
- French Cafe Language Club
- Spanish Language
- Movies in the Park
- African-American Play Reading Club with Fly By Night Productions
- Behind the Beat Music Program with African-American Museum of Iowa
- Influences of African Culture on American Music with Clarke University

*MFC volunteer and John Deere engineer Garrick Johnson II offered 7 hip-hop dance programs. 61 adults and 51 youth participated

625 TOTAL PARTICIPANTS in programs that teach culturally-distinct content!
Computers for Community

• To date, **201 families in need of technology** have received fully-functioning computer systems.
• Monthly program provides free desktop computers to families in need of technology, bridging the gap of the digital divide – the gulf between those who have ready access to computers and the Internet, and those who do not. Basic computer training is provided which includes how to assemble computer, child protection, and basic desktop operation.

Public Computer Lab

Thanks to a partnership with City of Dubuque and Carnegie-Stout Public Library, the MFC is equipped with seven computers with high speed, fully accessible internet and Wi-Fi. Computer lab usage has increased and patrons appreciate increased speed and fully accessible internet.
The MFC provides a welcoming and stimulating environment for community groups and organizations including:

- NAACP (National Association for the Advancement of Colored People)
- The Dubuque Black Men Coalition
- Dubuque for Refugee Children
- Circles Initiative/Getting Ahead
- Iowa State University Extension & Outreach
- LULAC (League of Latin American Citizens)
- LGBT+ Groups (Lesbian, Gay Bi-Sexual, Transgender)
- Social workers and foster families

Marketing support is also provided through social media, MFC website and Leisure Services Activity Guide.

**Over 100 community meetings/events are held at the MFC annually.**

**The MFC also:**

- Networks with Inclusive Dubuque as a Mission Partner to enhance its efforts with nonprofits, businesses and educational institutions.
- Provides support to Dubuque Black Men Coalition with direct funding, programming and marketing support for Manhood Project and Road to Success for Teens.
- Offers “Movies in the Park” during summer months as well as participates in National Night Out and Back to School Bash at Comiskey Park
- Partners with the “My Brother’s Keeper” initiative.
Supporting City of Dubuque

COUNCIL GOALS

Supporting City Council Goals to Enhance Social/Cultural Vibrancy and Partnering for a Better Dubuque

Social & Cultural Vibrancy

• Celebrating arts, culture and heritage
• Supporting strong, vibrant and safe neighborhoods by offering many community events in City of Dubuque parks
• Effectively informing residents of programs and services through technology

Partnering for a Better Dubuque

• Active Mission Partner to Inclusive Dubuque
• Provide resources and support to Dubuque citizen led groups and initiatives increasing civic responsibility
• Engaging the community in projects and programs
• Direct programming and event partnerships with 35+ organizations and businesses
**Financials**

All data reflects 1/1/15 - 12/31/15

<table>
<thead>
<tr>
<th>Contributions</th>
<th>Expenses</th>
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<tr>
<td>$100,527</td>
<td>$93,083</td>
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**Demographics**

**Users**

- Adult: 971
- Youth: 1434

= 2,405 total users

**Dubuque’s Demographics**

- Total Population = 57,637
- Female Population = 51.6%
- Male Population = 48.4%
- Average Household Size = 2.28
- Family Households = 59.1%
- Non-Family Households = 40.9%
- Average Family Size = 2.92
- Median Age = 38

- Caucasian: 92%
- African American: 4%
- Asian: 1%
- Pacific Islander: 0.5%
- Hispanic: 2.4%
- American Indian and Alaska Native: 9%

*According to the 2010 U.S. Census*
Community Donors

Donor listing reflects contributions receipted from 1/1/15 - 12/31/15

$10,000+
Anonymous

$5,000+
Dubuque Bank & Trust
Community Foundation of Greater Dubuque (grants)
Prudential Foundation (grant)
Jim & Marita Theisen

$1,000 - $4,999
American Trust & Savings Bank
Choose Happy Foundation
City of Dubuque Community Development Block (grant)
City of Dubuque Neighborhood (grants)
Dubuque Racing Association Mystique Casino (grant)
Friends of Mines of Spain (grant)
H. Freeman Associates, LLC
Ernest & Peggy Jackson
John Deere Construction & Forestry (grant)
Chris Johnson
March of Dimes (grant)
Mathis-Pfohl Foundation
Prudential Retirement
River City Paving

$500 - $999
Andy & Debi Butler
Douglas Henry & Martha Fuerste
Kendall Hunt Publishing Company
Kohl’s Cares (grant)
Sharon Kress Charitable Trust
Janet Rhomberg
Doug Stillings
Chris & Pamela Theisen
Tony & Sue Theisen
Westmark Enterprises Inc.
Thomas Woodward

$250 - $499
Eric & Tara Anderson
Richard & Donna Anderson
Chad & Laura Chandlee
Dubuque Jaycees
Terrance & Paula Friedman
IBM Employee Services (Anonymous)
Longshadow Foundation Ed & Susie Ritts
Morrison Brothers
PFLAG (Parents and Friends of Lesbians and Gays)
Craig, Joan & Jonathan Schaefer
University of Dubuque Wrestling Team
Marlene Woller

$100 - $249
Anonymous
Timothy & Claudette Bees
Beverly & Jerry Berna
Edwin & Barbara Blinks
Amy Boynton
Kenneth & Cheryl Buesing
John & Regina Brennan
Thomas & Joyce Connors
Doland Jewelers
James & Judith Giesen

With gratitude...
Community Donors (cont.)

$100 - $249 (continued)
Nancy Gourley
David & Jane Heiar
Herrig Charitable Foundation
Kane Appraisal Services
Kelly & Darin Larson
Eric & Linda Lucy
Ernestine & Melvin Moss
NAACP - National Association for the Advancement of Colored People
Sarah Petersen
Susan Price
Resurrection Church Social Justice
River Lights Bookstore
Lynn & Robert Rusk
John & Donna Schmidt
Sisters of Charity of the BVM
David & Sharon Speckhard
St. Catherine/St. Donatus Parish Churches
Gil & Rebecca Spence
Peter Smith
Tandem Tire & Auto Service
Judith Wehrle
Isako Wersinger

$50 - $99
Anonymous
Ellen Acierno
Harry & Mary Althaus
Donna Bauerly
Nicholas Book
Karla Braig
Kelli & Dan Buchenau
Mary Jo Chapman
Mr. & Mrs. James Curoe
Barb Coakley
Jim & Penny Ehlinger
Alan & Phyllis Garfield
Kim Goranson
Michael & Kristen Igo
Jerelyn O’Connor
Rainbo Oil/Kwik Stop
Luis Rojas
Rachel Noll-Schueler
Kenneth & Marlene TeKippe
Scott & Julia Theisen
Jeremy Boutell
Angela Breitspecker
Diane Brotherton
Deborah Buol
Lisa Grinde Budzisz
Carmen Burds
Dawn Cogan
Pam Connolly
Pankaj Chugh
Mark & Jennifer Dalsing
Delta Kappa Gamma Society
Nancy Ehrlich
April Elsbernd
Fly By Night Productions
Jeffry & Tammy Flynn
Lori Graves
Ric & Sue Jones
Kristine Jubeck
Jeffry Kennedy
Jared Levy
Dana Livingston
Cynthia Nelms-Byrne
Abhay & Mindy Rawal
Vivian Roberts
Arthur & Dianne Roche
Colin & Karen Scott
Tara & Diego Velez
Karle Wigginton
Susan Wilson

Gifts Made to the Multicultural Family Center Endowment through The Community Foundation of Greater Dubuque

$50 - $100
Alan & Susan Hattel
Daniel Knepper
Dr. R. Micheal & Diane Wertz
Rich & Sue Whitty

Every effort has been made to provide complete and accurate information; however, if you notice any discrepancies, please notify Sarah at (563) 690-6042.

Great Give Day ~ May 5, 2015
Special thanks to the Community Foundation of Greater Dubuque (CFGD) for hosting Great Give Day, Northeast Iowa’s first online giving day. The 24-hour online fundraising day was an opportunity to celebrate and support local nonprofits while helping them to attract new donors and build online fundraising capabilities for long-term success. Donations totaling $12,092 (donors listed on previous pages) were raised for the Multicultural Family Center on Great Give Day.
Business In-Kind
Adam’s Dance Connection
AmeriCorps Partners in Learning
Black Men Coalition
Body & Soul Wellness Center
Bunker Hill
Carnegie-Stout Public Library
City of Dubuque
Clarke University
Divine Word College
Dubuque Area Chamber of Commerce
Dubuque Bank & Trust
Dubuque County Conservation
Dubuque Museum of Art
Dubuque Rescue Mission
Fly By Night Productions
Hy-Vee
Inspire Café
Inclusive Dubuque
Iowa State University Extension & Outreach
John Deere Dubuque Works
League of United Latin American Citizens (LULAC)
Loras Intercultural Student Association (LISA)
Loras College
Lowe’s Home Improvement
Mediacom
Mines of Spain
Mindframe Theatre
Monk’s
National Association for the Advancement of Colored People (NAACP)
Northeast Iowa School of Music (NISOM)
Northeast Iowa Community College (NICC)
Prudential Retirement
Saudi Students of University of Dubuque (SSOUD)
Society of Women Engineers
The Smokestack
Tri-State Filipino-American Assoc.
Uncle Ike’s Music
United Way
University of Dubuque
University of Wisconsin - Platteville
US Bank
Young Professionals Dubuque

Come Join Us!
MFC is a 501(c)(3) nonprofit.
The City of Dubuque generously provides our facility and staff, which allows for 100% of the funds raised by our Board of Directors through grants and donations to directly support our programs and events.

Your employer might match your donation!
Many employers in the Dubuque area will match all or part of your tax-deductible donation! Contact your human resources department for details.

Monetary donations are very much appreciated, but you can give in other ways too!
The Multicultural Family Center accepts donations of time, money and items throughout the year. We are always in need of volunteers for community events, supplies for the center, games, or any number of other options!

To make an online monetary donation or to view our current volunteer and donation needs, please visit our website at www.mfcdbq.org or call or visit the center for more information.

Donations can also be made to our endowment at the Community Foundation of Greater Dubuque.
The Multicultural Family Center empowers all families and community members of Dubuque to reach their potential and build unity out of diversity.