

Race Equity Action Framework (REAF) - February 2021

Understanding How We Might Work to Advance Racial Equity



The REAF is a Tool Developed by the Community Advancement Network (CAN) - Austin, TX

Section 7 - State/National Legislation & Policy: Outcomes Data + Organizational Listings

State/National Legislation and Policy

This section focuses on the need to **OPPOSE** policy and legislative actions that limit the ability of individuals to expanding the wealth and power they possess (e.g. voter suppression, defunding public education, defunding programs that provide basic needs support to families, impeding access to higher ed), and **SUPPORT** policy and legislative actions that support individuals in expanding the wealth and power they possess (for examples see expanding opportunity section).

Racial
Disparities
in Voting

Racial
Disparities
in Access
to Higher
Ed

Racial
Disparities in
Minimum
Wage

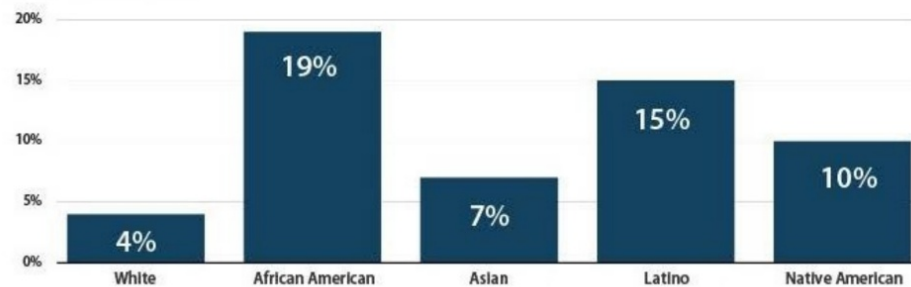
Voter Suppression

Center for American
Progress (2019), Systemic
Inequality and American
Democracy, pg 8

FIGURE 2

People of color are more likely to report racial discrimination when trying to vote or participate in politics

Likelihood of experiencing racial discrimination when trying to vote or participate in politics, by race/ethnicity, 2017



Source: NPR, Robert Wood Johnson Foundation, and Harvard T.H. Chan School of Public Health, "Discrimination in America: Experiences and Views on Affects of Discrimination Across Major Population Groups in the United States" (Washington, NJ; and Boston: 2017), available at <https://www.rwjf.org/en/library/research/2017/10/discrimination-in-america-experiences-and-views.html>.



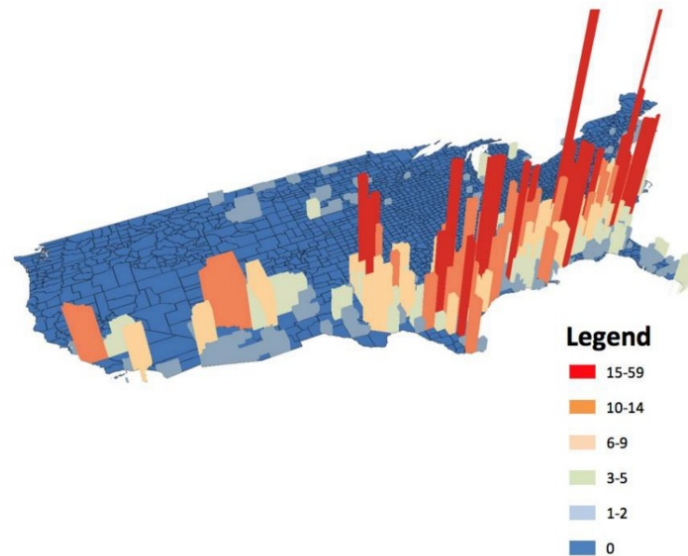
Chart 2

Resources for
Addressing
Voter
Suppression

Chart 2

U.S. Commission on
Civil Rights, An
Assessment of Minority
Voting Rights Access in
the United States, 2018
Statutory Report

Figure 20: Voting Rights Incidents Still Concentrated in the South and Southwest, 1982-2005¹²⁸⁶



Trends in Section 2 and Section 5 Voting Rights Act Enforcement Actions

Resources for Addressing Voter Suppression

Local Efforts & Resources to Address Voter Suppression

League of Women Voters Austin Area
<https://lwvaustin.org/>

ACLU of Texas - Austin
<https://www.aclutx.org/>

State/National
Resources

State/National Organizations Working in This Arena

State

ACLU Texas

<https://www.aclutx.org/en/issues/voting-rights>

MOVE Texas

<https://movetexas.org/>

Disability Rights Texas

<https://www.disabilityrightstx.org/en/category/voting/>

Texas Voter Protection

<https://texasvoterprotection.org/about-texas-voter-protection/>

Texas Civil Rights Project

<https://txcivilrights.org/>

Jolt Action

<https://jolttx.org/>

Texas Organizing Project

<https://organizetexas.org/campaigns/right2vote/>

National

NAACP Legal Defense & Education Fund

<https://www.naacpldf.org/>

Mexican American Legal Defense & Education Fund

<https://www.maldef.org/>

Southern Poverty Law Center

<https://www.splcenter.org/our-issues/voting-rights>

League of United Latin American Citizens

<https://lulac.org/>

National Education Association

<https://www.nea.org/your-rights-workplace/fair-pay-benefits/student-debt-support>

The Institute for College Access and Success

<https://ticas.org/our-work/student-debt/>

Student Borrower Protection Center

<https://protectborrowers.org/>

Barriers to Higher Education

Estimated effects on diversity by amount of tuition hike

As tuition increases, diversity declines.

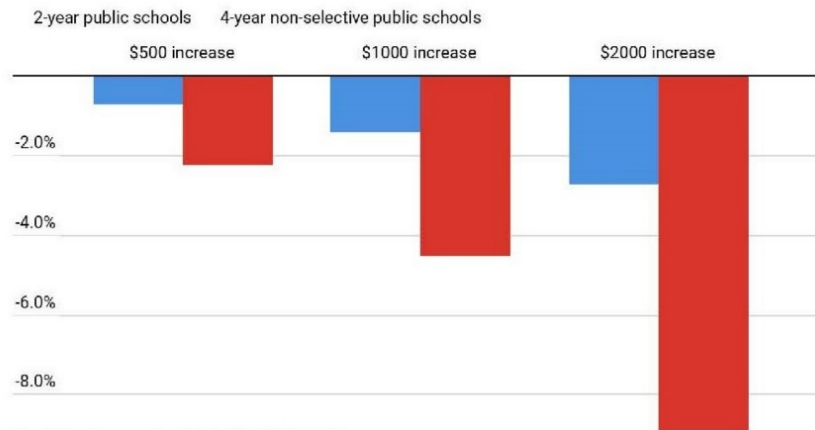


Chart: The Conversation, CC-by-ND • [Get the data](#)

The Conversation (2018),
When Campus Tuition Goes
Up, Diversity Goes Down.

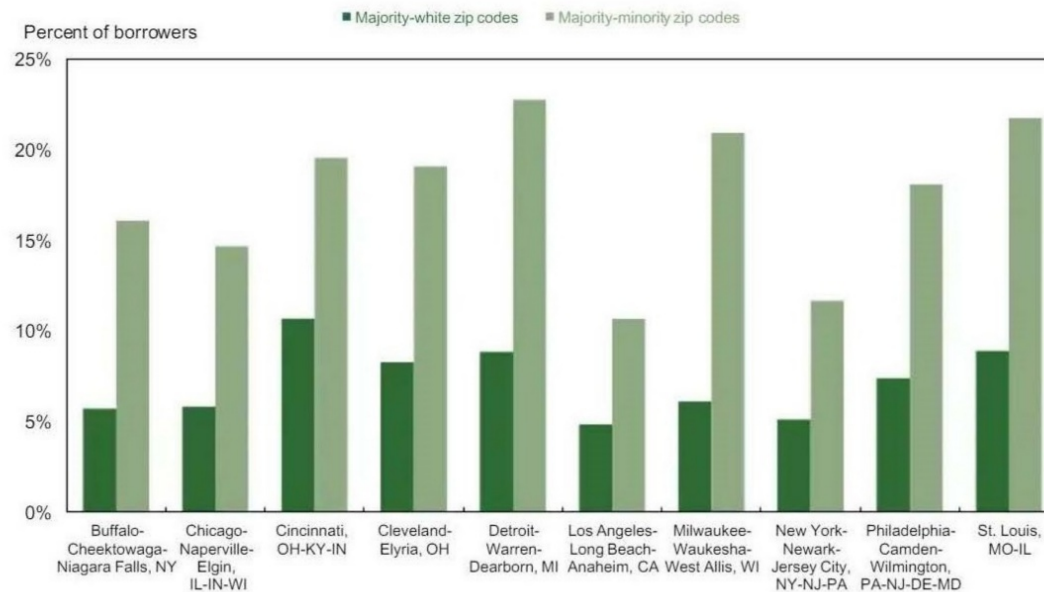
Disparities
in Student
Loan Debt

Resources for
Addressing
Higher Ed
Barriers

Racial Disparities in Student Loan Debt

Student Borrower Protection Center, Disparate Debts: How Students Debts Drive Racial Inequality Across America's Cities (2020) pg. 23

Figure 10: Percent of student loan borrowers in default⁵⁶



Resources for Addressing Barriers to Higher Education

Local Efforts & Resources for Addressing Barriers to Higher Education

E3 Alliance

<https://e3alliance.org/>

Breakthrough Central Texas

<http://breakthroughctx.org/>

College Forward

<https://collegeforward.org/>

Greater Austin My Brother's Keeper Alliance

<https://gaambk.org/>

State/National
Resources

State/National Organizations Working in This Arena

State

Texas Star Alliance

<https://www.texasstaralliance.com/publichighereducationadvocacy>

Raise Your Hand Texas

<https://www.raiseyourhandtexas.org/>

Young Invincibles - Texas

<https://younginvincibles.org/location/texas/>

National

Committee for Education Funding

<https://cef.org/>

U.S. PIRG

<https://uspirg.org/issues/usp/make-higher-education-affordable>

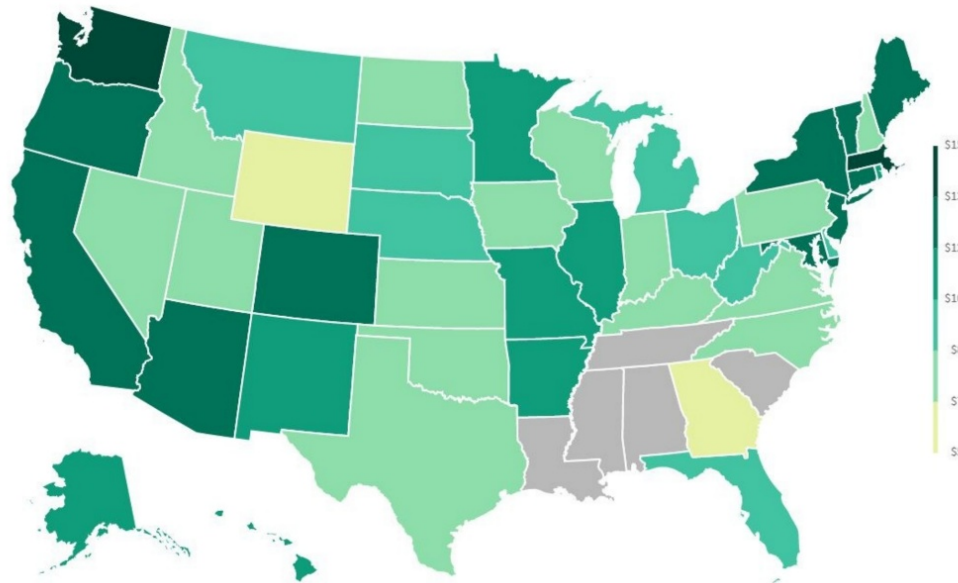
The Education Trust

<https://edtrust.org/issue/affordability-financial-aid/>

Wage Inequality

Five states have no minimum wage laws, while two states have minimum wage below federal levels.

2021
Minimum wage by state



Sources: Department of Labor. [see more](#)

"About 2.4% of Black hourly workers earn the federal minimum wage or less, compared to about 2% among white, Asian, and Hispanic hourly workers."

USA Facts (2021). Minimum wage in America: How many people are earning \$7.25 an hour?

<https://usafacts.org/articles/minimum-wage-america-how-many-people-are-earning-725-hour/>

Disparities
in Minimum
Wage -
Chart #2

Resources for
Addressing
Wage
Inequality

Racial Disparities in Minimum Wage

MOVE (2020). The Least Livable US Cities for Minimum Wage Earners

<https://www.move.org/least-livable-us-cities-for-minimum-wage-earners/>



Resources for Addressing Wage Inequality

Local Efforts & Resources for Addressing Wage Inequality

AFSCME Local 1624
<https://www.afscme1624.org/>

Education Austin
<https://educationaustin.org/>

Austin Interfaith
<https://www.austininterfaith.org/>

State/National
Resources

State/National Resources for Addressing Wage Inequality

State/National Resources

Economic Policy Institute
<https://www.epi.org/>

One Fair Wage Emergency Fund
<https://ofwemergencyfund.org/>

National Employment Project's Raise the Minimum Wage
<https://raisetheminimumwage.com/>

United For a Fair Economy - Living Wage Network
<https://www.livingwagenetwork.org/#>

Fight for \$15
<https://fightfor15.org/>