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# Race Equity Action Framework (REAF)

*Understanding Different Approaches for Advancing Racial Equity*

## Section 1

# Concentrated Wealth and Power

A tool developed by:  
The Community Advancement Network (CAN) - Austin, TX  
August 2021

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# Race Equity Action Framework

*Addressing  
Concentrated  
Wealth & Power*

Criminal &  
Civil Justice

State/National  
Legislation &  
Policy

Housing,  
Health &  
Human  
Services

Social Capital  
& Community  
Leadership

Educational  
& Economic  
Opportunity

Workforce  
Development

Expand  
Opportunity  
for Youth &  
Adults

# Section 1

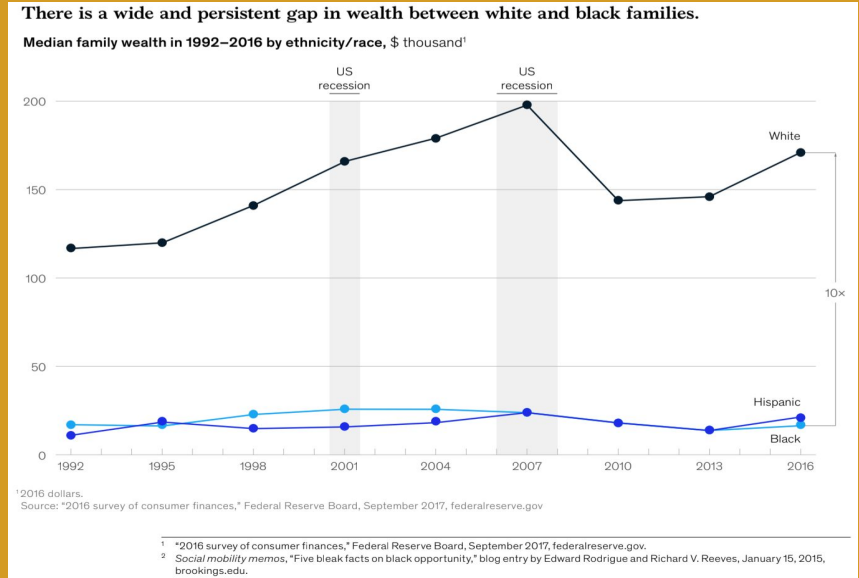
## Introduction

Disparities with regard to wealth and access to positions of authority in political institutions and corporations (who wield an inordinate amount of political power and whose profits increase wealth for those who are already wealthy) may present an even larger obstacle to true social, economic, and political equality.

# WEALTH DISPARITY

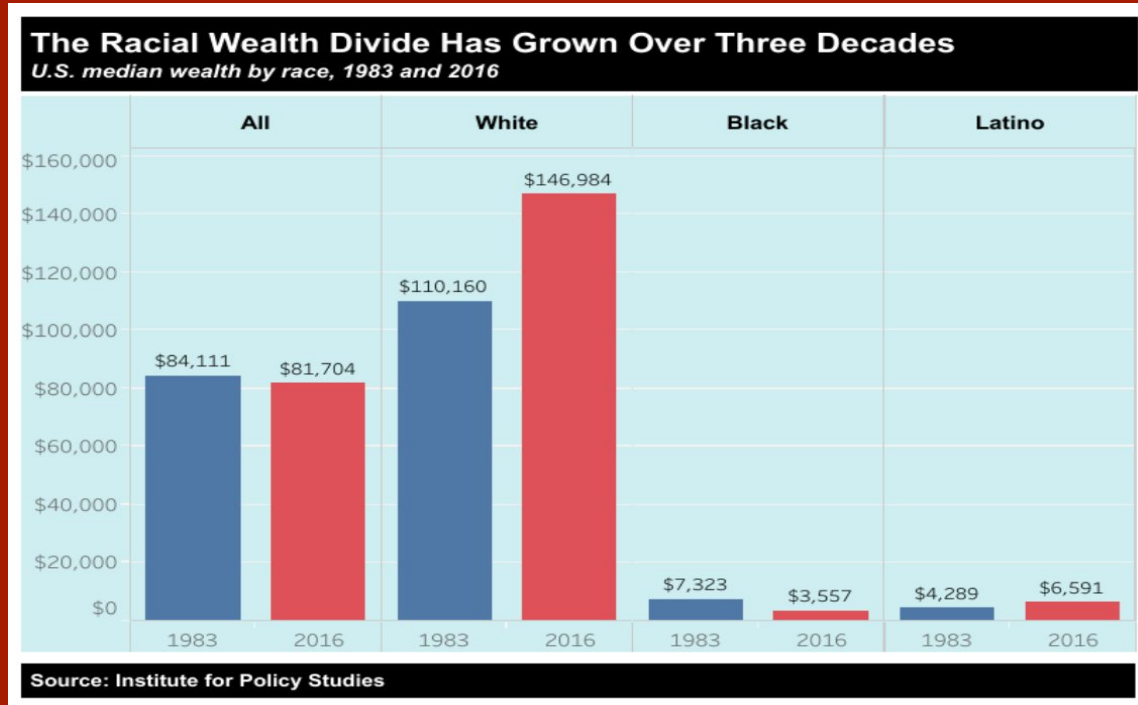
This chart outlines the persistent disparity in median wealth when compared across race/ethnicity. In 2016, the most recent data reported, shows that Median Wealth for White families was 10 times more than it was for Black and Hispanic families. Wealth disparity narrowed slightly after the 2008 recession, but it started to widen again just a few years later.

## Wealth Disparity 1992 - 2018



McKinsey & Company (2019), *The Economic Impact of Closing the Racial Wealth Gap*, pg. 5.

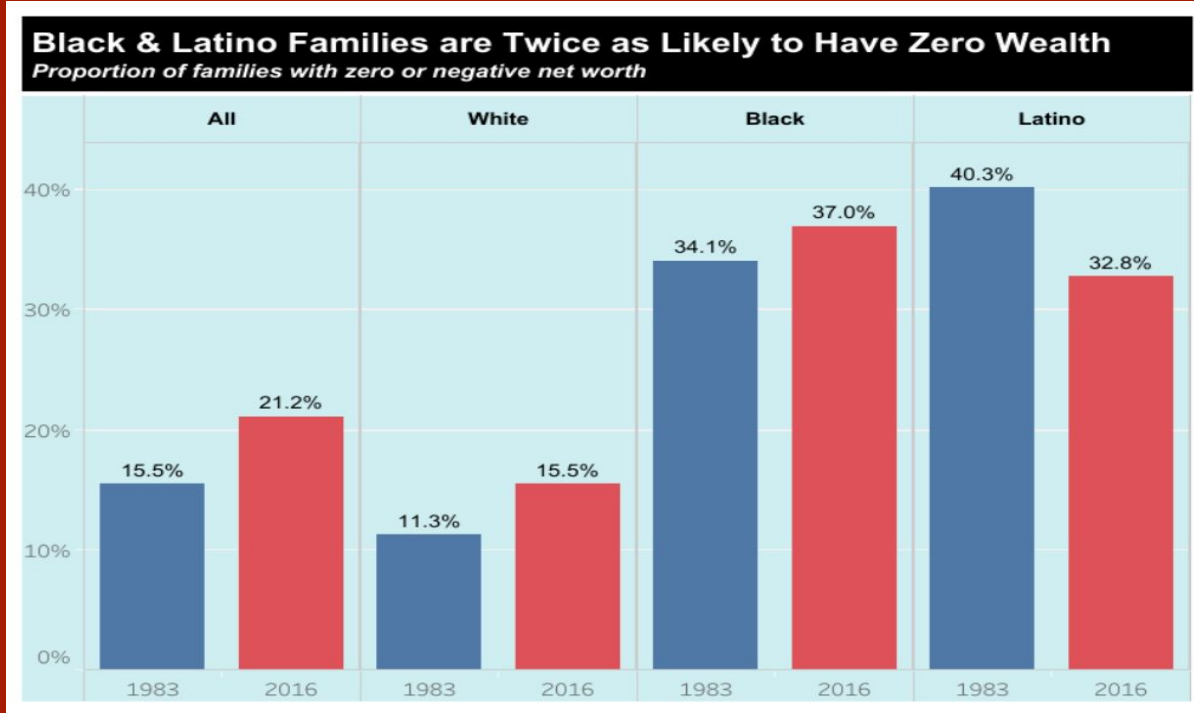
# WEALTH DISPARITY



Institute for Policy Studies (2019) *Dreams Deferred: How Enriching the 1% Widens the Racial Wealth Divide*, pg. 9

[https://inequality.org/wp-content/uploads/2019/01/IPS\\_RWD-Report\\_FINAL-1.15.19.pdf](https://inequality.org/wp-content/uploads/2019/01/IPS_RWD-Report_FINAL-1.15.19.pdf)

# WEALTH DISPARITY



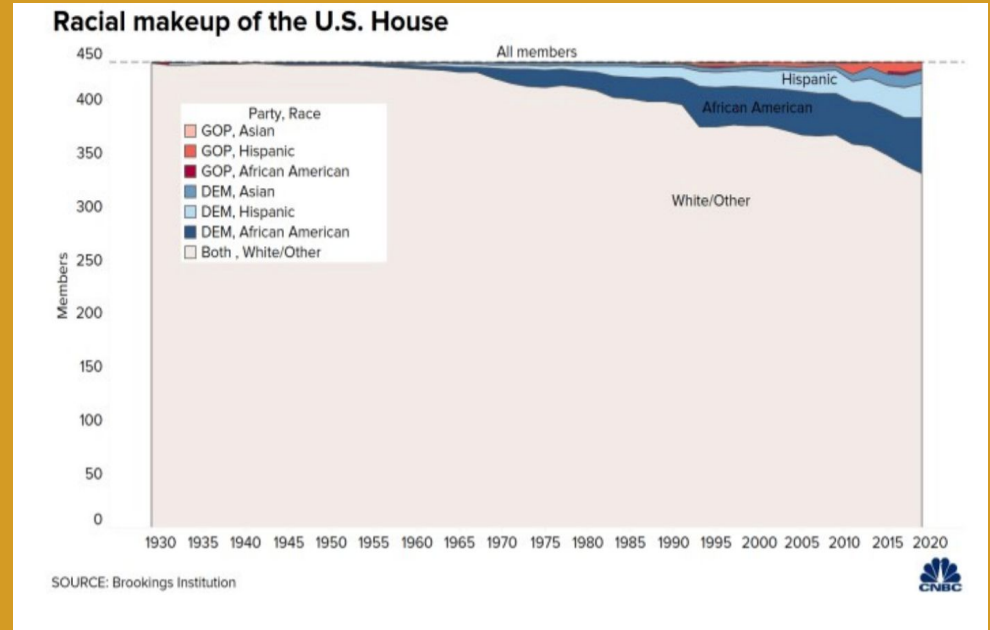
Institute for Policy Studies (2019) *Dreams Deferred: How Enriching the 1% Widens the Racial Wealth Divide*, pg. 12

[https://inequality.org/wp-content/uploads/2019/01/IPS\\_RWD-Report\\_FINAL-1.15.19.pdf](https://inequality.org/wp-content/uploads/2019/01/IPS_RWD-Report_FINAL-1.15.19.pdf)

# DISPARITIES IN POWER

This chart outlines the power disparity by race/ethnicity in the U.S. House of Representatives (which is a much more diverse body than the U.S. Senate). Racial/ethnic diversity started increasing in the 1970's and, in 2020, was at its highest level: about 100 seats of the 450 seats are occupied by people of color.

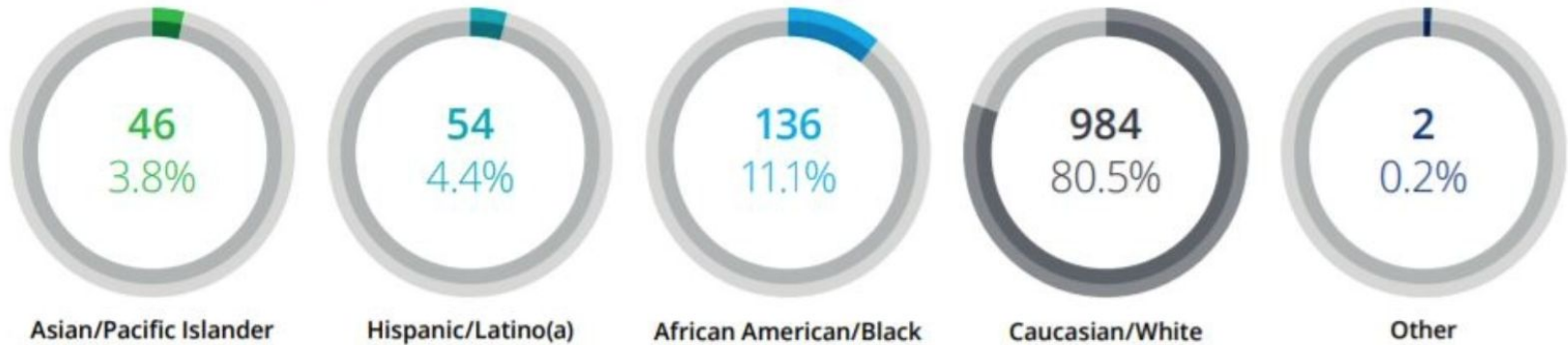
## Congressional Representation



CNBC (2020), This Chart Shows the Lack of Diversity in the U.S. House of Representatives.

# DISPARITIES IN POWER: FORTUNE 100

Figure 3. Fortune 100 total board seats by race/ethnicity, 2018



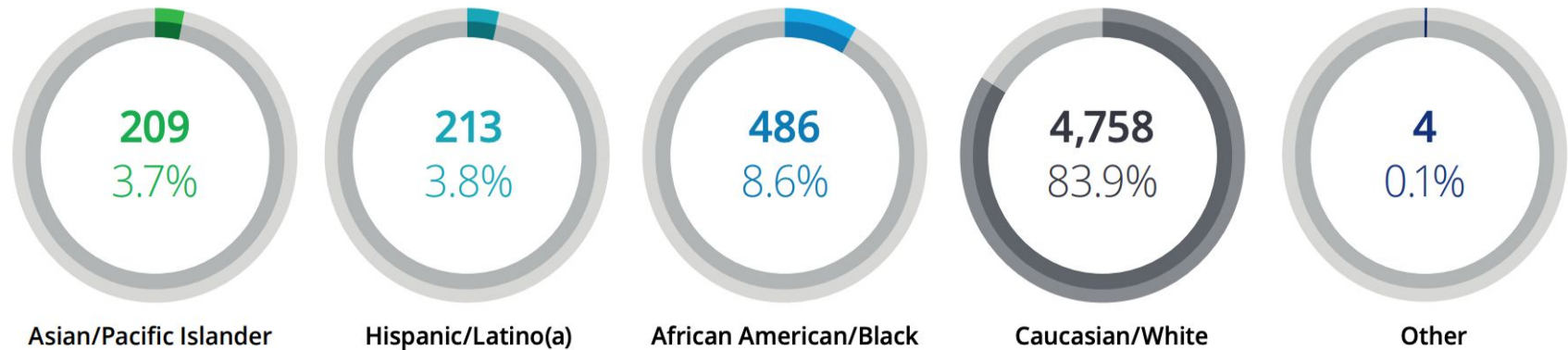
Deloitte (2019) Missing Pieces Report: The 2018 Board Diversity Census of Women and Minorities on Fortune 500 Boards, pg. 11

[https://www.catalyst.org/wp-content/uploads/2019/01/missing\\_pieces\\_report\\_01152019\\_final.pdf](https://www.catalyst.org/wp-content/uploads/2019/01/missing_pieces_report_01152019_final.pdf)



# DISPARITIES IN POWER: FORTUNE 500

Figure 8. *Fortune* 500 total board seats by race/ethnicity, 2018



Deloitte (2019) Missing Pieces Report: The 2018 Board Diversity Census of Women and Minorities on Fortune 500 Boards, pg. 19

[https://www.catalyst.org/wp-content/uploads/2019/01/missing\\_pieces\\_report\\_01152019\\_final.pdf](https://www.catalyst.org/wp-content/uploads/2019/01/missing_pieces_report_01152019_final.pdf)

## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## WEALTH

Please refer to local efforts and resource pages for the following sections:

- [Educational & Economic Opportunity](#)
- [Expanding Opportunity for Youth & Adults](#)
- [Workforce Development](#)

## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## POWER

Please refer to local efforts and resource pages for the following sections:

- [State/National Legislation & Policy](#)
- [Social Capital & Community Leadership](#)

# COMMUNITY RESOURCES

## TRAINING OPPORTUNITIES

Beyond Diversity (Leadership Austin)  
<https://leadershipaustin.org/2020/12/26/beyond-diversity-seminar-2021-dates/>

Undoing Racism  
<https://undoingracismaustin.org/activities/register-for-future-undoing-racism-workshops-in-austin/>

Racial Healing Circles  
<https://www.austinyymca.org/blog/racial-healing-circles>

## COALITIONS WORKING TO ADDRESS INSTITUTIONAL RACISM

Austin Black Caucus  
<https://www.facebook.com/AustinBlackCaucus/>

Central Texas Collective for Racial Equity  
<https://ctcraciaequity.org/>

Austin Justice Coalition  
<https://austinjustice.org/>

Communities of Color United  
<https://www.atxccu.org/>

Community Resilience Trust  
<https://communityresiliencetrust.org/>

# COMMUNITY RESOURCES

## GOVERNMENTAL RESOURCES FOR ADVANCING RACIAL EQUITY

Austin ISD Chief Equity Officer

<https://www.austinisd.org/equityoffice/staff>

City of Austin Chief Equity Officer

<https://www.austintexas.gov/department/equity-office>

ACC Chief Equity & Inclusion Officer

<https://www.austincc.edu/news/tag/chief-equity-diversity-inclusion-officer>

## RESOURCE TO LEARN ABOUT ENGAGEMENT OPPORTUNITIES

CAN "Get Engaged" Podcast & Calendar

<http://canatx.org/podcasts/>