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# Race Equity Action Framework (REAF)

*Understanding Different Approaches for Advancing Racial Equity*

## Section 4 Educational & Economic Opportunity

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

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# Race Equity Action Framework

Criminal &  
Civil Justice

State/National  
Legislation &  
Policy

Addressing  
Concentrated  
Wealth & Power

Housing,  
Health &  
Human  
Services

Social Capital  
& Community  
Leadership

*Educational &  
Economic  
Opportunity*

Workforce  
Development

Expand  
Opportunity  
for Youth &  
Adults

# Section 4

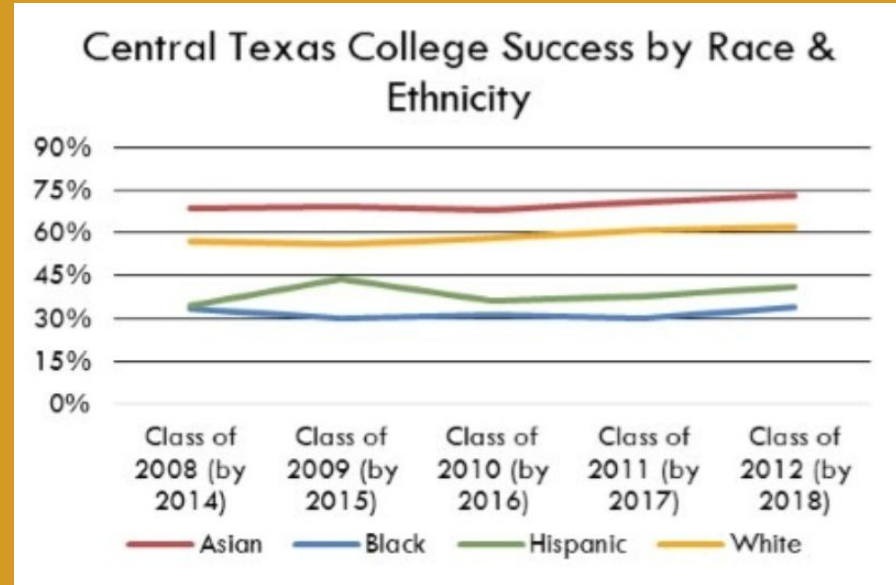
## Introduction

Access to a quality education, including early education (zero to 5 years of age), is pivotal to future educational and economic success. Disparities in access to high quality early education services, high quality K-12 schools and enrichment opportunities create additional disparities in post-secondary outcomes/options and good paying jobs.

# COLLEGE SUCCESS

Black and Hispanic high school graduates achieve this college success measure at lower rates than Asian or White students. For the Class of 2012, 34% of Black and 41% of Hispanic high school graduates completed college within six years. This is compared to 73% of Asian and 62% of White students. These rates have remained relatively consistent over time.

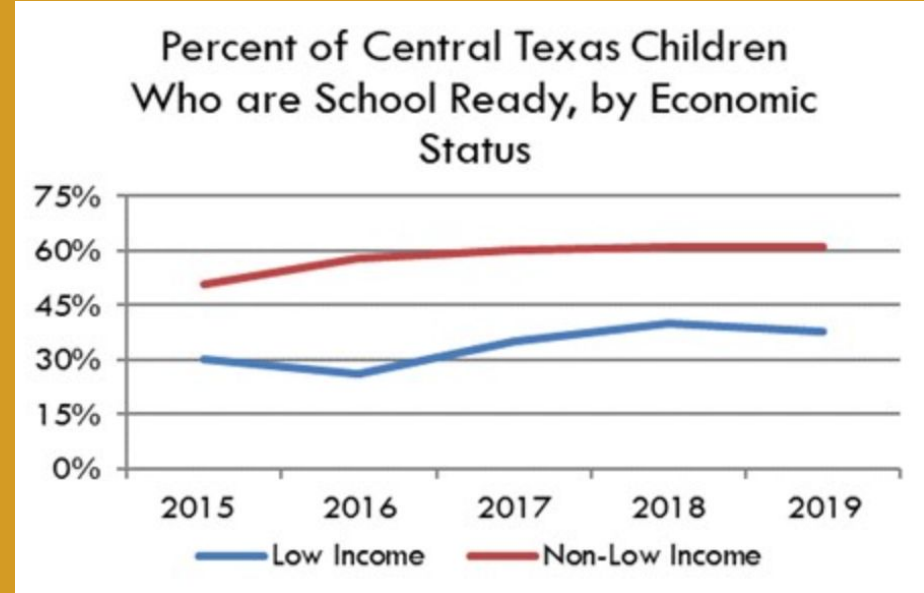
Data Source: E3 Alliance



# SCHOOL READINESS

The greatest disparity in school readiness occurs by income. Approximately 38% of low-income kindergarteners were school ready in 2019, compared to 61% of children from moderate and high-income families. The gap in school readiness by income appears to have narrowed between 2016 and 2018. Children from wealthier families are 23% more likely to be school ready than their low-income peers.

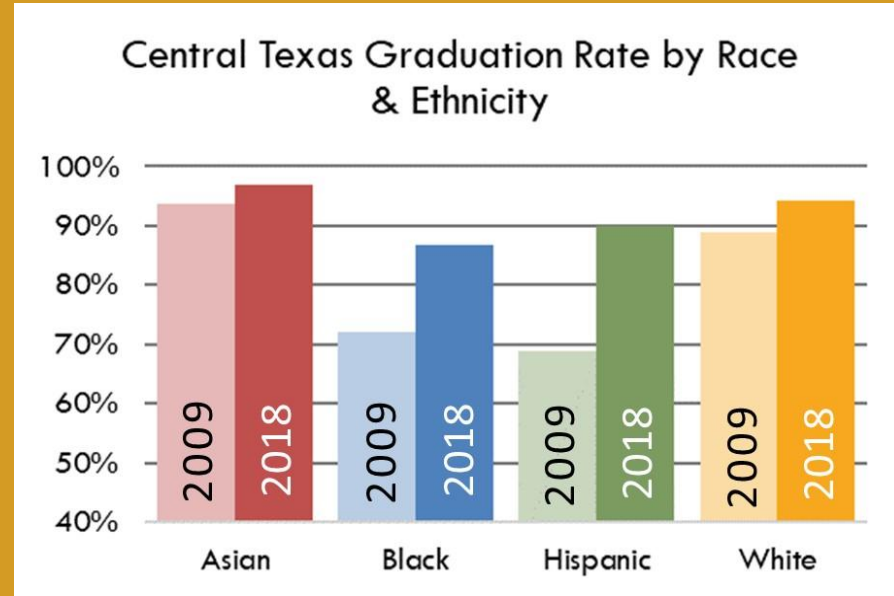
Data Source: E3 Alliance



# HIGH SCHOOL GRADUATION

Although disparities exist by race and ethnicity, the gap has closed over the last ten years, and all racial and ethnic groups have seen improvements. Hispanic students have seen graduation rates improve the most—from 69% for the Class of 2009 to 90% for the Class of 2018. The four-year graduation rates for Black students increased from 72% for the Class of 2009 to 87% for the Class of 2018.

Data Source: E3 Alliance



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# DATA SOURCES WITH DATA BROKEN-DOWN BY RACE

E3 Alliance Data Portal

<https://data.e3alliance.org/>

CAN Equity Analysis

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

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# ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## EDUCATION

ACC – Truth, Racial Healing and Transformation Campus Center  
<https://www.austincc.edu/offices/equity-and-inclusion/truth-racial-healing-and-transformation-campus-center>

AISD Equity Office  
<https://www.austinisd.org/equityoffice>

African American Youth Harvest Foundation  
<https://aayhf.org/>

AVANCE Austin  
<http://avanceaustin.org/>

## *People of Color-Led Organizations*

Black Austin Coalition  
<https://www.blackaustincoalition.org>

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

Con Mi Madre  
<http://www.conmimadre.org/>

Excellence and Advancement Foundation  
<https://breakthepipeline.org/>

My Brother's Keeper Alliance  
<https://e3alliance.org/2020/06/12/equity-spotlight-mbk-scholars/>

University of Texas Project MALES Program  
<https://diversity.utexas.edu/projectmales/>



# OTHER ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## EDUCATION

Austin Youth Development Program (COA)  
<https://www.austintexas.gov/department/youth-development-services>

Communities in Schools – ASPIRE program  
<https://ciscentraltexas.org/what-we-do/aspire-family-literacy>

Communities in Schools – XY Zone  
Program  
<https://ciscentraltexas.org/what-we-do/xy-zone/>

Integral Care – Families with Voices  
<https://integralcare.org/program/families-with-voices/>

United Way – Family Pathways  
<https://www.unitedwayaustin.org/our-work/2-gen-austin/>

United Way - Success by Six  
<https://www.unitedwayaustin.org/our-work/success-by-6/>

E3 Alliance  
<https://e3alliance.org/>

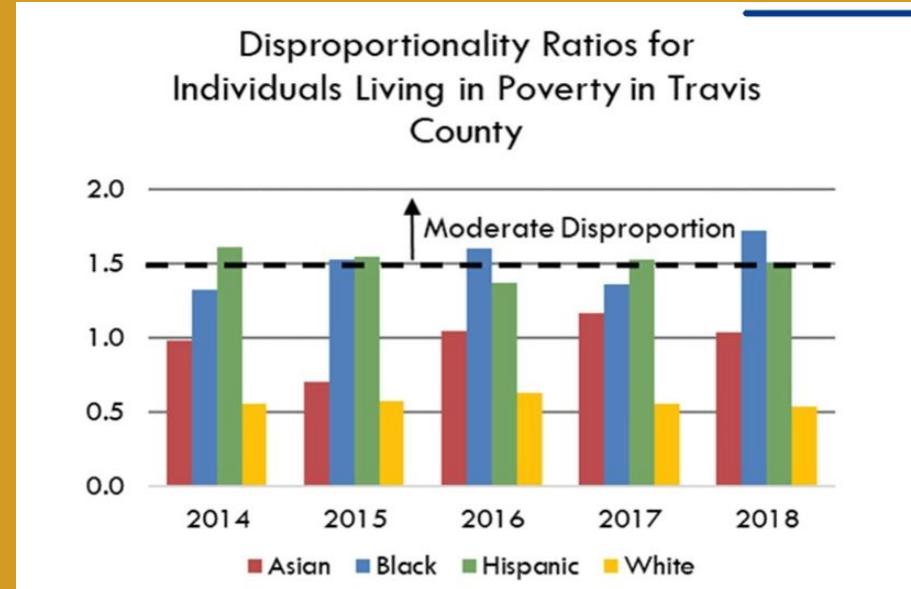
Breakthrough Central Texas  
<http://breakthroughctx.org/>

College Forward  
<https://collegeforward.org/>

# POVERTY

In 2018, the number of Black and Hispanic Travis County residents living below Federal Poverty Thresholds increased, but these increases are within the margin of error and thus not significant. Poverty continues to impact Hispanic and Black residents more than Asian and White residents.

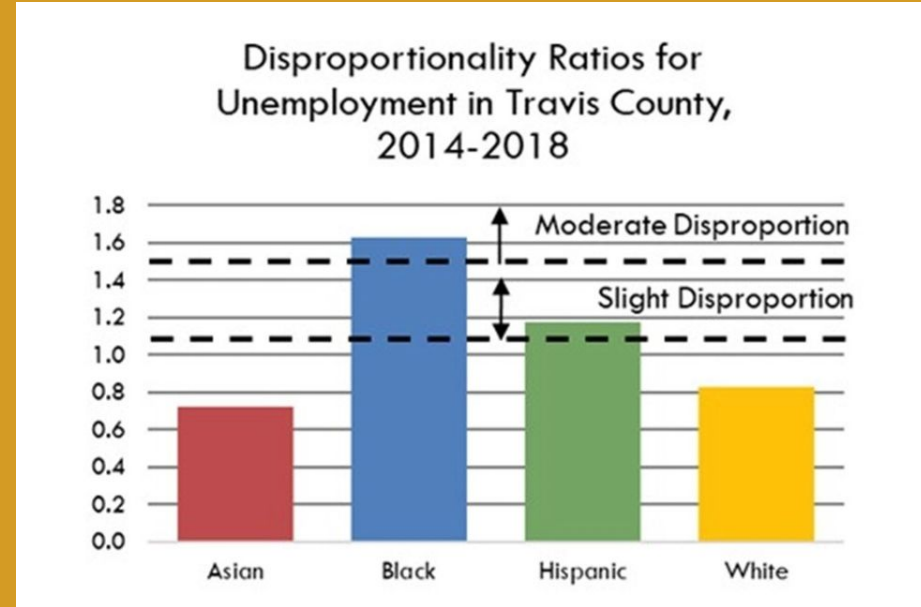
Data Sources: American Community Survey 1-Year Estimates



# UNEMPLOYMENT

In 2018 Black Travis County residents had an unemployment disproportionality ratio of 1.6, which represents a moderate level of disproportion.

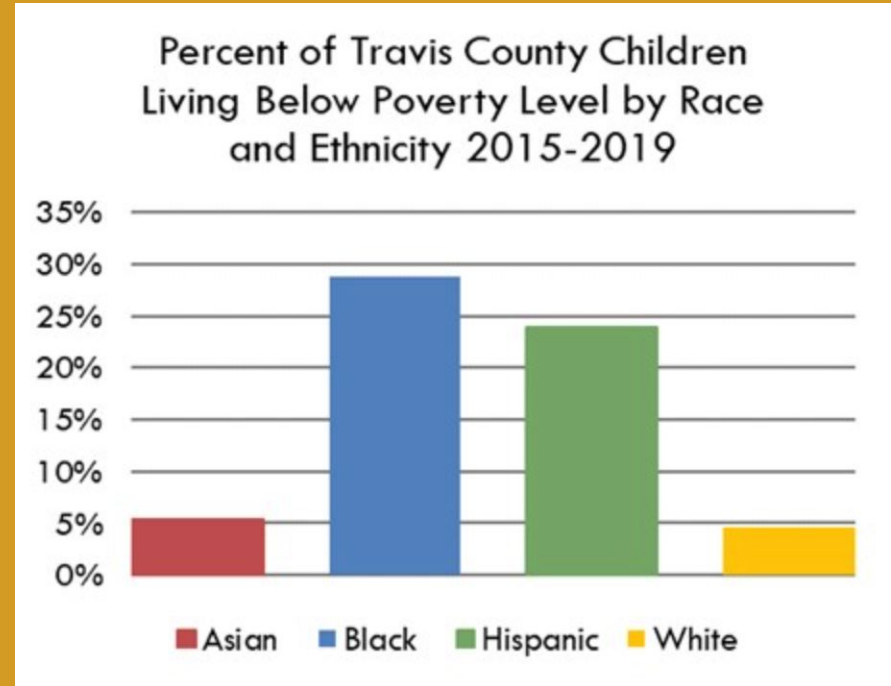
Data Sources: American Community Survey  
5-Year Estimates



# CHILD POVERTY

The disparity in poverty rates by race and ethnicity is even greater for the child population than it is for the total population. Twenty-nine (29%) of Black or African American children and 24% of Hispanic children live below the federal poverty level, compared to 5% of Asian children and 5% of White children.

Data Source: Tables B17001B, B17001D, B17001H, and B17001I, 2015-2019  
American Community Survey 5-Year Estimates



## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

# ECONOMIC OPPORTUNITY

*People of Color-Led Organizations*

Austin Area Urban League  
<https://aaul.org/>

Family Independence Initiative - Austin  
<https://www.fii.org/sites/austin/>

Black Austin Coalition  
<https://www.blackaustincoalition.org>

Greater Austin Asian Chamber  
<https://www.austinasianchamber.org/>

Workers Defense Project  
<http://www.workersdefense.org/>

Greater Austin Black Chamber  
<https://www.austinbcc.org/>

Greater Austin Hispanic Chamber  
<https://www.gahcc.org/home/>

Multi-Ethnic Chamber Alliance  
<https://www.facebook.com/MECAAustin/>

My Brother's Keeper  
<https://e3alliance.org/2018/12/18/in-the-news-a-cc-huston-tillotson-e3-alliance-honor-new-mb-k-scholars/>

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## OTHER ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN: ECONOMIC OPPORTUNITY

Integral Care – Families with Voices

<https://integralcare.org/program/families-with-voices/>

United Way – Family Pathways

<https://www.unitedwayaustin.org/our-work/2-gen-austin/>

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# 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/>