
Race Equity Action Framework (REAF)

Understanding Different Approaches for Advancing Racial Equity

Section 5 Workforce Development

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

Race Equity Action Framework

Criminal &
Civil Justice

State/National
Legislation &
Policy

Addressing
Concentrated
Wealth & Power

Social Capital
& Community
Leadership

Housing,
Health &
Human
Services

Expand
Opportunity
for Youth &
Adults

Educational
& Economic
Opportunity

*Workforce
Development*

Section 5

Introduction

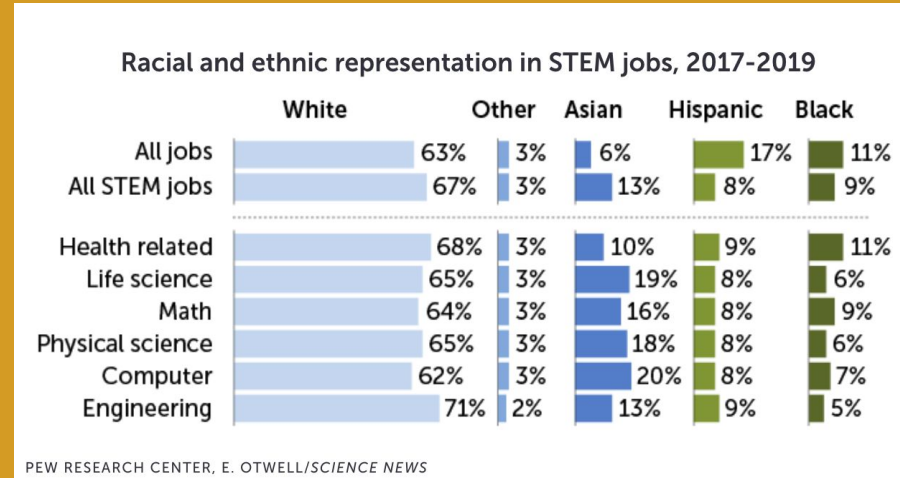
Access to workforce development opportunities is a critical tool for removing barriers and creating paths for economic success and advancement. While there is a link between workforce opportunities and K-12 and adult education, we created a stand alone section for Workforce Development that focuses more specifically on industry-specific inequities.

There are many different industries where a more intentional focus on equity is sorely needed. This section allows us to highlight industry-specific needs without requiring the user of the REAF to delve four or five levels deep into the tool to find that information. With Austin being a growing and vibrant tech hub, we thought a focus on STEM would be instructive.

NATIONAL S.T.E.M. EMPLOYMENT

“Employment data from 2017-2019 shows that Black and Hispanic professionals are underrepresented in STEM compared with their share of the overall U.S. workforce. Asian and white workers, on the other hand, are overrepresented in STEM.”

- Science News



Science News (April 14, 2021), *STEM's racial, ethnic and gender gaps are still strikingly large*
<https://www.sciencenews.org/article/science-technology-math-race-ethnicity-gender-diversity-gap>

**ORGANIZATIONS
WORKING TO ADDRESS
RACIAL EQUITY IN
WORKFORCE
DEVELOPMENT**

People of Color-Led Organizations

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

OTHER ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN WORKFORCE DEVELOPMENT

Austin Community College
<https://www.austincc.edu/>

Skillpoint Alliance
<https://skillpointalliance.org/>

Capital IDEA
<https://www.capitalidea.org/>

Goodwill Central Texas
<https://www.goodwillcentraltexas.org/>

Workforce Solutions Capital Area
<https://www.wfscapitalarea.com/>

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/>