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# Race Equity Action Framework (REAF)

*Understanding Different Approaches for Advancing Racial Equity*

## Section 6 Expand Opportunity for Youth & Adults

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

Social Capital  
& Community  
Leadership

Housing,  
Health &  
Human  
Services

Workforce  
Development

Educational  
& Economic  
Opportunity

*Expand  
Opportunity  
for Youth &  
Adults*

# Section 6

## Introduction

This section pertains to expanding opportunity for individuals and families via the following vehicles:

- Homeownership
- Entrepreneurship
- Early Childhood Education
- Out-of-School Time Opportunities
- College/Career Readiness Activities\*
- College Scholarships/Financial Aid\*
- Financial Literacy\*

\*Data and research forthcoming.

# ACCESS TO HOUSING

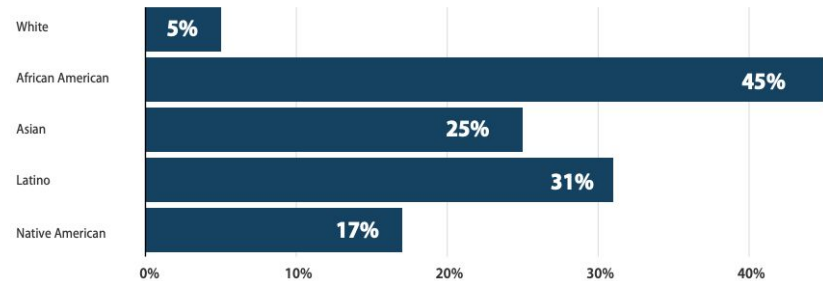
“For decades, governments and private citizens have employed exclusionary tactics to prevent African Americans and other people of color from building wealth through homeownership and affordable housing. Whether through formal policy decisions or a persistent failure to enact and enforce civil rights laws, government action and inaction continues to undermine prosperity in communities of color.”

Center for American Progress

FIGURE 4

## People of color are more likely to report racial discrimination when trying to rent or buy housing

Likelihood of experiencing racial discrimination when trying to rent or buy housing by race/ethnicity, 2017



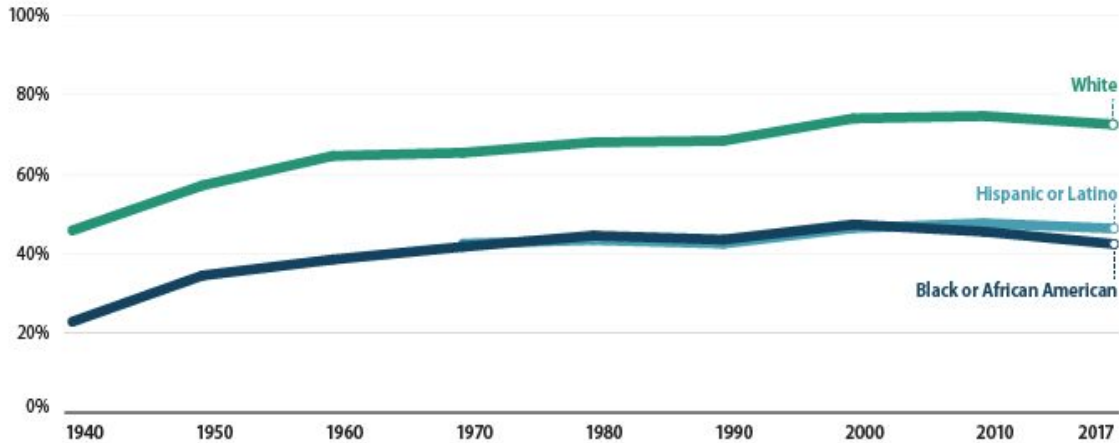
Source: Harvard T.H. Chan School of Public Health, Robert Wood Johnson Foundation, and NPR, "Discrimination in America: Experiences and Views on Affects of Discrimination Across Major Population Groups in the United States" (Boston, Princeton, NJ, and Washington: 2017), available at <https://www.rwjf.org/en/library/research/2017/10/discrimination-in-america--exp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

Center for American Progress, Systemic Inequality - Displacement, Exclusion and Segregation, (2019)

# HOMEOWNERSHIP

FIGURE 2

People of color have experienced lower homeownership rates for decades  
Homeownership rate by race/ethnicity, 1940–2017



Sources: F. John Devaney, "Tracking the American Dream: 50 Years of Housing History from the Census Bureau: 1940 to 1990" (Washington: U.S. Department of Commerce, 1994), available at <https://www.huduser.gov/portal/Publications/pdf/HUD-7775.pdf>; U.S. Census Bureau, "Table 22. Homeownership Rates by Race and Ethnicity of Householder: 1994 to 2017," available at [https://www.census.gov/housing/hvs/files/annual17/ann17t\\_22.xlsx](https://www.census.gov/housing/hvs/files/annual17/ann17t_22.xlsx) (last accessed June 2019).



Center for American Progress, *Systemic Inequality - Displacement, Exclusion and Segregation*, (2019)

# ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## HOUSING

Austin Justice Coalition\*

<https://austinjustice.org/>

Community Powered Workshop

<https://communitypoweredworkshop.org/home/>

Austin Revitalization Authority\*

<https://austinrev.org/>

Blackland CDC

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

Go Austin! Vamos Austin!\*

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

Austin Area Urban League\*

<https://aaul.org/>

Austin Affordable Housing Corporation

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

Business & Community Lenders (BCL) of Texas\*

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

Frameworks Community Development Corporation\*

<https://frameworkscdc.org/>

Guadalupe Neighborhood Development Corporation

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

\*Denotes people of color-led organizations.

For a definition of “people of color-led organization,” please see slide 3 of Navigation and Credits.

# ENTREPRENEURSHIP

This chart compares business ownership by race/ethnicity and gender group to the representation of those racial/ethnic gender groups in the workforce.

For instance, while Black Women constitute 8% of women in the workforce, they represent 23.5% of women-owned businesses without employees and only 4.5% of women-owned business with employees.

And, while Hispanic Men constitute 21.8% of men in the workforce, they represent 16.2% of male owned businesses with employees and only 6.4% of male owned businesses without employees.

**TABLE 1.**

## **Distribution of Race or Hispanic Ethnicity and Gender Groups in the Labor Force and among Business Owners with and without Paid Employees Relative to the Size of the White Population, 2012**

<b>Ratio to White Female Population</b>	<b>Number in the labor force</b>	<b>Number without paid employees</b>	<b>Number with paid employees</b>
WHITE WOMEN	100.0%	100.0%	100.0%
BLACK WOMEN	18.0%	23.5%	4.5%
AMERICAN INDIAN WOMEN	1.0%	2.0%	0.9%
ASIAN AMERICAN WOMEN	7.6%	9.9%	14.8%
HISPANIC WOMEN	19.2%	22.3%	7.8%

<b>Ratio to White Male Population</b>	<b>Number in the labor force</b>	<b>Number without paid employees</b>	<b>Number with paid employees</b>
WHITE MEN	100.0%	100.0%	100.0%
BLACK MEN	13.4%	10.2%	2.1%
AMERICAN INDIAN MEN	0.9%	1.3%	0.6%
ASIAN AMERICAN MEN	7.1%	7.6%	9.7%
HISPANIC MEN	21.8%	16.2%	6.4%

Note: Race data includes Hispanics. Hispanics can be of any race. The labor force population is restricted to 25- to 64-year-olds. Source: Author's analysis of data from the U.S. Census Bureau (2012), *Survey of Business Owners*, and the U.S. Census Bureau (2012), *American Community Survey*, from IPUMS-USA, University of Minnesota, [www.ipums.org](http://www.ipums.org).

Center for Global Policy Solutions (2016), *The Color of Entrepreneurship*, pg. 6.

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# ENTREPRENEURSHIP

**Table 1:** Business ownership rates by race and ethnicity, ACS 2011–15

<b>Group</b>	<b>Black</b>	<b>Latino</b>	<b>Asian</b>	<b>Non-Latino whites</b>
Population (ages 20–64)	25,570,220	31,247,449	12,004,998	121,520,318
Business owners	773,448	1,817,236	794,606	8,820,771
Percentage of population	3.0	5.8	6.6	7.3
Workforce (15+ hours/week worked)	15,686,385	21,320,868	8,323,278	86,387,463
Business owners (15+ hours)	709,536	1,692,007	751,493	8,277,854
Percentage of workforce (15+ hours)	4.5	7.9	9.0	9.6

Oxford Review of Economic Policy, Vol. 34 No. 4 (2018), Income Inequality in Business Ownership and Income, Robert Fairlie, pg. 601

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# ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## ENTREPRENEURSHIP

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

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

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

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

Austin LGBT Chamber  
<https://austinlgbtchamber.com/>

City of Austin Small Business Development  
<https://www.austintexas.gov/business/small-business-development>

PeopleFund  
<https://peoplefund.org/>

BiGAustin\*  
<https://www.bigaaustin.org/>

Economic Growth Business Incubator\*  
<https://egbi.org/>

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

Business & Community Lenders (BCL) of Texas\*  
<https://www.ehomeamerica.org/>

\*Denotes people of color-led organizations. For a definition of “people of color-led organization,” please see slide 3 of Navigation and Credits.

# EARLY CHILDHOOD EDUCATION

An analysis of Universal Pre-K programs (UPK) programs in Tulsa and Boston found that such programs could lead to substantial reduction gaps for African-American and Hispanic students in Math and Reading.

## Estimated reductions in kindergarten achievement gaps after implementing a high-quality UPK program

In months of learning

	Current gap	Gap after UPK	Reduction in months	Percent reduction
African American vs. white				
Math	8.91	4.89	4.02	45%
Reading	6.7	0.1	6.6	98%
Hispanic vs. white				
Math	10.77	2.41	8.36	78%
Reading	11.51	-0.67	12.18	106%

Center for American Progress and National Institute for Early Education Research (2016), *How Much Can High-Quality Universal Pre-K Reduce Achievement Gaps?*, pg. 12.

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# EARLY CHILDHOOD EDUCATION

## ***Head Start Participation***

While fewer than half (43 percent) of all eligible preschool-age children have access to Head Start, 54 percent of eligible Black children are served. Thirty-eight percent of eligible Latino children are served in Head Start preschool, with additional Latino children in the Migrant and Seasonal Head Start program.<sup>34</sup>

Head Start, in part due to its roots in the Civil Rights Movement, is a vital early childhood program for Black families and communities. Head Start has rigorous quality standards, many of which promote a more equitable mode of early education across diverse populations.

## ***CCDBG Participation***

By helping low-income families afford stronger child care programs, CCDBG extends the benefits of quality child care and early education to vulnerable children.<sup>38</sup> Child care subsidies are linked to improved employment outcomes for parents.<sup>39</sup> And families receiving child care subsidies are more likely to have stable employment.<sup>40</sup>

Due to insufficient investments, CCDBG participation is low across the country. About 17 percent of eligible children actually receive assistance. Only 21 percent of eligible Black children, 11 percent of eligible Asian children, 8 percent of eligible Hispanic/Latino children, and 6 percent of eligible American Indian/Alaskan Native children are served through CCDBG.<sup>41</sup>

The Center for Law & Social Policy, *Equity Starts Early: Addressing Racial Inequities in Child Care and Early Education Policy*, 2017

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## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

### EARLY CHILDHOOD EDUCATION

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

AVANCE\*  
<https://www.avance.org/programs/>

Family Connects (Prenatal - 3)  
<https://www.familyconnectstexas.org/austin-travis-county>

Early Matters Greater Austin  
<https://www.earlymattersgreateraustin.org/>

E3 Alliance  
<https://e3alliance.org/blueprint/#1540236707442-0a8c677d-97ab>

Early Childhood Council  
<https://www.austintexas.gov/content/early-childhood-council>

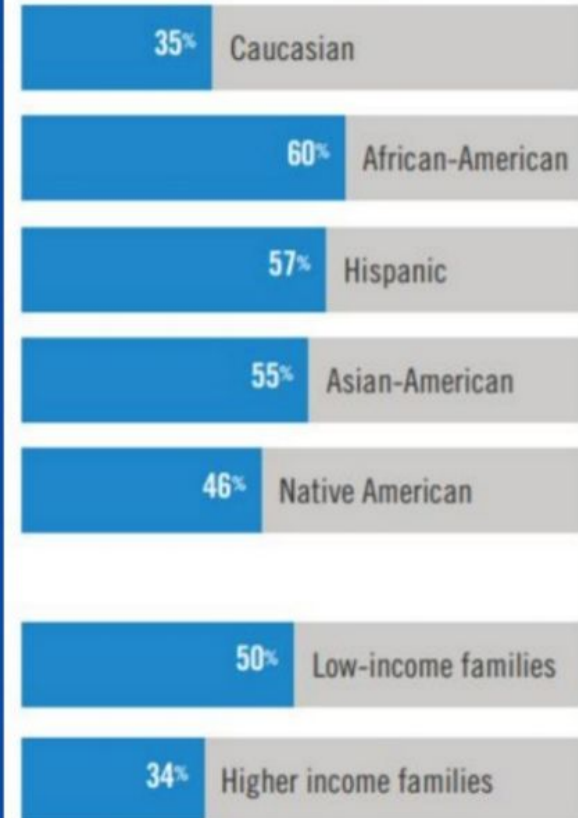
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# OUT-OF-SCHOOL TIME

As shown in the chart to the right, there is significant interest in out of school time activities for low-income communities and communities of color (when compared to Caucasians and higher income families) should such opportunities be made available.

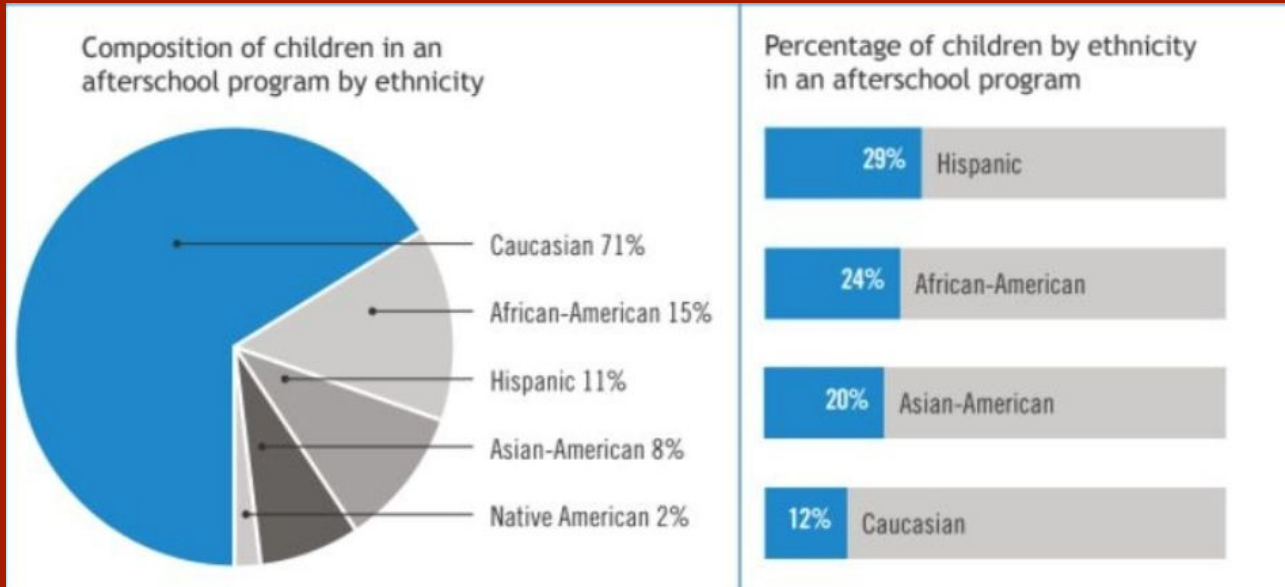
Afterschool Alliance. (2014). *America After 3PM: Afterschool Programs in Demand*. Washington, D.C., pg. 14

Percent of nonparticipant children likely to participate in an afterschool program if one were available



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# OUT-OF-SCHOOL TIME



Afterschool Alliance. (2014). *America After 3PM: Afterschool Programs in Demand*. Washington, D.C., pg. 14.

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## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## OUT-OF-SCHOOL TIME

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African American Youth Harvest  
Foundation\*

<https://aayhf.org/>

Learn All The Time

<https://www.arfoundation.org/latt-members>

Austin ISD Youth Services Mapping

<https://ysm-austin.org/>

Prime Time

<https://www.austinisd.org/prime-time>

Austin YMCA

<https://www.austinyymca.org/programs/afterschool-care>

ACE Austin

<https://www.austinisd.org/ace>

# 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.austinycca.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/>