
Race Equity Action Framework (REAF)

Understanding Different Approaches for Advancing Racial Equity

Section 7 Social Capital & Community Leadership

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

Educational
& Economic
Opportunity

Workforce
Development

Expand
Opportunity
for Youth &
Adults

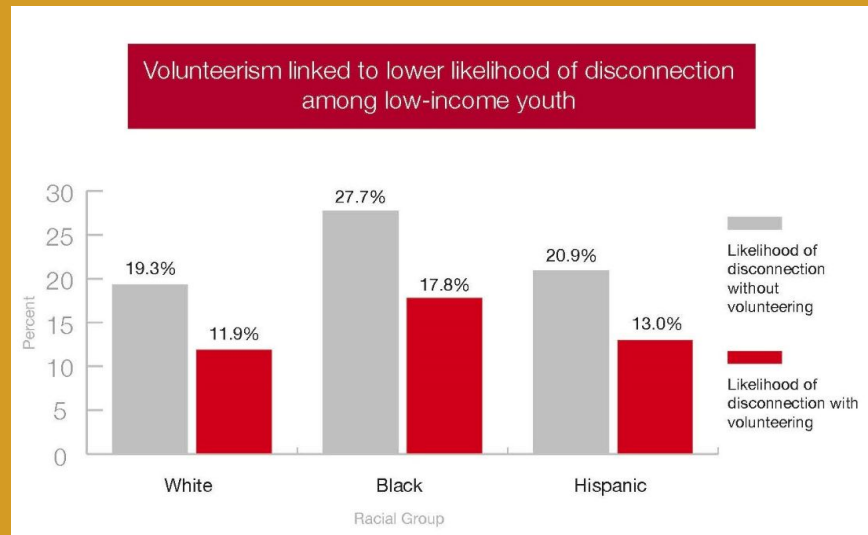
Section 7

Introduction

This section pertains to helping individuals and families build social networks and/or other forms of social capital; and develop and utilize skills that they possess to take leadership in their personal lives as well as the lives of their family and the well-being of their community.

COMMUNITY LEADERSHIP

Low-income youth who volunteer are less likely to be disconnected from school and work than low-income youth who do not volunteer.



Opportunity Nation and Measure of America (2014), Connecting Youth and Strengthening Communities: The Data Behind Civic Engagement and Economic Opportunity, pg. 10.

COMMUNITY LEADERSHIP

When evaluating the benefits of parent leadership initiatives, one must not only view benefits to participants in terms of personal transformation. If structured appropriately, such initiatives can also facilitate collective action, enhance appreciation for community voice among leaders, and invigorate democracy. These factors must be incorporated into program design and evaluation.



Annenberg Institute for School Reform (2016), *Capturing the Ripple Effect: Developing a Theory of Change for Evaluating Parent Leadership Initiatives*, pg 4.

COMMUNITY LEADERSHIP

Table 3
Differences in Participation Rates between New York and U.S. by Income Levels

	Discuss Politics Every Day			Read Newspaper Every Day		
	U.S.	NY	Diff	U.S.	NY	Diff
Less than \$30,000	20.5	14.4	<42.4%	20.8	15.8	<31.6%
\$30,000 to \$59,999	28.8	19.9	<44.7%	29.2	20.9	<39.7%
\$60,000 to \$99,999	26.2	25.7	< 1.9%	26.4	24.1	<9.5%
\$100,000+	24.9	40.0	>60.6%	23.6	39.2	>66.1%
	Attend Political Meetings			Attend Marches, Protests, Rallies		
	U.S.	NY	Diff	U.S.	NY	Diff
Less than \$30	46.0	15.8	< 144%	18.4	4.7	<291.5%
\$30,000 to \$59,999	26.1	15.3	<70.6%	29.1	23.4	<23.4%
\$60,000 to \$99,999	28.0	23.2	<20.7%	27.3	26.6	< 2.6%
\$100,000+	30.0	45.8	>52.7%	25.1	45.3	>80.5%
	Show Support for Candidates			Participate in Civic Organizations		
	U.S.	NY	Diff	U.S.	NY	Diff
Less than \$30,000	16.2	8.9	<82.0%	16.8	11.2	<41.1%
\$30,000 to \$59,999	27.0	16.3	<65.6%	28.0	14.0	<100%
\$60,000 to \$99,999	27.5	26.5	< 3.8%	28.7	28.0	< 2.5%
\$100,000+	29.3	48.2	>64.5%	26.5	46.7	>76.2%

There are disparities in civic participation by income level, particularly for households earning less than \$30,000. As noted in the chart, in all but one category, civic participation rates are lower for households earning less than \$30,000 than all other income groups, suggesting that their influence on politics and perspective is under-represented.

Regional Labor Review, Vol. 15 No. 2 (Fall 2012), Income Inequality and Disparities in Civic Participation in the New York City Metro Area, Oren M. Levin-Waldman

ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY THROUGH:

COMMUNITY LEADERSHIP

Austin Justice Coalition*
<https://austinijustice.org/>

Hispanic Austin Leadership*
<https://www.gahcc.org/about-hispanic-austin-leadership/>

Black Leaders Collective ATX*
<https://www.blackleaderscollectiveatx.com/>

Austin Latino Coalition*
<https://www.facebook.com/austinlatinocoalition/>

African-American Leadership Institute*
<https://www.aaliaustin.org/>

Leadership Austin
<http://leadershipaustin.org/>

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

SOCIAL CAPITAL

The FII - Detroit Program supports participants in building social capital through bonding (growing connections with people like me) and bridging (growing connections with people different from me).

After two years, the program documented increases in income and a decreased reliance on public assistance for participating families.

Example #1

Family Independence Initiative (FII) Detroit - Outcomes

On average, families who have been engaged with FII-Detroit for the full two years experience:

- a 23% increase in monthly income;
- an increase from an average of \$321 to \$1,315 in total liquid assets; and
- a 42% decrease in subsidies such as TANF and SNAP.

Trusting & Investing in Families Case Study
- Family Independence Initiative (FII)
Detroit, 2018.

SOCIAL CAPITAL

The Connections to Success Program supports participants in building social capital through bonding (growing connections with people like me), bridging (growing connections with people different from me) and linking (growing connections with people in positions of power).

After a year in the program, the program documented high levels of employment, increased earnings and stronger relationships for program participants.

Example #2

Connections to Success Outcomes

Monthly surveys of 375 participants served over the past 12 months indicate the following:

- 70% of participants retained their jobs 9 months after getting them;
- 82% increased their earnings within 6 months of employment;
- 84% reported reduced conflict in co-parenting relationships;
- 82% reported increased involvement with their children; and
- a 14% recidivism rate for participants 12 months after release from incarceration, compared with 44% nationally.

Strengthening Rural and Urban Communities through Social Capital - "Connections to Success" St. Louis & Kansas City Case Study (2019)

ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY THROUGH:

SOCIAL CAPITAL

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

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

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

Up Together*
<https://uptogether.org/>

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ADDITIONAL RESOURCES FOR BUILDING SOCIAL CAPITAL

State / National Organizations Working In This Arena

U.S. Department of Health & Human Services
Strengthening Human Services Through
Social Capital (research; podcast; case
studies)

<https://aspe.hhs.gov/strengthening-human-services-through-social-capital>

Search Institute

<https://www.search-institute.org/>

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.austinyca.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/>