
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
Updated March 2023

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

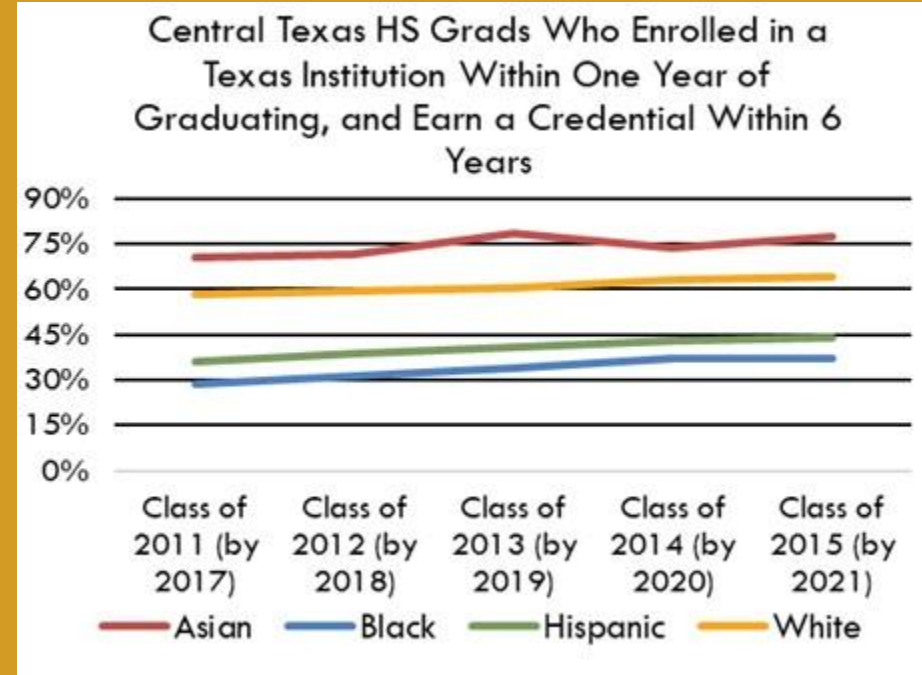
Introduction

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.

POSTSECONDARY COMPLETION

Black and Hispanic high school graduates achieve this postsecondary success measure at lower rates than Asian or White students. For the Class of 2015, 37% of Black and 44% of Hispanic high school graduates earned a postsecondary credential within six years. This is compared to 78% of Asian and 64% of White students. These rates have remained relatively consistent over time.

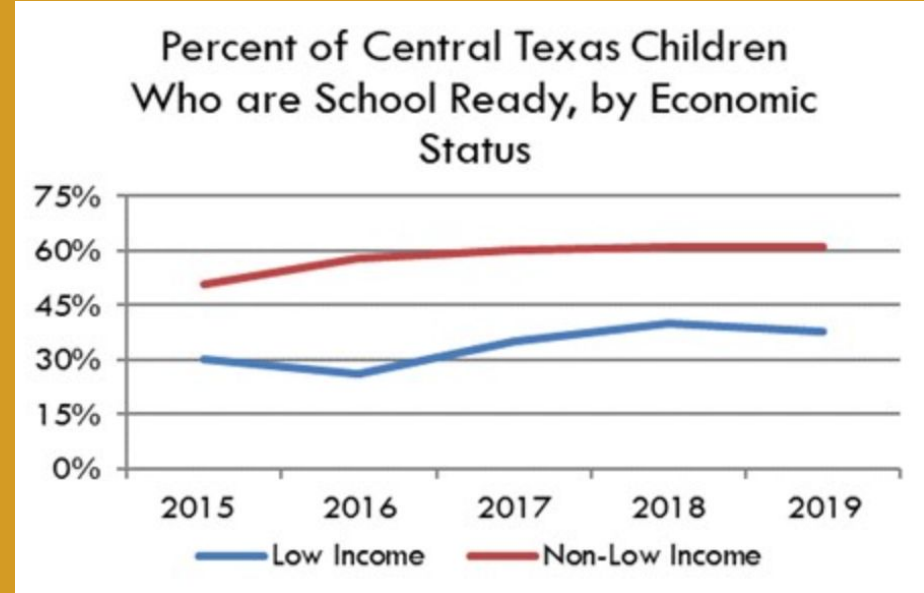
Data Source: E3 Alliance



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.

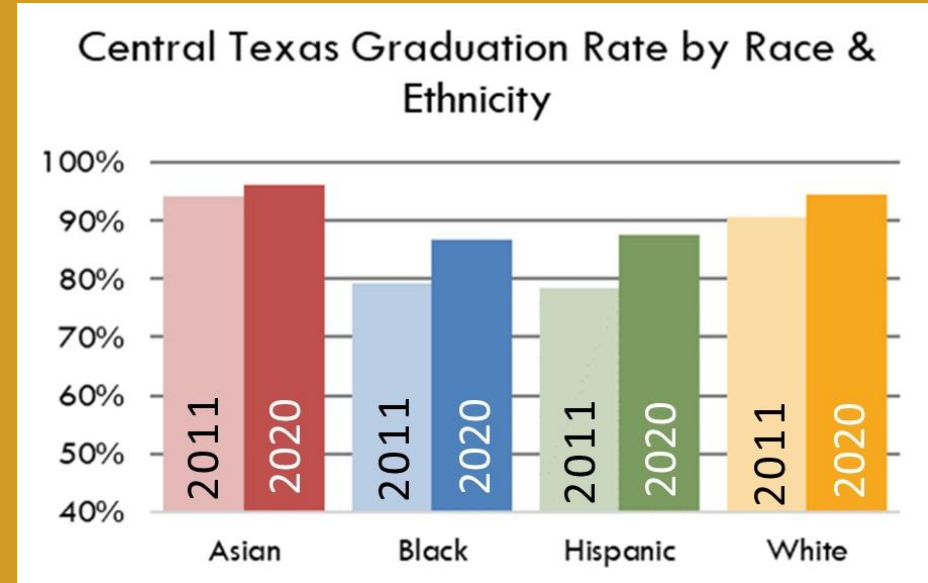
Data Source: E3 Alliance



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 78% for the Class of 2011 to 88% for the Class of 2020. The four-year graduation rates for Black students increased from 79% for the Class of 2011 to 87% for the Class of 2020.

Data Source: E3 Alliance



DATA SOURCES WITH DATA BROKEN-DOWN BY RACE

E3 Alliance Data Portal

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

CAN Equity Analysis

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

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/>

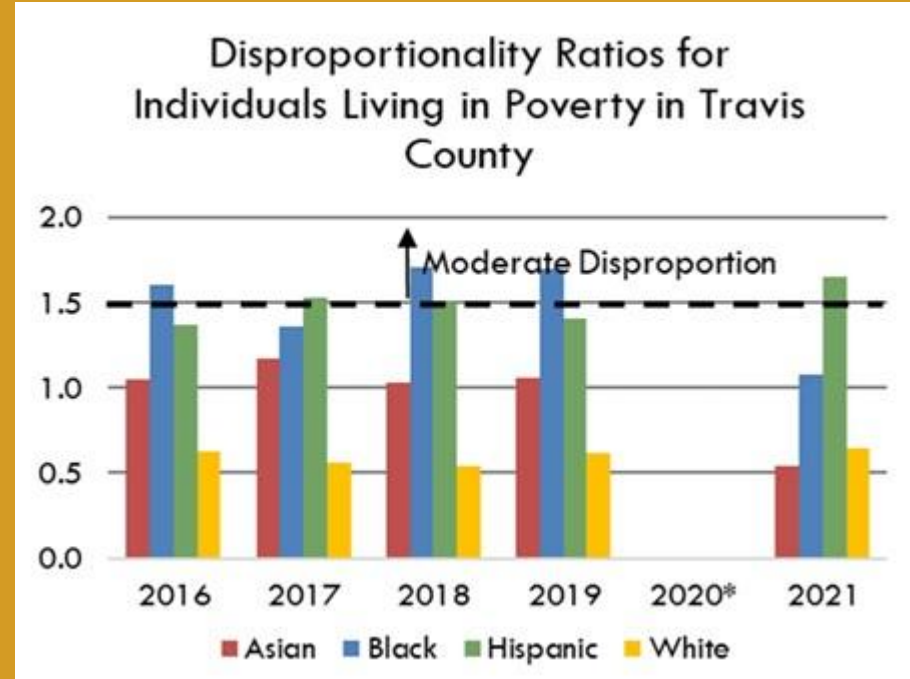
Breakthrough Central Texas
<http://breakthroughctx.org/>

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

POVERTY

From 2016 to 2021, Hispanic and Black residents showed a moderate level of disproportion as it relates to the impact of poverty, while Asian residents showed a slight level of disproportion. Poverty continues to impact Hispanic and Black residents more than Asian and White residents.

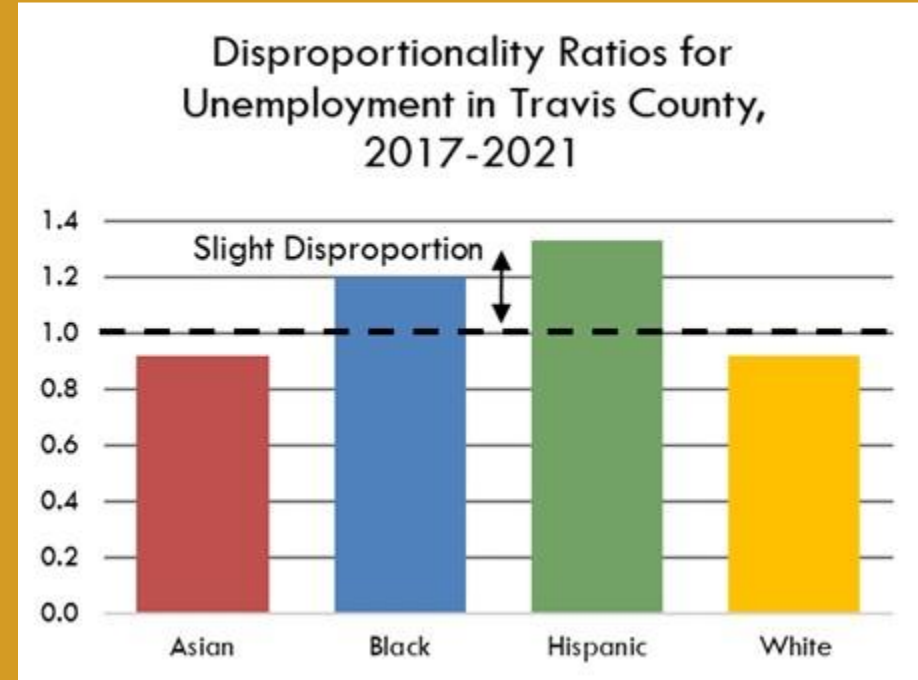
Data Sources: American Community Survey 1-Year Estimates



UNEMPLOYMENT

From 2017 to 2021, Hispanic Travis County residents had an unemployment disproportionality ratio of 1.3, and African Americans had a ratio of 1.2, which represents a slight level of disproportion.

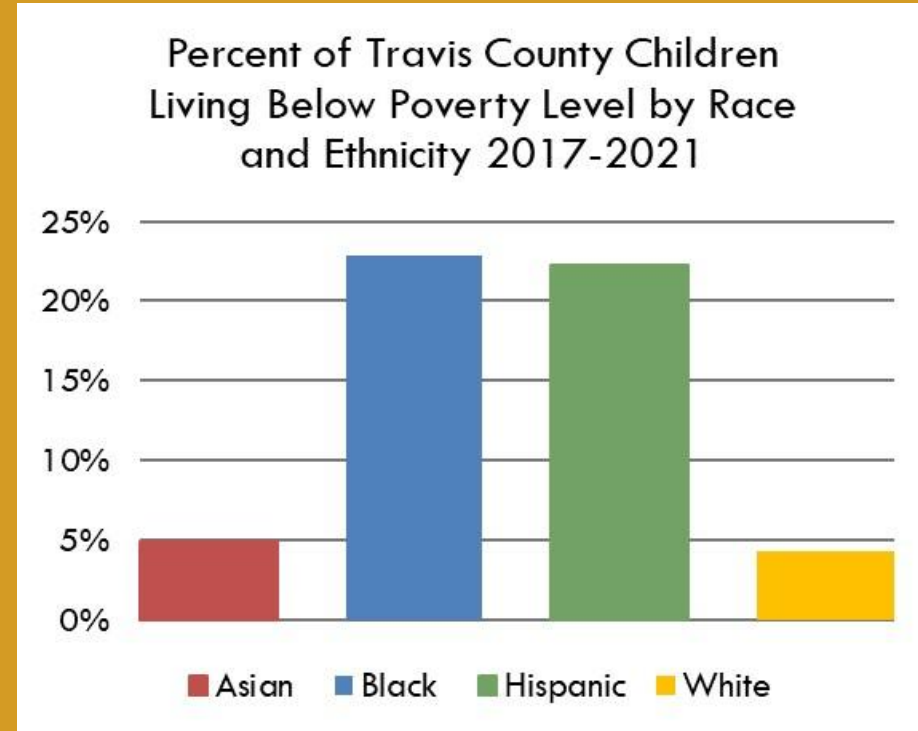
Data Sources: American Community Survey 5-Year Estimates



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-three (23%) of Black or African American children and 22% of Hispanic children live below the federal poverty level, compared to 5% of Asian children and 4% of White children.

Data Source: Tables B17001B, B17001D, B17001H, and B17001I, 2017-2021 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/>

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/>

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/>