
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

Updated March 2023

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

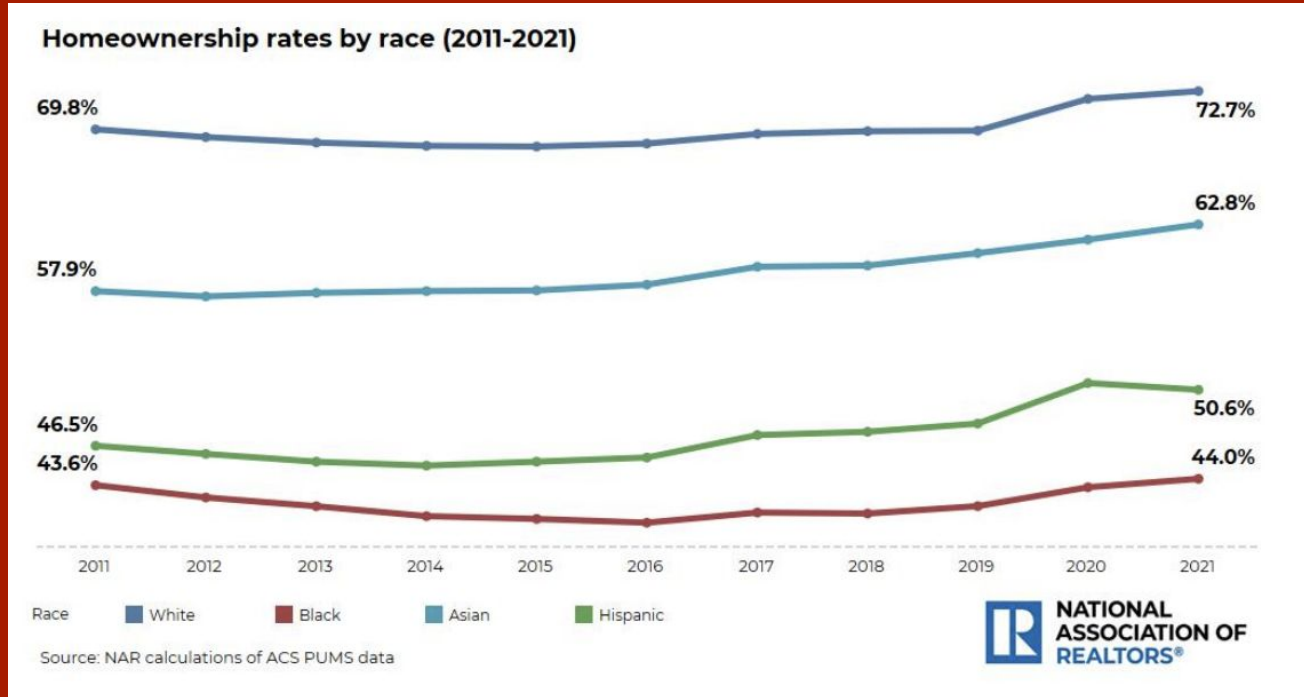
Introduction

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.

HOMEOWNERSHIP



National Association of Realtors, *2023 Snapshot of Race and Home Buying in America*, (2023)

ACCESS TO HOUSING

A study by the National Association of Realtors found that among all home buyers, White/Caucasian home buyers made up the largest share at 88%, followed by Hispanic/Latino (8%), Black/African American home buyers (3%), Asian/Pacific Islander (2%), and Other at 3%.

Race/Ethnicity of Home Buyers

	All Buyers
White/Caucasian	88%
Hispanic/Latino	8
Black/African American	3
Asian/Pacific Islander	2
Other	3

Note: Respondents were permitted to select as many races and ethnicities as they felt applicable. The percentage distribution may therefore sum to more than 100 percent.

National Association of Realtors, *2023 Snapshot of Race and Home Buying in America*, (2023)

ACCESS TO HOUSING

According to a study by the National Association of Realtors, 49% of African American, 43% Asian/Pacific Islander, and 32% Hispanic/Latino home-buyers were first time home-buyers compared to only 24% of White home-buyers. In addition 76% of White home-buyers were repeat buyers.

Greater percentages of home-buyers in all race categories had two income earners in the household.

Buyer Demographics by Race/Ethnicity

	Racial and Ethnic Distribution			
	Black/African American	Asian/Pacific Islander	Hispanic/Latino	White/Caucasian
First-time buyers	49%	43%	32%	24%
Repeat buyers	51	57	68	76
Median age	50	41	43	55
Median household income	\$80,000	\$110,400	\$117,500	\$85,000
Income earners in household				
None	1%	1%	*	2%
One	38	38	30	40
Two	50	45	67	49
Three or more	11	15	3	10

Source: 2022 Profile of Home Buyers and Sellers

National Association of Realtors, 2023 Snapshot of Race and Home Buying in America, (2023)

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

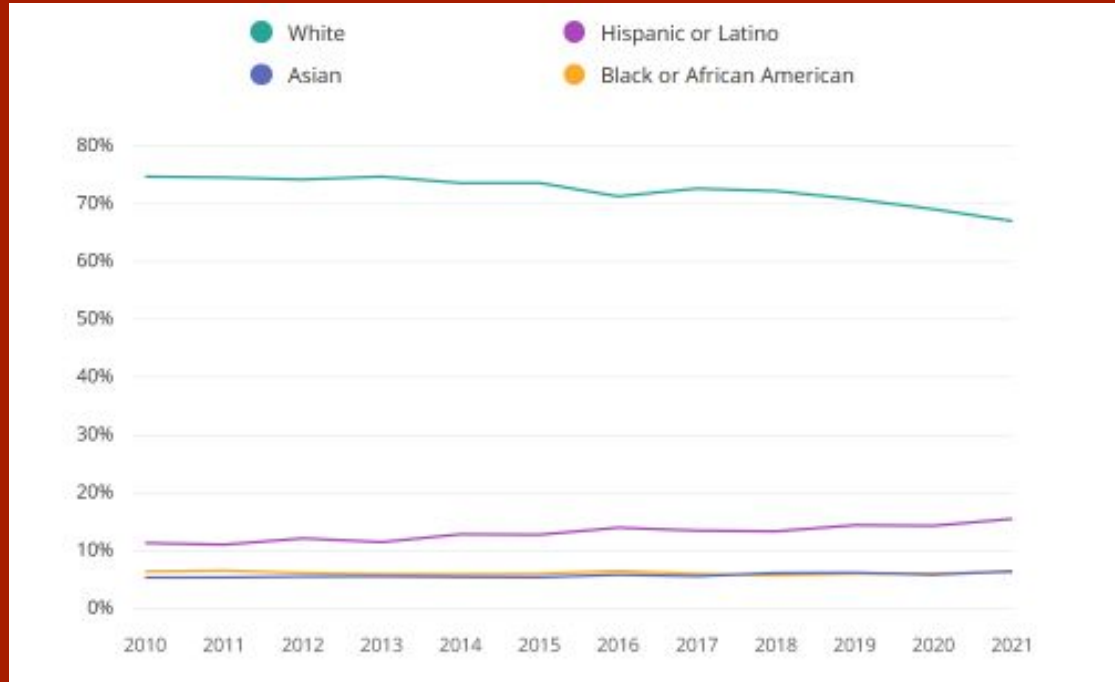
<https://www.guadalupecdc.org/>

*Denotes people of color-led organizations.

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

ENTREPRENEURSHIP

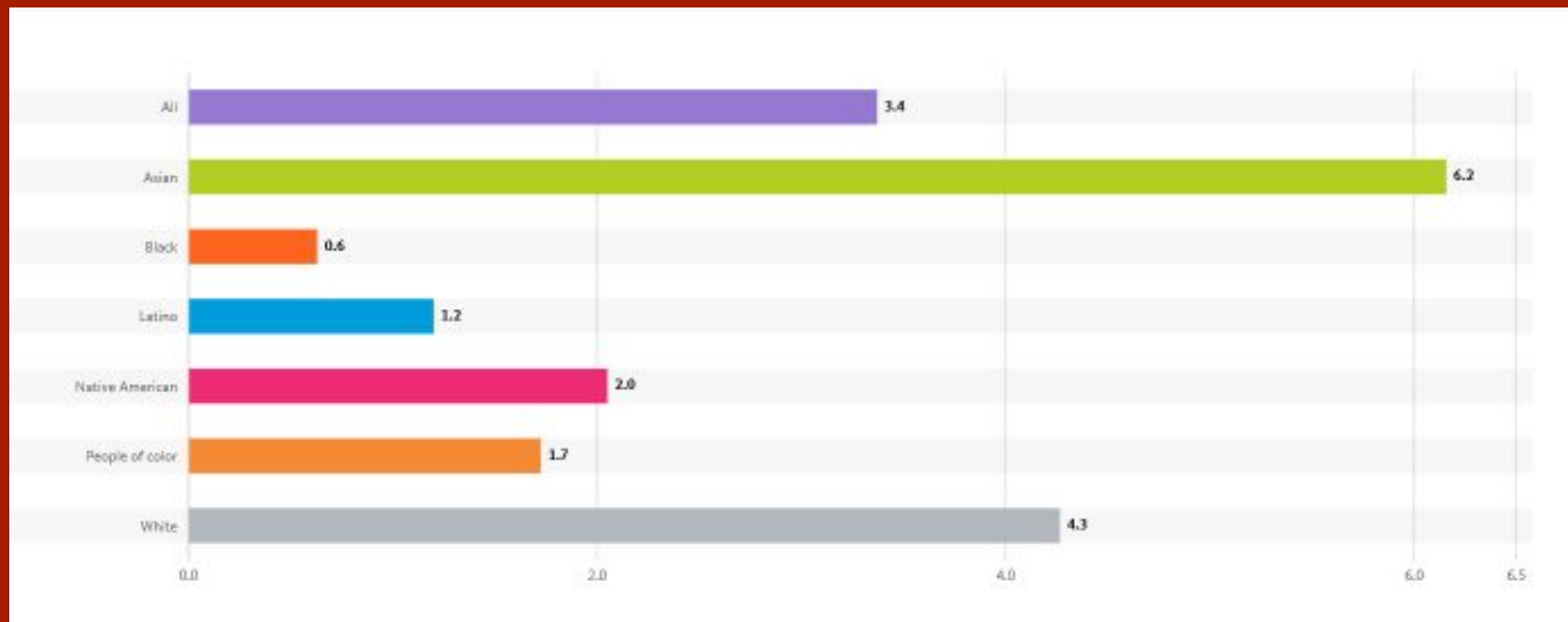
Business Ownership by Race & Ethnicity Over Time



Source: Chart by Zippia using data compiled from the U.S. Census.
<https://www.zippia.com/business-owner-jobs/demographics/>

ENTREPRENEURSHIP

Number of Firms (Per 100 Workers) by Race/Ethnicity 2018



Source: Chart by National Equity Atlas.

<https://nationalequityatlas.org/indicators/Business-ownership#/>

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://austingbtchamber.com/>

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

PeopleFund
<https://peoplefund.org/>

BiGAustin*
<https://www.bigAustin.org/>

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

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

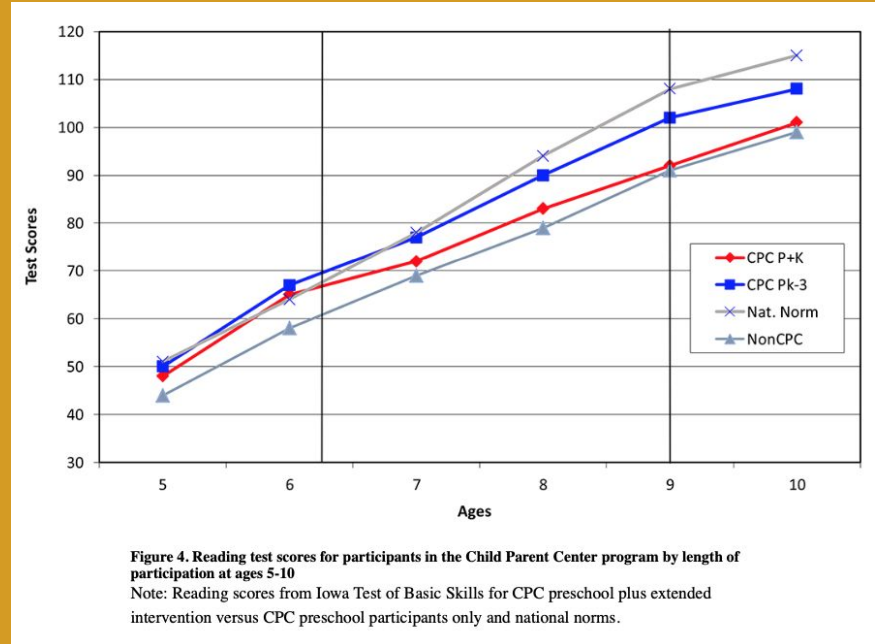
Business & Community Lenders (BCL) of Texas*
<https://www.ehomeamerica.org/>

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EARLY CHILDHOOD EDUCATION

The Child-Parent Centers (CPC) are a preschool-to-3rd grade (P-3) learning program. Fundamental to P-3 is developmental continuity with a focus on site leadership, class size, and parent involvement.

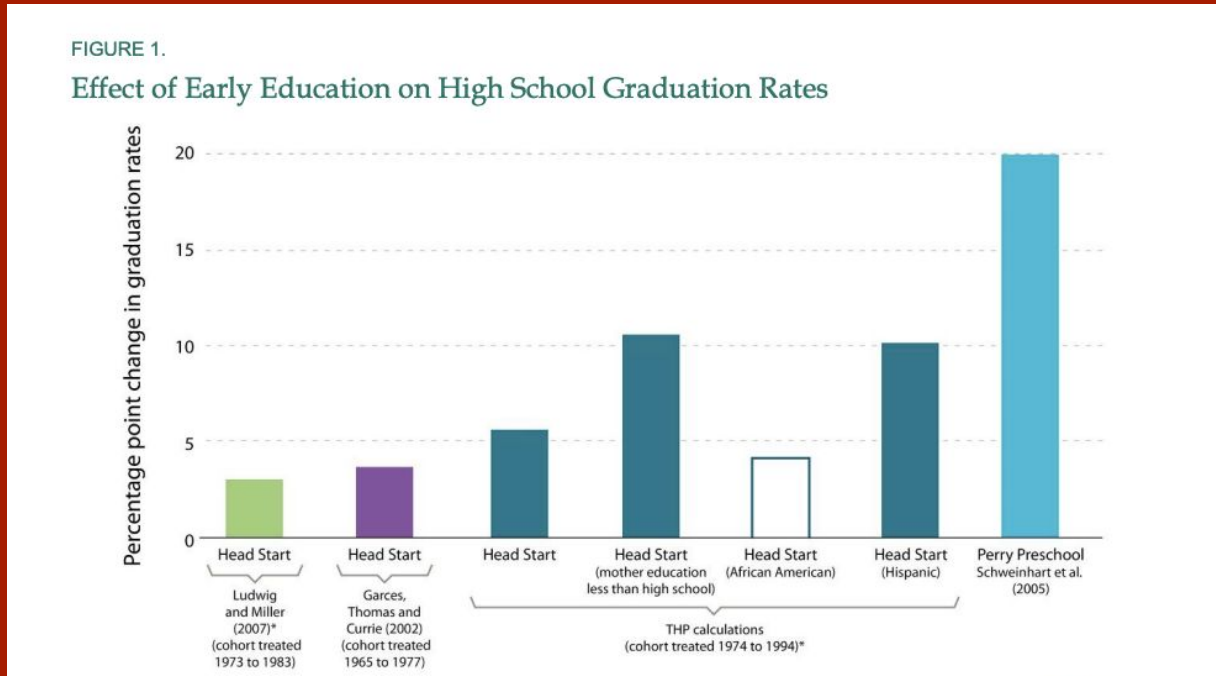
The main criterion for CPC program enrollment is residence in a low-income neighborhood eligible for federal Title 1 funding. Other enrollment criteria include family income, parent education, and previous experience in early childhood programs, with priority given to those with greater disadvantage.



CPC P-K shows test scores for students that participated in CPC for Pre-K and Kindergarten only. CPC PK-3 shows test scores for students that participated in CPC from PK-3rd grade.

National Institutes of Health (2022), *Closing Achievement Gaps Through Preschool-To-Third-Grade Programs*, pg. 15.

EARLY CHILDHOOD EDUCATION

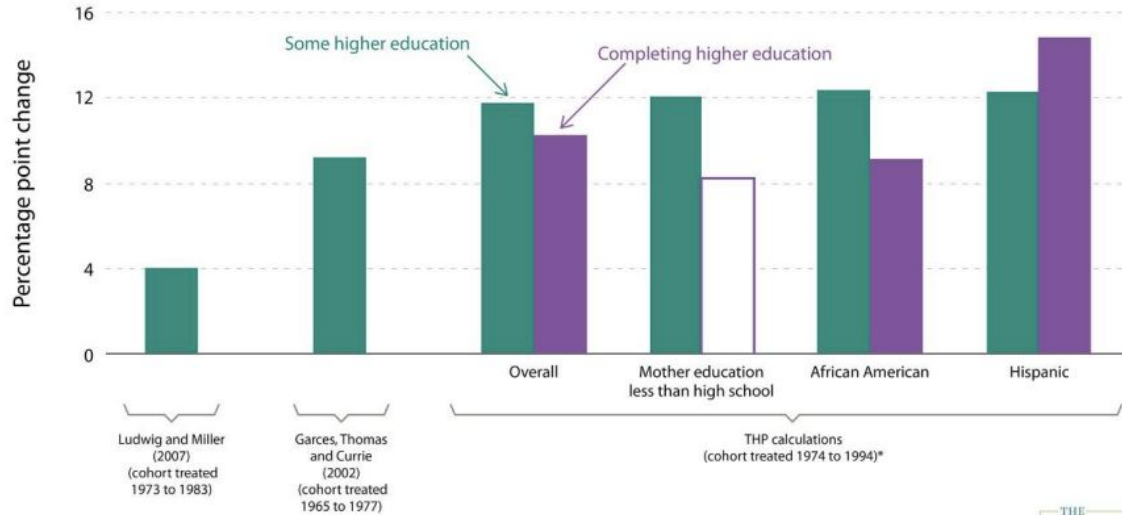


The Hamilton Project: Advancing Opportunity, Prosperity, and Growth : *The Long-Term Impact of the Head Start Program*, 2016

EARLY CHILDHOOD EDUCATION

FIGURE 2.

Impact of Head Start on Higher Education



Note: Hollowed bars are not statistically significant at the 10 percent level. There is no differential effect for white students. *THP calculations include post-high school receipt of licenses and/or certificates in addition to postsecondary degrees.

THE HAMILTON PROJECT
BROOKINGS

The Hamilton Project: Advancing Opportunity, Prosperity, and Growth : *The Long-Term Impact of the Head Start Program*, 2016

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>

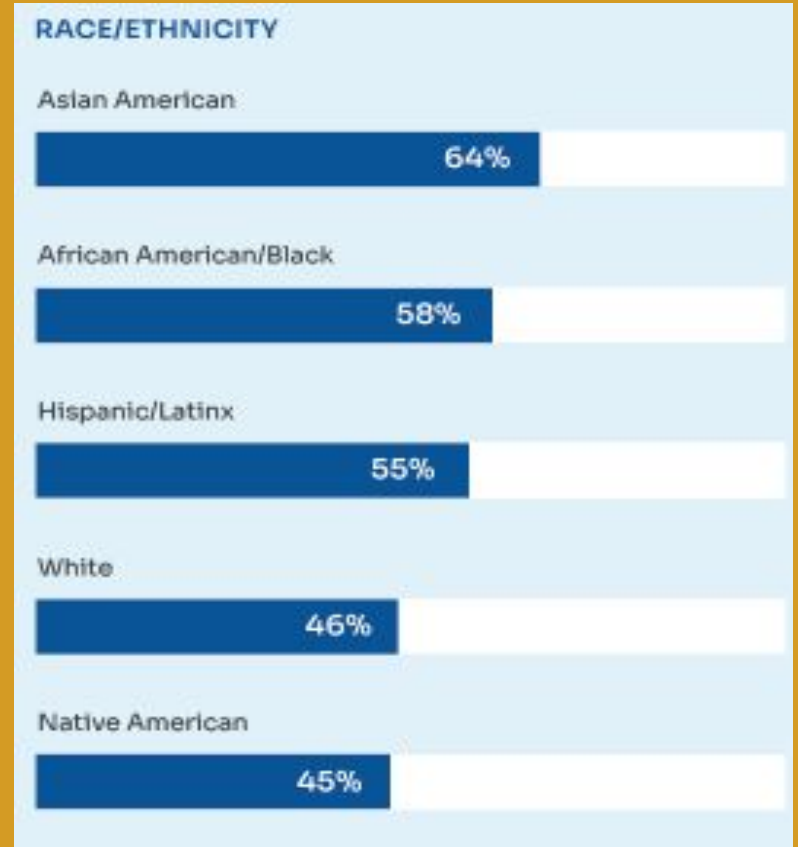
Early Childhood Council
<https://www.austintexas.gov/content/early-childhood-council>

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OUT-OF-SCHOOL TIME

Percentage of Non-Participant Children Likely to Participate in an Afterschool Program

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. (2020). *America After 3PM: Afterschool Programs in Demand*. Washington, D.C., pg. 15

OUT-OF-SCHOOL TIME

Figure 2: Composition of likely afterschool program participants by*:

RACE/ETHNICITY

White Hispanic/Latinx African American/Black Asian American Native American



Afterschool Alliance. (2020). *America After 3PM: Afterschool Programs in Demand*. Washington, D.C., pg. 14.

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/activites/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/>