
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
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

Educational
& Economic
Opportunity

Workforce
Development

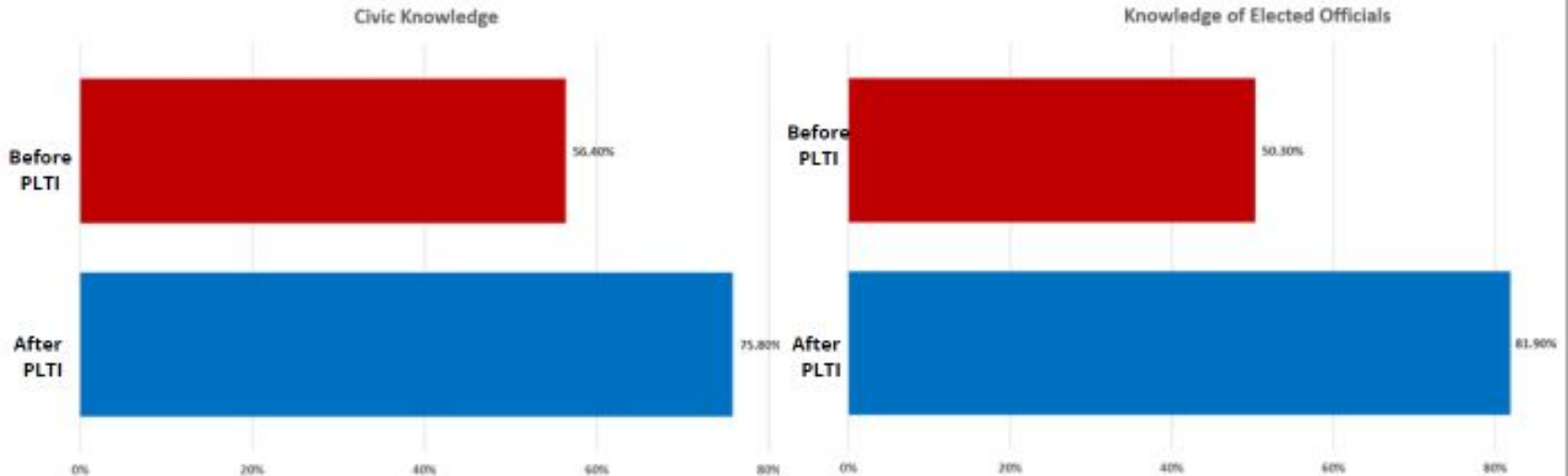
Expand
Opportunity
for Youth &
Adults

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.

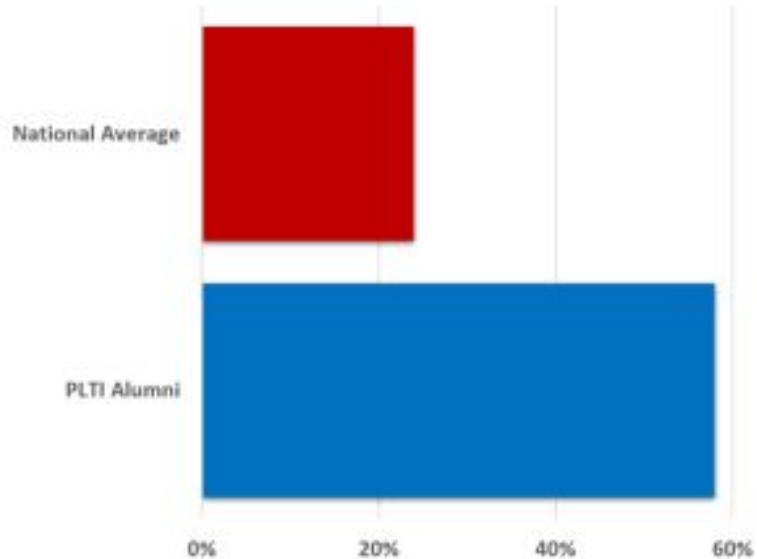
Growth in Civic Knowledge & Skills



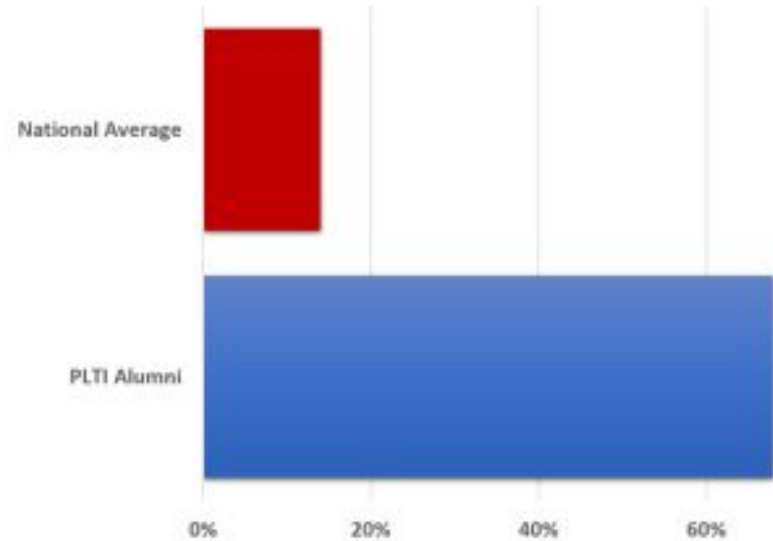
Growth in Civic Action



Contacted an Elected Official

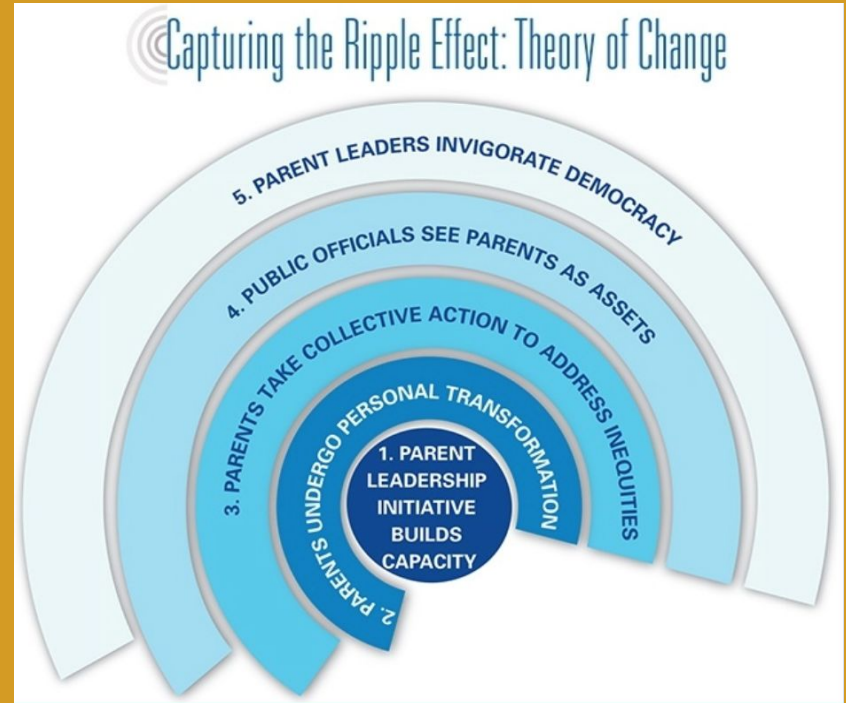


Served on a Committee or Board



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.

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)

SOCIAL CAPITAL

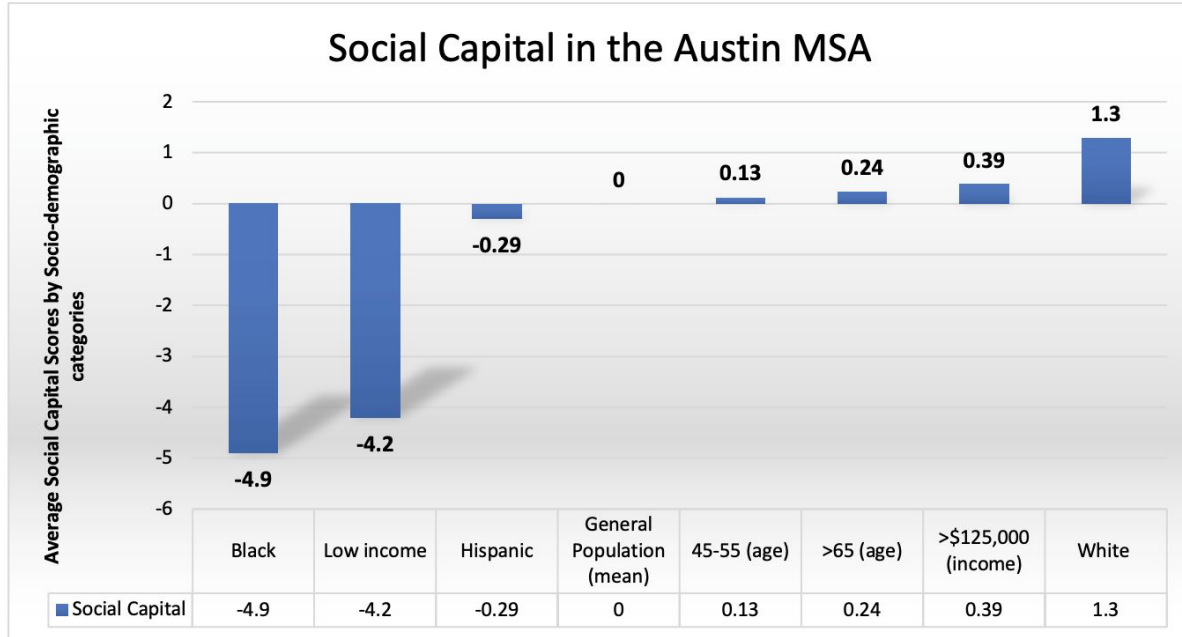


Figure 5- Social Capital in the Austin MSA

Austin Area Sustainability Indicators - "The Relationship between Health and Social Capital in the Austin Area: Evidence, Disparities, and Recommendations " (2018)

Social capital – including features such as interpersonal trust, norms of reciprocity, social connectedness, and social networks – foster community and social participation and can be used to impact a number of beneficial outcomes, including health.

The amount of social capital in a community has implications for a multitude of beneficial outcomes for the community.

SOCIAL CAPITAL

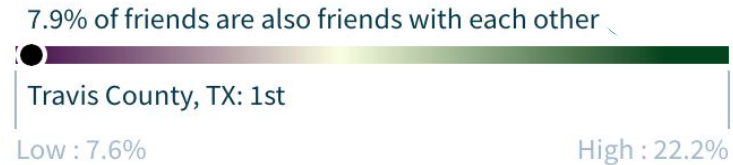
Economic Connectedness

Based on Current Income



Cohesiveness

Clustering



Civic Engagement

Volunteering Rates



Social capital – the strength of our relationships and communities – has been shown to play an important role in outcomes ranging from income to health. Opportunity Insights collected data to measure 3 types of social capital:

Economic Connectedness: The degree to which low-income and high-income people are friends with each other

Cohesiveness: The degree to which social networks are fragmented into cliques

Civic Engagement: Rates of volunteering and participation in community organizations

Opportunity Insights "Social Capital Atlas" (2022)

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/>