
Race Equity Action Framework (REAF)

Understanding Different Approaches for Advancing Racial Equity

Section 5 Workforce Development

A tool developed by:
The Community Advancement Network (CAN) - Austin, TX
Updated August 2024

Race Equity Action Framework

Criminal &
Civil Justice

State/National
Legislation &
Policy

Addressing
Concentrated
Wealth & Power

Social Capital
& Community
Leadership

Housing,
Health &
Human
Services

Expand
Opportunity
for Youth &
Adults

Educational
& Economic
Opportunity

*Workforce
Development*

Section 5

Introduction

Access to workforce development opportunities is a critical tool for removing barriers and creating paths for economic success and advancement. While there is a link between workforce opportunities and K-12 and adult education, we created a stand alone section for Workforce Development that focuses more specifically on industry-specific inequities.

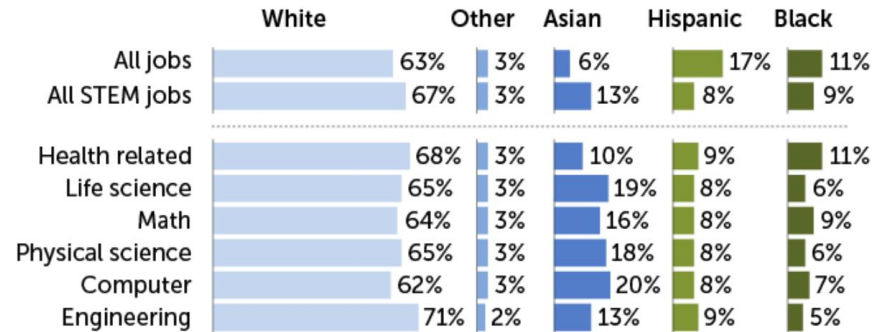
There are many different industries where a more intentional focus on equity is sorely needed. This section allows us to highlight industry-specific needs without requiring the user of the REAF to delve four or five levels deep into the tool to find that information. With Austin being a growing and vibrant tech hub, we thought a focus on STEM would be instructive.

NATIONAL S.T.E.M. EMPLOYMENT

“Employment data from 2017-2019 shows that Black and Hispanic professionals are underrepresented in STEM compared with their share of the overall U.S. workforce. Asian and white workers, on the other hand, are overrepresented in STEM.”

- Science News

Racial and ethnic representation in STEM jobs, 2017-2019



PEW RESEARCH CENTER, E. OTWELL/SCIENCE NEWS

Science News (April 14, 2021), *STEM's racial, ethnic and gender gaps are still strikingly large*
<https://www.sciencenews.org/article/science-technology-math-race-ethnicity-gender-diversity-gap>

HEALTHCARE INDUSTRIES EMPLOYMENT

Table 2. Workforce Estimates of Health Diagnosing and Treating Practitioners Based on 2019 American Community Survey Data

Practitioner	Race/ethnicity, % (SE) [95% CI]			
	White	Black	Native American	Hispanic
Advanced practice registered nurse	79.4 (1.10) [77.15-81.47]	7.3 (0.87) [5.80-9.22]	0.3 (0.16) [0.12-0.84]	5.5 (0.58) [4.45-6.74]
Dentist	68.7 (1.52) [65.60-71.56]	4.4 (0.88) [2.95-6.49]	0.1 (0.05) [0.01-0.29]	5.7 (0.72) [4.43-7.28]
Pharmacist	65.4 (1.09) [63.22-67.51]	7.5 (0.72) [6.23-9.07]	0.2 (0.08) [0.07-0.45]	3.7 (0.41) [2.99-4.63]
Physician	62.4 (0.65) [61.06-63.63]	5.2 (0.37) [4.50-5.96]	0.1 (0.05) [0.047-.26]	6.9 (0.35) [6.27-7.65]
Physician assistant	75.9 (1.46) [72.97-78.68]	4.5 (0.82) [3.11-6.39]	0.5 (0.24) [0.23-1.29]	7.3 (0.87) [5.77-9.21]
Occupational therapist	80.5 (1.42) [77.60-83.16]	6.1 (1.03) [4.35-8.45]	0.2 (0.17) [0.02-1.19]	5.2 (0.78) [3.90-7.0]
Physical therapist	76.7 (1.06) [74.54-78.71]	3.3 (0.48) [2.50-4.41]	0 (0.02) [0-0.16]	3.3 (0.42) [2.62-4.27]
Respiratory therapist	66.3 (2.03) [62.19-70.16]	11.4 (1.48) [8.81-14.66]	0.9 (0.56) [0.29-2.98]	10.8 (1.34) [8.45-13.73]
Speech-language pathologist	84.4 (1.15) [82.00-86.52]	4.7 (0.78) [3.37-6.47]	0.5 (0.28) [0.20-1.48]	6.4 (0.74) [5.10-8.03]
Registered nurse	68.9 (0.38) [68.17-69.64]	11.3 (0.29) [10.75-11.91]	0.4 (0.05) [0.29-0.47]	7.8 (0.22) [7.33-8.21]

Estimation and Comparison of Current and Future Racial/Ethnic Representation in the U.S. Health Care Workforce (2021)
JAMA Network, pg. 5

<https://canatx.org/wp-content/uploads/2024/08/JAMANetwork.pdf>

FRONTLINE INDUSTRIES EMPLOYMENT

Table 1
Characteristics of Workers in Frontline Industries

	All Workers	All Frontline Industries	Grocery, Convenience, and Drug Stores	Public Transit	Trucking, Warehouse, and Postal Service	Building Cleaning Services	Health Care	Child Care and Social Services
All Workers (16+)	152,600,169	31,673,098	6,817,890	804,495	3,128,922	1,484,993	16,103,877	3,332,921
Female	47.4%	64.4%	50.5%	29.1%	22.7%	53.2%	76.8%	85.2%
Full/Part-time								
Full-time	78.6%	75.3%	63.7%	81.0%	90.5%	62.6%	79.8%	67.4%
Part-time	21.4%	24.7%	36.3%	19.0%	9.5%	37.4%	20.2%	32.6%
Race/Ethnicity								
White	63.5%	58.8%	59.5%	54.7%	56.4%	43.4%	61.1%	55.8%
Black	11.9%	17.0%	14.2%	26.0%	18.2%	12.6%	17.5%	19.3%
Hispanic	16.8%	16.3%	18.5%	14.0%	20.0%	40.2%	12.1%	18.0%
AAPI	6.6%	6.7%	6.6%	4.1%	4.2%	2.4%	8.0%	5.3%
Other	1.2%	1.2%	1.3%	1.2%	1.1%	1.3%	1.2%	1.5%

A Basic Demographic Breakdown of Workers in Frontline Industries (2020) *Center for Economic and Policy Research*, pg. 7
<https://www.eeoc.gov/sites/default/files/2021-04/4-28-21%20Meeting%20-%2005%20Ramirez%20-%20Supporting%20Materials.pdf>

THE FRONTLINE EXPERIENCE

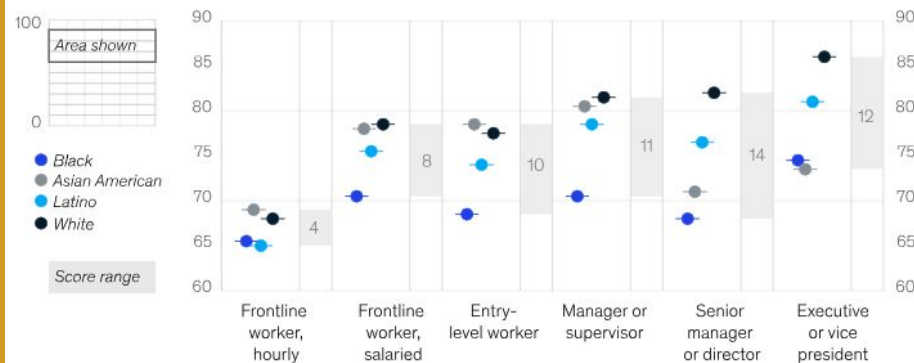
“Frontline hourly employees report the lowest overall feelings of inclusion of all employees in the workforce, and differences in inclusion emerge as they climb the corporate ladder. While all groups feel more connected at higher levels of their organization, Black employees experience lower inclusion than their peers at most levels. This pattern essentially sets up a no-win situation for Black frontline workers: shared stressors in the front line or feelings of isolation as they move up the ladder.

Our Race in the Workplace Survey found that among all frontline staff, Black workers have the largest enterprise trust deficit—defined as a gap in perception on attributes such as acceptance, fairness, and authenticity.”

-McKinsey & Company

Differences in inclusion are generally felt more strongly as US employees climb the corporate ladder, especially for Black employees.

US employee inclusion, by race and role, inclusion score (<50 = very low; ≥80 = very high)¹



McKinsey & Company (July 30, 2022), *Race in the workplace: The frontline experience*

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/race-in-the-workplace-the-frontline-experience>

**ORGANIZATIONS
WORKING TO ADDRESS
RACIAL EQUITY IN
WORKFORCE
DEVELOPMENT**

People of Color-Led Organizations

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

Austin Urban Technology Movement
<https://www.autmhq.org/>

OTHER ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN WORKFORCE DEVELOPMENT

Austin Community College
<https://www.austincc.edu/>

Skillpoint Alliance
<https://skillpointalliance.org/>

Capital IDEA
<https://www.capitalidea.org/>

Goodwill Central Texas
<https://www.goodwillcentraltexas.org/>

Workforce Solutions Capital Area
<https://www.wfscapitalarea.com/>

American Youthworks
<https://americanyouthworks.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/>