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# 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 August 2024

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# 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

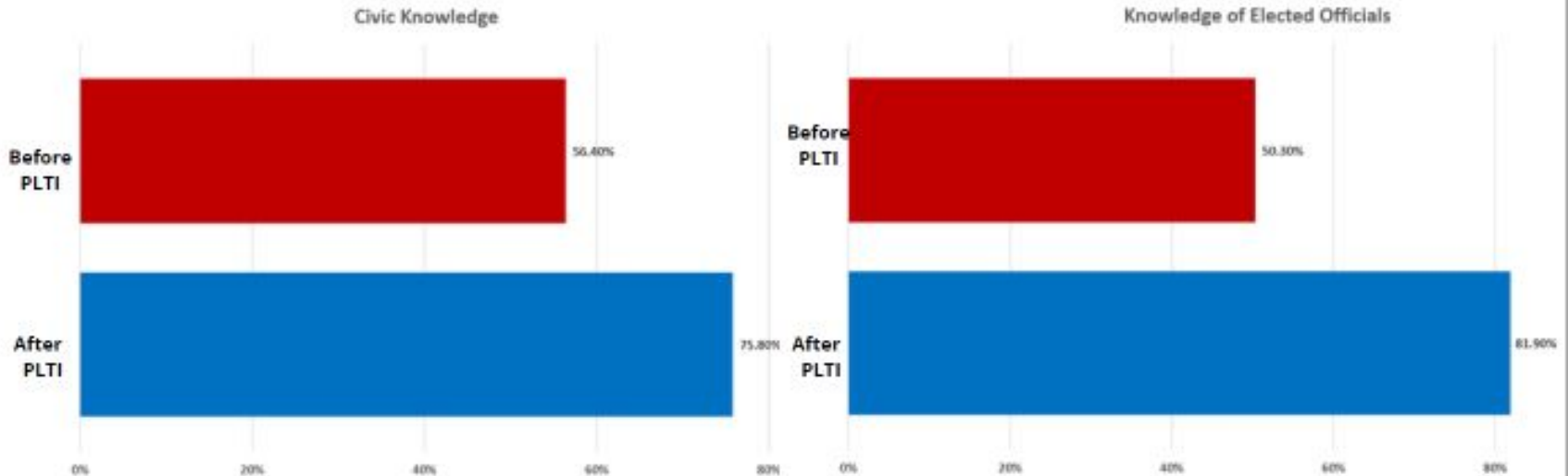
Expand  
Opportunity  
for Youth &  
Adults

# 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.

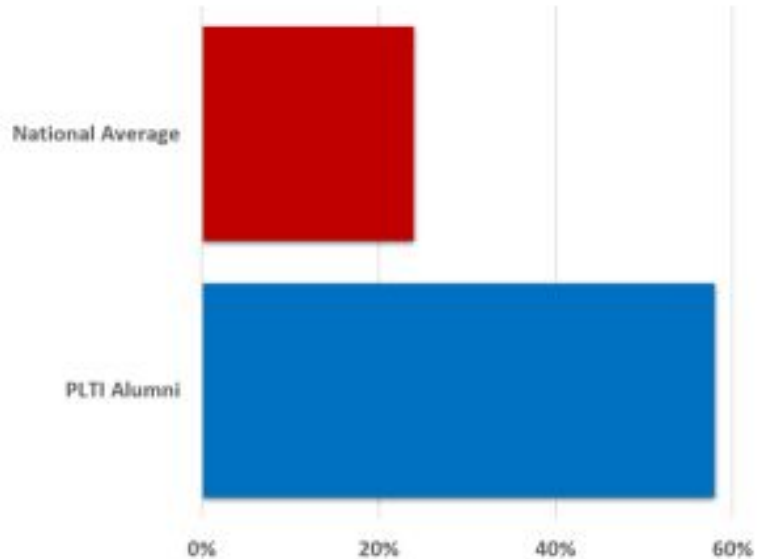
# Growth in Civic Knowledge & Skills



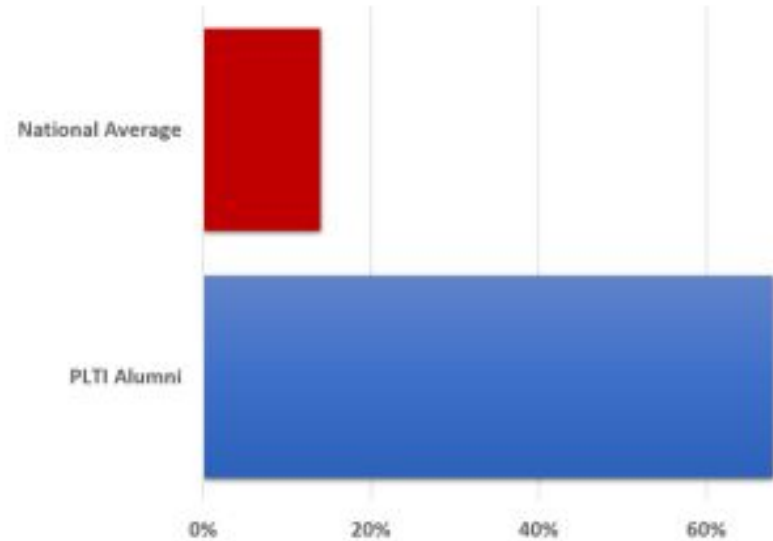
# Growth in Civic Action



Contacted an Elected Official

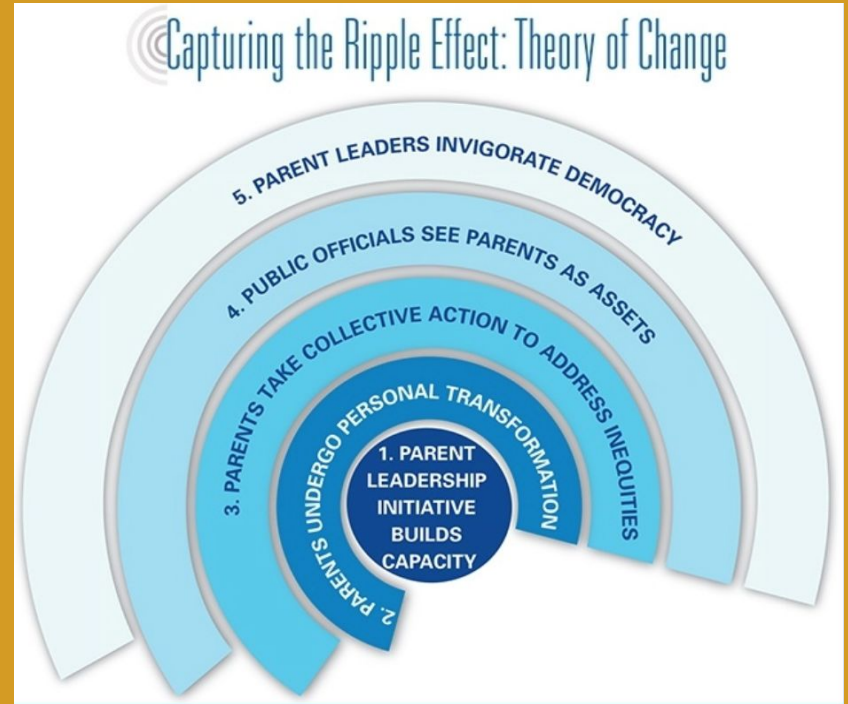


Served on a Committee or Board



# 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://austinjustice.org/>

Hispanic Austin Leadership\*

<https://www.gahcc.org/about-hispanic-austin-leadership/>

Black Leaders Collective ATX\*

<https://www.blackleaderscollectiveatx.com/>

African-American Leadership Institute\*

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

Leadership Austin

<http://leadershipaustin.org/>

Asian Chamber of Commerce Leadership Accelerator

[https://docs.google.com/forms/d/e/1FAIpQLSd55UmTCvorFT9VMncrM016UqWGjyinSE8cnS8nnlbV7\\_g\\_vQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSd55UmTCvorFT9VMncrM016UqWGjyinSE8cnS8nnlbV7_g_vQ/viewform)

\*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

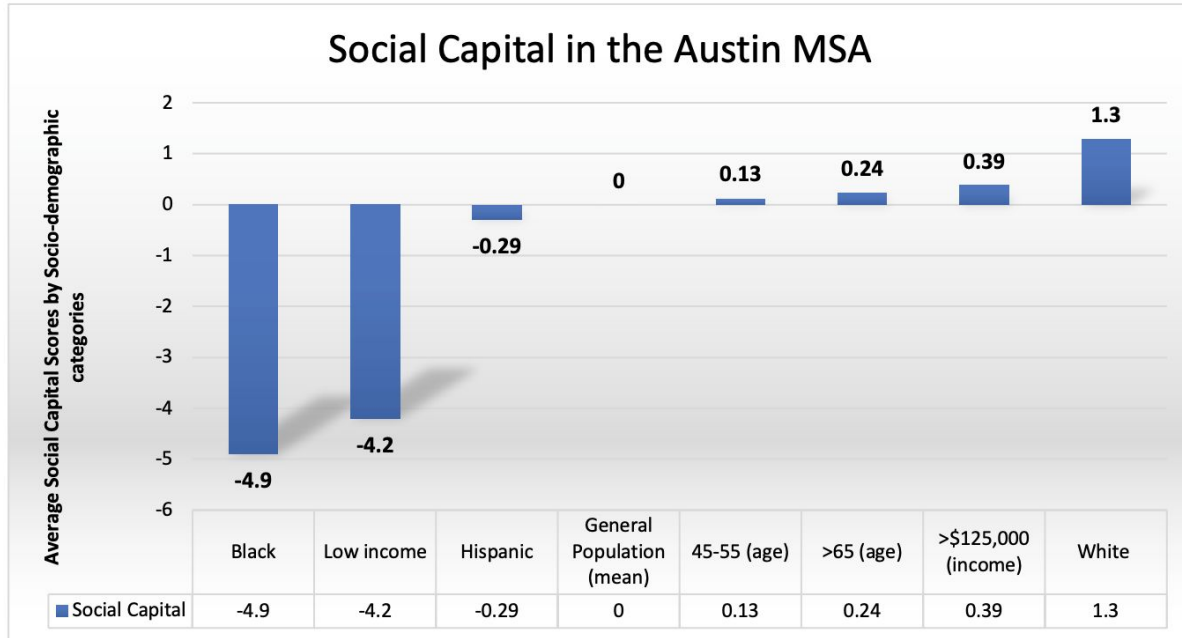


Figure 5- Social Capital in the Austin MSA

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.

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

# Social Capital & Economic Mobility

## Economic Connectedness

Based on Current Income



## Cohesiveness

Clustering

7.9% of friends are also friends with each other



## Civic Engagement

Volunteering Rates

7.9% of people participate in volunteering groups



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)

# Social Capital & Economic Mobility

**Social networks are highly segregate by income.**

**Children who grow up in communities with more cross-class interaction are much more likely to rise out of poverty.**

**Economic connectedness is strongly associated with upward mobility, but other measures of social capital are not.**

**Difference in economic connectedness can explain why racially segregated communities and areas with high poverty rates have lower rates of upward mobility.**

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Opportunity Insights "Social Capital Atlas" (2022)

## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY THROUGH:

## SOCIAL CAPITAL

United Way 2-Gen Coalition for Economic  
Advancement

<https://www.unitedwayaustin.org/?s=2-gen>

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/>