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# 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 October 2024

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# 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 6

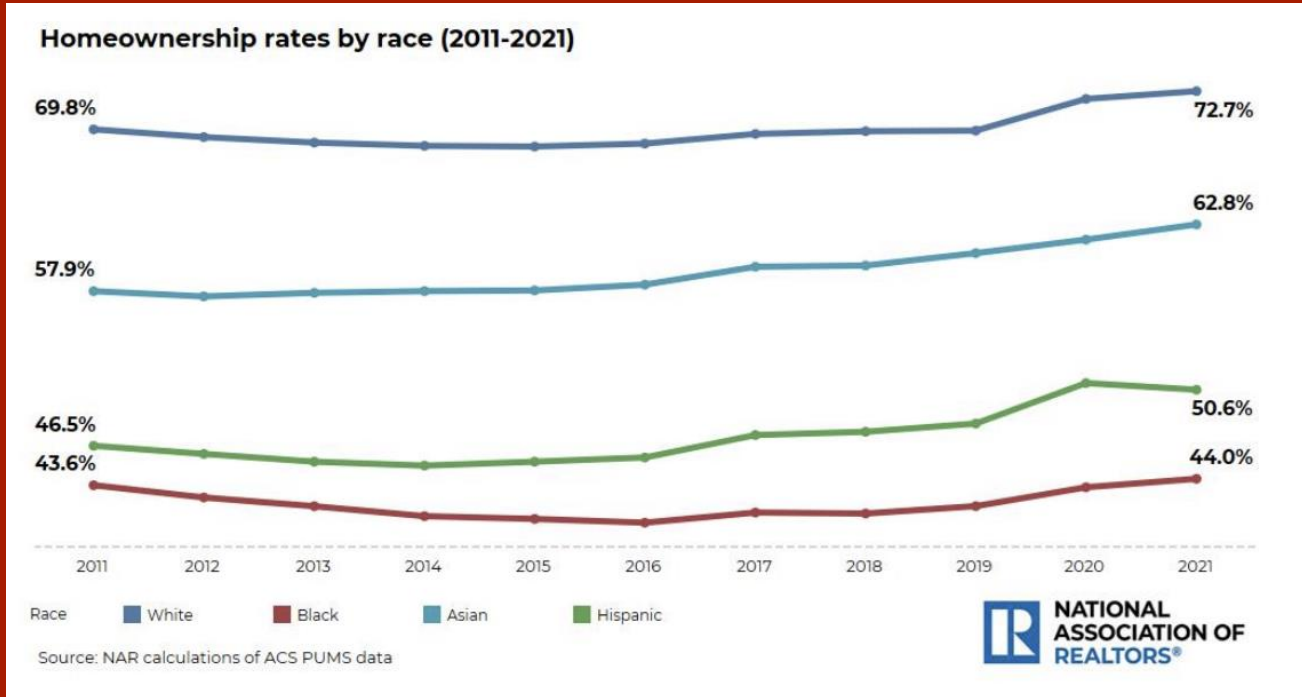
## Introduction

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/>

BCL of Texas\*  
<https://www.ehomeamerica.org/>

Frameworks CDC\*  
<https://frameworkscdc.org/>

GNDC  
<https://www.guadalupendc.org/>

Foundation Communities  
<https://foundcom.org/housing/>

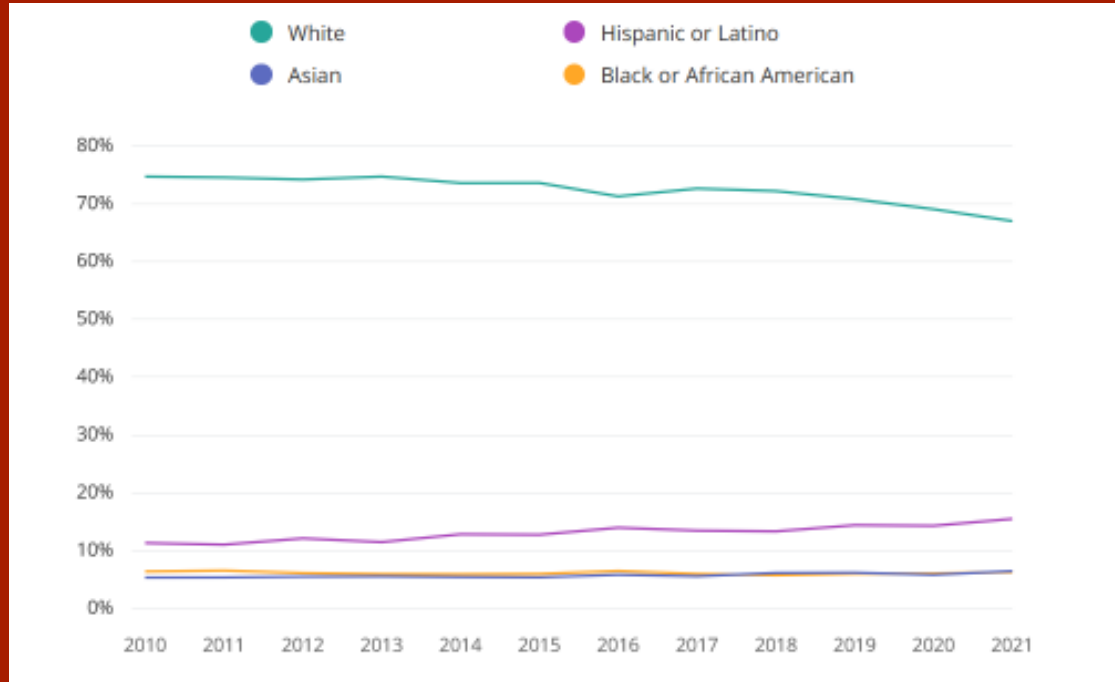
HACA  
<https://www.hacanet.org/>

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

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# 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/>

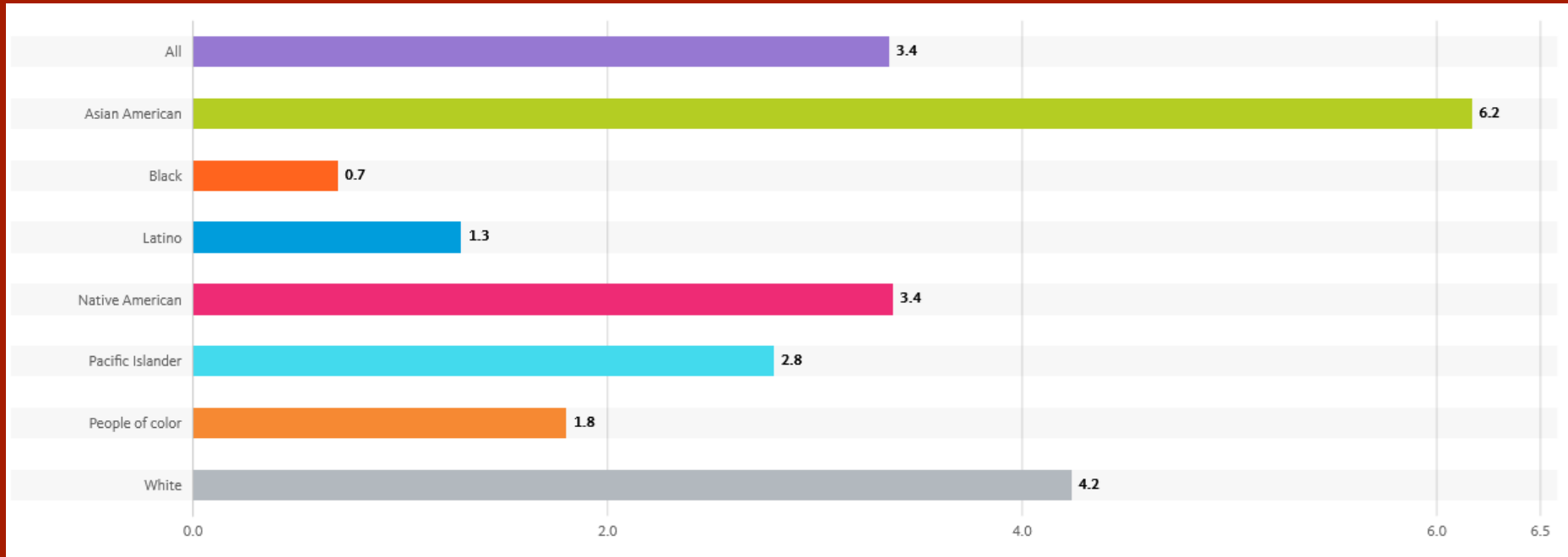
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# ENTREPRENEURSHIP

## Number of Firms (Per 100 Workers) by Race/Ethnicity 2020



Source: Chart by National Equity Atlas.  
<https://nationalequityatlas.org/indicators/Business-ownership>

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# 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>

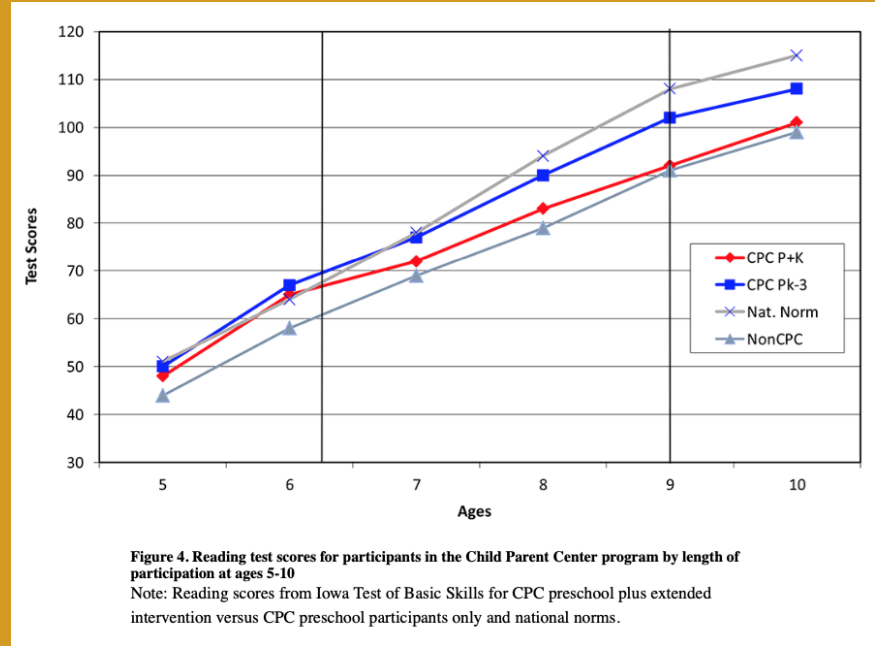
Business & Community Lenders (BCL) of Texas\*  
<https://www.ehomeamerica.org/>

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

# 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.

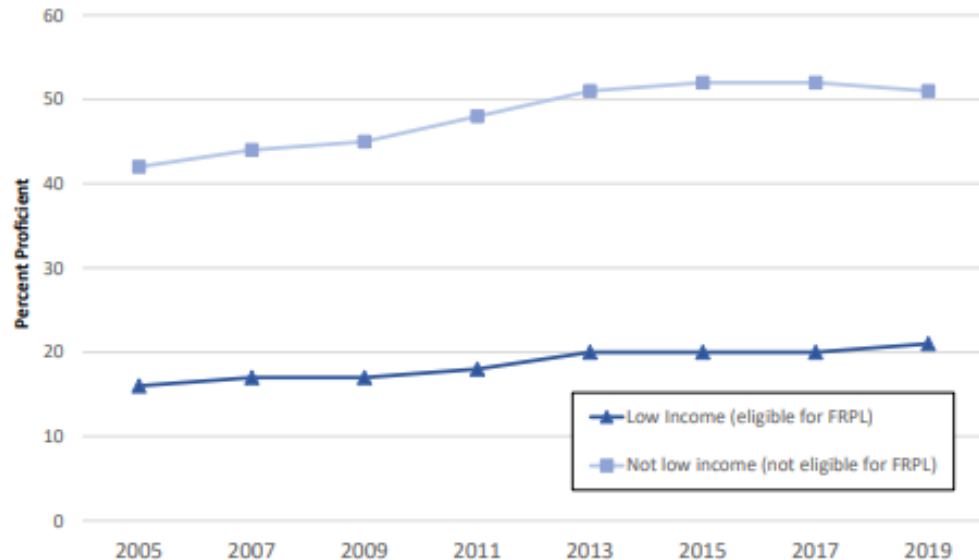
The main criterion for CPC program enrollment is residence in a low-income neighborhood eligible for federal Title 1 funding. Other enrollment criteria include family income, parent education, and previous experience in early childhood programs, with priority given to those with greater disadvantage.



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. 6.

# EARLY CHILDHOOD EDUCATION



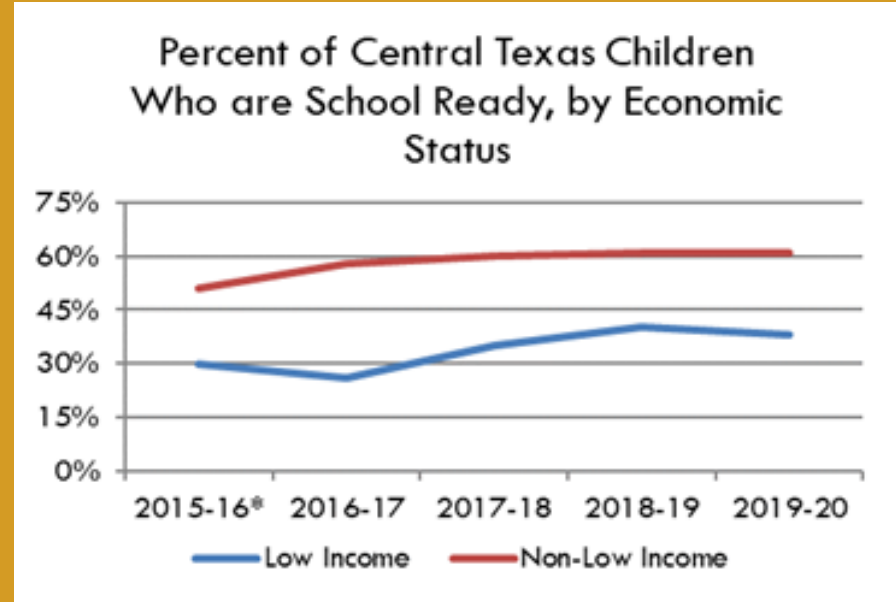
**FIGURE 1** | Reading proficiency of United States 4th graders by year and family income status. Percent proficient refers to students who met or exceeded the reading proficiency threshold in the National Assessment of Educational Progress (NAEP) by eligibility for free or reduced price lunch subsidy, an indicator of low-income status.

National Institutes of Health (2022), Closing Achievement Gaps Through Preschool-To-Third-Grade Programs, pg. 3.

# 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

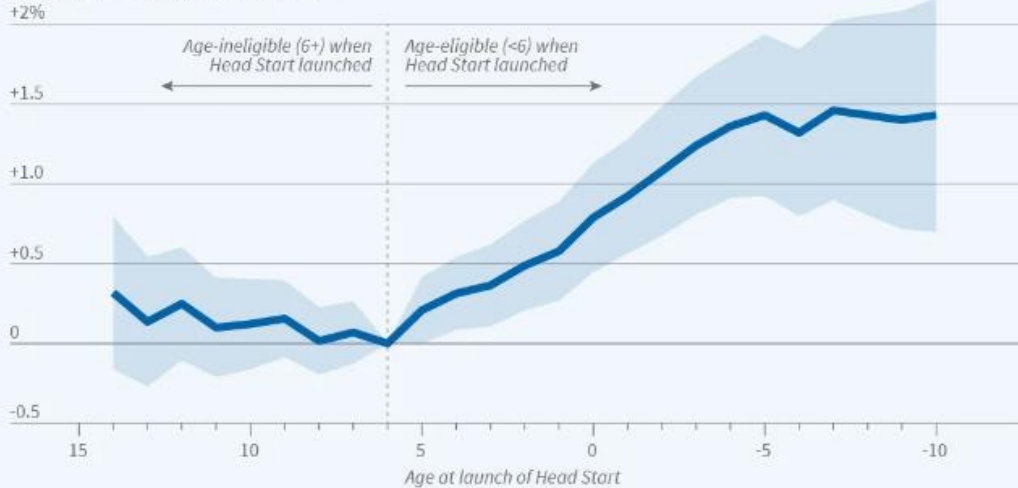


# EARLY CHILDHOOD EDUCATION

## Exposure to Head Start School Program and Higher Education Attainment

Head Start programs were rolled out nationally beginning in 1965

Attainment of an undergraduate degree or higher,  
by age in the year Head Start launched



Light-blue shading represents 95% confidence interval  
Source: Researchers' calculations using data from the US Census Bureau and the Social Security Administration

“Low-income children who participated in Head Start were 2.7 percent more likely to finish high school, 8.5 percent more likely to enroll in college, and 39 percent more likely to finish college.”

National Bureau of Economic Research: *Evaluating the Head Start Program for Disadvantaged Children*, 2021

## 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>

Affordable Childcare NOW!  
<https://www.affordablechildcarenow.com/>

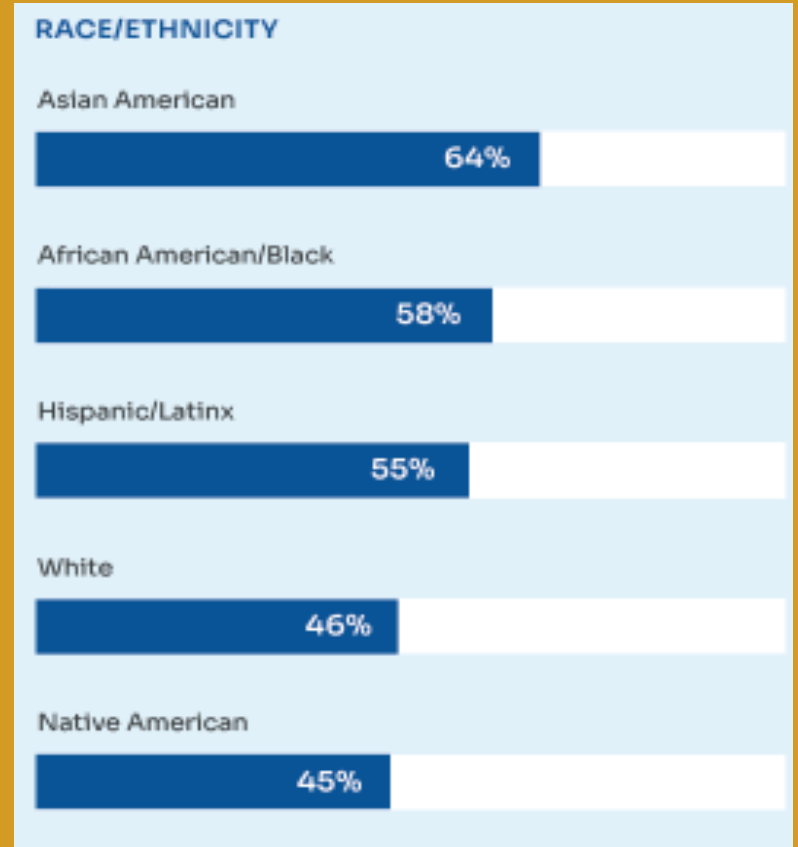
Todos Juntos Learning Center  
<https://todosjuntoslc.org/>

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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.

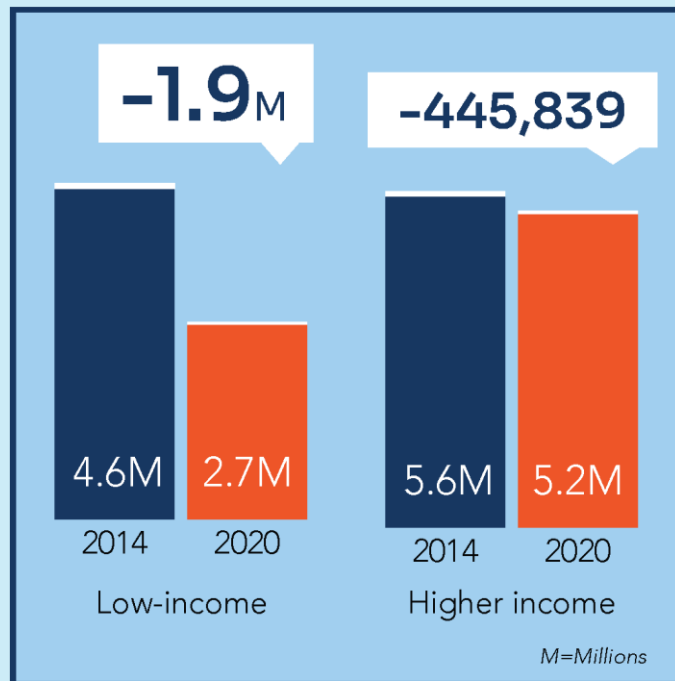


Afterschool Alliance. (2020). *America After 3PM: Afterschool Programs in Demand*. Washington, D.C., pg. 15



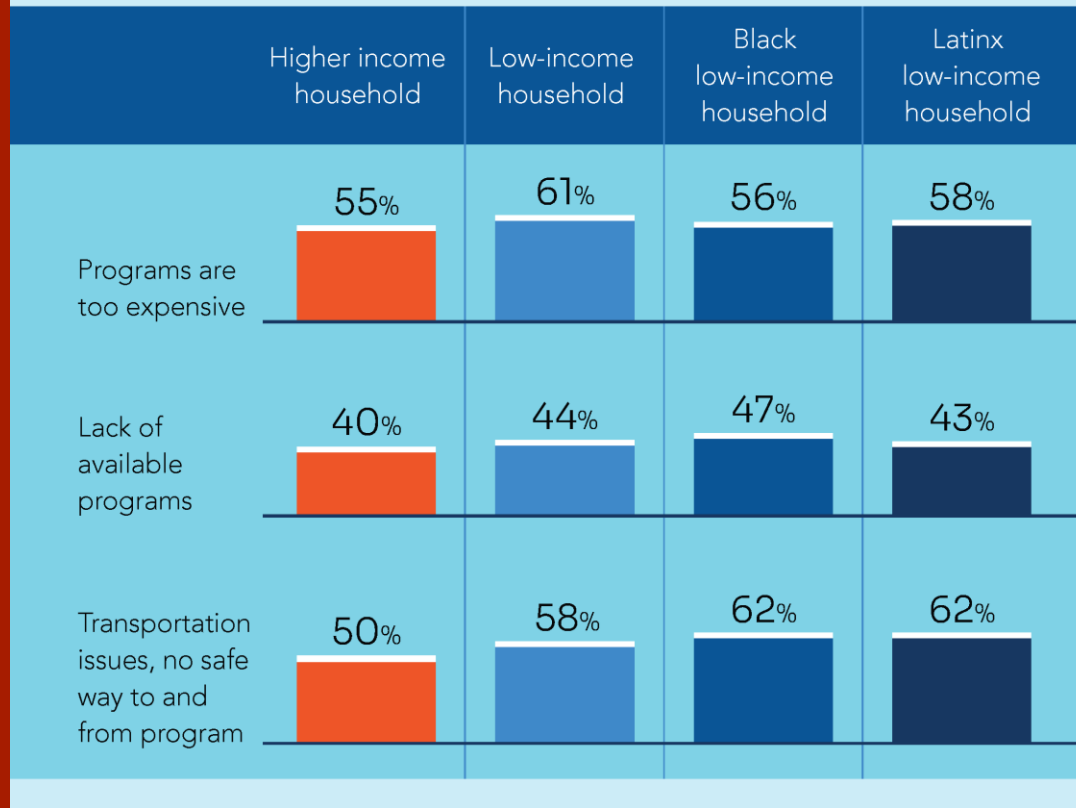
# OUT-OF-SCHOOL TIME

The number of **children from low-income households participating in afterschool fell by nearly 2 million children**. The number of children from higher income households decreased by a fraction of that amount



# OUT-OF-SCHOOL TIME

Across the board, barriers are higher for low-income families



## ORGANIZATIONS WORKING TO ADDRESS RACIAL EQUITY IN:

## OUT-OF-SCHOOL TIME

Afterschool Alliance

<http://www.afterschoolalliance.org/policyStateFacts.cfm?state=TX>

Con Mi Madre

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

Creative Action

<https://www.austinisd.org/prime-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.austinyca.org/blog/racial-healing-circles>

Latino Challenges Toward Racial Justice  
<https://www.facebook.com/LatinoChallenges>

## 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>

City of Austin Equity Action Team  
<https://www.austintexas.gov/page/equity-action-team>

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/>