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# Expanding Opportunity Framework Racial Disparities Analysis

*Understanding Different Approaches for Addressing  
Racial Disparities*

## Section 8 State/National Legislation & Policy

A tool developed by:  
The Community Advancement Network (CAN) - Austin, TX  
Updated September 2025

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# Expanding Opportunity Framework Racial Disparities Analysis

*A tool developed by the Community Advancement Network*

Addressing  
Concentrated  
Wealth & Power

Safety &  
Justice

State/National  
Legislation &  
Policy

Housing,  
Health &  
Human  
Services

Social Capital  
& Community  
Leadership

Educational  
& Economic  
Opportunity

Workforce  
Development

Expand  
Opportunity  
for Youth &  
Adults

# Section 8

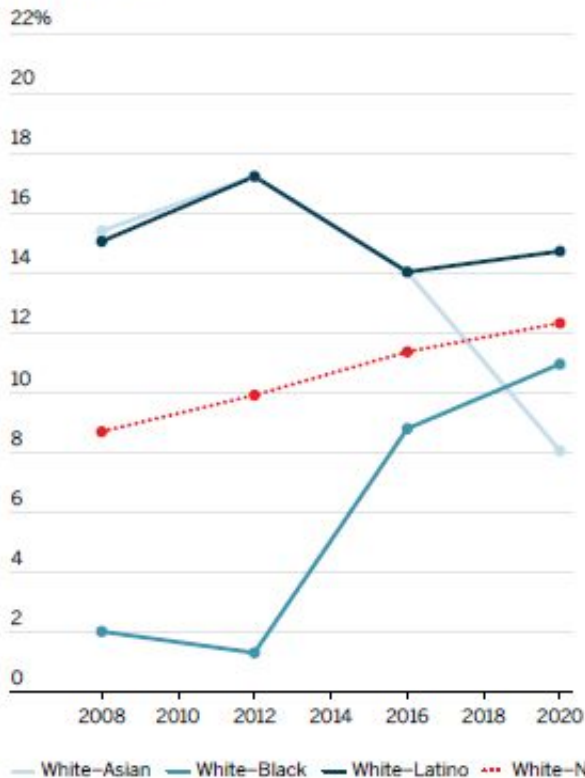
## Introduction

This section focuses on the need to OPPOSE policy and legislative actions that limit the ability of individuals to expand the wealth and power they possess (e.g. voter suppression, defunding public education, defunding programs that provide basic needs support to families, impeding access to higher ed), and SUPPORT policy and legislative actions that support individuals in expanding the wealth and power they possess (for examples see expanding opportunity section).

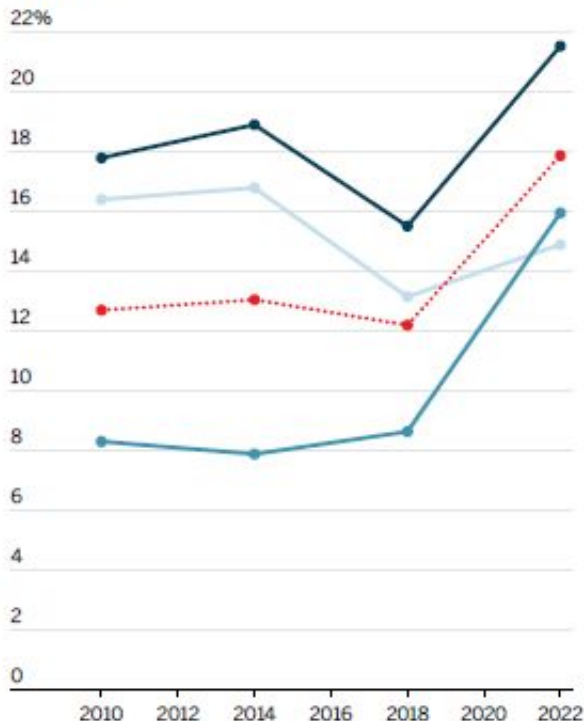
# VOTING

## Racial Turnout Gap, 2008–2022

### PRESIDENTIAL



### MIDTERM



Growing Racial Disparities in Voter Turnout 2008-2022, Brennan Center for Justice

# VOTING

This study by the Brennan Center for Justice examines how new laws disproportionately harm voters of color. For people of color. Promoting full participation, therefore, will require intentional public policy efforts to protect the right to vote for all Americans.

Strict Voter ID Laws Disproportionately Impact Voters of Color  
<https://www.tandfonline.com/doi/full/10.1080/21565503.2020.1773280>

Restrictions on Sunday Voting Would Fall Disproportionately on Voters of Color  
<https://www.brennancenter.org/our-work/research-reports/georgias-proposed-voting-restrictions-will-harm-black-voters-most>

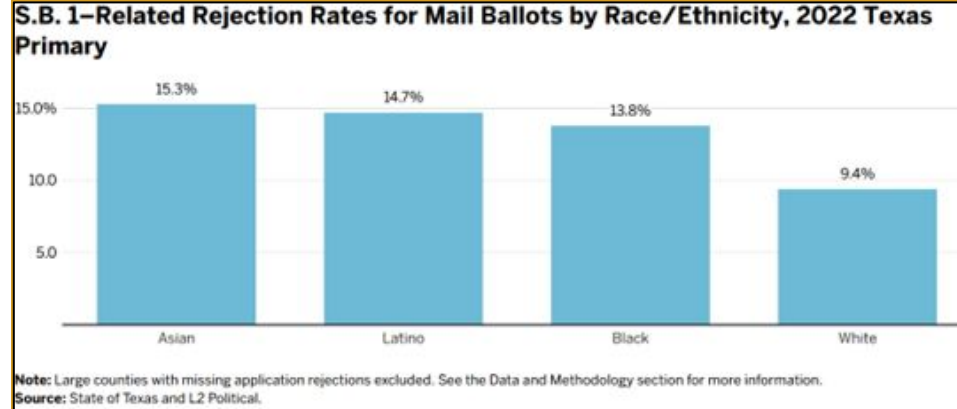
Voters of Color Face More Difficulties Voting By Mail  
<https://www.brennancenter.org/our-work/research-reports/digging-georgia-primary>

Polling Place Consolidation is Harmful to the Turnout of Racial/Ethnic Minorities  
<https://journals.sagepub.com/doi/10.1177/10780874211005016>

**Source: The Impact of Voter Suppression on Communities of Color (2022), Brennan Center for Justice**

# VOTING

This study by the Brennan Center for Justice finds that after laws enacted in 2021 aimed at making it harder to vote by mail, resulted in the rejection of thousands of mail ballot applications and mailed ballots, with a particularly harsh impact on voters of color.



Records Show Massive Disenfranchisement of and Racial Disparities in 2022 Texas Primary, Brennan Center for Justice

## ORGANIZATIONS WORKING TO ADDRESS RACIAL DISPARITIES IN:

## VOTING

League of Women Voters Austin Area  
<https://lwvaustin.org/>

ACLU of Texas  
<https://aclutx.org/>

Young Invincibles  
<https://younginvincibles.org/>

NAACP\*  
<http://www.naacpaustin.com/>

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

# ADDITIONAL RESOURCES FOR PROTECTING VOTING RIGHTS

## STATE

ACLU Texas  
<https://www.aclutx.org/en/issues/voting-rights>

MOVE Texas  
<https://movetexas.org/>

Disability Rights Texas  
<https://www.disabilityrightstx.org/en/category/voting/>

Texas Voter Protection  
<https://texasvoterprotection.org/about-texas-voter-protection/>

Texas Civil Rights Project  
<https://txcivilrights.org/>

Jolt Action  
<https://jolttx.org/>

Texas Organizing Project  
<https://organizetexas.org/campaigns/right2vote/>

Texas Rising  
<https://txrising.org/>

## NATIONAL

NAACP Legal Defense & Education Fund  
<https://www.naacpldf.org/>

Mexican American Legal Defense & Education Fund  
<https://www.maldef.org/>

Southern Poverty Law Center  
<https://www.splcenter.org/our-issues/voting-rights>

League of United Latin American Citizens  
<https://lulac.org/>

Fair County  
<https://www.faircount.org/>

Princeton Gerrymandering Project  
<https://gerrymander.princeton.edu/>

Protect the Vote  
<https://protectthevote.net/>



# HIGHER EDUCATION

Reductions in public funding to institutions of higher education increase pressure for colleges/universities to raise tuition. Tuition increases, in turn, have a tendency to reduce diversity at these institutions as shown in this chart.

## Barriers to Higher Education

### Estimated effects on diversity by amount of tuition hike

As tuition increases, diversity declines.

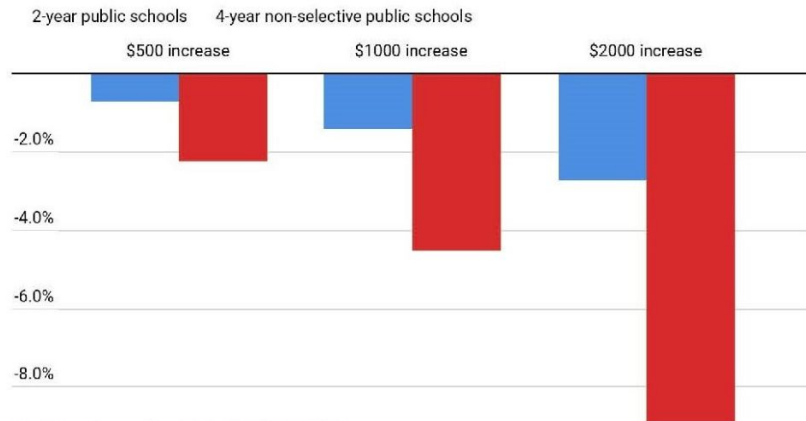
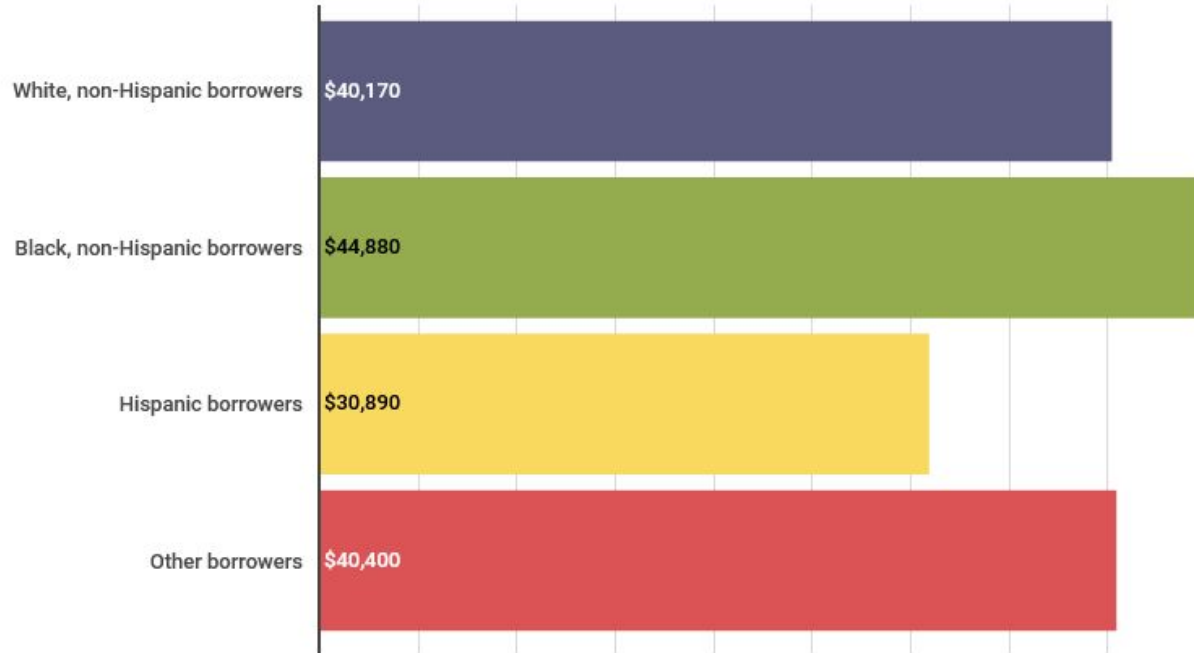


Chart: The Conversation, CC-by-ND • [Get the data](#)

*The Conversation (2018), When Campus Tuition Goes Up, Diversity Goes Down.*

# STUDENT LOAN DEBT BY RACE

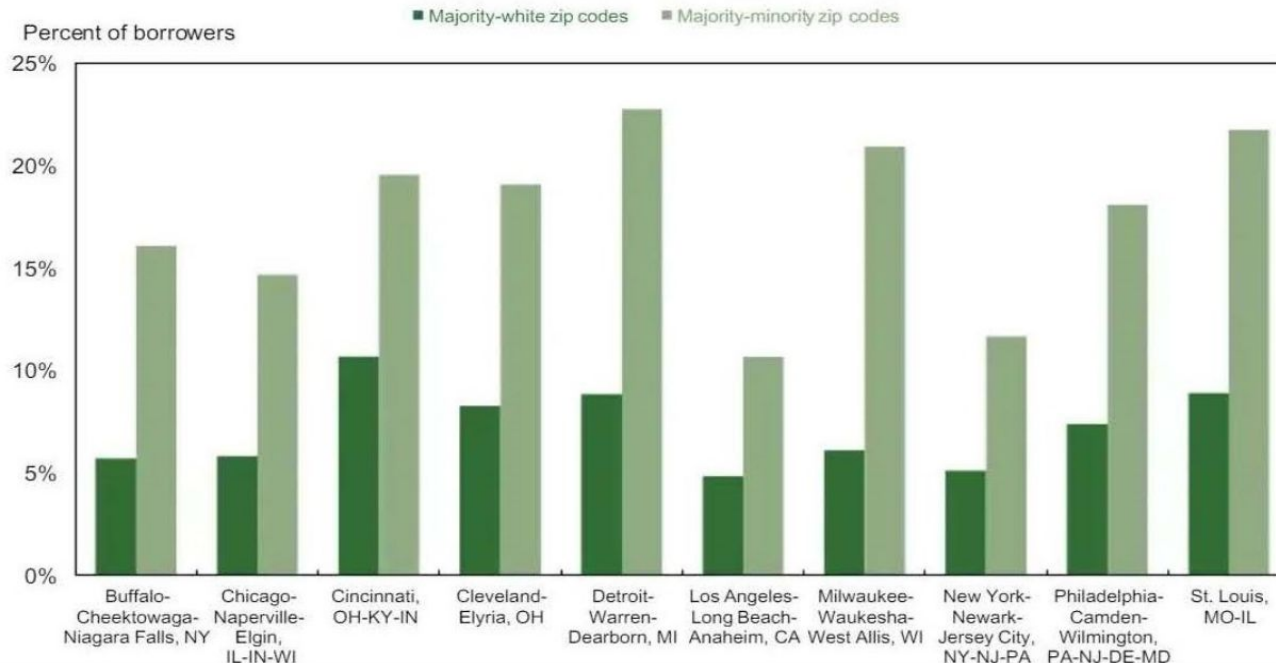
The mean student loan debt by race as of 2019 (the most recent year with reported data).



*"Survey of Consumer Finances (SCF)" by the Board of Governors of the Federal Reserve System as Reported by [www.studentloanplanner.com](http://www.studentloanplanner.com)*

# STUDENT LOAN DEBT - % Student Loan Borrowers in Default

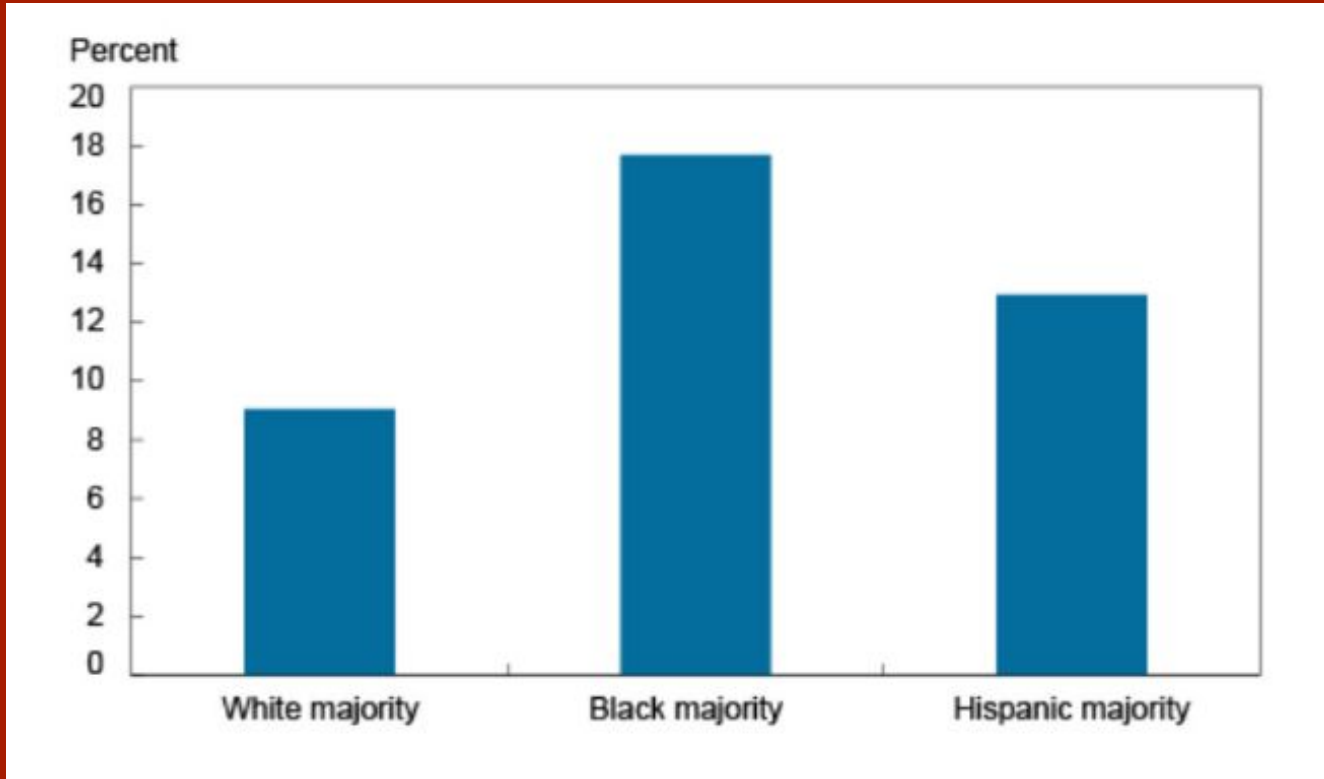
Figure 10: Percent of student loan borrowers in default<sup>56</sup>



Student Borrower Protection Center, *Disparate Debts: How Students Debts Drive Racial Inequality Across America's Cities* (2020) pg. 23

# STUDENT LOAN DEBT - % Student Loan Borrowers in Default

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Student Borrower Protection Center, *Disparate Debts: How Students Debts Drive Racial Inequality Across America's Cities* (2020) pg. 19

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# ORGANIZATIONS WORKING TO ADDRESS RACIAL DISPARITIES IN:

## HIGHER EDUCATION

Project MALES\*

<https://diversity.utexas.edu/projectmales/>

E3 Alliance

<https://e3alliance.org>

Breakthrough Central Texas

<https://breakthroughctx.org>

College Forward

<https://collegeforward.org>

\*Denotes people of color-led organizations.  
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please see slide 3 of Navigation and Credits.

# ADDITIONAL RESOURCES FOR ADDRESSING BARRIERS TO HIGHER EDUCATION

## STATE

Texas Star Alliance  
<https://www.texasstaralliance.com/public-highereducationadvocacy>

Raise Your Hand Texas  
<https://www.raiseyourhandtexas.org/>

Young Invincibles - Texas  
<https://younginvincibles.org/location/texas/>

## NATIONAL

Committee for Education Funding  
<https://cef.org/>

U.S. PIRG  
<https://uspirg.org/issues/usp/make-higher-education-affordable>

The Education Trust  
<https://edtrust.org/issue/affordability-financial-aid/>

National Education Association  
<https://www.nea.org/your-rights-workplace/fair-pay-benefits/student-debt-support>

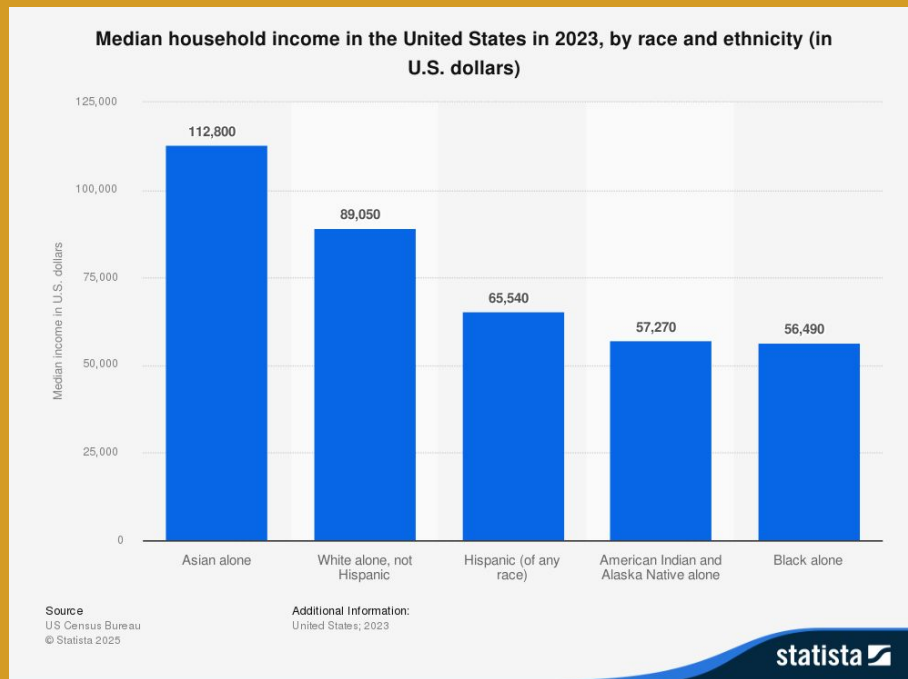
The Institute for College Access and Success  
<https://ticas.org/our-work/student-debt/>

Student Borrower Protection Center  
<https://protectborrowers.org/>

# MEDIAN HOUSEHOLD INCOME

The median household income was the highest for Asian households at \$112,800 and the least for Native Americans (\$57,270) and African Americans (\$56,490)..

## Median Household Income



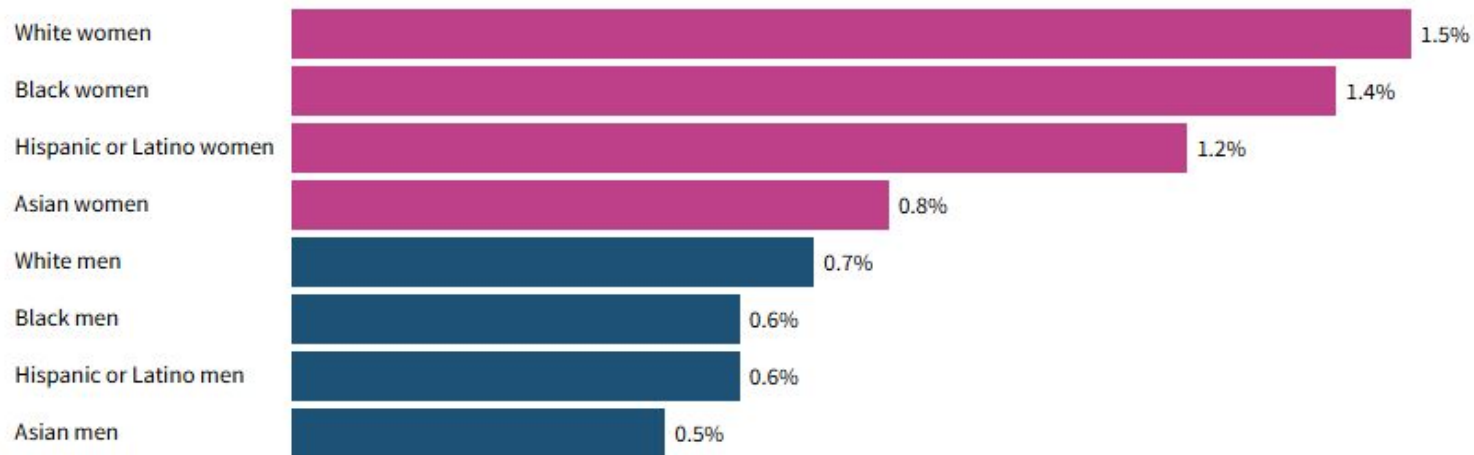
Source (2023)

<https://www.statista.com/statistics/233324/median-household-income-in-the-united-states-by-race-or-ethnic-group/>

# MINIMUM WAGE

## White women and Black women are most likely to earn minimum wage.

Percent of hourly workers earning at or below minimum wage by race, 2023



Data is limited and are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Data exclude all self-employed persons whether or not their businesses are incorporated.

SOURCE: USA Facts (2025) *Minimum wage in America: How many people are earning \$7.25 an hour?*  
<https://usafacts.org/articles/minimum-wage-america-how-many-people-are-earning-725-hour/>



# ORGANIZATIONS WORKING TO ADDRESS RACIAL DISPARITIES IN:

## WAGE INEQUALITY

AFSCME Local 1624

<https://www.afscme1624.org>

Education Austin

<https://educationaustin.org>

Austin Interfaith

<https://austininterfaith.org>

Workers Defense Project\*

<https://workersdefense.org/en/>

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# ADDITIONAL RESOURCES FOR ADDRESSING WAGE INEQUALITY

## State / National Resources

Economic Policy Institute

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

One Fair Wage Emergency Fund

<https://ofwemergencyfund.org/>

National Employment Project's Raise  
the Minimum Wage

<https://raisetheminimumwage.com/>

United For a Fair Economy - Living  
Wage Network

<https://www.livingwagenetwork.org/#>

Fight for \$15

<https://fightfor15.org/>

# COMMUNITY RESOURCES

## TRAINING OPPORTUNITIES

Undoing Racism

<https://undoingracismaustin.org/activities/register-for-future-undoing-racism-workshops-in-austin/>

Community Healing Circles

<https://students.austincc.edu/truth-racial-healing-and-transformation-center/racial-healing-circles/>

## RESOURCE TO LEARN ABOUT ENGAGEMENT OPPORTUNITIES

CAN "Get Engaged" Podcast

<https://canatx.org/podcasts/>

## COALITIONS WORKING TO ADDRESS RACIAL DISPARITIES

Black Austin Coalition

<https://blackaustincoalition.com/>

Austin Justice Coalition

<https://austinjustice.org/>

Brave Communities

<https://bravecommunities.org/>

Communities of Color United

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

Community Resilience Trust

<https://communityresiliencetrust.org/>