



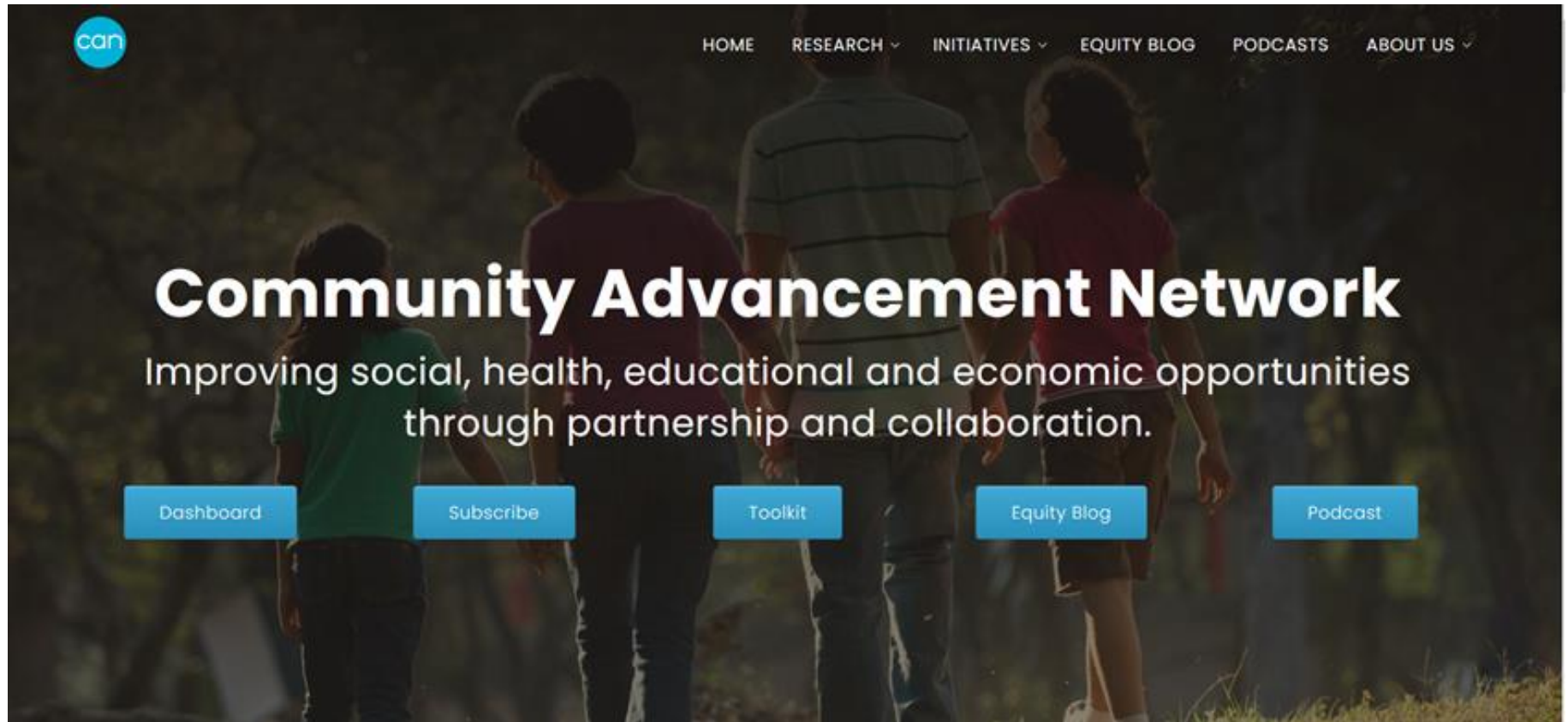
Community Advancement Network

**Race Equity Action Framework Presentation to
Community Development Commission**

By Raul Alvarez, CAN Executive Director

July 12, 2022


CAN's Main Website



<http://canatx.org/>


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WE ARE SAFE, JUST,
AND ENGAGED

CRIME
PROPORTIONALITY OF JAIL BOOKINGS
VOTING




OUR BASIC NEEDS
ARE MET

POVERTY
FOOD SECURITY
HOUSING COST BURDENED
PERCENT WHO DRIVE ALONE TO WORK
HOMELESS



WE ARE
HEALTHY

HEALTH INSURANCE
MENTAL HEALTH
SMOKING
OBESITY
AIR QUALITY



WE ACHIEVE OUR
FULL POTENTIAL

KINDERGARTEN READY
HIGH SCHOOL GRADUATION
COLLEGE SUCCESS
UNEMPLOYMENT

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Race Equity Action Framework

*Addressing
Concentrated
Wealth & Power*

Criminal &
Civil Justice

State/National
Legislation &
Policy

Housing,
Health &
Human
Services

Social Capital
& Community
Leadership

Educational
& Economic
Opportunity

Expand
Opportunity
for Youth &
Adults

Workforce
Development

INSTRUCTIONS FOR NAVIGATING

Race Equity Action Framework (REAF)

The Race Equity Action Framework was developed by the Community Advancement Network (CAN) as a way to couple data outlining racial disparities in our local community with information about existing efforts to address these disparities. Please note there are entities and data that should appear in this resource that as of yet do not. This is a living document that will be updated regularly to reflect any changes and omissions. To inform us of any additions or revisions that may be necessary please email info@canatx.org.

COMPONENTS OF THE FRAMEWORK

DATA DETAILING RACIAL DISPARITIES

In each area of disparity, we share relevant data and include citations so that you may refer directly to the source cited in case you are interested in additional detail or context.

ORGANIZATIONS WORKING TO ADDRESS SPECIFIC DISPARITIES

*A listing of local entities addressing specific disparities. For those areas where only a few or no local entities exist, we list state/national entities that may serve as a resource. Please note that we differentiate between **people of color-led organizations** and **other organizations**. The former are those whose staff and board composition are at least 50% people of color.*

COMMUNITY RESOURCES

In this section we list entities or programs that may not fit into any of the other categories utilized in the framework.

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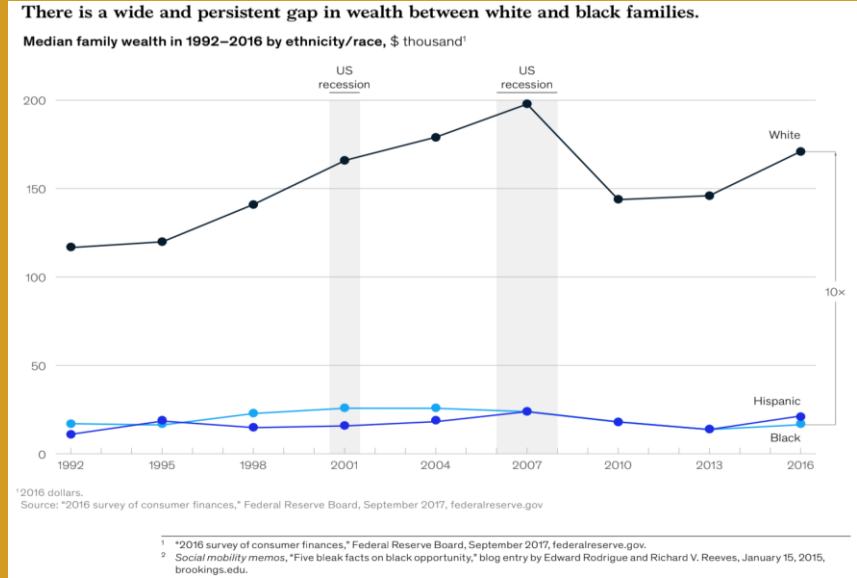
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WEALTH DISPARITY

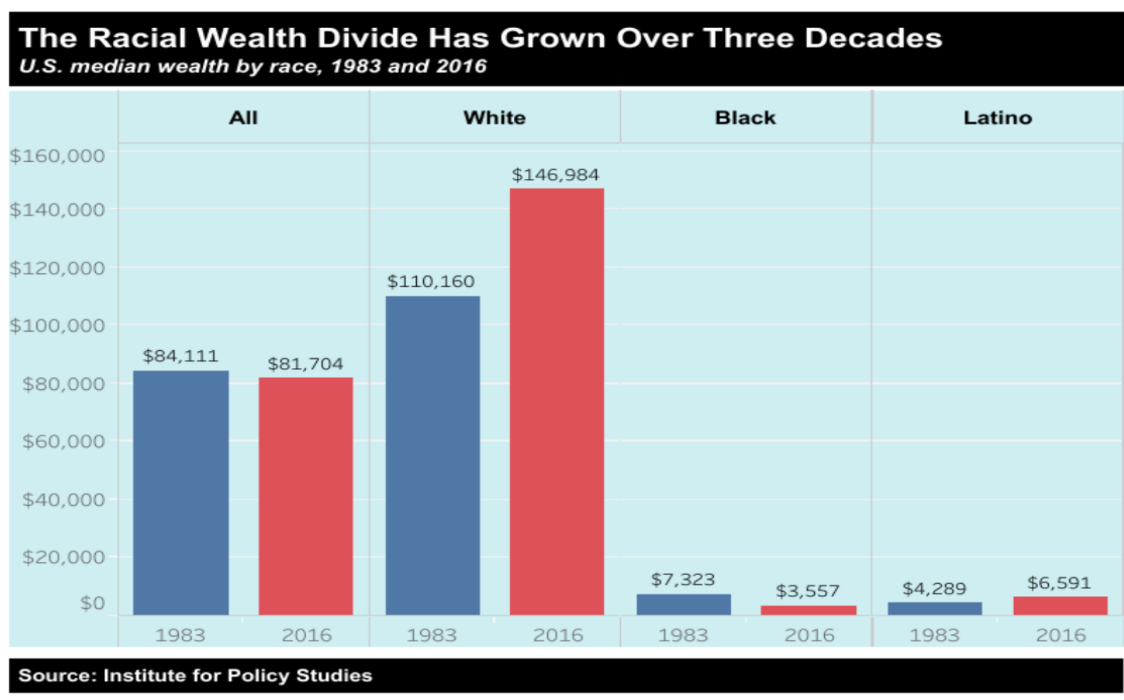
This chart outlines the persistent disparity in median wealth when compared across race/ethnicity. In 2016, the most recent data reported, shows that Median Wealth for White families was 10 times more than it was for Black and Hispanic families. Wealth disparity narrowed slightly after the 2008 recession, but it started to widen again just a few years later.

Wealth Disparity 1992 - 2018



McKinsey & Company (2019), *The Economic Impact of Closing the Racial Wealth Gap*, pg. 5.

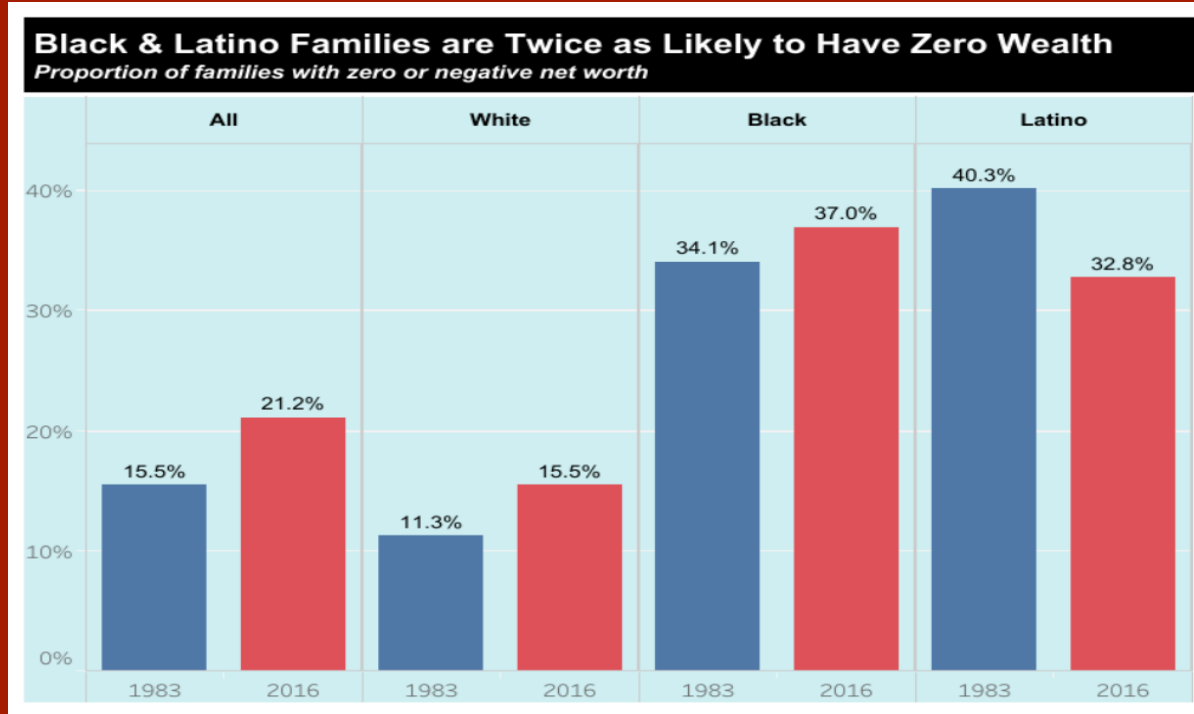
WEALTH DISPARITY



Institute for Policy Studies (2019) *Dreams Deferred: How Enriching the 1% Widens the Racial Wealth Divide*, pg. 9

https://inequality.org/wp-content/uploads/2019/01/IPS_RWD-Report_FINAL-1.15.19.pdf

WEALTH DISPARITY



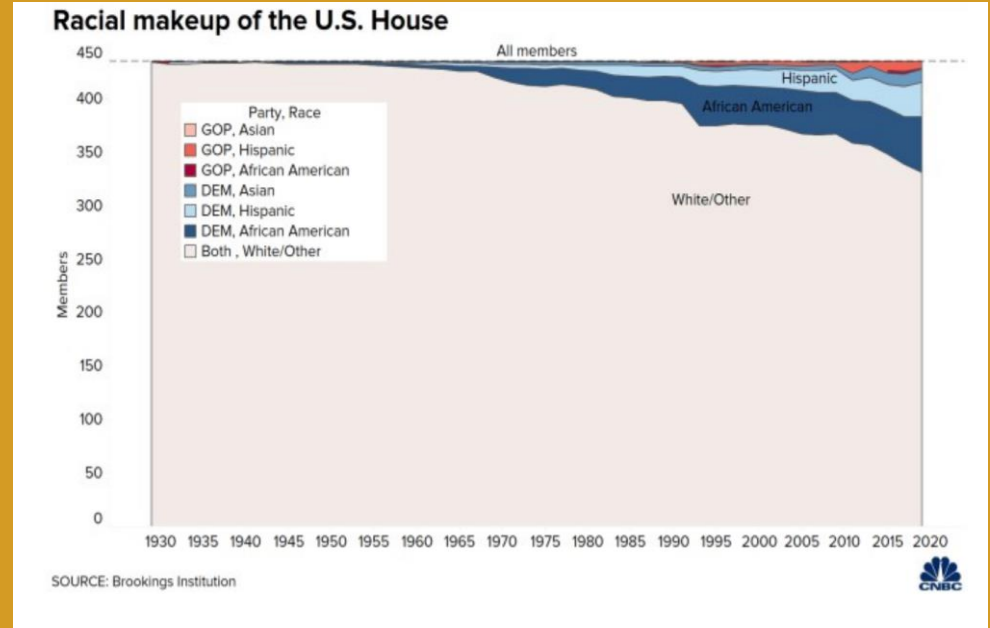
Institute for Policy Studies (2019) *Dreams Deferred: How Enriching the 1% Widens the Racial Wealth Divide*, pg. 12

https://inequality.org/wp-content/uploads/2019/01/IPS_RWD-Report_FINAL-1.15.19.pdf

DISPARITIES IN POWER

This chart outlines the power disparity by race/ethnicity in the U.S. House of Representatives (which is a much more diverse body than the U.S. Senate). Racial/ethnic diversity started increasing in the 1970's and, in 2020, was at its highest level: about 100 seats of the 450 seats are occupied by people of color.

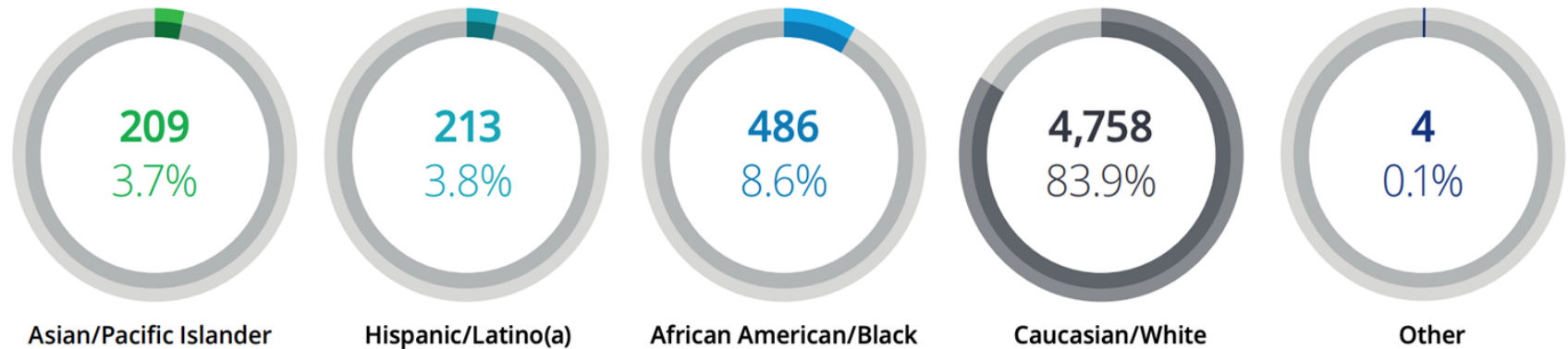
Congressional Representation



CNBC (2020), This Chart Shows the Lack of Diversity in the U.S. House of Representatives.

DISPARITIES IN POWER: FORTUNE 500

Figure 8. *Fortune* 500 total board seats by race/ethnicity, 2018



Deloitte (2019) Missing Pieces Report: The 2018 Board Diversity Census of Women and Minorities on Fortune 500 Boards, pg. 19

https://www.catalyst.org/wp-content/uploads/2019/01/missing_pieces_report_01152019_final.pdf

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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.

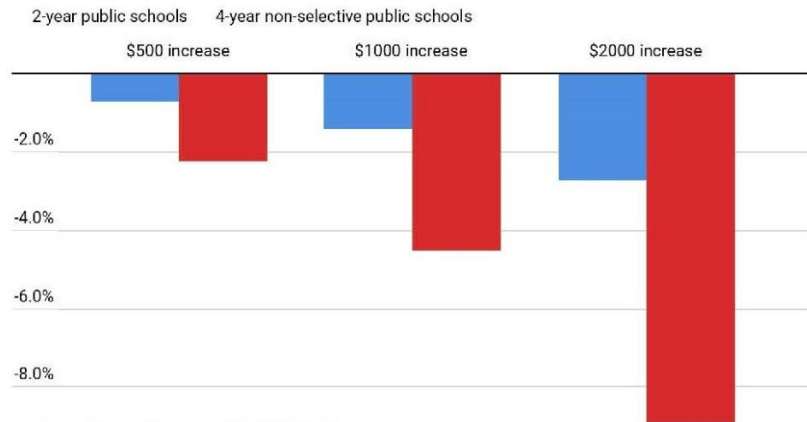
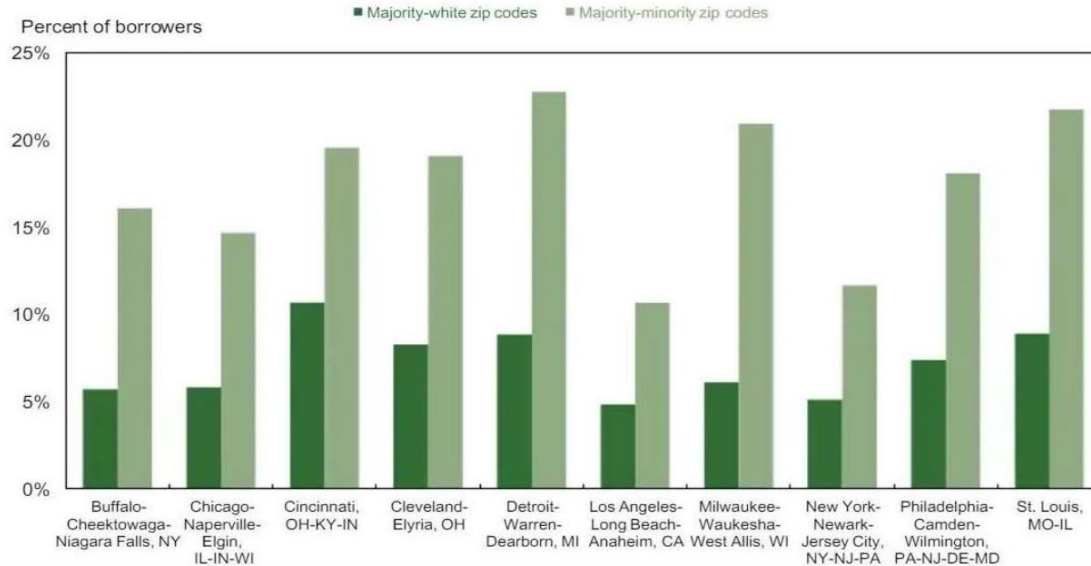


Chart: The Conversation, CC-by-ND • [Get the data](#)

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

STUDENT LOAN DEBT

Figure 10: Percent of student loan borrowers in default⁵⁸

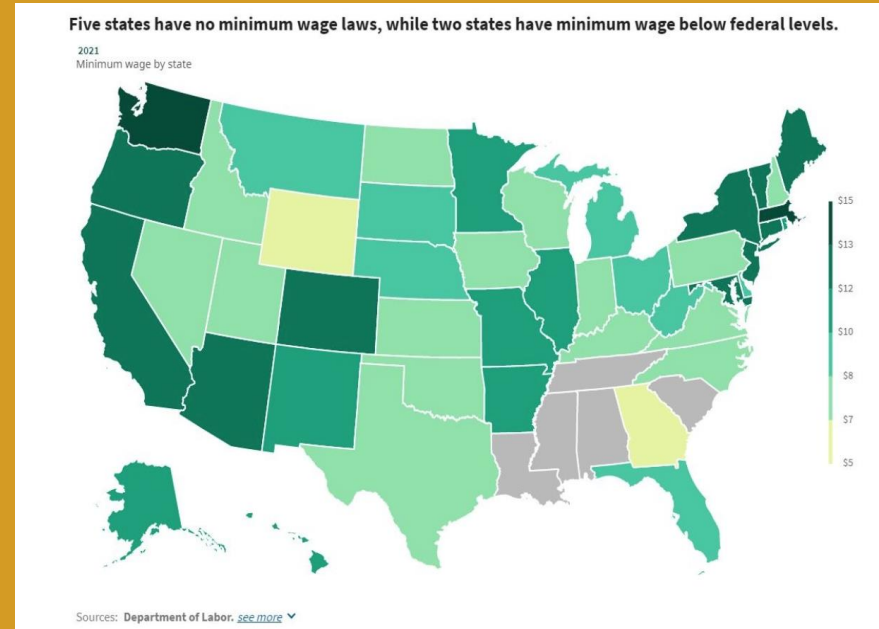


Student Borrower Protection Center, *Disparate Debts: How Students Debts Drive Racial Inequality Across America's Cities* (2020) pg. 23

MINIMUM WAGE

"About 2.4% of Black hourly workers earn the federal minimum wage or less, compared to about 2% among white, Asian, and Hispanic hourly workers."

Wage Inequality



USA Facts (2021). *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/>

WAGE INEQUALITY



MOVE (2020). *The Least Livable US Cities for Minimum Wage Earners*
<https://www.move.org/least-livable-us-cities-for-minimum-wage-earners/>

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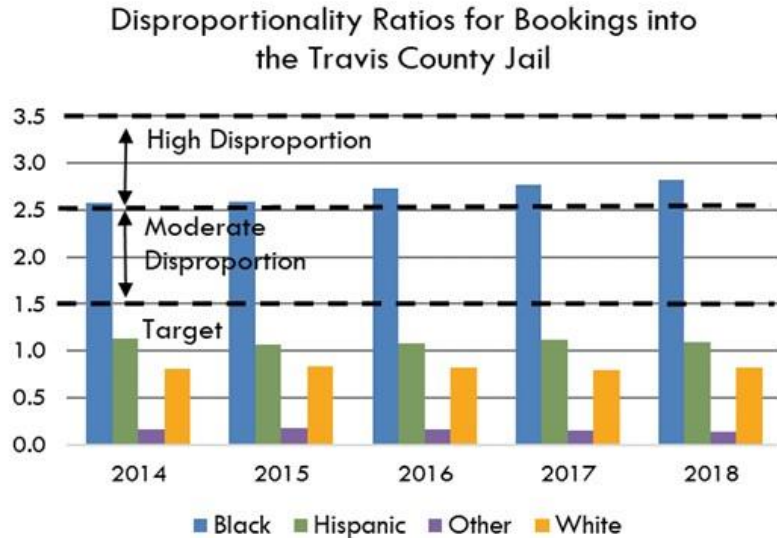
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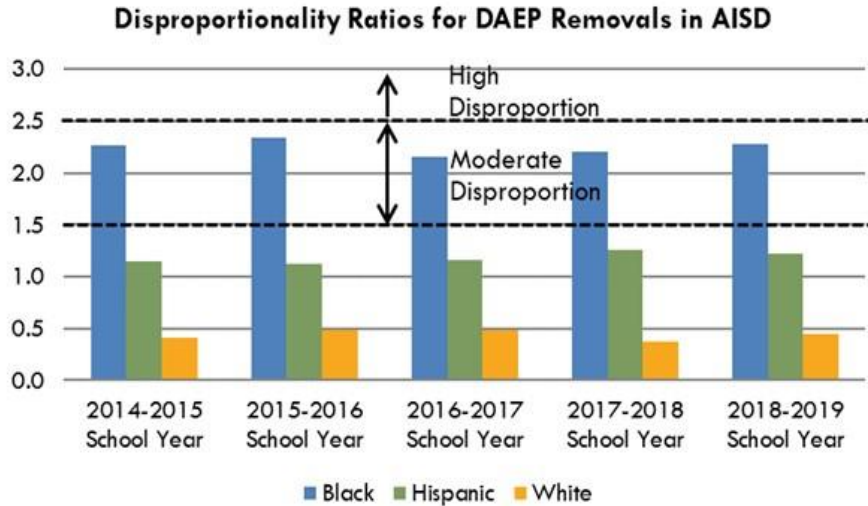
JAIL BOOKINGS



People arrested by the 16 law enforcement agencies in Travis County are generally booked into the Travis County jail. Black residents account for 23% of people booked into jail, but for only 8% of Travis County's adult population, which indicates a high level of disproportionate representation and a disproportionality ratio of 2.8. This level of disproportionality has been relatively constant over time.

Disproportionality ratios are classified as follows: Comparable Representation (rates under 1.50), Moderate Disproportion (rates between 1.50-2.49), High Disproportion (rates between 2.50-3.49), and Extreme Disproportion (rates of 3.50 and over).

DAEP REMOVALS



Black students are 5.9 times more likely than Whites and 1.8 times more likely than Hispanics to be removed from Austin Independent School District classrooms to **Disciplinary Alternative Education Programs (DAEP)**. African-American students are moderately over-represented in DAEP placements.

In 2013, Austin ISD changed its approach to discretionary removals, leading to a slight decline in the disproportionality ratio from 2.4 in the 2013-2014 school year to 2.2 in the most recent data.

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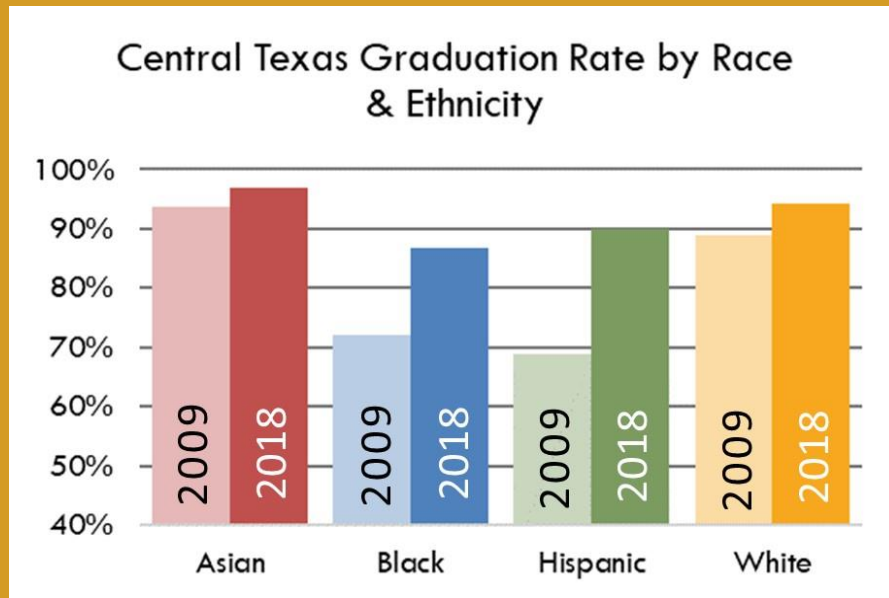
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HIGH SCHOOL GRADUATION

Although disparities exist by race and ethnicity, the gap has closed over the last ten years, and all racial and ethnic groups have seen improvements. Hispanic students have seen graduation rates improve the most—from 69% for the Class of 2009 to 90% for the Class of 2018. The four-year graduation rates for Black students increased from 72% for the Class of 2009 to 87% for the Class of 2018.

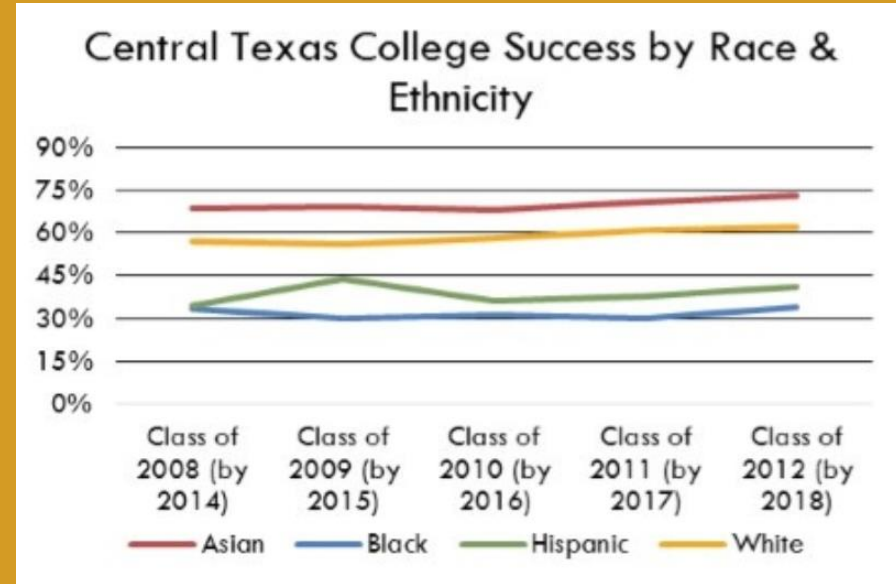
Data Source: E3 Alliance



COLLEGE SUCCESS

Black and Hispanic high school graduates achieve this college success measure at lower rates than Asian or White students. For the Class of 2012, 34% of Black and 41% of Hispanic high school graduates completed college within six years. This is compared to 73% of Asian and 62% of White students. These rates have remained relatively consistent over time.

Data Source: E3 Alliance



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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.

ACCESS TO HOUSING

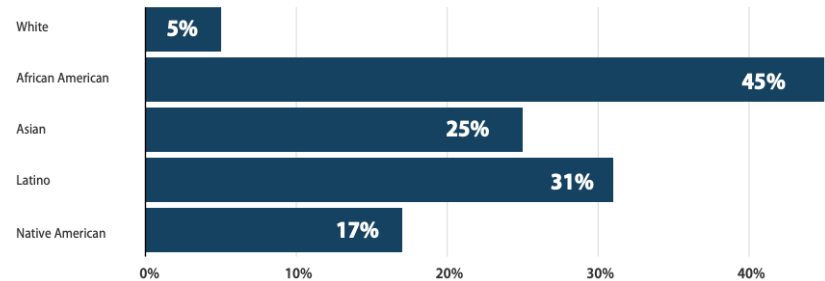
“For decades, governments and private citizens have employed exclusionary tactics to prevent African Americans and other people of color from building wealth through homeownership and affordable housing. Whether through formal policy decisions or a persistent failure to enact and enforce civil rights laws, government action and inaction continues to undermine prosperity in communities of color.”

Center for American Progress

FIGURE 4

People of color are more likely to report racial discrimination when trying to rent or buy housing

Likelihood of experiencing racial discrimination when trying to rent or buy housing by race/ethnicity, 2017



Source: Harvard T.H. Chan School of Public Health, Robert Wood Johnson Foundation, and NPR, "Discrimination in America: Experiences and Views on Affects of Discrimination Across Major Population Groups in the United States" (Boston; Princeton, NJ; and Washington: 2017), available at <https://www.rwjf.org/en/library/research/2017/10/discrimination-in-america--experiences-and-views.html>.

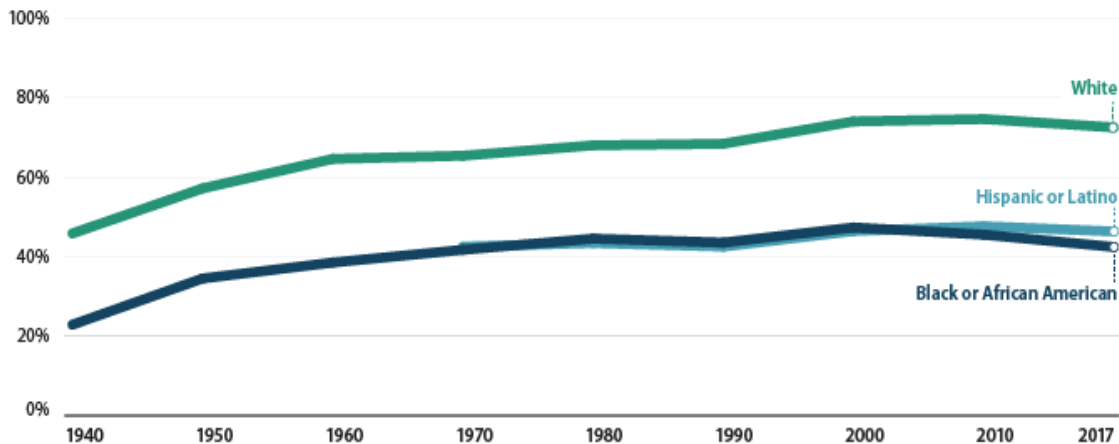
Center for American Progress, Systemic Inequality - Displacement, Exclusion and Segregation, (2019)

HOMEOWNERSHIP

FIGURE 2

People of color have experienced lower homeownership rates for decades

Homeownership rate by race/ethnicity, 1940–2017



Sources: F. John Devaney, "Tracking the American Dream: 50 Years of Housing History from the Census Bureau: 1940 to 1990" (Washington: U.S. Department of Commerce, 1994), available at <https://www.huduser.gov/portal/Publications/pdf/HUD-7775.pdf>; U.S. Census Bureau, "Table 22. Homeownership Rates by Race and Ethnicity of Householder: 1994 to 2017," available at https://www.census.gov/housing/hvs/files/annual17/ann17t_22.xlsx (last accessed June 2019).



Center for American Progress, *Systemic Inequality - Displacement, Exclusion and Segregation*, (2019)



Thank you for the opportunity to present !!!

Questions ???

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