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Financial Literacy: Spotlight on Equity Resources

The Spotlight on Equity provides a list of considerations for the purpose of providing an equity literate and socially conscious lens to the teaching and learning of personal finance, as well as to recognize the historic economic exclusion and marginalization of minority groups and communities. When grade-level appropriate, educators may use these topics to critically engage students in socially relevant financial literacy opportunities. Neither the enumerated considerations, nor the resources below, are a complete list, but rather a starting point on which to begin historically and socially relevant economic conversations.

Feedback on the draft versions of the Spotlights on Equity was solicited from the field between October 11th and November 22nd of 2021. A link to a Cognito form with focus questions created by content specialists at the Vermont Agency of Education was sent out through their networks. Additionally, feedback was requested from members of the Vermont Curriculum Leaders Association (VTCLA), the Equity Literacy and Equitable Education Systems grant awardees, the Vermont Foreign Language Association, the Vermont Principals Association, and the chairperson of the Act 1 Advisory Working Group. Thirty-two educators submitted feedback that was used to improve and refine the draft documents.

Money Management Proficiency

Spotlight on Equity:

- Access to Credit
- Fair Lending
- Lending Disparity
- Redlining
- Retail and Service Desertification
- Wealth Accumulation



Resources	Annotations and Why it Matters
22 Million Reasons Black America Doesn't Trust Banks	<p>This article discusses how the rise and collapse of the Freedman's Bank during Reconstruction began a persistent pattern of Black America's mistrust in the banking system.</p>
Banking While Black	<p>In this 45-minute webinar, a new generation of leaders discusses systemic barriers that have affected Black communities and generates ideas on how the Financial Sector can be part of the solution to inequity.</p>
Disparities in Minority Retirement Savings Behavior	<p>This detailed paper investigates the main barriers to the accumulation of retirement savings faced by minority groups in the United States, with a specific focus on the roles of financial literacy and social networks.</p>
FDIC Laws, Regulations, Related Acts	<p>This FDIC website enumerates specific non-discriminatory lending policies and practices, along with detailed examples and frequently asked questions.</p>
Fair Lending	<p>The Office of the Comptroller of the Currency provides detailed definitions of lending terminology such as Disparate Impact and Predatory Lending to protect consumers from unfair and discriminatory practices.</p>
How Growing Up in a Bank Desert Can Hurt Your Credit for the Rest of Your Life	<p>This PBS News article, focused on Native American reservations, identifies how a lack of access to brick-and-mortar banks worsens financial literacy and can lead to both banking mistrust and poor credit habits.</p>
Life in a Banking Desert	<p>This article identifies how poor and minority communities have decreased access to basic financial services, making it more difficult to acquire community-building small business loans and may cause residents to turn to more financially dangerous, high-cost options such as payday lenders and check-cashing.</p>
Race and Consumption: Black and White Disparities in Household Spending	<p>By using data from Consumer Expenditure Surveys, the authors of this article examine consumption from a structural perspective and argue that Black households face unique constraints that restrict their ability to acquire important goods and services which can lead to disparities in consumption and subsequent inequalities in well-being and the intergenerational transmission of social advantage.</p>

Resources	Annotations and Why it Matters
Segregated by Design	This 20-minute short film, based on the book <i>The Color of Law</i> by Richard Rothstein, “examines the forgotten history of how our federal, state and local governments unconstitutionally segregated every major metropolitan area in America through law and policy.”
Systemic Inequality	This Center for American Progress article discusses how structural racism has perpetuated the Black-White wealth gap and calls for broad and persistent policy action to address this inequity.
The History of Lending Discrimination	This detailed article discusses how the discriminatory redlining practices of the 1930s have had residual effects, such as higher interest rates and lower loan approval rates, within minority communities.

Career Focus Proficiency

Spotlight on Equity:

- Educational Inequality
- Job Discrimination
- Socioeconomic Status
- Racial Income Gap
- Title XI
- Wage Gaps

Resources	Annotations and Why it Matters
5 Financial Factors Impacting the LGBTQ+ Community	This article highlights the challenges that the LGBTQ+ community faces regarding healthcare, housing and family planning.
Adding Insult to Injury: Racial Disparity in an Era of Increasing Income Inequality	The United States Census Bureau examines income inequality and mobility across racial and ethnic groups in the United States identifying a “rigid income structure, with mainly Whites and Asians confined to the top and Blacks, American Indians, and Hispanics confined to the bottom.”

Resources	Annotations and Why it Matters
Ethnic and Racial Minorities & Socioeconomic Status	<p>The American Psychological Association discusses the relationship between Socioeconomic status (SES), race and ethnicity and considers how “SES encompasses not just income but also educational attainment, financial security, and subjective perceptions of social status and social class.”</p>
Indicator 30: Earnings and Employment	<p>The National Center for Education Statistics highlights trends in the education of ethnic and racial groups and identifies through annotated charts, the difference in earned income by racial/ethnic group and level of educational attainment.</p>
Racial, Gender Wage Gaps Persist in U.S. Despite Some Progress	<p>Through the analysis of Bureau of Labor Statistics data, this Pew Research Center FactTank article details the differences in wages and earned income in the United States by gender, race and ethnicity from 1980-2015.</p>
Title IX: Advancing Opportunity through Equity in Education	<p>This report details the impact of Title IX as it applies to “all students and staff, male or female, in preschool through postgraduate school in regard to the prohibition of discrimination on the basis of sex in any education program or activity that receives federal funding;” highlighted are segments on CTE, athletics, and STEM, among others.</p>
Trends in Income and Wealth Inequality	<p>Prior to the 2020 primaries, the Pew research Center conducted a survey to understand how Americans differ by party affiliation and key demographic variables on the topic on income inequality; included are views on what Americans consider to be contributing factors and views on reducing income inequality.</p>
Unequal Opportunity: Race and Education	<p>Linda Darling-Hammond penned this Brookings article focusing on how “educational outcomes for minority children are much more a function of their unequal access to key educational resources, including skilled teachers and quality curriculum, than they are a function of race.”</p>
U.S. Equal Employment Opportunity Commission	<p>To underscore the fact that discrimination within any aspect of employment is illegal, the EEOC has elaborated and provided examples of neutral policies and practices.</p>

Future Planning Proficiency

Spotlight on Equity:

- Historic Policies
- Racial and Ethnic Disparities in:
 - Health Insurance and Health Care
 - Investment
 - Inheritance/ Intergenerational Transfer
 - Retirement Security
 - Wealth Accumulation

Resources	Annotations and Why it Matters
Closing the Gaps: Building Black Wealth through Home Ownership	This Urban Institute article, explores patterns in wealth holding by race and ethnicity, as well as some key issues related to the accumulation of wealth, such as home ownership, inheritance, retirement accounts, and emergency savings
Disparities in Wealth by Race and Ethnicity	This three-part brief describes the functions of the National Retirement Race Index, presents background data on wealth and earnings (showing that white households now hold roughly six times as much wealth and earn almost twice as much as minority households), and reports the NRRI for white, black, and Hispanic households for 2007-2016.
Disparities in Health Care Quality Among Racial and Ethnic Minority Groups	This document highlights selected findings from the Congressionally-mandated annual document prepared by the Agency for Healthcare Research and Quality which details “disparities in health care delivery as it relates to racial factors and socioeconomic factors in priority populations [defined as racial and ethnic minorities, low-income groups, women, children, older adults, residents of rural areas and inner cities, and individuals with disabilities and special health care needs].”
Examining the Black-White Wealth Gap	This Brookings document details the how the “gaps in wealth between Black and white households reveal the effects of accumulated inequality and discrimination, as well as differences in power and opportunity that can be traced back to this nation’s inception.”

Resources	Annotations and Why it Matters
Racial and Ethnic Disparities in Health Insurance Coverage	<p>This manuscript from the National Center for Biotechnology Information proposes reasons as to why health insurance coverage varies substantially between racial and ethnic groups in the United States, citing disparities caused by socioeconomic barriers such as income, employment, citizenship and language.</p>
Stocks are Soaring but most Black People are Missing Out	<p>Fear, distrust, historic discrimination and lost opportunity for intergenerational wealth and shared financial knowledge are cited as reasons why stock ownership among Black households is approximately half of that of White households.</p>
There are Clear, Race-Based Inequalities in Health Insurance and Health Outcomes -	<p>“This is part of a video series in which Brookings experts highlight race-based disparities or discrimination in public policy. Visit Race in American Public Policy for more videos in this series and related research from Brookings experts.”</p>
Time for Justice: Tackling Inequalities in Race and Housing	<p>This Brookings report reviews the reasons for the “race gap, focusing in on data showing the extent, causes, and impact of housing segregation and health inequity. It proposes concrete recommendations for the new administration to shrink the racial divide, urging strong political leadership, improved housing market mobility, innovative focus on the social determinants of health, and tools to reduce unintentional biases in health care.”</p>
What is Behind the Persistence of the Racial Wealth Gap?	<p>This Federal Reserve Bank of Cleveland study focuses on the idea that to close the racial wealth gap, efforts should prioritize closing the racial income gap and leads the reader to question policies pertaining to incarceration and deindustrialization; charts and graphs support the work.</p>