

## Equality and equity image

4 panels of spectators trying to watch a sporting game.

First panel – one person has 5 boxes to see over the fence, second person has one , third person is short and is in a hole in the ground.

Text: Reality – One gets more than is needed, the other gets less than is needed. Thus a huge disparity is created

Second panel – all three spectators get one box to look over the fence and watch the game.

Text: Equality – The assumption that everyone benefits from the same supports. This is considered to be equal treatment.

Third panel. First person is tall and can see over the fence, no box. Second person needs only one box to see over the fence, third person needs two boxes to see over the fence. They can all see the game.

Text: Equity – everyone gets the support they need, which produces equity.

Fourth panel – the fence is removed. They can all see the game

Text: Justice – all 3 can see the game without supports or accommodations because the causes of inequities are addressed. The systemic barrier has been removed.