



How do Equality, Equity and Justice look?

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Question: Does everyone receive equal benefit when each person gets the same amount?

Is this fair?

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Question: Does everyone receive equal benefit when some people receive more than others?

Is this fair?

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Question: Does everyone receive equal benefit here? What is different about this picture compared to the other two?

Is this fair?

