

Equality vs Equity vs No barriers

EQUALITY



It is assumed that everyone will benefit from the same supports. They are being treated equally. But they may not receive the same outcomes.

EQUITY



Individuals are given the specific supports they need to make it possible for them to have equal outcomes. They are being treated equitably.

NO BARRIERS



Everyone can participate without the need for any supports because the cause of the inequity was addressed. The systemic barrier has been removed.

You can interpret supports as *reasonable accommodations*, which may have limited resources (i.e. money, time, availability), whereas if you invest in ensuring the barrier does not exist, there is less need for reasonable accommodations or supports. This is the difference between reasonable accommodation and accessibility.

Please note that even if barriers have been removed, people may still require support. Using the example above, someone may need a support worker to arrive at the game, or they may need someone to explain to them what is going on if they are blind.