

UNITED WAY OF OXFORD-LAFAYETTE COUNTY FY 2026-2027 FUNDING CYCLE SUMMARY SHEET

United Way of Oxford-Lafayette County funds programs and community coalitions that promote youth opportunity, healthy community, financial security, and community resiliency throughout Lafayette County, Mississippi. Eligible grant applicants include 501(c)(3) organizations and other nonprofit or public entities such as libraries, schools, or universities that run a program that aligns with United Way of Oxford-Lafayette County's impact areas. For-profit businesses and organizations that are highly controversial, political in nature, or benefit animals are ineligible for grant funding.

Two-Step Submission Process for Each Agency Seeking Funds

Step 1: Primary Fiscal Agent Pre-Application

- The submission deadline is 5:00 p.m. on March 10, 2026.
- The pre-application must include basic organizational information such as the agency's mission statement, management structure, board roster, and other requested details.
- Financial documentation such as an annual budget, balance sheet, profit and loss statement, and Form 990 are required as well.
- Even if you plan to apply for multiple programs, only one Primary Fiscal Agent Pre-Application is required.

Step 2: Program Grant Application

- The submission deadline is 5:00 p.m. on April 1, 2026.
- A Primary Fiscal Agent Pre-Application must have been submitted by the designated due date in order for a Program Grant Application to be considered.
- A Program Grant Application is required for each program for which you are seeking a grant award.
- The proposed programming must focus on health, education, financial stability, and/or basic needs.
- The application should include detailed information regarding community need, programmatic goals, program effectiveness, and outcome measurement.
- Describe in your narrative how all awarded grant funds will be used strictly in Lafayette County.
- Explain why the program is needed in our community and how the proposed goals can be effectively accomplished so as to maximize community impact in an efficient, practical manner.
- Detail how the program's performance will be measured so as to ensure its goals are being achieved and programmatic improvements will result moving forward.

FY 2026-2027 Application Workshop

- An application workshop will be held for prospective applicants via Zoom at 10:00 a.m. on Wednesday, February 25, 2026.
- The workshop will provide guidance on how to develop a strong proposal and insight regarding the application review process.
- For the Zoom meeting information, email Kurt Brummett at kurt@unitedwayoxfordms.org.



UNITED WAY OF OXFORD-LAFAYETTE COUNTY: OUR PROMISE, PILLARS, & IMPACT AREAS

From advancing youth opportunity, health, and financial security to strengthening local resilience, United Way of Oxford Lafayette County (UWOLC) promotes a future where every person in our community can reach their full potential. In carrying out our mission to improve lives and meet community needs by uniting people and resources, UWOLC partners to build a better tomorrow for residents of all ages as well as backgrounds.

OUR PROMISE: UWOLC mobilizes our community to action so all can thrive.

OUR PILLARS: Connective | Responsive | Scalable

Connective: We bring a comprehensive approach to every challenge.

Responsive: We actively listen and swiftly respond to community needs.

Scalable: We share knowledge and scale impact so all can thrive.

OUR IMPACT AREAS: Youth Opportunity | Healthy Community | Financial Security | Community Resiliency

Youth Opportunity: We create pathways for young people to reach their goals and realize their full potential.

- Early Childhood Education
- After-School and Summer Learning
- College and Career Readiness
- Literacy Development
- Family Engagement

Healthy Community: We improve access to quality health care, services, and education as well as nutritious food so people have the resources they need to lead healthy lives and enhance their well-being.

- Health Care Access
- Mental Health Support
- Nutrition and Food Security
- Health Awareness, Recovery, and Prevention
- Healthy Environments and Physical Activity

Financial Security: We connect people to education, tools, and resources so they can build a brighter future.

- Adult Education, Training, and Career Support
- Financial Guidance, Coaching, and Assistance
- Housing Access, Stability, and Security

Community Resiliency: We work to build a resilient community that is connected, supportive, and ready to respond to any challenge.

- Crisis Assistance and Support
- Disaster Relief and Recovery
- Emergency Preparedness
- Community Sustainability

OUR MISSION IS TO IMPROVE LIVES AND MEET COMMUNITY NEEDS BY UNITING PEOPLE AND RESOURCES.

UNITED WAY OF OXFORD-LAFAYETTE COUNTY

FISCAL YEAR 2026-2027 PRIMARY FISCAL AGENT PRE-APPLICATION

This pre-application must be received via email at kurt@unitedwayoxfordms.org by 5:00 p.m. on March 10, 2026. The pre-application should be emailed as a Word document (*.docx or *.doc) and any accompanying documentation (board roster, etc.) should be sent as a separate combined PDF file.

This Primary Fiscal Agent Pre-Application must be completed by agencies planning to submit a Program Grant Application as the primary fiscal agent. Agencies will not be eligible to apply for United Way of Oxford-Lafayette County (UWOLC) Program Grant Funding if they have not submitted this pre-application by the stated deadline. For more details, please see the accompanying Policies & Procedures Manual.

Please note:

1. To be eligible, agencies must have a 501(c)(3) tax-exempt status. Public entities such as school districts, libraries, and universities may also be eligible. For information regarding this exemption, please email UWOLC at kurt@unitedwayoxfordms.org.
2. Agencies applying as partners, but not as primary fiscal agents, do not need to complete this application.
3. An agency applying for funding for multiple programs must only submit this Primary Fiscal Agent Pre-Application once.

A. AGENCY CONTACT INFORMATION

Agency Name (Primary Fiscal Agent)	Agency Address
Primary Contact Name	Primary Contact Role/Title
Primary Contact Phone	Primary Contact Email Address

B. AGENCY CHARACTERISTICS

Mission Statement	
Tax Status Designation (e.g., 501(c)(3))	Management Structure (e.g., Board of Directors)
Employer Identification Number	Board/Advisory Committee Meeting Frequency
Number of Paid Staff (Indicate if Full-Time or Part-Time)	Approximate Number of Volunteers Per Year
Fiscal Year (e.g., July 1st to June 30th)	Year of Establishment
If applicable, describe your agency's prior relationship with United Way (funding history, collaborative projects, etc.). (100-Word Maximum)	

C. AGENCY FISCAL MANAGEMENT ASSURANCES & DOCUMENTS

This agency:

Yes / No / Not Applicable

1. Is currently in compliance with all federal and state payroll filings
2. Is currently in compliance with all relevant funding, regulatory, accrediting, and licensing bodies
3. Is current on all debt payments
4. Has not been named in an active lawsuit or a lawsuit filed within the last 36 months (Yes is the appropriate response if you have not been named)
5. Has written financial management policies and procedures in place

Please attach an accompanying explanation for any “No” or “Not Applicable” answer noted above.

As a supplement to this pre-application, submit the following documents as a combined PDF file or as multiple PDF files. Each document must be clearly labeled at the top of its first page and in the specified order. If a document is either not applicable or not available, an explanation must be included in its place. If you have any questions or issues, contact UWOLC prior to the submission deadline.

1. **Board Roster** (include officer roles, employer/organization information, etc.)
2. **Balance Sheet*** for your most recently completed fiscal year with a previous year comparison (include audited financial statements if they are available)
3. **Income Statement*** for your most recently completed fiscal year with a previous year comparison (include audited financial statements if they are available)
4. **Annual Budget*** for current and previous fiscal year
5. **Form 990/990-EZ/990-N** (most recent submission)

* For large entities, the UWOLC Finance Committee requests that at minimum an annual budget for the applicable program(s) be submitted along with the entity’s balance sheet, income statement, and annual budget. The committee requests an income statement and/or balance sheet for the applicable program(s) if the documents can be readily produced, or for the respective division/department in lieu of documentation for the applicable program(s).

D. AGENCY CERTIFICATIONS

1. Are you currently registered as a charity in the State of Mississippi?
 - Expiration Date of Charity Registration (e.g., May 15, 2026)
2. On what date was your last audit, financial review, or compilation completed?
 - Indicate the fiscal year and if it was an audit, financial review, or compilation
3. On what date was your last Form 990/990-EZ/990-N submitted?
 - Indicate the fiscal year and if it was Form 990, 990-EZ, or 990-N

E. AGENCY INFORMATION – CURRENT FINANCIAL POSITION

1. Disclose any material changes that have occurred since the end of your most recently completed fiscal year. Examples would include grant awards received or lost as well as other pertinent information related to your current financial position. Please feel free to include the most recent profit-and-loss statement and/or balance sheet presented to your board of directors to supplement the required financial documents on the previous page.

F. AGENCY ASSURANCES – COMPLIANCE WITH UNITED WAY POLICIES

If an agency's program application is ultimately funded by UWOLC, the primary fiscal agent assures it will:

- Submit a mid-year report to UWOLC that includes a financial update as well as beneficiary and outcome measurement results based on local data.
- Provide a complete and final accounting of all UWOLC funds received and spent at the end of the funding period.
- Apply all UWOLC funds received and spent to Lafayette County, Mississippi.
- Agree to promptly return any unexpended or improperly expended UWOLC funds at the end of the funding period or as requested by UWOLC.
- Submit a year-end report to UWOLC that includes beneficiary and outcome measurement results based on local data as well as a description of how those results are being used.
- Notify UWOLC immediately of any material change in the program plan described in the application.
- Promote an inclusive environment that denounces racial and ethnic discrimination in all forms.
- Include the phrase “funded in part by United Way of Oxford-Lafayette County” and/or the UWOLC logo in all publications, press releases, flyers, signs, presentations, etc. associated with a funded program as well as in other appropriate cases.
- Assist with UWOLC's annual campaign, including providing support, volunteers, etc. for its public relations and marketing efforts as well as participating in its campaign kick-off luncheon and other special events.
- Not directly solicit local employee groups for payroll deductions at any time or encourage designated contributions to UWOLC.
- Operate in compliance with all applicable statutes, licensing, and government code requirements.

G. AGENCY SIGNATURE

A handwritten, typed, or electronic signature provided by an authorized representative (e.g., officer) of the agency attests that the information submitted in conjunction with this pre-application is accurate and certifies the agency's agreement to all the aforementioned assurances. The submission of a typed or electronic signature below verifies the agency's agreement that a typed or electronic signature is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.

Authorized Representative Name & Title

Authorized Representative Signature

Date

For each program on which the primary fiscal agent agency anticipates making sub-grants to another agency or agencies, please include the following information (if known at the time this pre-application is submitted).

Program Name:

Anticipated Partner Agency/Organization:

Contact Person:

Phone:

Email:

Program Name:

Anticipated Partner Agency/Organization:

Contact Person:

Phone:

Email:

Program Name:

Anticipated Partner Agency/Organization:

Contact Person:

Phone:

Email:

Program Name:

Anticipated Partner Agency/Organization:

Contact Person:

Phone:

Email:



Anti-Terrorism Compliance Measures Certification

In compliance with the USA PATRIOT Act and other counterterrorism laws, United Way of Oxford-Lafayette County (UWOLC) will run each agency receiving funds against the Anti-Terrorism Watch list. UWOLC also requires that each agency receiving funds certify the following:

“I hereby certify on behalf of

Agency Name (Primary Fiscal Agent)

that all UWOLC funds and donations will be used in compliance with all applicable anti-terrorist financing and asset control laws, statutes, and executive orders.”

A handwritten, typed, or electronic signature provided by an authorized representative (e.g., officer) of the partner agency attests that the information submitted in conjunction with this form is accurate and certifies the partner agency’s agreement to the aforementioned statement. The submission of a typed or electronic signature below verifies the partner agency’s agreement that a typed or electronic signature is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.

Authorized Representative Name & Title

Authorized Representative Signature

Date

UNITED WAY OF OXFORD-LAFAYETTE COUNTY

FISCAL YEAR 2026-2027 PROGRAM GRANT APPLICATION

This application must be received via email at kurt@unitedwayoxfordms.org by 5:00 p.m. on April 1, 2026. The application should be emailed as a Word document (*.docx or *.doc) and any accompanying documentation (letters of support, etc.) should be sent as a separate combined PDF file.

Agencies (or groups of agencies) should complete this application to request funding for ongoing programs and one-time projects. The grant award process for United Way of Oxford-Lafayette County (UWOLC) is competitive. Applications will be reviewed by members of UWOLC’s Community Impact Advisory Committees and funding decisions will be based on the severity of the community need being addressed, the anticipated strength of the program in addressing that need, and the anticipated strength of the program in improving community conditions to reduce that need in the future. Awards will be announced by June 15, 2026. The grant implementation period will run from July 1, 2026, to June 30, 2027.

Note on Fiscal Agents: The primary fiscal agent must be a 501(c)(3) organization and submit a Primary Fiscal Agent Pre-Application. Exemptions from the 501(c)(3) requirement may be granted for public entities such as school districts, libraries, and universities. Please contact UWOLC for details. Program Grant Applications will not be considered if a Primary Fiscal Agent Pre-Application is not received by March 10, 2026. Agencies requesting funding for multiple programs must submit only one Primary Fiscal Agent Pre-Application.

Note on Program Grant Applications: Specific word limits are included throughout this grant application and the maximum length of Sections B. through E. is ten pages combined (not including letters of support). A separate Program Grant Application must be completed for each program for which funding is being sought. For further details, please see the **Policies & Procedures Manual** and attend the **FY 2026-2027 Application Workshop**, which will be held via Zoom at 10:00 a.m. on February 25, 2026.

Note on Community Investment Process: Each Program Grant Application will be assigned to the applicable Advisory Committee(s), which will review the full submission. Section A. of each proposal will be provided to the UWOLC Board of Directors, which is why there is redundancy between it and Section B. As noted below, please complete Section A. last.

A. PROGRAM SUMMARY (COMPLETE LAST)

Agency Name (Primary Fiscal Agent): Copy Exactly from Section B.	
Brief Description of Agency’s Mission and Work: Copy Exactly from Section B. (50-Word Maximum)	
Name of Program for Which You Are Seeking Funding: Copy Exactly from Section B.	
Program Description: Summarize Based on Section B. (500-Word Maximum)	
FY 2025-2026 Grant Award Amount for This Program	FY 2026-2027 Funding Request for This Program

B. AGENCY AND PROGRAM INFORMATION

Agency Name (Primary Fiscal Agent)	Agency Address
Primary Contact Name	Primary Contact Role/Title
Primary Contact Phone	Primary Contact Email Address
Brief Description of Agency Mission and Work (50-Word Maximum)	
Name of Program for Which You Are Seeking Funding	

FY 2026-2027 Application Workshop (Indicate with an "X")
<input type="checkbox"/> Participated on February 25 th <input type="checkbox"/> Viewed the Recording at a Later Date <input type="checkbox"/> Did Not Participate or View

Community Need
What community needs does your program address? How do you know the identified needs are an issue? If available, please include local data to substantiate the need within the Lafayette-Oxford-University (LOU) community. (250-Word Maximum)
Description of Program
What are the goals of your program? (150-Word Maximum)
Describe your program. Explain in detail how the program promotes its goals and addresses community needs in Lafayette County. It is important to provide a thorough description and assume advisory committee members have no background on your program. You should include information on how the program works, including but not limited to details on who staffs it, where it takes place, when it happens, and who your partners are. (500-Word Maximum)
Who does your program serve? Describe the target population(s) and estimate the number of beneficiaries to be served in Lafayette County during the grant implementation period. You should include information on how eligibility for the program is determined if such details are relevant. (100-Word Maximum)
What is your program’s primary impact area? Please choose the one area you believe to be most aligned to your program. Please note UWOLC may switch your primary impact area if it is determined that your program is better aligned with another area. See the Policies & Procedures Manual for guidance on which impact area to select. (Indicate with an "X")
<input type="checkbox"/> Youth Opportunity <input type="checkbox"/> Healthy Community <input type="checkbox"/> Financial Security <input type="checkbox"/> Community Resiliency
Describe how your program aligns with UWOLC’s impact areas. See the Policies & Procedures Manual for information on each impact area. (150-Word Maximum)
Describe how your program promotes equity. (150-Word Maximum)

C. RESOURCES AND FUNDING REQUEST

Itemized Budget Request: Organize your budget into the categories of Personnel, Services, Travel, Equipment, Supplies, and Indirect Costs (i.e., building/space costs, insurance, utilities, etc.). Certain budget categories may not be relevant for your proposal. Please note all UWOLC grant funds are to be used in and applied to Lafayette County. Add lines as needed.		
Category	Item	Dollars Requested

Seniors can pay for their necessary prescriptions.	Number and percent of participants who enroll in prescription assistance programs after receiving a one-time grant from us	Follow-up phone calls using a brief interview script	We will review interviews and identify specific assistance programs that are not being accessed. We will then improve the screening process to better promote the noted programs.

Explain in further depth how you will know your program is meeting its objectives. Provide additional details on how data will be collected and analyzed. (200-Word Maximum)

Explain in further depth how you will use your outcome measurement results to enhance your program’s impact. (200-Word Maximum)

E. RECENT SUCCESSES AND CHALLENGES

FY 2025-2026 Successes and Challenges

All Applicants: What successes has your program achieved since July 1, 2025? (200-Word Maximum)

All Applicants: What challenges has your program faced since July 1, 2025? How are you working to improve your program? (200-Word Maximum)

Applicants seeking a grant award for a program that received FY 2025-2026 UWOLC funding are *required* to complete the remaining items in Section E. Other applicants are strongly encouraged to provide as much relevant data as is available and/or feasible for the proposed program or similar programming administered by the agency.

FY 2025-2026 UWOLC Funding (Indicate with an “X”)

Yes, the program received a UWOLC grant award. No, the program did not receive a UWOLC grant award.

Number of People Served Since July 1, 2025 Note: If your program provides several different services, please complete a row for each service.	Total <i>People</i> Served (Unduplicated)	Total <i>Services</i> Provided (e.g., # of Meals Served, Utility Bills Paid) (If Relevant)

Total People Served (Unduplicated) by Race/Ethnicity: Must Match Total Listed Above (Please Estimate if Necessary)

White Alone, Not Hispanic or Latino	Black/African American Alone or in Combination, Not Hispanic or Latino	Any Other Race Alone or in Combination, Not Hispanic or Latino	Any Race, Hispanic or Latino

Itemized FY 2025-2026 Budget If applicable, copy this column from your application, but you can add new line items for which you have unexpectedly spent UWOLC funds. If you did not apply, you can enter relevant program information by budget category.	Dollars Requested Copy this column from your application. If you did not apply, leave this column blank.	Dollars Awarded Enter the total amount in the last row. If you did not receive a grant award, leave blank.	Dollars Spent Enter expenditures as of 2/28/26.

F. AGENCY ASSURANCES

If this proposal receives grant funding from UWOLC, the agency assures it will:

- Submit a mid-year report to UWOLC that includes a financial update as well as beneficiary and outcome measurement results based on local data.
- Provide a complete and final accounting of all UWOLC funds received and spent at the end of the grant period.
- Apply all UWOLC funds received and spent to Lafayette County, Mississippi.
- Agree to promptly return any unexpended or improperly expended UWOLC funds at the end of the grant period or as requested by UWOLC.
- Submit a year-end report to UWOLC that includes beneficiary and outcome measurement results based on local data as well as a description of how those results are being used.
- Notify UWOLC immediately of any material change in the program plan described in the application.
- Promote an inclusive environment that denounces racial and ethnic discrimination in all forms.
- Include the phrase “funded in part by United Way of Oxford-Lafayette County” and/or UWOLC logo in all publications, press releases, flyers, signs, presentations, etc. associated with a funded program as well as in other appropriate cases.
- Assist with UWOLC’s annual campaign, including providing support, volunteers, etc. for its public relations and marketing efforts as well as participating in its campaign kick-off luncheon and other special events.
- Not directly solicit local employee groups for payroll deductions at any time or encourage designated contributions to UWOLC.
- Operate in compliance with all applicable statutes, licensing, and government code requirements.

G. AGENCY SIGNATURE

A handwritten, typed, or electronic signature provided by an authorized representative (e.g., officer) of the agency attests that the information submitted in conjunction with this application is accurate and certifies the agency’s agreement to all the aforementioned assurances. The submission of a typed or electronic signature below verifies the agency’s agreement that a typed or electronic signature is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.

Authorized Representative Name & Title

Authorized Representative Signature

Date

United Way of Oxford-Lafayette County: Community Investment Process Guidance

Community Need

Advisory Committee Questions:

1. Is the need clear?
2. How well does the need coincide with United Way of Oxford-Lafayette County's work?
3. How severe is the need?

Applicant Items to Consider:

1. What problem does your program prevent and/or address?
2. How does the aforementioned problem relate to United Way of Oxford-Lafayette County's work?
3. If someone does not believe the issue is a significant problem, how would you convince them?

Goals

Advisory Committee Questions:

1. Are the goals clear?
2. If the goals are achieved, would the program address or even reduce the previously identified need?

Applicant Items to Consider:

1. What is your program trying to achieve?
2. What benefits do you want your clients, participants, patients, or the community to receive from the program?
3. How do the goals relate to United Way of Oxford-Lafayette County's work?

Program

Advisory Committee Questions:

1. How effective will the program be (or how effective is the program) at reaching its intended beneficiaries?
2. How effective will the program be (or how effective is the program) at achieving its goals?
3. How effective will the program be (or how effective is the program) at promoting equity?
4. How committed is the agency to partnering the program with other entities and programs to maximize impact?
5. Is the budget request clear, reasonable, and logical?

Applicant Items to Consider:

1. How would you explain the program to someone who has never heard about it (i.e., who, what, when, where, why, and how)?
2. In what ways does your program promote equity?
3. Whose partnership will strengthen the program?
4. What do you and your partners bring to the table in terms of financial resources, capacity, expertise, etc.?
5. What will you use the requested United Way of Oxford-Lafayette County grant funds to purchase?
6. If you serve multiple counties, how will you ensure that the United Way of Oxford-Lafayette County grant funding benefits only Lafayette County residents?
7. What is the long-term funding plan for your program?
8. Given your financial position, is the amount of requested funding reasonable?
9. How can you implement the proposed program if you receive a partial grant award?
10. How does the program relate to United Way of Oxford-Lafayette County's work?
11. Are there any noteworthy stories that best illustrate the positive and significant impact of the program?

Successes, Challenges, & Outcome Measurement

Advisory Committee Questions:

1. How clearly and compellingly can the program report on recent successes and challenges?
2. How effectively will staff be able to assess if the program is achieving its goals?
3. How will data be used to improve the program moving forward?

Applicant Items to Consider:

1. How can you utilize recent as well as future results to measure program impact and facilitate improvements?
2. How will you collect data and use the information to assess as well as improve upon your work?
3. Are the defined outcomes reasonable, useful, and acceptable?
4. How do the outcomes relate to United Way of Oxford-Lafayette County's work?

Glossary of Selected Outcome Measurement Terms:

Inputs are resources a program uses to achieve program objectives. Examples are staff, volunteers, facilities, equipment, curricula, and money. A program uses *inputs* to support activities.

Activities are what a program does with its inputs –the services it provides–to fulfill its mission. Examples are sheltering homeless families, educating the public about signs of child abuse, and providing adult mentors for youth. Program *activities* result in outputs.

Outputs are products of a program's activities, such as the number of meals provided, classes taught, brochures distributed, or participants served. Another term for "outputs" is "units of service." A program's outputs should produce desired outcomes for the program's participants.

Outcomes are benefits for participants during or after their involvement with a program. Outcomes may relate to knowledge, skills, attitudes, values, behavior, condition, or status. Examples of outcomes include greater knowledge of nutritional needs, improved reading skills, more effective responses to conflict, getting a job, and having greater financial stability.

For a particular program there can be various "levels" of outcomes, with initial outcomes leading to longer-term ones. For example, a youth in a mentoring program who receives one-to-one encouragement to improve academic performance may attend school more regularly, which can lead to better grades, which can lead to graduating.

Outcome indicators are the specific items of information that track a program's success on outcomes. They describe observable, measurable characteristics or changes that represent achievement of an outcome. For example, a program whose desired outcome is that participants pursue a healthy lifestyle could define "healthy lifestyle" as not smoking; maintaining a recommended weight, blood pressure, and cholesterol level; getting at least two hours of exercise each week; and wearing seat belts consistently. The number and percent of program participants who demonstrate these behaviors then is an indicator of how well the program is doing with respect to the outcome.

Outcome targets are numerical objectives for a program's level of achievement on its outcomes. After a program has had experience with measuring outcomes, it can use its findings to set targets for the number and percent of participants expected to achieve desired outcomes in the next reporting period. It also can set targets for the amount of change it expects participants to experience.

Benchmarks are performance data that are used for comparative purposes. A program can use its own data as a baseline benchmark against which to compare future performance. It also can use data from another program as a benchmark. In the latter case, the other program is often chosen because it is exemplary and its data are used as a target to strive for, rather than as a baseline.

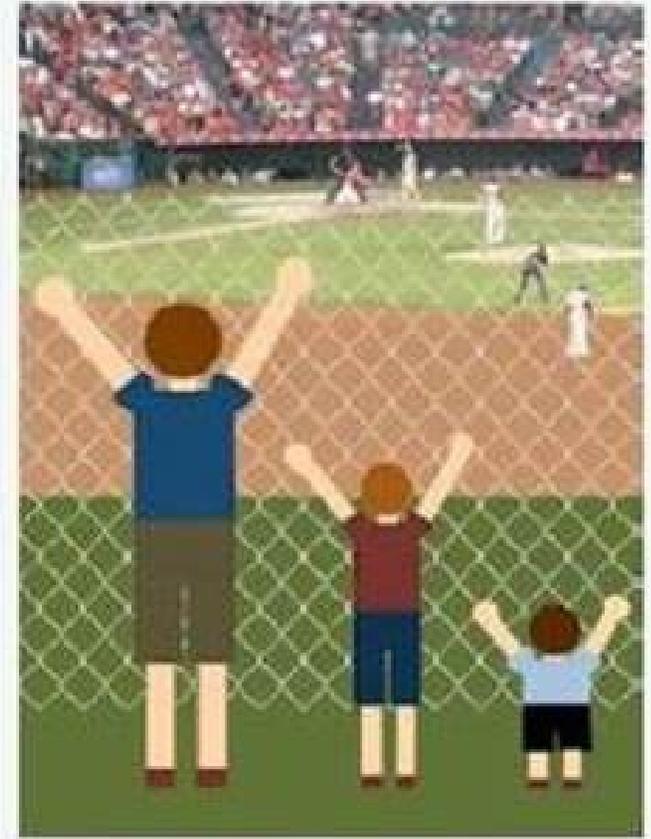
EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.