

Sliding Scale Program

We understand that wealth and income are not distributed justly and equitably amongst people and organizations. At NNOCCI, we are committed to understanding and deconstructing barriers that people/organizations may be facing due to systematic oppression and discrimination. Financial resources should not be a determining factor in whether or not someone can access our services, which is why we offer our services on a sliding scale.

Using the tool below, prospective attendees may qualify for a discounted rate to pay for the training, based on their individual or organizational circumstances. For a sliding scale to work, it relies on the principles of honesty, respect, and accountability. We do not ask for income verification. Being honest with yourself and your individual/organization's financial situation when engaging with sliding scale practices grows strong and sustainable communities. In order to offer a financially stable program, there are also limited numbers of discounted registrations available for our courses and we may not be able to accommodate all requests.

Sliding Scale for Individuals

For those who by paying the full price would be a significant hardship, please use the sliding scale tool below to determine which type of assistance you may qualify for:

- ☐ I am a person who experiences discrimination and/or violence due to systemic social oppression and injustice
- ☐ I have stress about meeting basic needs such as paying for my housing, bills, or food
- ☐ I have medical expenses not covered by insurance
- ☐ I have no money in savings or retirement
- ☐ I have debt that prevents me from meeting my basic needs
- ☐ I am eligible for public assistance
- ☐ I have immigration-related expenses
- ☐ My rent/mortgage is more than I can afford to pay
- ☐ I am unemployed, underemployed, or do not have steady paychecks
- ☐ I am supporting children, family members, or other dependants who are in financial need
- ☐ I cannot afford to take time off, vacation, or engage in self-care activities without it threatening my ability to meet my basic needs such as paying for housing, bills, or food.

Level I: If one-three (1-3) of these apply to you, you qualify to register at a 25% discount rate.

Level II: If four-five (4-5) of these apply to you, you qualify to register at a 50% discount rate.

Level III: If six-seven (6-7) of these apply to you, you qualify to register at a 75% discount rate

Level IV: If eight to all (8-11) of these apply to you, you qualify in receiving 100% financial assistance.

To request your code for the sliding scale discount, please contact contactnnocci@gmail.com and provide your name, organization, and assessment of what level of sliding scale best applies for your current situation.

Sliding Scale for Organizations

If you are attending through your workplace (or being reimbursed by your workplace to attend), or you are an employer who is sending participants please use the tool below to determine which type of assistance you qualify for:

If you are an employer who is sending participants through the course, or an employee attending through your workplace, please use the tool below to determine which type of assistance your organization may qualify for:

- ☐ **None.** For organizations that have an annual budget of \$250,000 and above, an income ratio of between \$65,001 and \$74,999 per employee, and/or have a professional development fund of \$3,000 and above, we invite you to register at the full price.
- ☐ **Level I.** For organizations that have an annual budget between \$200,000-\$249,000, an income ratio of between \$55,001- \$65,000 per employee, and/or have a professional development fund of \$2,000-\$3,000, you qualify to register at a 25% discount rate for up to 2 employees.
- ☐ **Level II.** For organizations that have an annual budget between \$150,000-\$199,000, an income ratio between \$45,000-\$55,000 per employee, and/or have a professional development fund of \$1,500-\$1,999, you qualify to register at a 50% discount rate for up to 2 employees.
- ☐ **Level III.** For organizations that have an annual budget between \$100,000-\$149,000, an income ratio average of \$40,000 per employee, and/or have a professional development fund of \$1,000-\$1,499 you qualify to register at a 75% discount rate for up to 2 employees.
- ☐ **Level IV.** For organizations that have an annual budget below \$100,000, an income ratio below \$40,000 per employee, and have a professional development fund between \$0-\$999, you qualify to register at a 100% discount rate for up to 2 employees.

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