



# Draft Policy: Engagement Honoraria

Feedback and Discussion

# How we got here

## 1. Presentation to Task Force in 2021:

- Rationale for “compensation” policy, current practice at other local governments
- Discussion of key considerations and draft policy from City of Guelph

## 2. Draft Policy Development by Public Engagement Team

## 3. Interdepartmental Staff Workshop on Initial Draft

- Complications raised re: ongoing compensation – for example, Advisory Committee members
- Scope of initial policy adjusted to focus on one-time workshops, focus groups, etc.

## 4. Development of Draft Engagement Honoraria Policy (current draft)

# Draft policy

- Focus on one-time engagement sessions, such as workshops, focus groups, discussion circles, interviews, etc.
- Honoraria intended for members of equity-seeking groups, but does not put burden of proof on these community members
- Includes process for staff to help ensure consistency and safety / respect for participants
- Differentiates honoraria from direct expenses (i.e. childcare, parking, etc.) and incentives to participate
- Acknowledges financial need is only one consideration in potential barriers to participation

# Next steps

- Share draft policy with engagement leaders from City departments
- Identify opportunities to pilot, evaluate and refine the policy
- Continue working with Finance on process for providing (cash) honoraria directly
- Meet with HR, other key internal stakeholders on approach for ongoing compensation (i.e. Advisory Committee members, other ongoing engagement)

# Questions for discussion

- What do you like about the draft policy?
- What would you suggest changing?
- Is anything missing?

