

Attachment 1
Committee Remuneration Policy
- Indigenous Members

Policy Title:	Committee Remuneration Policy – Indigenous Members
Issue Date:	
Revised Date:	
Prepared by:	Chief Administrative Officer’s Department
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1. Principles

- a. Council recognizes that systemic inequities exist for Rights and Title Holders (Indigenous Peoples) that restrict their ability to actively participate in ongoing engagement processes such as advisory committees;
- b. To acknowledge the value of participation by Rights and Title Holders by recognizing there are significant demands made upon them to participate in a variety of City processes;
- c. To provide reasonable remuneration in recognition of the emotional labour and financial demands placed upon Rights and Title Holders;
- d. To reciprocate for the knowledge and expertise shared by Rights and Title Holders.

2. Purpose

The purpose of this policy is:

- To hold space for structured Indigenous membership / participation on the City’s advisory committees, taskforces and working groups;
- To outline remuneration payable, and reimbursement of direct expenses related to participation, to Rights and Title Holders for the provision of advice towards Council decision-making processes via these groups.

3. **Definitions**

- Remuneration – money paid for work or a service.
- Direct expenses – childcare and transportation costs.
- Committee – advisory committee, task force or other working group established by Council for the specific purpose of supporting activities of City decision making.
- Council – the Council of the City of New Westminster.
- Rights and Title Holders – a collective name for the original peoples of Turtle Island (also known as North America) and their descendants who are rights and titles holders to the land.

4. **Scope**

- This policy applies to the remuneration of Rights and Title Holders appointed by Council as members of advisory committees, task forces or working groups.
- This policy does not apply to the Utilities Commission, The New Westminster Library Board or the New Westminster Police Board.
- This policy does not apply to the support of City activities through elders' services, greetings or the provision of traditional knowledge.
- This policy does not apply to participation in one-time, project-based community engagement sessions such as a workshop, focus group, interview, etc.

5. **Related Policies and Procedure**

This policy is applied in conjunction with the following City Policies which include but are not limited to:

- Vehicle Compensation Policy

6. **Authority for Remuneration**

In order for a Rights and Title Holder to receive remuneration for participation on a City committee, the following must first occur:

- Individuals who are Rights and Title Holders who self-identify as Indigenous through the committee application process will be offered remuneration if appointed;
- Individuals who are Rights and Title Holders will have the right to decline remuneration;
- Council has appointed the individual by resolution;
- That the committee has a budget sufficient to support the remuneration to the Indigenous members.

7. Amount of Remuneration

Appointed rights holders shall be compensated as follows for each committee meeting in which they participate:

- a. First four hours: \$200.00
- b. More than four hours: \$400.00
- c. Pre-reading: \$100.00
- d. Any remuneration paid under this policy shall be done in accordance with the applicable Canada Revenue Agency reporting regulations.

In addition to this remuneration, appointed Rights and Title Holders shall be eligible for reimbursement of direct expenses, such as:

- Transportation costs to attend the meetings per the City's per diem policy;
- Parking, if applicable (upon provision of receipts);
- A childcare stipend of TBD, if applicable; and
- The provision of healthy food at meetings.

8. Reimbursement Claims

The Director overseeing the advisory committees, task forces and working groups shall authorize remuneration and all eligible expenses.

9. Policy Review and Rate Adjustments

Council shall review this policy at three-year intervals and consider adjustments related to inflation.

10. Financial Implications

Financial implications of this policy will be managed within the approved annual budget of the Legislative Services division.