## **Best Practices for Fair Payment**

- ✓ **Be Transparent**: Clearly explain how much people will be paid, how they will get paid, and when they can expect payment before they start.
- ✓ Offer Flexible Options: Let people choose how they get paid, like with direct deposit or a prepaid card, so it's easy for them.
- ✓ Respect Time & Expertise: Pay people fairly for their time, hard work, and the knowledge they share, so they feel valued and respected.
- ✓ **Avoid Barriers**: Ensure the payment process is simple and does not create financial hardship (e.g., delays, tax burdens).
- ✓ Ensure Fair Pay: People with lived experience should be paid fairly, just like other professionals doing the same kind of work.

## **Types of Payment:**

- Payments Methods: Hourly wages, stipends, or tokens of thanks.
- **Gift Cards or Vouchers:** An alternative when direct payment is not feasible.
- Covering Costs: Covering transportation, childcare, or meal costs.
- Non-Money Rewards: Members can grow their skills, get training, find mentors, help others, and build new connections.
- Public Recognition: Giving credit to someone by sharing their work in reports, at events, or by offering them a chance to lead and be seen.

## Best Practices for Fair Payment cont.

Engagement Type	Suggested Pay
	Guidelines
Focus Groups (1-2 hrs.)	\$40 – \$100 per session
Speaking Engagements	\$100 – \$500 per event
Advisory Roles	\$25 – \$50 per hour
Leadership Roles	\$50 – \$100 per hour

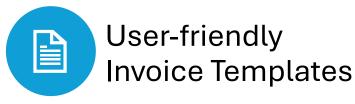
## **Explaining the Payment Process**

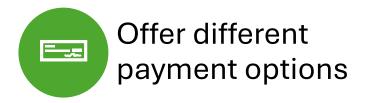


Staff should support members by helping them fill out any forms needed to take part and get paid.



Membership Agreement/Contract







Community members should get their payment soon after they take in the work or event.