

COMPENSATION POLICY FOR GOVERNANCE PARTICIPANTS

Updated by Leadership Council on 8/22/22

To most effectively serve the community and fulfil our shared mission of ending and preventing all forms of homelessness and housing instability in Austin / Travis County, we must share power with people with lived experience of homelessness and with equity advocates who represented marginalized communities. It is imperative to impart genuine decision-making authority with people who are currently or have previously experienced homelessness, as well as those who represent marginalized groups in our community with an intentional and cultivated equity lens.

Furthermore, to create the necessary opportunities for the aforementioned groups to participate in meaningful leadership activities within the Homelessness Response System's governance, we must appropriately provide them with equitable compensation reflective of the critical work they undertake. Compensation for people with lived experience and equity advocates from marginalized communities has been established as an essential component of our system's governance and shall be prescribed through this policy and the governance charter. This Compensation Policy provides the foundation for consistent and equitable compensation for the vital expertise those with lived experience of homelessness and equity advocates from marginalized communities may provide to build a functioning and effective governance structure for the Homelessness Response System.

This Compensation Policy applies to all people who participate in the Homelessness Response System governance structure under Leadership Council and have lived experience of homelessness. This Compensation Policy also applies to all equity advocates who represent marginalized communities from grassroots organizations and who are not otherwise compensated. Equity advocates are defined as unpaid employees or volunteers with grassroots or community organizations which represent marginalized communities and who have a mission dedicated to equity. Participation includes committees, subcommittees, permanent and *ad hoc* workgroups, and all onboarding and training activities involved in any covered governance work.

Per Leadership Council's mandate, the monthly rate for all individuals covered under this Compensation Policy will be as follows:

- \$400/month for Leadership Councilmembers
- \$640/month for Leadership Council cochair
- \$160/month for Committee/Subcommittee/Workgroup member
- \$240/month for Committee/Subcommittee/Workgroup cochair

We expect all participating agencies in the Homelessness Response System to mirror this compensation standard for all activities that involve people with lived experience, in order to create a more equitable and successful community effort to end homelessness.

This Compensation Policy will take effect as soon as a funding source is secured and a mechanism for the distribution of payments is established, which will be no later than February 1, 2022, following the expiration of the Temporary Stipend Policy. Payments will be distributed through The Other Ones Foundation on a regular monthly basis.

Anyone covered under this policy must opt-in to receive payment via the Compensation Policy Opt-In Form found on the ECHO website on the “Coalition Leadership” page. Because financial need can change, eligible governance members may opt-in at any time. If any governance member chooses to opt-out of the Compensation Policy, they must notify the Associate Director of Strategy and Community Planning, Maya Beit-Arie. Anyone who opts-out may opt-in at any time.