



Community Compensation Policy

Overview

Collaborate PASadena recognizes that community voice and lived experience are essential to achieving our mission of eliminating disparities in outcomes for children. This compensation policy ensures that we appropriately value and honor the time, expertise, and contributions of community members who participate in our initiatives.

Core Principles

1. We believe in the power of community-driven initiatives
2. We are committed to setting pay rates that match the living wage in our community
3. We value local voices and contributions
4. We ensure our work is rooted in the needs and realities of those we serve
5. We share power with the people of the community

Eligibility Criteria

To be eligible for compensation, community participants must meet the following criteria:

- Reside or work in the area of our community study (generally Los Angeles County)
- Participation is outside the scope of their regular paid employment
- Complete a Collaborate PASadena community engagement agreement
- Provide parental/guardian permission of involvement if under 18

Payment rates may be adjusted if the participant receives other forms of compensation such as school credit, work-study funding, or compensation from other organizations for the same activities. Participants must disclose any additional compensation or credit they are receiving for their participation.



Spectrum of Community Engagement & Compensation

Informing (\$0)

- Attending community information sessions
- Receiving updates and newsletters
- Participating in open community meetings
- Refreshments and childcare are provided when applicable

Consulting (\$25 - \$50 per session)

- Focus group participation
 - 30 min - 1 hour (\$25)
 - 1.5-2 hours (\$50)
- Community surveys (gift card drawing)
- Individual interviews
- Must be present for entire session to receive compensation

Involving (\$60 per session)

- Working group participation (minimum 75% attendance required)
- Community assessment activities
- Advisory committee meetings
- Compensation is for members who have a participation agreement, not occasional attendees or observers

Collaborating: Working Together (\$40/hour, up to 8 hours per day)

- Align and Design Team Membership
- Coalition leadership roles
- Program development participation
- Strategic planning involvement
- Community evaluation activities



Empowering: Taking a Leadership Role (\$45/hour, up to 8 hours per day)

- Community leadership roles
- Project coordination
- Training and facilitation
- Community organizing activities
- Strategic decision-making participation

Additional Support

The following support services are available upon request:

- Transportation assistance
 - Public transit passes
 - Metro Micro coordination
 - Gas cards for regular participants
 - Ride-share gift cards for specific needs
 - Focus on hosting events within local communities to minimize transportation needs
- Childcare Support
 - Available for meetings over 1 hour
 - Must request at least 48 hours in advance
 - Available for evening/weekend events
 - Includes age-appropriate activities and snacks
- Technology Support
 - Internet access assistance for virtual participation
 - Technology stipends when required for regular participation
 - Hybrid meeting accommodations
 - Technical support during virtual meetings
- Language Services
 - Interpretation available upon request
 - Translation of materials
 - Additional compensation for bilingual facilitators
 - Culturally responsive communication support



Implementation Guidelines

Equity Considerations

- Flexible meeting times to accommodate various schedules
- Multiple participation formats (in-person, virtual, hybrid)
- Accommodation for disabilities
- Cultural and linguistic accessibility
- Recognition of systemic barriers to participation

Documentation Requirements

- Flexible documentation options available
- Alternative verification methods accepted
- Privacy-conscious processes
- Clear communication of requirements

Gift Card Options

- Priority is given to local businesses and markets
- Multiple vendor options are provided when possible
- Available for immediate distribution

Payment Processing

- Payments will be processed within 15 business days
- Multiple payment options available (gift cards, checks, direct deposit)
- Documentation requirements clearly communicated
- Tax forms provided when required by law

Community Leadership Development

We are committed to developing community leadership through:

- Mentorship opportunities
- Skill-building workshops
- Leadership training
- Professional development support

Coming together Working together Succeeding together



- Networking opportunities
- Paid training/apprenticeship roles
- Resource coordination opportunities

Special Project Rates

Special projects or extended engagements may be compensated at different rates based on:

- Scope of work
- Time commitment
- Expertise required
- Project duration
- Leadership responsibilities

Data Collection & Evaluation

To ensure effective implementation and budgeting:

- Track usage of support services
- Collect data on transportation needs and costs
- Monitor gift card preferences and timing
- Regular assessment of compensation rates against living wage standards
- Annual review of policy effectiveness

Review and Updates

This compensation policy will be:

- Reviewed annually
- Updated based on community feedback
- Adjusted for cost of living changes
- Evaluated for effectiveness
- Modified to address emerging needs

This policy reflects Collaborate PASadena's commitment to eliminating disparities in outcomes for children by partnering with the community and advocating to reduce structural racism and systemic inequities. We recognize that meaningful community engagement requires both appropriate compensation and support structures that enable full participation.

Coming together Working together Succeeding together