

COMPENSATION POLICY FOR GOVERNANCE PARTICIPANTS

Approved by Leadership Council on 9/28/21

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. This 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 payment for all individuals covered under this Compensation Policy will be \$40 per hour in the first year (February 2022 – December 2022) and \$50 per hour in following years (from January 2023 onward). 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.

Anyone covered under this policy has the option to waive payment if they choose to decline compensation. Because financial need can change, this optional waiver can be revoked at any time by the act of the covered member notifying Leadership Council Chairs that payment should be reinstated.