

Family and Community Compensation

About Technical Assistance Briefs. The MCH Evidence Center provides ongoing technical assistance (TA) to Title V agencies related to the emerging evidence base, strategies, and measures related to many topics interconnected with National Performance Measures and other critical topics in MCH. *Technical Assistance Briefs* are an outcome of these TA sessions that are designed to act as *conversation starters* in thinking about programs that can be developed to address issues that affect women, infants, children, adolescents, youth, families, and communities. These briefs are not meant to be comprehensive; full analyses of the NPM topic areas are provided in [Evidence Analysis Reports](#).

The Center makes these customized briefs available during TA and on the program website to identify evidence-based/informed strategies, promising practices, examples of ESMS from the field and peer-reviewed resources. Please [contact us](#) if you would like us to develop a similar report for topics that you are working on.

Initial Query for this Brief. Identify state policies developed for family/community compensation.

From the Field

Massachusetts Priority Need: Engage families, fathers and youth with diverse life experiences through shared power and leadership to improve maternal, child, and family health services

Massachusetts SPM 4: Percent of Title V programs that offer compensated family engagement and leadership opportunities

Strategies:

Understand and better coordinate current efforts across MDPH bureaus and offices to partner with and engage communities, families, fathers, and youth at the systems and program level.

Implement at MDPH the statewide Family Engagement framework developed in partnership with the Department of Early Education and Care and the Department of Elementary and Secondary Education.

Build and sustain relationships and trust with families of diverse demographic backgrounds and life experiences – including but not limited to fathers, youth, Black, Indigenous, and people of color, people with disabilities, and people who identify as LGBTQ – to share voice and power in the design and delivery of services

Address institutional barriers (e.g. allowable grant costs, income tax documentation, established organizational culture, institutional racism) to authentic engagement and power sharing with families and youth and to ensuring they receive fair and consistent financial compensation for their partnership and leadership roles.

Ensure communications tools, such as marketing materials and intake forms, for “maternal and child health” programs are inclusive and representative of fathers.

Develop best practices for virtual engagement of families, fathers, and youth beyond the COVID-19 pandemic that maintain quality of engagement and equity of opportunity.

Objective: By 2025, increase to 50% from baseline (38.1% in FY19) the percent of Title V programs that offer compensated family engagement and leadership opportunities.

SPM 4 - Percent of Title V programs that offer compensated family engagement and leadership opportunities ✖

Measure Status	Active								
Goal	Increase compensated opportunities for families, fathers, and youth to inform to MCH programming.								
Definition	<table border="1"> <tr> <td>Unit Type</td> <td>Percentage</td> </tr> <tr> <td>Unit Number</td> <td>100</td> </tr> <tr> <td>Numerator</td> <td>Number of Title V programs who report having offered compensated family, father, or youth engagement opportunities in the previous fiscal year</td> </tr> <tr> <td>Denominator</td> <td>Number of programs receiving funding from the Title V federal-state partnership</td> </tr> </table>	Unit Type	Percentage	Unit Number	100	Numerator	Number of Title V programs who report having offered compensated family, father, or youth engagement opportunities in the previous fiscal year	Denominator	Number of programs receiving funding from the Title V federal-state partnership
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	Unit Number	100							
	Numerator	Number of Title V programs who report having offered compensated family, father, or youth engagement opportunities in the previous fiscal year							
Denominator	Number of programs receiving funding from the Title V federal-state partnership								
Healthy People 2030 Objective	No Healthy People 2030 Objective is provided by the State.								
Data Sources and Data Issues	MDPH-developed Title V Family Engagement Survey								
MCH Population Domain	Cross-Cutting/Systems Building								
Significance	Family engagement in the design and delivery of programs is crucial for improving outcomes. Effective engagement acknowledges that the expertise and lived experience that families bring to the partnership is as valuable as the time of the professional partners, and families should be compensated in meaningful ways. This SPM tracks the proportion of programs funded through the Title V federal-state partnership that offer compensated engagement and leadership opportunities for families, fathers, and youth.								

From the Literature

[Community Compensation Guidelines](#). Washington State Office of Equity. 2024.

- Guidelines for agencies that establish “Class One groups” (boards, commissions, task forces, workgroups, etc.) through governmental channels.
- Specifically provides a policy basis for state entities to provide “a stipend to individuals who are low income OR have lived experience to support their participation in class one gups...”
- Related Resource: [June 2024 Equity Learning Series Presentation: Community Compensation Guidelines](#). [PDF of the presentation](#) and archived [recording on YouTube](#).

[A Standard of Compensation for Youth, Family, and Patient Partners](#). CYSHCNet National Research Network. 2021.

- Compensation guide targeted at *researchers*, funders/payers, evaluators, and grant reviewers
- Primary aims of the guide:
 - Explain level of participation of youth, family, and patient partners in research projects
 - Explains compensation and expenses for youth, family, and patient partners
 - Presents a sample budget
 - Suggests ways to work with outside organizations (like CBOs) who can be very effective partners in recruiting and supporting youth, families, and patient partners
- Defines levels of participation for youth, family, patient partners in research; Encourages users to provide flexible compensation for each partners’ circumstances, their roles, the amount of funding available, and their expertise
- When building contracts for compensation, recommends including an explicit scope of work that will be compensated with a fee based on hours work or tasks completed
 - Recommends a rate of \$25/hr rate with a \$100 minimum payment (does not include incidental expenses for childcare, transportation, etc.)- noted as being a similar rate to an entry level research assistant
 - Provides a sample budget (pp.16)

[Engaging Community Members: A Guide to Equitable Compensation](#). Center for Health Care Strategies. October 2023. Brief. New York Health Foundation and RWJ Foundation.

- [Brief](#) - recommendation of various considerations to keep in mind:
 - [Equitably Compensate Community Engagement](#)
 - [Standardize Policies and Guidelines](#) (what is compensated, recommended compensation rates based on activity, role, time commitment, etc.; required documentation; how people are paid; anticipated time frames for each step)
 - [Support Flexible Pay Options](#) - many may not have a bank account, social security card, or an easy way to deposit checks. Make sure your payment matches the needs and ability of the people you are working with.
 - [Tailor Compensation Approaches when Engaging with Children and Youth](#). Find out what will motivate or appeal to children and youth when you are working with them, don’t assume what they want.

[Equitable Compensation for Community Engagement Guidebook](#). Urban Institute. 2023.

- [Toolkit](#) “Community members and people with lived experience are often called on to “volunteer” their time, experience, and perspectives. Their contributions can be misconstrued as civic engagement, and their expertise may not be valued as much as that of academic or professional experts. But all forms of effort, expertise, and information deserve fair recompense. Community members’ participation demands their time, skills, and knowledge—and asks them to share highly personal, sometimes traumatic, life experiences. As organizations look to partner with community members, they should consider equitable compensation strategies that value such contributions.”
- Starting on page 4, there are 5 principles for equitable compensation that should be addressed:
 - Be transparent and honest
 - Seek feedback and allow the perspectives and needs of the community to guide you in the right direction
 - Offer compensation that reflects your respect for community members’ expertise.
 - Strive for flexibility to adjust to unforeseen and unintended consequences of compensation
 - Prepare to advocate for structural change to your organization’s compensation framework.
- The toolkit provides additional information and principles to help formulate ideas and goals for compensation.

[COVID-19 Homeless System Response: Paying People with Lived Experience and Expertise](#) (PLEE).

7 April 2022.

- Three-page document explaining the importance of paying people for their lived experience and expertise, how to approach conversations with with PLEE and how they would like to be paid, what should be considered for compensation for PLEE (how to pay them, how much, why and for what responsibilities), and potential funding streams and resources for more information.
- Resource List
 - [Lessons Learned From Outreach Workers](#)
 - [Guidance for Recruiting, Hiring, and Retaining People With Lived Experience and Expertise of Homelessness](#)
 - [Onboarding Toolkits for ESG Funded Programs](#)
 - [Continuum of Care Planning Activities](#)

[Compensation Guidelines for Lived Experience Experts of Human Trafficking](#). Child & Family Policy Institute of California.

- “While in many cases local non-profits or county agencies may have limitations on the compensation rates for subcontractors, the use of the federal contractor rate is a helpful benchmark (\$81.25 hourly, \$650 daily), when entering into an ongoing sub-contract or service agreement.”
- Internally, Child and Family Policy Institute of California’s, Preventing and Addressing Child Trafficking Project (PACT), currently compensates members of the PACT Consultant Network at the below rates: ● \$50/hourly for consultation (increasing on 7/1/23 to federal

rate of \$81.25/hour);\$125/hourly for training with materials developed in house; ●
Typically higher/negotiated rate for training with content that is individually developed or licensed.

[Compensating People with Lived Experience: Best Practices and Highlights from the Literature.](#)

September 2019.

- [Fact Sheet](#)
- **Abstract:** This literature review was conducted in collaboration with the Guelph Neighbourhood Support Coalition, the Guelph & Wellington Task Force for Poverty Elimination, and HIV/AIDS Resources and Community Health-Guelph. Its primary goal was to identify best practices for engaging and compensating people with lived experience who provide work for community organizations. Findings will support efforts to develop community guidelines and standards for equitable peer engagement and compensation.

Family and Community Compensation: Technical Assistance Brief

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Access other resources at <https://www.mchevidence.org>

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