

Responses to Q6: Other Comments

Question 6 asks if there is anything else related to remuneration and expenses the respondents wanted to share.

Identifying personal information has been removed but responses are otherwise unedited.

Anti-racism Advisory Committee

- I strongly believe that committee members should be given remuneration
- I've been honoured to serve as a member of ARAC (. . .). The amount of reading, and further education I've taken the initiative to seek out on my own since joining ARAC (so that I am as well equipped as possible to be a valuable member) has proven both worthwhile, and extremely emotionally difficult/draining. A bursary, or remuneration of sorts would help with things such as books, courses, and mental health expenses.
- I would highly recommend consulting representatives and those reparenting intersecting identities on the committee system in building this system. Thank you.
- I think this extremely important. Please consult with persons affected, persons engaged in anti-racism and anti-oppression, harm reduction and trauma informed practice. If the city wants these committee to Excell, and not merely props- then invest in your volunteers. Invest in the future success of the city.
- Yes. Edmonton has the ability to demonstrate to all other major cities in our country how to appropriately support the members of an Anti-racism committee. In many ways how we establish ourselves and how we establish a remuneration process will set the tone and set the standard that the rest of the country can follow. Deciding to not remunerate our committee (and others) furthers the understanding of our members of racialized communities latent thoughts of being exploited in the process of helping a society that has unfortunately (and historically) discriminated against our communities. As an act of good faith and commitment to true civil service, this work needs to be remunerated. This may also help our members to share and participate without feeling taken advantage of. This will also make our members feel like we are truly upholding our citizenship with our participation on this committee. I strongly encourage the powers that be to commit to the remuneration process. This will let us know that the work we are committing to is not performative, but transformative.

City of Edmonton Youth Council

- It is important to show that the work and time of committee members is valued.
- Remuneration, in my belief, would open up participation on boards like CEYC to so many more people. If compensated, individuals may be able to give up an evening of work to attend a CEYC meeting instead. Even a small amount would make a big difference for so many of us, and it would open up participation to individuals for whom access was previously restricted.
- While it is a growing concern that we do not get full participation from all members of the Edmonton community, volunteering is a privilege and an opportunity to do good in society. Remuneration defeats that purpose and while it may allow more people to join, it won't be for the same reasons if it were just a volunteering position. Remuneration will change my perspective on the job I am grateful to get to do and it will change the fact that we have like-minded youth on our council.

Community Services Advisory Board

- It's a nice token to offer an honorarium, but I don't think anyone is signing up for a committee to be paid. When we consider how many committees there are, this could add up over a period of time to something more substantial that could benefit our city. I would suggest that would be money well spent elsewhere. I will still serve.

Edmonton Combative Sports Commission

- I am very supportive of the initiative to provide remuneration to civic agency members.

Edmonton Design Committee

- I believe EDC remuneration should be commensurate with other review boards (Subdivision Appeals Board etc.) as there is a similar time commitment and review of material that is required.
- I think that the remuneration for the EDC committee is low given the time commitment and based on other honorariums I have received from other organizations for similar roles.
- I feel the remuneration for the Edmonton Design Committee should be reviewed towards an outcome of increasing it from its current level. As stated above, there is a time commitment required, as well as a level of expertise, that should warrant an increase.

Edmonton Historical Board

- Remuneration could vary. A person who is independently wealthy and is participating on a board because they have the privilege of time and money to do so likely doesn't need remuneration. But a person managing multiple jobs, childcare, and/or that faces systemic barriers or non-inclusive spaces should be compensated for their time and work.
- Many people are passionate about Edmonton. It is great that so many are volunteering and spending time to make this city even more wonderful to live. Remuneration helps open up doors to persons who do not have the privilege of time and money to spend many hours volunteering for free. Just as we give a gift of respect to our Elders, we need to give respect to our volunteers and their expertise.

Edmonton Salutes

- I would really generally advise against remuneration for our committee.
- I believe this should be a voluntary position
- Maybe parking at City Hall. That would be nice - but not a show-stopper.
- Given the virtual nature of meetings and documents, I do think that it's not unreasonable to have support to ensure an efficient IT/Virtual connection. This might include but not limited to: hardware/software, printer, paper, connectivity etc.
- volunteers should not expect to get paid.

Energy Transition Climate Resilience Committee

- I don't think the City should be paying for parking for anyone on a civic agency. If the City is serious about the energy transition they should be discouraging people (all people) from driving. Public transit could be free but not parking.
- Remuneration is a difficult issue. With the amount of effort some committees require remuneration is a good idea. Remuneration may also help attract members who could not otherwise afford to participate. However, with all the benefits, there are negatives and remuneration could attract individuals who are simply there for remuneration.
- Remain flexible to ensure the most engaged people have a chance to serve.

Naming Committee

- Honorariums should be modest but meaningful. It could be an hourly rate, or a per term rate, but should be enough to fairly compensate for the amount of time yet not necessarily be a "salary" that could be abused by those seeking power. There should also be consideration for a premium

for the Chair, who takes on significantly more responsibility and accountability than members at large.

- I've linked to the AFA honorarium disclosure for reference.
<https://www.affta.ab.ca/about-afa/board-directors/compensation-disclosure>
- Attending meetings should not cost a volunteer, so easy reimbursement for parking would be appreciated. I know that it is already in place, but it was becoming a bit of a hassle.

Women's Advocacy Voice of Edmonton Committee

- You're either going to get privilege with free time, or you're going to get diversity with accommodation. Find a balance by meeting people's needs and doing a real assessment of needs. Not everyone needs remuneration for transportation but maybe they need childcare. Etc. Some need food. People aren't asking for lavish \$500 per meeting committee work. Consider referencing the provincial model with an assessment and strike a balance.
- A basic rule is that no volunteer should be out of pocket for volunteering. Volunteers give time, expertise, commitment.