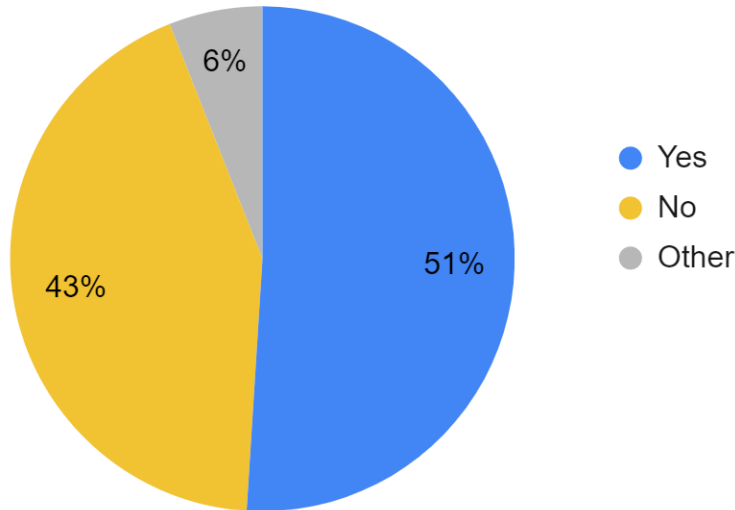


Responses to Q2: Rationale for Remuneration or Not

Do you feel that your service on a city agency warrants remuneration or honorarium?

Respondents=67



Complete Responses to Q2 by Civic Agency

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

Accessibility Advisory Committee

- Yes and no. As a (. . .) person, and a member of the AAC, I do not feel the need to receive an honorarium. (this also speaks to my financial privilege). However, I sincerely believe that all disabled folks on the committee, and family members of disabled folks, should receive an honorarium.
- Yes. And it shouldn't count as income against AISH funding, thus should come in the form of honourarium. (. . .) Any way that organizations can offer folx on AISH (or any low income folx, which is most often true for people who experience disability) extra funding without affecting the monthly allowance is the just and ethical thing to do.
- Yes. We put time, energy and skills into our work.
- I think the work of committee members who are doing work that aims to tackle social injustices (ableism and inaccessibility being one of them) does warrant remuneration. These committee members draw on their lived experience, leverage their personal networks, and volunteer countless hours, to improve the City and make the jobs of other paid employees within the City easier. We are often relied upon as a source of valuable information/perspectives. I think providing remuneration to committee members would be one way of

recognizing and valuing the knowledge, time, and energy members offer to the City and their broader communities. I think it is also important to recognize that many people who sit on these committees experience marginalization themselves - that is they may face barriers to paid employment and may be more likely to live below the poverty line. Expecting them to offer their lived experience free of charge devalues their knowledge and perpetuates their marginalization. When trying to make our City more accessible why is it that disabled people are expected to offer their perspectives free of charge when most (if not all) other consultants the City uses are paid a fair wage? All this said, I know some committee members enjoy volunteering their time and do not wish to be remunerated. This is why I think an honorarium system could be a strong solution. An honorarium offered to all committee members, leaving it up to each member individually, to anonymously determine if they wish to accept the dollars or not.

Anti-racism Advisory Committee

- Yes. As a (. . .) Edmontonian with lived experience of racism, doing antiracism work on the civic agency is often re-traumatizing. This is not a fun activity. Remuneration is important to honor the emotional and intellectual labour we put in. Public members serving on ARAC and other agencies subcommittees often constitute the least paid vulnerable and marginalized Edmontonians. It is inequitable for some civic agencies to receive remuneration while others don't.
- There is a lot of demand on time, even outside the monthly meetings, and this is necessary for the work we need to do. I do ask for 'payment' per se, however some remuneration would be great, especially as this is done for other committees.
- Yes. Serving on the Anti-racism Advisory Committee (ARAC) involves working with city administration in developing and shaping the city's responses and efforts to support racialized Edmontonians in ways that are free from the passive and/or systemic racism that is endemic within the existing municipal structure. This means that while serving as a public member I cannot simply rely on the pre-existing city structures to support our work, rather I am proactive in the continuous dissection and re-imagining of structures to ensure anti-racist processes and outcomes. In other words, ARAC is not a well-oiled machine in which my role as a public member is limited to attending a meeting and placing a vote, in fact I play an active role alongside paid administrative staff in both strategic and operational aspects of the committee. I serve on subcommittees and working groups with monthly meeting times totalling up to 8 hours. In addition to meetings, I spend hours researching relevant issues, engaging with racialized communities, and dissecting my own lived experiences of racism and marginalization to inform our work. All while juggling the committee's schedule with my paid-job schedule.
- Yes, City Council is partially downloading the hard work of anti-racism onto ARAC and requiring ARAC's members to dedicate significant time, emotional

labour, and reputational risk to facilitate meaningful advice and recommendations that may simply be ignored due to political considerations. Civic agencies are providing a service to Council and its administration. However, it is an abusive relationship in that while Council members and administration are remunerated for their time, civic agencies are not. This further compounds the power imbalance between Council/administration and civic agencies. Those in precarious work or vulnerable positions do not have the privilege of being able to meaningfully participate without remuneration leading this to be a significant barrier in preventing applicants to come forward.

- Yes. As members of this committee we bring entire lifetimes of lived experience with racism, along with our education, and commitment to learning about and dismantling racism irregardless of whether or not we sit on this committee. I've never worked with such a dedicated, committed, passionate group of individuals. The work we do in this committee is often triggering and deeply emotional, due to our lived and shared experiences. The commitment we (as a group) have to this work comes not only cerebral place, but a heart centred space. There is an immense amount of emotional labour involved.
- Yes. As a member of the (. . .) community and an outspoken member of our committee, I regularly receive threats, requests for help and put in many hours outside of our monthly meeting times. This emotional labour and invested time is something that must be recognized by the City of Edmonton, particularly in regards to traumatic or stressful work being done as volunteers for the City, as many of us put in above and beyond the hours we signed up for due to the nature of this work. Special considerations should also be made for those who are Black, Indigenous or racialized, those of minority faith groups, those who are disabled and those from the queer community.
- Yes I do. Anti racism work is always done by those who are affected/oppressed by racism. This responsibility is often borne by those who are marginalized and are subject to systemic discrimination. By remunerating members who serve in this capacity is a way to symbolically recognize that and break out of a cycle of systemic discrimination.
- Yes because this work is laborious, intensive and emotionally demanding. We did not sign up for these committees just to coast on the title or pad our resumes. We do it because we care deeply about this city and the people in it. Additionally, meaningful participation on these committees entails more than just the 2 hours a month we spend together. Oftentimes, members are doing additional work, researching or preparing during business hours, evenings and weekends.
- I believe that honorarium is a best practice if the city intends to operate in a way that recognizes intersectional identities and gives respect to frameworks that are rooted in trauma-informed and anti-oppression. Many of us that serve the city as volunteers go well and beyond the expectations for hours in our monthly meetings, taking on additional meetings, duties, and consultations. Many of us face increasingly visible platforms through our work that both endangers us, and causes the Community to rely on our counsel or

- resources. This all involved emotional labour's, vicarious and lived traumas. Black and Indigenous, racialized peoples, minority religious faiths, disabled people and queer persons also require additional considerations. Myself as a (. . .) and outspoken advocate on the committee can attest to this.
- Yes. (. . .) the work that we do is emotionally taxing and challenging as there are current and past structures that have impeded the authenticity and accessibility of this work (for people of color specifically) as well as our allies. Remuneration is a positive step in ensuring that our voices are heard, felt and appreciated.
 - Yes. I believe it is important to recognize the ongoing emotional labour that BIPOC continually invest into dismantling systemic racism, despite being the ones most impacted and harmed by racial oppression and the toll emotional labour takes on BIPOC. Relying on lived experience to dismantle racism is important, but without honourariums there is a risk of the relationship between the City and the BIPOC members on ARAC becoming exploitative and reinforcing power differentials. The histories of economic exploitation due to racism should also be considered (slavery, forced labour for immigrants, incarceration, etc), as BIPOC exist at financial margins and an honourarium would be a step towards addressing that structural inequity.

City of Edmonton Youth Council

- I do, because it makes participation on city agencies inaccessible to many, such as individuals with dependents, or who cannot afford to dedicate their time to something that doesn't put food on the table. And this hurts all Edmontonians, we are missing out on many valuable ideas and perspectives. As well, in general it is a large time commitment to serve on a city agency but provides crucial input to the city, so I think it is warranted to compensate them for their time. Lastly, appropriate remuneration would ensure city agency's get the most high quality people it can find, since more Edmontonians would be eager to give their time and energy
- I believe that it does. As a (. . .), I work on average 15-20 hours a week on City of Edmonton Youth Council responsibilities which is the equivalent of a part-time job while in school full time. I feel that my dedication and commitment to bettering the council and supporting other council members is worth remuneration, as is the work of many of my fellow members.
- I do. The work that we do requires a massive time commitment (subcommittee meetings, general assemblies, work on personal time) and we are generally expected to be self-starters; we come up with our own initiatives and set them into motion collaboratively. These aren't necessarily bad things, but it can feel like we're putting in quite a bit of work for little recognition at times.
- I do not feel that my service on a city agency warrants remuneration or honorarium. The City of Edmonton Youth Council is a volunteering platform that gives youth invaluable experience in this field however, it is volunteering which equates that remuneration is not necessary. It also adds to many

youths' resumes and adds to their volunteering experience, providing remuneration does not validate that.

Community Services Advisory Board

- I am happy to serve on this board without remuneration as it is something I believe in. I think it is important that when in-person and over a meal, that food and beverage be served so we are not out-of-pocket for this, and other expenses such as parking or even childcare.
- I don't believe that my service to CSAB warrants remuneration or honorariums, namely because I applied for this position knowing and understanding that it was as a volunteer. I don't believe CSAB takes up additional and significant amounts of my time outside the agreed upon meetings.

Edmonton Combative Sports Commission

- Yes. Having served (. . .), I can tell you that this volunteer position is demanding and onerous. The Commission also hears appeals of the decisions of the Executive Director which requires a degree of skill, timely responses/work and additional time commitments. Remuneration would assist in the recruitment of skilled and dedicated members of the public, would assist with retention of skilled members who are dedicated to the work and in my view would assist with members continuing to feel engaged in their roles. Furthermore, there is a cost to attending meetings (mileage, printing materials, leaving work early to deal with non-meeting matters, etc.).
- Yes - there is a fair amount of work and a certain level of expertise required. An honorarium would be appropriate but would not be expected to compensate the individual for their time.
- (. . .) Understanding the workload and time commitment required of a commission member is important before speaking to whether remuneration is warranted.

Edmonton Design Committee

- Yes, there is a significant time commitment for both meetings are prior to meeting for getting adequality prepared by reviewing the submission packages.
- Yes; it is about 20 hours per month of time where our professional skills are being called upon.
- There is a large time commitment to review applicant material prior to the EDC meetings as well as two 4-6 hour meetings per month.
- Each meeting takes 4-8 hours of homework (review submissions) and 4-6 hours of a meeting duration. The total involvement in the committee meetings takes between 8 and 12 hours per meeting, two times per month. 16-22 hours each month dedicated for the Committee is a great commitment,

- responsibility and quit a time taken away from families and added work for full-time working professionals.
- Yes - our expertise and professional services provided at EDC should be acknowledged.
 - Yes. The nature of the work we do is time consuming and requires dedication and commitment during professional and personal time.

Edmonton Historical Board

- Yes, because it is a substantial use of my time and because it would encourage those who don't have as much financial fluidity to contribute to boards making our city a more equitable place. This is especially the case for minorities and younger people trying to build a career who don't necessarily have the financial stability to volunteer time.
- No, (. . .) cannot speak to the workload at this time.
- Yes. Compensation for time and skills.
- The current composition of our board does not inherently warrant remuneration or an honorarium, however the inclusion of remuneration may assist in attracting high-quality board members in the future.
We are expected to provide advice to Council on a variety of issues and in the course of our work we generally feel this advice should be based on research, analysis, or other objective materials. To do so requires existing knowledge and/or time to complete this work - both factors that can discourage people from applying, as those with knowledge are likely advancing in their careers (and therefore do not necessarily have time) while those with time do not necessarily feel they have the knowledge. Remuneration may assist in attracting more knowledgeable and experienced individuals to the board, however that is speculation on my part.
In any case, while I do not discount volunteerism and a commitment to one's role in civil society, remuneration or an honorarium would nevertheless be recognition of service to a civic agency. Consideration would need to be given to attendance, participation, and other factors so it does not become free money, and the end result may be the status quo on remuneration, but I am glad that Civic Agencies is having this conversation.
- Yes. Applying to this position is like applying for a job with serious screening. With the time and effort it takes to provide service for the city an honorarium would be appreciated. Expertise needs to be compensated.
- No, I see this as community engagement and volunteerism

Edmonton Salutes

- No, not at all. It is in service to the community and in support of my organization. I also don't think the work we do rises to the level of justifying remuneration.
- No, this is a responsibility of being a citizen and volunteering one's time and energy to making this a better place to live

- No
- No
- No. I am doing my civic duty and expects the time and expenses Togo with it.
- No. This is in the spirit of community service - true volunteerism. The Christmas get-together was fair enough by way of volunteer appreciation. Coins for departing members was a lovely token of esteem.
- No. We are volunteers who want to help with recognition of military members and their families.
- No.
- Notwithstanding the foregoing, reimbursement (with receipts), to the extent that costs are incurred (including travel), for attendance at events where the ESC have been invited and that the ESC send , a representative to.
- No, I'm a volunteer and live within the city. Parking costs would be nice!
- no - we are volunteers
- (. . .) I think those appointed by the City as members of the committee should be given remuneration. Those collecting a wage from a business or organization represented on the committee should not be compensated for attending. The business or org represented should compensate their workers or reps.

Edmonton Transit Service Advisory Board

- No. I am volunteering my time and expertise to give back to the community. Remuneration would be contradictory to volunteering of service.
- Yes. For ours, providing bus passes makes a lot of sense since some board members actually don't take transit on a regular basis. For those that do (. . .) when we return to in-person appointments that helps with alleviating our expenses, a small token of gratitude for our work. For other committees, even an annual thank you stipend (ex. 500/year, plus food at meetings) is nice.
- No, I am serving out of a sense of civic duty.
- No. Provided that, once in-person meetings begin, I am compensated for expenses, eg parking, transit, and refreshments at the meeting, I feel that would be sufficient. If the estimated hours per month of commitment remains constant at approximately 15 hours I do not need payment.
- I was happy with not receiving a honorarium when meetings were in person, since we would receive a monthly bus pass and get a light dinner at our monthly board meetings, which was a nice treat and made attending the meeting directly after work feasible. I did not expect getting paid for being on ETSAB. However now that all meetings are remote, of course we cannot experience the joys of a catered dinner anymore, and for folks that work from home and don't go anywhere due to the pandemic, a bus pass isn't of that much value as compared to the "before times." I feel like with both, or minimally one, of these perks gone, there should be some sort of other recognition or perk, possibly in the form of a honorarium.

Energy Transition Climate Resilience Committee

- I prefer not. I think our advice would be somehow less pure and disinterested if we were being paid for it. Maybe I'm weird, but in my own estimation, my contribution is more valuable when I give it freely. I have a more than full time job and fit this work in on top of that. However, I realize that not everyone has the luxury of the flexibility I have.
- No.
- I cannot speak for all committees but I found ETCRC to consume a considerable amount of time. Far more than what was originally proposed/advertised when I joined. Without my companies support I could not participate at the level I currently do. An honorarium would allow those that do not have company support participate.
- No, I see it as volunteering.
- No. Serving on a City committee is a passion for the subject matter and civic duty to make Edmonton a more livable city. As a volunteer I preserve my independence. There is sufficient support from administration who are paid and directed by the city.
- Yes, as we provide value with our professional expertise and experience.
- No. Voluntary commitment, and based on current group, no professional certification

Naming Committee

- I think it would be appropriate and similar to other organizations (e.g. Provincial Government boards like Alberta Foundation for the Arts) to offer a modest honorarium for the time and efforts that go into serving on a city agency. Over the past 8 years I have dedicated innumerable volunteer hours (. . .), and though I do this for reasons beyond compensation, an honorarium would have made my time and efforts feel more valued. I also see how not offering an honorarium would deter individuals from economically disadvantaged communities from participating in a civic agency - the luxury of "free" time is one that not everyone has and often only the privileged and wealthy can volunteer so many hours without compensation. Agencies, Boards and Commissions do large amounts of work, both advisory and decision-making on behalf of the city, and it would be reasonable to compensate those individuals that make this effort to advance the goals of the City.
- No. I treat this as my contribution to a city that I love and that has been good to me and my family.
- I do not. I feel it's my civic duty as a member of this committee to provide my time without expectation of reimbursement.

Women's Advocacy Voice of Edmonton Committee

- Yes. It's free labor for work that can't be done competently by those hired to do the work. It's a clear example of how CoE recruitment practices are

- ancient and outdated. We're dealing with human beings here - civic service. Provincial boards are compensated.
- No. I am personally fully employed and have joined this committee to learn contribute. I am at a point in my life where I am able to volunteer and do not need remuneration.
 - I do not need an honorarium to serve. In the past, I have had parking covered which is significant downtown. I worry about people applying BECAUSE of an honorarium. I realize that some people have barriers to serving - child or family care, cost and difficulty of transportation, shift work etc. An honorarium may be more practical than covering specific expenses (although not more equitable) as getting expense processed is problematic.
 - Yes, we bring professional expertise and personal experiences
 - To a certain extent and depending on the circumstances. If there is a need to physically travel to get to a meeting then perhaps remuneration would help and also if child care was provided perhaps more women would be able to participate.