

Community Engagement Compensation to Support the MDHHS Social Determinants of Health Strategy

Building bridges for collaboration is a crucial part of our strategy to establish healthy communities. Community feedback will be incorporated throughout the development and implementation of the 2022-2024 Social Determinants of Health (SDOH) Strategy to ensure that the Strategy supports equitable, community-driven solutions.

Robust community engagement efforts will ensure that residents are able to provide meaningful input on policies and programs. Utilizing fair compensation practices for community members is necessary to demonstrate our commitment to engaging community voices and recognizing the value those with lived experiences add to our work. Valuing residents as experts and adequately compensating them for their time is a crucial facet of our community engagement model.

The Michigan Department of Health and Human Services (MDHHS) SDOH team will clearly define engagement criteria before engaging community members in any activity. These criteria may include, but are not limited to, a person's lived experiences, expertise, and/or skills that are relevant and aligned with the targets of the activity. Criteria for engagement and compensation will be clearly communicated before and during recruiting community members to participate in the activity.

Engagement Strategies:

Mini-Grants to Support Community Engagement: MDHHS Policy and Planning Office may provide mini-grants to community partners to support community-led engagement; funds can be used to organize and facilitate multiple layers of community engagement including stakeholder workshops, community conversations, equity action labs, and action team sprints to access community voice to create ways to use the power of MDHHS to support the priorities identified by the community.

Compensation to Support Community Participation in SDOH Task Forces/ Workgroups: MDHHS Policy and Planning Office may provide compensation to community members and small non-profit organizations to serve on SDOH task forces, workgroups, subcommittees, etc.

Criteria for compensation:

- Compensation is standard in exchange for a community member's time and expertise. Michigan residents over the age of 18 years of age are eligible; additional eligibility guidance is provided below.
 - MDHHS employees or contractors are NOT eligible as well as individuals who are already receiving compensation from their organization/ company to participate in these efforts within the scope of their role.
 - Community members must attend meeting and complete W-9 to receive a stipend.
- Non-profit organizations that employ less than 500 individuals may seek a stipend if participation may cause a financial hardship to the organization.

Community Compensation Approach:

We compensate community members by the hour. The rate of compensation is \$100.00 per hour for a community member's time and expertise. Multiply the amount of time in hours that the community member will spend on the activity by \$100.00 to determine the rate of compensation for the activity. This rate includes what may be needed for transportation, childcare, and other needs during engagement.

Fair compensation for community member participation is not the only thing to consider when engaging community members. The following are expectations for the MDHHS Policy and Planning Office to build and maintain community member trust:

1. Establishing clear communicating compensation amounts before participation or projects begin is necessary to prevent confusion. MDHHS members should be upfront and transparent about the processes for collecting W9 forms so that both parties can plan accordingly. Additionally, participants should be informed before participation that all compensation can be considered as taxable income from the IRS and that MDHHS cannot provide tax assistance.
2. Compensation should be paid in a timely manner within 3-4 weeks of participation to the community member.
3. It is essential to clarify the role and impact the community members will have in the activity they are engaging in. Items that should be clearly communicated to community members include responsibilities, expected deliverables, and timeline of the project which could be communicated in a verbal or written agreement such as scope of work agreements.

4. Consider the space you're inviting community members into. Create an environment that will value their lived experience and expertise.

If you are requesting a stipend, then please complete the information below to acknowledge agreement with the Community Engagement Compensation Policy.

Name _____

Signature _____

Date _____