



Compensation Guidelines for Lived Experience Experts of Human Trafficking

Individuals with lived experience of human trafficking, who are engaged in providing expertise to inform or deliver direct services, advocacy, technical assistance, training and capacity building to counties, states or federal projects are acting in a professional capacity and should be compensated equitably.

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.

It should be noted that individuals may charge less or significantly more based on their own professional qualifications, specialization and criteria of the project depending on the varied nature of developing new materials, required planning, or coordination with the agency requesting consultation. Compensation should build in additional time for wellness and/or aftercare expenses, particularly if the work is related to sharing lived experience i.e. speaking engagements, training, keynote addresses and/or engaging in other individuals' trauma narratives i.e. direct advocacy, or focus group facilitation, which may have an increased trauma tax. Lived experience leaders should never be required to share personal "trauma stories" as a requirement for participation.

Compensation should also take into account that sub-contractors rather than employees factor in expenses that are typically absorbed by the employer and are in addition to their take-home pay such as liability insurance, health care costs and retirement benefits. Indirect costs such as reimbursement for vehicle use, phone and internet, office space and supplies may also factor into the consultant's rate or be included as a separate percentage of the contract amount, or as up front, or reimbursable expenses.

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.

Compensation rates are inclusive of billable time for professional leadership development, may incorporate coaching and self-care activities before and/or after events, regular check in meetings with peers, and administration support for invoicing etc. Approved travel costs and supplies are also reimbursable. In addition PACT can provide up front payment for approved travel or lodging requests and in some cases may provide needed equipment, should that be a barrier to participation.

*As noted above, starting in July (FY 2023 - 2024), the PACT Consultant Network consultation rate will increase to match the federal rate of \$81.25, which the California Department of Social Service' Child Trafficking Response Team is requiring as a minimum compensation rate for subcontracting with lived experience leaders, on state contracts.

For more information regarding ethical guidelines to engage survivor leaders to inform local, state or national work please refer to the following documents/websites:

[Survivor Informed Practice – Definitions, Best Practice and Recommendations](#) and [Self-Guided Assessment Tool](#), released by Human Trafficking Leadership Academy Class 1, Office on Trafficking in Persons and the Office on Women's Health.

[Toolkit for Building Survivor Informed Organizations](#), National Human Trafficking Training and Technical Assistance Center, Administration for Children and Families, Office on Trafficking in Persons.

[Meaningful Engagement of People with Lived Experience](#), Chris Ash, Sophie Otiende, National Survivor Network, Global Fund to end Modern Slavery.

[National Survivor Network](#): Recommended Practices include:

1. Build hours into the project for the consultant to work with you to establish norms, practices, and expectations that feel good to both of you, including time for reviewing and revising the contract.
2. Any expenses should be covered upfront rather than as reimbursements (including flight, travel, hotel, and per diem).
3. Lived experience contractors should be paid in a timely manner, without "chasing down" delayed contract payments or unnecessary delays.

4. Travel time should be included in all hourly-based compensation.
5. For any work that requires the survivor to engage with trauma narrative specifics (their own, or the stories of others) or that is expected to be emotionally draining, include an additional hour or two (depending on the length of the engagement) for wellness/recovery/debrief in the hourly estimation as a kind of “hazard pay.”

[Survivor Share - Pros and Cons to Publicly Sharing Lived Experience](#), Diana Cisneros, Preventing and Addressing Child Trafficking Consultant, Lived Experience Expert.