



Policy Compensation for Indigenous Services	Replaces former policy: <input type="checkbox"/> Title: <input checked="" type="checkbox"/> N/A
	Date Effective: 2024-06-28
	Last Update: 2024-06-28
Contact: Finance and Audit Committee or delegate	

Policy Statement

The College, when working with Indigenous individuals, will compensate and/or honour their work. This means paying an appropriate amount that is commensurate with their time, knowledge, and experience, and is culturally sensitive. It is not culturally appropriate to work with Indigenous individuals in a transactional manner as this implies payment for a service rendered.

Separately, expense reimbursement for out-of-pocket expenses related to Indigenous services (travel, parking, personal automobile expenses, transportation expenses including air travel, accommodation, meals etc.) are reimbursed in accordance with the *Policy - Travel and Business Expenses*.

Compensation is provided and expenses necessarily incurred by Indigenous individuals in connection with such meetings or events are properly reimbursed in a timely manner. Being relational means **offering payment on the same day**, as it was in the days of early relationship-building, unless there is otherwise some other agreement ahead of time. It may also mean payment in cash rather than via transfer or cheque.

NOTE: The compensation amounts established in this policy are in alignment with those established by the BC College of Nurse and Midwives which were approved in consultation with two Knowledge Keepers from the Host Nations recognized in the Hub office location.

Where College offices are situated elsewhere in B.C. or College-sponsored events take place elsewhere in B.C., the College must seek to establish relationships with local Elders or Knowledge Keepers in those territories and follow the customs and protocols as shared by Elders or Knowledge Keepers of those Nations.

The College will compensate Indigenous individuals offering the following services according to the fee schedule set out in Table 1 and in conjunction with the College *Guidelines - Working with Indigenous Elders and Knowledge Keepers*.



Table 1: Indigenous Services Compensation Amounts

Indigenous Services	Benefits	Compensation Amount (incl. Preparation Time)
<p>Welcome/Opening/Closing (protocol requires this be the same person)</p>	<p>Welcome/Opening remarks: grounds the work, sets the tone for the day and starts it off in a good way. Closing: reflects on the learnings and teachings from the meeting/event. Re-centers the work and closes in a good way.</p>	<p>\$250-\$300 per person per event day (max 2 hours meeting time)</p>
<p>Half Day Meeting/Event Attendance (includes open/close)</p>		<p>\$400 per person per day (max 4 hours meeting time)</p>
<p>Full Day Meeting/Event Attendance (includes open/close)</p>		<p>\$800 per person per day (4+ hours' meeting time)</p>
<p>Leading Ceremony (e.g. speaker, blanket, smudging, brushing, sweats, cold water bath or ceremony appropriate for the region, etc.)</p>	<p>Provides authentic Indigenous-centered direction, prayer, support, instruction and sacred traditional teachings.</p>	<p>\$800 per person per day</p>
<p>Ceremonial Floor Manager</p>	<p>Provides direction to the family and the speaker. Organizes speakers and the work on behalf of the family.</p>	<p>\$400 for half day (max 4 hours) \$800 for full day (4+ hours)</p>
<p>Witnesses</p>	<p>Integral part of the ceremony and work. They are responsible for sharing what they have seen and heard and speaking to the work. Staff members supporting these types of events are responsible for ensuring they have an adequate amount of change prior to the event. Typically, each witness is offered four (4) coins for their service, at the beginning and end of an event.</p>	<p>\$ Quarters, Loonies or Toonies (dependent upon who is leading ceremony)</p>



Indigenous Services	Benefits	Compensation Amount (incl. Preparation Time)
Speakers (e.g. workshops/staff, meetings/symposia). This is not the same as opening/closing	Provides traditional sacred teachings, reflections, learnings, and knowledge sharing.	\$300 half day (max 4 hours) \$600 full day (4+ hours) (Note: this may be different if the speaker has a set speaking fee)
Cultural Performance/Entertainment	Provides meaningful experience to increase awareness of cultural activities and traditional ways of being.	\$150 per dancer/singer/drummer per event day (or set rates communicated by artists up to \$200 per/person)
Elder Support Person	Supports Elders feeling safe when travelling to and from events and ensures their health and wellbeing.	\$250
Informal Consultation/Meeting	Meeting to provide advice, direction, and guidance grounded in Indigenous knowledge and ways of being	\$200 per hour

Exceptions to this policy must be approved by the CEO/Registrar or designate. Exceptions may arise when Indigenous individuals do not wish, or do not feel safe, to provide personal information such as their address, date of birth, social insurance number, or financial institution details to staff or the College. See [Exceptions](#) below for details.

1. Policy Rationale and Purpose

The College has made a public commitment to:

- promote cultural safety, cultural humility, and anti-racism as core competencies in its work and for the professions it regulates;
- ensure it operates in the legal framework of the Declaration of the Rights of Indigenous Peoples Act which includes creating pathways for Indigenous ways of knowing and being;
- build and maintain partnerships with Indigenous-led organizations;
- draw on the teachings, experience, and knowledge of Indigenous individuals to guide and support its efforts in promoting awareness, evoking change, and working intentionally towards dismantling Indigenous-specific racism within the healthcare system.

As the College engages with Indigenous partners, it is customary to provide compensation and/or a gift to Indigenous individuals in recognition of the time and expertise they share. This is a tangible gesture of respect and gratitude (not a payment for services rendered) and must be carefully considered through a lens of cultural humility, appropriate to the Indigenous services or knowledge being provided, and delivered in a culturally safe way



that honours the protocols and traditions of Indigenous communities. Any process must be carried out in a way that clearly demonstrates knowledge or services are being shared and not sold.

The purpose of this policy is to assist staff in understanding the types of Indigenous services that may require consideration of compensation, what an appropriate compensation amount might be for Indigenous individuals providing those services to the College or participating in college meetings or events and ensuring that expenses necessarily incurred by Indigenous individuals in connection with such meetings or events are properly reimbursed in a timely manner.

Any compensation offered must be fair, reasonable, and culturally appropriate. Any process applied for arranging compensation must be clear, transparent, uncomplicated, and culturally safe.

This policy must always be used in conjunction with the Guidelines - Working with Indigenous Elders and Knowledge Keepers.

2. Policy Scope

This policy applies only to Indigenous individuals supporting the College's journey towards cultural safety, cultural humility, and anti-racism. This policy does not apply to contracts in place prior to its effective date, nor does the policy apply to Indigenous individuals in other College roles such as Board, committee or staff members.

This policy is for use by staff who arrange and administer compensation for Indigenous individuals providing services within an Indigenous context (Indigenous services) to the College.

This policy is not intended to supersede payment arrangements established with consultants and other professionals who normally follow a fee-for-service contract model. Rather, it speaks to forms of engagement with Indigenous partners (including advising of a cultural nature, ceremonies, and territorial acknowledgements) that necessitate a gift rather than a payment for service. Although these gifts may be monetary in nature, they are:

- given in recognition of a person's respected cultural contributions, and to highlight the value of their unique and sacred knowledge; and
- not a payment for a service but an exchange in a culturally appropriate manner to recognize appreciation for a person's time and the teachings shared (such as cultural advising, knowledge sharing, or opening remarks and prayer at an event.)

3. Exceptions

Exceptions may arise when Indigenous individuals do not wish, or do not feel safe, to provide personal information such as their address, date of birth, social insurance number, or financial institution details to staff or the College.



Should this situation arise, staff must never force an Indigenous individual to provide personal information but discuss the matter with a member of the leadership team or the Registrar to approve a more acceptable arrangement to honour the Indigenous individual's time and service, and that continues to meet the College's CRA requirements.

A Social Insurance Number (SIN) may be required to issue a T4A for cumulative annual payments of more than \$500 to comply with CRA regulations. This cumulative \$500 does NOT include reimbursements for travel expenses and only includes cash, near-cash (e.g., gift certificates), or in-kind (physical) gifts.

If the College includes a request for an Indigenous individual's SIN in the documentation process, and they decide not to provide it, the College is deemed to have completed its due diligence in meeting this CRA requirement (provided this is documented).

Gifts to a person with a Status Number, given in recognition for contributions made on reserve, are not subject to the same CRA requirements as those of issuing a T4A.

3. Legal Authority

This policy is linked to the following legislation and regulatory documents:

- B.C. Declaration on the Rights of Indigenous Peoples Act (DRIPA)
- Board and Committee Code of Conduct
- Policy - Travel and Business Expenses

4. Key Partnerships

The compensation amounts established in this policy are in alignment with those established by the BC College of Nurse and Midwives which were approved in consultation with two Knowledge Keepers from the Host Nations recognized in the Hub office location.

Where College offices are situated elsewhere in B.C. or College-sponsored events take place elsewhere in B.C., the College must seek to establish relationships with local Elders or Knowledge Keepers in those territories and follow the customs and protocols as shared by Elders or Knowledge Keepers of those Nations.

5. Definitions

Compensation means a symbolic gift or voluntary payment given to an individual(s) for time and services for which fees are not traditionally or contractually required. In the context of this policy, honoraria are used as a gesture of appreciation for what has been received, taught, and shared in the partnership between Indigenous individuals and the College in the spirit of promoting cultural balance.



Cultural humility is a process of self-reflection and introspection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. It involves humbly acknowledging oneself as a learner when it comes to understanding another's experience.

Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.

Decolonization is the dismantling of the process by which one nation asserts and establishes its domination and control over another nation's land, people and culture. (B.C. Office of the Human Rights Commissioner)

Host Nation(s) refers to the First Nation(s) on whose land the Board meeting, committee or working group meeting, Annual General Meeting, presentation, or webinar is taking place.

- At the Hub in Vancouver, it refers to three First Nations- the hənqəminəm speaking peoples – xʷməθ kʷəyəm (Musqueam), and sel̓ilwiltulh (Tsleil-Waututh) Nations, and the Sḵw̓xw̓ú7mesh-ulh Sníchim speaking peoples - Sḵw̓xw̓ú7mesh Úxwumixw (Squamish Nation).
- At the Victoria office, it refers to the ləkʷəŋən peoples (Esquimalt and Songees Nations) and SENĆOŦEN-speaking W̱SÁNEĆ peoples, including the BOŦÉĆEN (Pauquachin), SṪÁ,UTW (Tsawout), W̱JOŁEŁP (Tsartlip), and W̱SÍŦEM (Tseycum) First Nations.

Indigenous individuals means those who identify as First Nations, Métis, or Inuk and are known as Elder Advisors, Knowledge Keepers, Knowledge Carriers, and Facilitators. They are neither employed by the College nor contracted to provide specific services to the College.

Indigenous services refers to the services listed in Policy Statement of this policy.

Personal information has the same meaning as in Schedule 1 of the *Freedom of Information and Protection of Privacy Act*.

Staff means the employees, contractors, assessors, and inspectors of the College.

6. Process Check

The following documents have been consulted and applied to this policy.

- Board Policy Framework (in draft – use for reference)
- Safe Spaces Playbook
- Guidelines – Working with Indigenous Elders and Knowledge Keepers
- Other



7. Resources/References

Guidelines for Working with Indigenous Elders, Len Pierre Consulting:

https://www.lenpierreconsulting.com/_files/ugd/b6049a_8210084bec2642eda315036eb2747c90.pdf

BCCNM Compensation for Indigenous Services Policy

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