Compensation framework

External support

December 2022

1. Why a public compensation framework?

Digital Freedom Fund (DFF) aims to have a fair, equitable and transparent method to compensate individuals who provide time, care, and knowledge in support of our work. A fair level of compensation also ensures that a wider range of actors can engage their time in doing work toward social change, who would otherwise not have the material means to share their expertise.

Our compensation framework also takes into account our public purpose and our values and obligations as a non-profit organisation. By rendering compensation ranges transparent to anyone who would envision collaborating with us, we aim to participate proactively in the broader field of social change organisations pushing for equitable access to fair compensation. We recognise that transparency in pay range can be one useful tool, among many, to combat high variation in compensation and more generally in wages, which disproportionately negatively impacts racialised womxn and racialised non-binary people.

DFF's Procurement Policy and Procedure[1] is fully applicable in all cases of contracting of services. The compensation framework is complementary to the procurement policy and serves as a guide in procurement for determining fair compensation. Since variations invariably occur, we always welcome specific discussions on compensation both for contracted assignments as well as voluntary collaboration.

This document is reviewed and updated once a year.

While drafting this document, we were inspired by the work done by the organising team of the Colour of Surveillance Conference from Georgetown University.

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[1] A copy of DFF's Procurement Policy and Procedure is available upon request.

2. Types of compensation

2.1 Expert intervener at an event

Interveners at our workshops and events are individuals or collectives who, for example, share their knowledge through a presentation, participate in a panel discussion or a speaker series, facilitate a discussion on a subject they have been working on or share a skill. They are part of the workshop as support but do not partake in the general design, though their inputs are welcome. They are also not expected to invest a significant amount of time preparing for the session.

For a workshop between 2-4 hours long (half-day), we usually compensate the intervener in a range of **EUR 350-500**, depending on differences in duration, available funding, personal circumstances and hardship in finding an intervener, etc.

2.2 Expert consultant at an event

Expert consultants at an event are individuals who share their knowledge through a presentation, facilitate a discussion on a subject they have been working on, moderate a debate, or share a skill. They also play an essential role in the general design of the workshop. They are expected to invest a significant amount of time preparing for the session, and very clear deliverables are set via a written agreement (contract, MoU, etc).

For a workshop between 2-4 hours long (half-day), we usually compensate the intervener in a range of **EUR 500-750**, which includes preparation time before the event.

The variations in compensation are linked to differences in duration and deliverables, available funding, and hardship in finding an intervener.

2.3 Panel of Experts member

The Panel of Experts is comprised of specialists on human rights, digital rights, technology, and strategic litigation. We ask for their opinion to evaluate grant applications as part of its application process. Experts are listed on our website with their name and affiliation. Each grant application that meets our mandate is reviewed by at least two experts. They are matched based on the content of the application.

The number of assessments carried out by each Expert varies. All Experts agree to do up to two assessments a year unremunerated. Those experts who conduct more than two assessments per calendar year are given the option to receive a modest honorarium of **EUR 200** per additional application or donate this sum to a charity of their choice.

2.4 Community member input on DFF strategy or process

At times, we approach individual people in the digital rights community to provide input or feedback on our strategic plans or processes or be part of an interview to hear their

detailed feedback. In recognition of the time and work involved in providing input on this critical strategic work, we offer the option to receive a modest honorarium to these individuals according to the following rates, or donate this sum to a charity of their choice:

- 1-2 hour time commitment = **EUR 100**
- 3-4 hour time commitment = **EUR 200**

3. Communications

For communications to be effective, we enlist the help of talented independent professionals. We are proud to have worked with freelance illustrators, editors, graphic designers, videographers, voice over artists and photographers, among others. In all our final products and materials we always acknowledge those who contributed to the work.

In recognition of the important work that supports our communication outputs, we offer the below ranges for different forms of output, bearing in mind that each output is different and strongly depends on the brief provided by the Communications Team.

3.1 Videography, and Photography

For event filming (a video of min length 1min- max 5 mins), and event photography our compensation range is between **EUR 350-700** per day of the event. This would also depend on how many hours would be required for the process.

3.2 Scribes/Graphic recorders

Our compensation range is between **EUR 350-700** per day of the event. Compensation may vary based on the hours the service provider is required to be on site as well as the aesthetics and extras required.

3.3 Illustrators and Graphic Designers

For illustrations and graphic designs that accompany our communication and publications, our compensation range is between **EUR 250-400** per day. Fees may range higher depending on complexity as well as particular aesthetics and extras required.