Participation Continuum Guide

Category	Description	Type of Contribution	Level of Input	Emotional Labour	Examples of Engagement	Indicative Rate (Per Hour)
Inform	Attendance-based engagement where advocates are present to learn, observe, or represent Lived Experience with no requirement to share.	Presence and participation	Low	Low	Trainings, workshops, conferences, information sessions	$50
Consult	Active participation where advocates contribute perspectives, feedback, and insights. May include light sharing of lived experience.	Input and discussion	Medium	Moderate	Focus groups, surveys, consultations, advisory discussions	$75
Involve	High-level contribution where advocates intentionally share lived experience to inform, influence, or lead.	Lived expertise and influence	High	High	Speaking engagements, panels, facilitation, program or strategic advising, storytelling	$100
Collaborate (Co-Create)	Ongoing or strategic involvement where advocates partner in shaping programs, policy, or systems.	Strategic leadership and co-creation	High	High	Advisory roles, program co-creation or co-design, co-research, long-term projects	$100
Empower	Employ Advocates on part/full time job		High	High	Long term employment	Salary