



WOMEN OF COLOR ADVANCING PEACE, SECURITY  
AND CONFLICT TRANSFORMATION  
**ORGANIZATIONS  
IN SOLIDARITY**



**July 2023**

## Fair Recognition Working Group

*OiS Fair Recognition Best Practices Series*  
**#2 Demystifying Honorariums for Peace  
& Security Organizations**



**WCAPS**

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## Aims of this factsheet

The purpose of this factsheet is to provide organizations in the peace and security space with guidelines and parameters that could aid them in institutionalizing policies on honorariums in their own organizations. As a relatively non-uniform practice in the peace and security space, this factsheet aims to demystify the honorarium process, making it easier for organizations to institutionalize honorariums, rather than working on an as-needed level.

## How honorariums connect to Diversity Equity and Inclusion

By definition, an honorarium is a one-time payment made to bestow recognition to an individual for services they perform, for which payment is typically not required. Traditionally, honorariums are paid to speakers at events, experts participating in roundtable discussions, or other activities that are outside of a consulting or employment situation. However, due to a lack of standardization around honorarium policies, their implementation can lead to a perpetuation of inequality for those who are in already systemically marginalized populations, particularly Black people, people of color, and women.

It has become increasingly understood that [salary disparities](#) between marginalized groups and the dominant group continue to persist in the corporate sector. These same disparities are seen in other forms of compensation, including honorariums or payments for speaking engagements, conference attendance, etc. where already marginalized groups are less likely to ask for financial support than their peers. This has a knock-on effect that leads to [lost income](#) and [more](#).

## Key considerations for the creation of honorarium policies

Organizations in the peace and security space should use the following guiding questions when creating an honorarium policy:

- Who will determine who is eligible for an honorarium? How is that determination made?
- How much will your honorariums be, whether a flat rate or hourly/daily? Will you have a set rate, or use a range?
- How did you select the rate/range, and why did you choose this rate/range? Have you instituted an annual or semi-annual review period of the rate/range, to assess for outside impacts to costs?
- What circumstances did you take into account? These circumstances can include, but should not be limited to, race, class, gender, identity, and socio-economic circumstances.
  - Did you consider assumptions about identity, and visible vs. non-visible aspects of someone's identity, and how did you take this into consideration?
- How will this be funded? Will it be built into your overall operating budget, or is it project by project?
- How will you handle barriers to paying honorariums, such as individuals who request that an honorarium be paid to an organization rather than themselves?

Below you will find some data points that may be useful when justifying a balanced honorarium policy. If we recognize that honorarium falls within the wide scope of pay inequity for marginalized groups, disparities in pay can translate to similar disparities in honorariums.

- Based on its research, the Institute for Women's Policy Research estimated in 2015 that women won't receive equal pay until 2059. [\[Source\]](#)
- Black women's median annual earnings (\$34,000 for those who work full-time, year-round) lag behind most women's and men's earnings in the United States. [\[Source\]](#)
- Black women who work full-time, year-round, earn just 64 cents on the dollar compared with White men, the largest group in the labor force. [\[Source\]](#)

- The gender gap in negotiation may in part explain why women in the United States earned only about 83% of men’s median annual earnings in 2021, according to the Institute for Women’s Policy Research. Also, “Compared to the median weekly earnings of White men working full-time, Hispanic women’s full-time earnings were just 58.4 percent, Black women’s 63.1 percent, and White women’s 79.6 percent.” [\[Source\]](#)
- According to the U.S. Census Bureau’s Quarterly Workforce Indicators data based on unemployment insurance wage records for the third quarter of 2020 (the most recent national data), women in the United States earned 30% less than men and that pay gap increased with age. [\[Source\]](#)
- Although the gender pay gap has narrowed since the signing of the Equal Pay Act of 1963, women earned 82 cents for every dollar a man earns according to 2020 data from the Bureau of Labor Statistics. [\[Source\]](#)

Here are some other ‘fact sheets’

<https://www.pay-equity.org/info.html>

<https://www.pay-equity.org/info-race.html>

<https://www.statista.com/statistics/934039/gender-pay-gap-select-countries/>

<https://ourworldindata.org/economic-inequality-by-gender>

<https://livingwage.mit.edu/counties/11001>

**Wage Gap Calculator accessible via QR code:**



## About the Organization

At Women of Color Advancing Peace and Security (WCAPS), we believe global issues demand a variety of perspectives. That's why we created a platform devoted to women of color that cultivates a strong voice and network for its members while encouraging dialogue and strategies for engaging in policy discussions on an international scale. Through our dedication to mentorship and partnerships and our passion for changing the global community landscape, we remain committed to achieving our vision of advancing the leadership and professional development of women of color in the fields of international peace, security, and conflict transformation.

The Organizations in Solidarity (OIS) program at WCAPS works collaboratively with organizations and individuals across the peace, security and foreign policy field to combat racist beliefs, attitudes, and acts of discrimination, and to integrate diversity within all levels of our organizations and field. We are evaluating the current state of affairs, educating, elevating and supporting diverse voices and perspectives and the individuals who hold them, giving due recognition and credit to the achievements of Black people and people of color, and creating a world where all people are treated fairly, equitably, and with respect.

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