



Frayme Blog Policy

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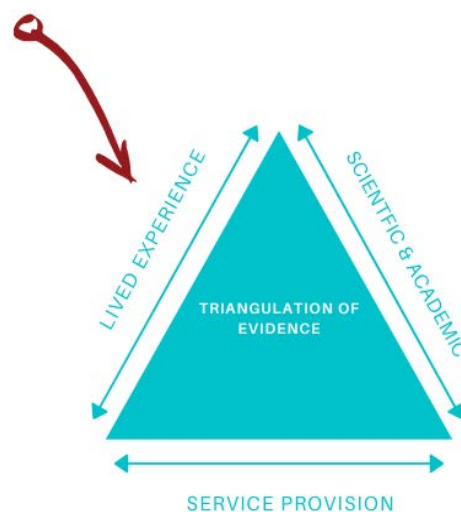
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Liability: Frayme is not liable for third party links posted to the blog or for content contributed by external stakeholders. Content on the blog is not an endorsement from Frayme or representative of the organization's beliefs or opinions. Work submitted to Frayme's blog becomes the intellectual property of the organization and may be modified, removed or edited at any point. If a blog post is removed or edited, the author will be notified by Frayme. Frayme does not allow content to be posted that violates intellectual property rights or copyright of any third party, or content that is defamatory against Frayme and/or other organizations.

Content disclosure: Frayme is not offering advice or treatment options through its blog. If you are seeking mental health or substance use support, please contact your local service provider. If you are in crisis please call 911. If you need to talk to someone, contact [Kid's Help Phone's Live Chat](#) or call 1-800-668-6868.

So, why a blog?

Frayme's blog was created as a space to share things you won't find in research, academia and literature. The blog is about youth mental health and substance use and will largely include story-telling, lived experience and perspective that informs the research, evidence and best practice out there. Frayme uses a triangulation of evidence to mobilize knowledge. If you think of that triangulation, the blog fits riiight about here



From editorials, podcasts, and interviews to opinion pieces and poetic prose, Frayme's blog is a chance to show a different side of mental health and substance use knowledge mobilization through the eyes of youth, families and others with lived experience or expertise (while still being grounded in scientific and service provision evidence). As such, the blog is a place to share lived experience and perspectives that may open - and some sometimes challenge - our understanding of mental illness, mental health and substance use.

Interested in being a blog contributor?

We're always looking for more voices to share out. Please see below on how to contribute to the Frayme blog:

Step 1: Pitching

Please [reach out to us](#) to pitch your blog post idea. We will happily work with you to come up with a plan for a blog piece that aligns with Frayme's [areas of work](#). See the "Additional information" section below to get an idea of what we are looking for.

Step 2: Letter of Agreement

Once your topic has been approved and confirmed, we will establish timelines and our team will draft out a letter of agreement that reflects the requirements of both the writer and Frayme (you will have the opportunity to review and ask questions before you sign!). After that, you are free to start drafting your content!

Step 3: Review

Once your draft has been completed, we will ask that you send it to us for a review. If you wish to have a call to discuss the piece, this can be arranged as well. After that, we will ask for a brief bio for the author section - afterall, we want to give credit where credit is due.

Step 4: Publication

Your piece will be posted on the Frayme blog and officially released into the wild blogosphere! We'll work together to share it out to the Frayme network and provide you with regular metrics on how it's doing for a month after it has gone live.

Additional information

We are committed to supporting youth, family and others working within the youth mental health and substance use (YMHSU) sector to provide a platform for sharing stories and voices. As part of the current strategy for the blog, we are aiming to expand the depth of our online knowledge mobilization efforts and invite our partners and stakeholders to contribute to the blog in a way that aligns with Frayme's mandate.

Blog pieces can range between 300 and 800 words *but* they are also not limited to text. You can pitch a podcast, illustration, photo voice essay, video, or even photography set if you wish. The idea is that this will be an accessible way into your lived experience for a range of audiences. We encourage you to think broadly, imaginatively, or simply more straightforwardly about the purpose of your blog piece and why people should read it. Blog posts could range from a snapshot of lived experience on a topic to a more creative piece of prose that helps convey an opinion, perspective or thought related to YMHSU.

We want to shed light on the other side of YMHSU that is not often found in journals and research papers. Your blog post may be controversial, polarizing or sensitive and that is okay! (provided there is no hate speech, sexually explicit content, or objectionable material). We want to encourage a thoughtful dialogue

between readers and our contributors so that we can expand how we typically think in relation to YMHSU. Trigger warnings will be posted on blog pieces as necessary. In any case, we would like to give you a reasonably free hand in the content of the blog post – hence the wide word limit. Now, get those creative juices flowing and give us a shout: you + us = awesome.

Honoraria Policy

Frayme has an honoraria policy in place for all blog contributors to acknowledge their time and work. Please see below and for more information, please [contact us](#).

The following section outlines the guidelines and procedures Frayme staff follow to ensure honoraria payments for blog writers (referred to as creators within this policy) are issued in a timely and equitable way. In order to recognize and value the time, expertise and skills that these creators contribute. Frayme offers honoraria as a way of saying ‘thank you’ and to provide incentive to creators.

Honorarium rates

Frayme’s honorarium rates were determined in consultation with youth, families and relevant organizations with similar policies. Activities covered by honoraria include occasions where creators are producing a storytelling output, including blog post, podcast, creative arts, video, or photography essay. Engaging in this activity typically requires moderate preparation and creation time. This may include creative planning, output development, reviewing documents, etc. Creators will receive honoraria rate of \$40/hr, for a maximum of ten hours. Frayme is committed to providing accommodations to support equal opportunities for participating in activities like these. As such, creators are encouraged to connect with the team at Frayme to determine what accommodations may be required based on needs to minimize the impact of functional limitations due to disability.

Guidelines and considerations

- *An individual engaged with Frayme is eligible for honoraria if:*
 - *they are invited or pre-approved by Frayme to undertake specific activities on behalf of the network and*
 - *another organization has not already committed to covering the individual’s time.*
- *If another organization has committed to covering the cost of an individual’s time engaging in Frayme activities but the rate they are offering falls below that offered by Frayme, Frayme will ‘top up’ the individual’s hourly rate to align with what they would be paid by Frayme alone.*
- *Frayme recognizes that the need to provide a fixed address, banking information or a social insurance number may create barriers for some. The Frayme team is committed to talking to individuals about any barriers they may face and offering assistance where possible.*
- *Some contributors may decline the honorarium offered or may prefer that it be redirected to their employer or another organization. Some individuals may also identify another way that they would prefer to be recognized (such as volunteer hours, authorship on a publication or a reference for future employment). In such cases, Frayme staff will work with each individual contributor to determine the most meaningful way to recognize their contributions.*
- *To ensure security, Frayme will not save social insurance numbers in an electronic format and staff will discourage contributors from sharing their social insurance number via email (instead offering to communicate over the phone or in person, where possible). The Department of Finance maintains a master list of social insurance numbers in a secure, locked location. This information is kept on file for seven years, at which point it is shredded.*
- *Note that income is not reported unless an individual earns over \$500 in honoraria from Frayme in a given calendar year. Regardless, individuals are asked for their SIN up front as it can be challenging to collect later.*
- *Frayme is committed to ensuring contributors are recognized for their contributions in a fast and timely manner. To enable this, staff will identify honoraria needs as soon as they arise and prioritize processing honoraria payments wherever possible.*
- *In the spirit of transparency, Frayme staff will communicate openly with contributors regarding the timing of their honorarium.*
- *Contributors are responsible for tracking and reporting their own hours (using a template provided by Frayme. Reminders are provided on a regular basis, but it is the responsibility of each individual to make note of their work completed.*