



In Cultured Company's Consulting and Service Fee Model

In Cultured Company (ICC) is an all-volunteer organization that relies on our consulting services to offer free and low cost educational opportunities to our community. All lead facilitators have extensive professional experience and/or tertiary education credentials in research and pedagogy, social justice and racial equity facilitation, mental health services, and community organizing. We have experience working with a diverse range of organizations—from Universities to corporate Employee Support Groups, to Grasstops non-profits, to community-based collectives and college student groups. Our team and board members are predominantly Afro-descendant, under 35 years old and predominantly cisgender female.

We are committed to liberation, equity, and decolonization and therefore **donate 10%** of our proceeds to our partner projects in Haiti and the Dominican Republic. We believe that fund availability should not limit access to ICC. As such, we maintain a tiered service model that is oriented towards those operating with no funds, low funds, and standard organizational budgets of different sizes. Our organization deeply values diversity and seeks to foster a welcoming environment for all.

In Cultured Company's Consulting Rates for Organizations with Budgets¹

Organizational Budget	Day Rate Per Facilitator	Hourly Rate Per Facilitator
Up to \$250,000 ²	\$1,200 – \$1,500	\$200 – \$250
\$250,001 – \$500,000	\$1,500 – \$2,800	\$200 – \$275
\$500,001 – \$2M	\$2,800 – \$3,500	\$275 – \$350

¹ Not including interpretation, travel, lodging, and per diem expenses.

² This is the actual cost of the work, even when working with groups whose budgets are less than \$250,000.00.



\$2M-6M	\$4,000 – \$5,000	\$400 – \$500
\$6M+	\$5,000+	\$500+

In Cultured Company's Sliding Scale Consulting Rates for Student and Community Groups

For grassroots organizations, small collectives, or community groups without dedicated funding, we offer the following options:

Organizational Budget	Day Rate Per Facilitator (limit 4 hrs)	Hourly Rate Per Facilitator
Volunteer-Led/No Budget	Pay-What-You-Can (\$0 – \$500)	(\$0 – \$75)
Small Grassroots Group (<\$50K Budget)	\$500 – \$750	\$75 – \$150
Emerging Nonprofits (\$50K – \$150K Budget)	\$750 – \$1,000	\$150 – \$200



How are rates determined?

In order to establish our rates, we take into consideration several factors that include but are not limited to:

- The latest reported IRS Form 990
- Gender and racial makeup of the organization (e.g., Leadership vs. organizers/Executive vs. Junior).
- Size of the organization and its participation (e.g., For equity/race/anti-oppression training and/or facilitation, our ratios are 10/1 when its majority Black and POC participants, vs 6/1 with majority white or white Latinx participants)

What does the actual cost of the work provide to the community?

The Institute for Policy Studies recent report *The Road to Zero Wealth: How the Racial Divide is Hollowing Out the America's Middle Class* (RZW) showed that between 1983 and 2013, the wealth of the median black household declined 75 percent (from \$6,800 to \$1,700), and the median Latino household declined 50 percent (from \$4,000 to \$2,000). Income disparities impact daily decisions for communities of color such as whether or not they can invest in educational resources and training that can improve community outcomes and interpersonal relationships. **Thus, in addition to 10% of our fees supporting partner projects in the DR and Haiti, 30% of In Cultured Company's client fees are used to subsidize the cost of community workshops, allowing community members to take part in this revolutionary work regardless of their income, immigration status, or academic background.**