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**Rosemary Linares, MPA, Principal**

424 Little Lake Drive, Number 18

Ann Arbor, Michigan 48103

[www.cmsjconsulting.com](http://www.cmsjconsulting.com)

[RoseLinares@gmail.com](mailto:RoseLinares@gmail.com)

734-771-4951

## **INVESTMENT LEVELS GUIDE FOR CONSULTING ENGAGEMENTS**

Cross Movement Social Justice Consulting customizes each engagement based on the combination of components included that support the client's goals. Before knowing a scope of work, it is difficult to estimate the level of investment. Consultants are open to negotiating a fair price based on a specific scope of work\*.

A list of investment benchmarks:

1. Facilitation or Training Sessions
  - a. Day-long, in-person (up to 7 hours): \$4,200
  - b. Half-day, in-person (up to 4 hours): \$2,400
  - c. Virtual session via Zoom for 3 hours maximum: \$1,800
  - d. Virtual session via Zoom for 1.5 hour: \$900
  - e. Virtual session via Zoom for 1 hour: \$600
2. DEI Audit Base Rate: \$7,000
  - a. Staff Climate Survey (additional \$3,000)
  - b. DEI Principal Practices (additional \$1,600)
  - c. Quantitative and Qualitative review of company materials (additional \$2,400)
  - d. Visualization & Analysis of Staff Demographic Trends (additional \$1,600)
  - e. Focus groups with internal and/or external stakeholders (additional \$1,200 per focus group)
  - f. Individual interviews (additional \$600 per interview)

\*A rough formula to assist with estimating an investment level for a project is to factor in \$200 per hour for every hour of in-person meeting time. For every hour of in-person meeting time there is an estimated hour of preparation for another \$200, and one hour of post-meeting work for an additional \$200. This formula does not apply to certain services, however, such as conducting a DEI Audit; designing and disseminating a survey; data analysis and report writing; or project management.