

EXECUTIVE SUMMARY

For the second year in a row, Do Better Consulting, a Colorado-based nonprofit consultancy, shared a survey with fellow nonprofit consultants from February to May 2022 to capture data about consulting rates and consulting business operations. We received 56 responses, mostly from consultants who identified as white women and were based in Colorado or Texas.

Because some of the options offered for the 2021 survey were altered from the 2020 survey, caution should be taken when making any data comparisons.

Our key findings include:

- The consultants who responded to this survey charged, on average, \$132 per hour and in 2021, billed an average of \$105,728.
- Our findings on a gender gap in hourly rates reinforced current estimates of 84 cents to the dollar. Women charged \$126 per hour and men charged \$154 per hour on average.
- Although there were not significant differences between the hourly rates of white consultants and consultants of color, we found a substantial difference in annual billing. Non-white consultants billed an average of \$80,001 in 2021 and white consultant billed an average of \$112,867.
- Consultants who specialized in strategic planning, interim leadership, and justice, equity, diversity, inclusion (JEDI) work charged the highest hourly rates (\$141-148), and those who specialized in grant writing charged the least (\$97 per hour).
- There were differences between consultants who worked independently and those who hired subcontractors. Independent consultants charged a lower average rate of \$123 per hour and spent an average of \$7,563 on their businesses. Consultants who hired subcontractors charged an average rate of \$149 per hour and spent an average of \$21,108 on their businesses.



Do Better Consulting has launched its [2022 survey](#), which will be open for responses until the end of February 2023. If you are interested in supporting this project, donations towards the cost of this year's report are being accepted [here](#). The full report and data set are available for purchase at www.dobetter.consulting.