

## ***OPC Consulting Services -Arlene Koth***



OPC Consulting Services (OPC) works with organizations that seek to create intentional employee cultures that are equitable, inclusive, and diverse. OPC has the practical experience, expertise, and change management processes to make workplace equity come to life for their employees by taking a systems approach to change. Many times, there is a major gap between policies (which can be employment policies or even value statements) and practices (which are the day-to-day behaviors and organizational decisions). We understand there is a definite need for individual behavior work, and we also know that putting those individuals back into the same “system” that created the existing culture doesn’t act as a catalyst for change. Therefore, our process follows four steps:

1. Define the aspirational workplace equity culture
2. Ensure employees understand why the culture is changing
3. Align policies, procedures, and practices with the organization’s aspirational culture
4. Institute metrics, behaviors, and accountability measures that maintain the new workplace equity culture

As a senior consultant, I utilize my personal and professional experiences to turn the discomfort that comes with naming and addressing disparities and discrimination into a culture everyone can be proud of. I have been told on many occasions that my straightforward but approachable demeanor helps others feel more confident to express themselves more authentically and work through issues that may otherwise have impeded the progress of the organization. OPC is a fierce and tireless advocate of equity.

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