

WORKPLACE EQUITY—THE HIERARCHY OF NEEDS

As a leader, you likely believe having a diverse workforce is imperative—the world is diverse and workplaces should reflect that diversity.

Most of the time organizations hire a few “diverse” employees and check the box on “diversity and inclusion.” Those same organizations run their HR reports only to find turn over in certain positions and demographics continue to be higher, promotions and leadership roles for those “diverse” employees don’t manifest in any significant or consistent manner and there are rumblings that the “diverse” employees who do stay are unhappy at best and really ticked off at worst. The leadership scratches its collective head wondering why they can’t seem to get and keep diverse talent. Here’s the reason: Nobody stopped to fully understand what creating an equitable workplace really meant...everyone was wrapped up in “getting” diversity.

At OPC Consulting, we unwrap what “getting” diversity really means. We start by defining diversity, inclusion, and equity in the workplace.



We understand workplace equity is not achieved at the individual level but systemically. We reference Maslow’s Hierarchy of Needs:

- Start with the basic needs—creating a **fair and just culture**
- Move to the psychological needs—**aligning behaviors**
- Finally, reaching self-actualization—**positive and sustainable diversity** throughout the entire organization.

