

Arlene R. Koth, SPHR, SHRM-SCP

Founder & President



Arlene Koth has over two decades of human resource management and organizational planning experience, 25 years of nonprofit experience, and 15 years of C-suite/executive leadership experience. She founded OPC Consulting to turn her passion for inclusion, justice, and equity into a full-time career. Arlene has lived the experiences she works with others to overcome. Instead of hiding her difficult personal challenges, she combines them with her decades of professional experience and expertise to create practical and sustainable changes inside organizations that want to improve how they function. By implementing more equitable and inclusive policies, processes, and practices, Arlene helps strengthen organizations, the people who work or volunteer for them, and the communities in which they serve and reside.

Arlene accomplishes this by helping organizations create sustainable and effective strategies that support organizational equity, internal cultural change goals, and organizational financial objectives. Additionally, she is sought out by organizations who want guidance and real-world strategies to diversify their boards of directors and create inclusive board environments.

Beyond her consulting practice, Arlene is also a professional mixed-media artist whose work has been featured in exhibitions, galleries, and residencies. Her creative practice serves as both reflection and resistance—another way she advances her lifelong commitment to equity and inclusion. Through her art, Arlene explores the same truths that drive her consulting: how people rebuild, reconnect, and reclaim space after exclusion. Each piece becomes a visual dialogue about power, healing, and hope, reminding audiences that equity work doesn't stop at policy—it's also deeply personal.

Arlene received her B.A. in communications from the Union Institute and University and is certified as a senior professional in human resources (SPHR, SHRM-SCP). She is a graduate of Leadership Cincinnati, the Women Excel Leadership Program (WE Lead), and the African American Leadership Development Program. She has been recognized by the *Business Courier* as a "Forty Under 40" award recipient, by the YWCA as a "Rising Star," and as a WE Celebrate "Mentor of the Year" finalist. She recently served as Secretary of the Alpaugh Family Economics Center Board of Trustees and as a member of the LADD Board of Directors. Arlene has also served on the board of the YWCA, Cincinnati Works, the Over-the-Rhine Chamber of Commerce, and the Good Samaritan Hospital Foundation, as well as Board Chair of the African American Chamber of Commerce, Secretary of the DCI Board of Directors, and Co-Chair of LADD's Over-the-Rhine International Film Festival.

"It's time to center the needs and voices of those who have been marginalized, underrepresented, underserved, and oppressed."

Resistance is NOT futile. Hate is NOT inevitable.