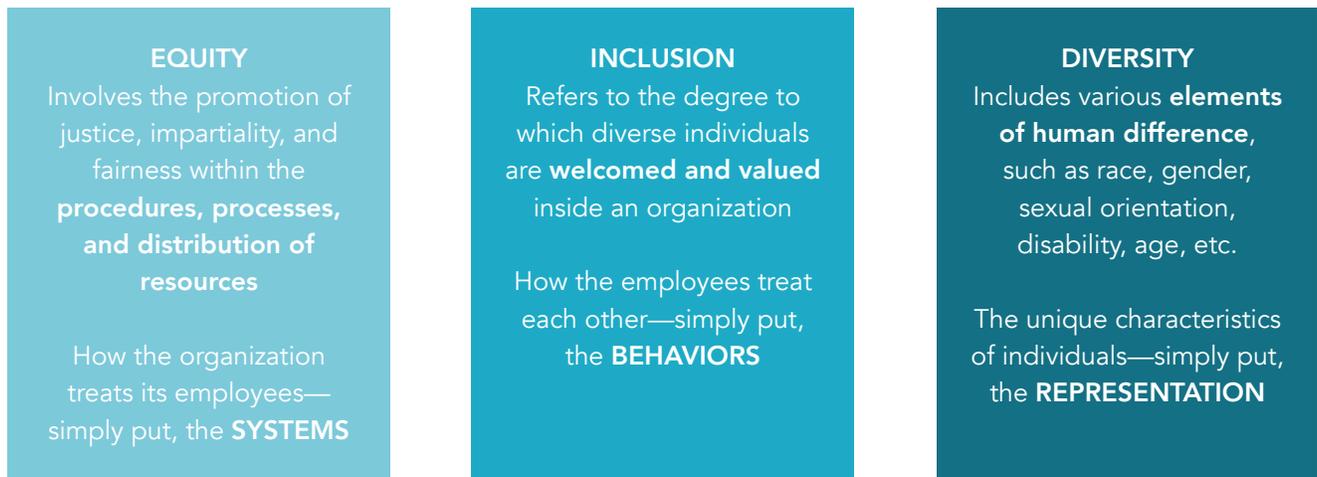


WORKPLACE EQUITY —THE HIERARCHY OF NEEDS

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 “diversityandinclusiion.” 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 n “getting” diversity.

At OPC Consulting, **we unwrap what “getting” diversity really means. We unpack racial, gender, and other inequities that plague organizations.** We start by clearly defining diversity, inclusion, and equity in the workplace.



We understand workplace equity is not achieved at the individual level but at the systemic level. This is why **we encourage organizations to shift their thinking from diversity numbers to first creating a culture where everyone can thrive and employees understand the importance of creating a sense of belonging for everyone.** This is also why we model our approach on Maslow’s Hierarchy of Needs, starting with the basic need for equity, moving to the psychological need for inclusion, and becoming a self-actualized organization where diversity is authentic, empowered, and distributed across ALL aspects of the workplace.

