

## **Arlene R. Koth, SPHR, SHRM-SCP** **Founder & President**



Arlene Koth, Founder and President of OPC Consulting, has over two decades of human resource management and organizational planning experience, nearly 20 years of nonprofit experience, and 15 years of C-suite/executive leadership experience. She founded her company to turn her passion for improving the community 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's clients are diverse in size and industry and are nonprofit and for-profit organizations. These organizations also span the life cycle spectrum from less than ten years old to many decades old. Some have less than 20 employees, while others have many hundreds of employees. What they all have in common is the desire for organizational equity. Arlene uses what she learns from her successes and failures to create user/organization-friendly processes and coaching formats that can be customized to address and resolve people problems through an equity lens.

She has helped clients create inclusive workplaces with extremely low turnover and exponentially high and sustained diversity throughout the entire organization. Arlene helps organizations ensure they are helping their external customers and constituents and are focused on their employees and volunteers who serve those customers and constituents. She accomplishes this by helping them 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.

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, as Secretary of the DCI Board of Directors, and as a 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."**