LEAPS

HOW SAN DIEGO IS ACCELERATING WORKPLACE EQUITY

We are grateful for major support from:

UnionBank

KIM CENTER FOR SOCIAL BALANCE

The City of SAN DIEGO

Workplace equity is critical to economic prosperity for regions and companies.

Regional Economic Outcomes

Stronger Gross Regional Product (GRP):

- More business spending
- Increased consumer spending
- Faster rebounding economy

Magnet for diverse talent, entrepreneurship

Powerful economic and social leadership

Winning Business Outcomes

Stronger bottom lines than your competition:

- Greater innovation and productivity
- Higher retention
- Faster response to employee priorities

Magnet for talent

Elevated corporate and board performance

Workplace equity could increase San Diego's GRP by $23 billion* with:

Intentional increase of women in leadership and the pipeline

Greater status and support for primary caregiver employees

More recruiting and retention of women in high-pay industries

Equitable pay and advancement opportunities in high-pay jobs

*McKinsey 2016

San Diego Can Lead the Nation
in Workplace Equity

With the LEAPS Initiative

Leadership in…

Ecosystems

Advancement & Compensation

Policies

Supervisors

Step 1: Regional LEAPS Assessment

- Partnering with UCSD, scores workplace equity in 4 metric areas
- Aggregates anonymous survey responses from 100+ companies and 5K+ employees

Step 2: Targeted LEAPS Playbook

- Addresses Assessment issues through stakeholder designed, custom strategy
- Outlines realistic goals, roles, and timelines for all stakeholder groups

Step 3: National LEAPS Accreditation

- ☑ Validates our joint efforts and journey toward workplace equity
- ☑ Ensures accountability across industries, region, and time

LEAPS Dashboard

Playbook
Providers
Assessment
Summary
Demographics
Results
Workplace Environment
Advancement & Compensation
Policies & Benefits
Supervisor Relationships
Methodology
Gender Equity Wiki
Industry Benchmarks
Accreditation

Assessment Summary

GenderLEAP Assessment Scores

Workplace Environment

Advancement & Compensation

Policies & Benefits

Supervisor Relationships

Our company clients see progress starting Year 1 of LEAPS

+23%

Noticeable improvements in organizational culture

+9%

More supervisor support for career advancement opportunities

"The report helped target areas for improvement. The Kim Center made the process very easy and successful!" – Norma Diaz, CEO of Community Health Group

The LEAPS Alliance

San Diego leaders are joining forces to accelerate progress toward workplace equity.

We're transforming our region into a sustainable model of success for the entire nation.

Our first step: LEAPS Assessment 2022

San Diego's inaugural Assessment will baseline regional workplace equity levels for the first time anywhere!

When? Now through June 30

Who can participate? Companies of all industries, sizes, and sectors

How do I participate? Confidential HR survey and anonymous Employee Engagement survey

A groundbreaking opportunity for your organization

San Diego's regional **LEAPS initiative** also supports **systemic change in your own company**:

- **Benchmark progress** to your employees, shareholders, customers
- Use **industry-specific insights** to guide your earliest efforts
- **Access data used by policymakers** to strengthen your own workforce

LEAPS Alliance
Underwriting Opportunities

	Company-specific LEAPS				Peer Learning Group	Recognition	
	Assessment Report	Assessment Analysis	Assessment Scores	Playbook Consult		SD Regional Report	SD Regional Dashboard
Lead Sponsor $50,000	✓	✓	✓	✓	✓	Logo on cover	Logo at top
Pacesetter $25,000		✓	✓	✓	✓	Logo on inside cover	Logo at top
Lighthouse $15,000			✓	✓	✓	Logo	Logo
Pioneer $7,500					✓	Logo	Logo
Lodestar $1,000						Name	Name

We look forward to hearing from you!

Dr. Hei-ock Kim

(pronounced HAY-oh)

Call/Text: 858-344-0315

Email: heiock@kimcenter.org

Thanks to our underwriting supporters!

Pacesetters: Union Bank

Pioneers: City of San Diego

Lodestars: Barbara Bry & Neil Senturia

THANK YOU