

# SNAPSHOT SAN DIEGO 2021

## WORKPLACE EQUITY IN ELECTRICAL CONSTRUCTION



### THE PROBLEM:

Women's contributions to the workforce are critical to our country's economic success, but systemic inequity prevents women's full participation, particularly in the construction sector. Furthermore, it is almost impossible to measure any positive or negative changes in equity because there is very little data available to use as points of comparison.

Women make up  
**only 10%**  
of the construction  
workforce (BLS 2019)



Men take home  
**\$2800 more**  
than women every  
year (NCES 2021)



**88%**  
of women experience  
sexual harassment  
(OSHA 1999)

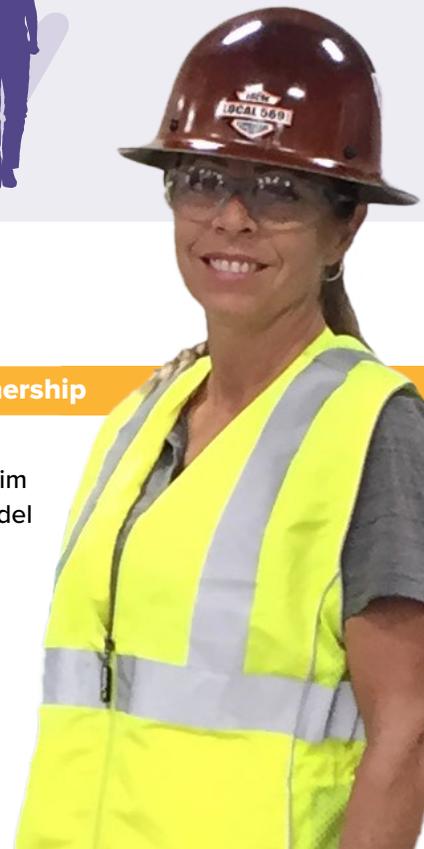
### OUR PROJECT

#### The Goal

Research says that local collaborative effort is key to transforming workplace culture. But local action needs local data, and most regions lack enough information to create effective solutions. *Snapshot* gives San Diego its first-ever baselines for workplace equity in the electrical construction industry.

#### The Partnership

In Spring 2021, IBEW 569 and the Kim Center joined forces to create a model of standardized accountability for other industries and regions. This summary presents key findings collected from a survey of IBEW 569 members.



## The Method

- Based on the Kim Center's LEAPS Assessment employee engagement survey
- Online, self-completed survey open for 15 days
- 66 questions: 51 equity-related; 13 demographic; 2 open-ended

## LEAPS ASSESSMENT:

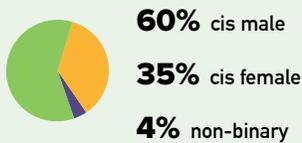
The LEAPS Assessment measures workplace equity levels in five metric areas: Workplace Ecosystem, Advancement and Compensation, Policies and Organizational Support, Supervisor Relationships, and COVID Impacts. The Assessment was designed by the Kim Center and UC San Diego, and analyzes for employees at multiple intersections of identity.

## The Sample: Women Spoke Up

We chose to publish our findings despite a small sample size (1%) because of the high rate of participation in our survey from our target demographic: women. Though female membership in IBEW 569 is only about 4%, more than a third of our participants were women.

### Respondent Demographic Characteristics

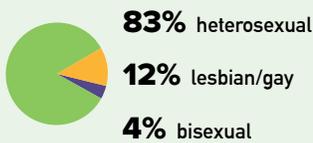
#### Gender identity



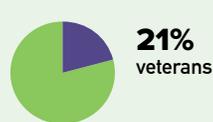
#### Most common races/ethnicities



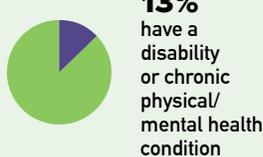
#### Sexual orientation



#### Veteran status



#### Disability status

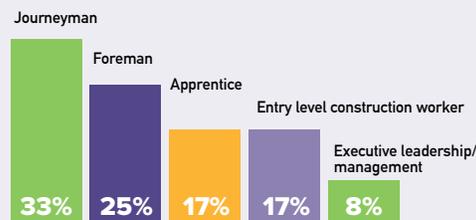


### Most Common Professional Characteristics

88% work in Construction



#### Job level



#### Salary ranges



# SURVEY FINDINGS

This summary highlights key issues of workplace inequity along five metric areas, including within the area of COVID Impacts. Results are reported for participants as a whole instead of by demographic groups to protect the anonymity of our small sample size.

## Metric 1: Workplace Ecosystem

Explores how valued and respected employees feel. Key indicators include: microaggressions, sexual harassment, discrimination based on gender/race/ethnicity/caregiver status.

### RESULTS



**20%**  
of participants  
report being  
sexually  
harassed at work



**60%**  
do not see fair representation  
of diverse genders and races/  
ethnicities in leadership  
positions at their companies



**Up to 56%**  
experience microaggressions such as  
being interrupted, mistaken for a lower  
job status, or excluded from networking

**More than half**  
hear derogatory comments  
about gender or race/ethnicity

## Scoring System

- Doing Well**  
(90%-100% positive responses or 0%-10% negative responses)
- Getting Close**  
(75%-89% positive responses or 11%-15% negative responses)
- Worrisome**  
(60%-74% positive responses or 16%-20% negative responses)
- Problematic**  
(below 60% positive responses or 21%+ negative responses)

## Metric 2: Advancement and Compensation

Measures employee perceptions of fairness in career opportunities. Key indicators include: access to raises, promotions, tools for career success.

### RESULTS

Participants generally report  
low access to professional  
development and advancement  
opportunities



**44%**  
believe they  
are not fairly  
considered  
for decision-  
making roles



## Metric 3: Policies and Organizational Support

Reveals presence/absence of official company policies that promote equity (professional development, caregiver support, sexual harassment prevention, etc.), and how effective the policies are.

### RESULTS

**9%**  
of participants'  
employers offer  
childcare  
benefits and  
extra family  
leave



**36%**  
of participants disagree that their work  
contributions are valued by their employer



**Less than two-thirds**  
of participants are aware of their employer's  
sexual harassment policies

## Metric 4: Supervisor Relationships

Measures whether supervisors are effectively and fairly providing employees with professional and personal support.

### RESULTS



**36%**  
of participants  
disagree their  
supervisor  
supports their  
professional  
development



**38%**  
disagree their  
supervisor helps with  
work-life balance

### RESULTS



**43%**  
of participants lost  
work productivity  
from lack of  
caregiver support

### COVID Impacts

**38%**  
feel their voices are  
heard less because of  
COVID-induced work-  
style adjustments

**47%**  
say their employers did not accommodate their  
increased home responsibilities

# CONCLUSION

## CONSEQUENCES TO EMPLOYERS

**44%** of participants consider leaving their employer because of discrimination

**48%** report their productivity suffers because of discrimination

- San Diego's electrical construction leaders have a landmark opportunity to model cultural evolution for the construction industry in gender and racial discrimination, sexual harassment, support for caregivers, access to professional development, and supervisor support for work-life balance. These issues most commonly impact women, but men are also feeling the need for change.
- Workplace equity is central to company success because it directly impacts access to talent, profitability and sustainability. Companies with more workplace equity can enjoy 15% more profitability than employers that don't.

## CALL TO ACTION: JOIN THE LEAPS ALLIANCE

**San Diego employers need San Diego data to make meaningful change.** The Kim Center and its partners are calling on key stakeholder groups to collaborate on LEAPS, a groundbreaking action plan to elevate the status and success of women in the workplace. LEAPS empowers electrical construction leaders to drive lasting change in their own companies and throughout San Diego through a rigorous Assessment, collaboratively developed Playbook, and nationally standardized Accreditation. Contact Dr. Hei-ock Kim at [heiock@kimcenter.org](mailto:heiock@kimcenter.org) to join this historic movement!

### STAKEHOLDER GROUPS INCLUDE:

#### ASSOCIATIONS



#### EMPLOYERS



#### GOVERNMENT



#### INVESTORS



#### LABOR



### GOALS INCLUDE:

Elevate the status of women in construction



Increase the presence and safety of women in construction



Make sure women get fair consideration in hiring, especially for leadership positions



### About The Kim Center

The Kim Center is transforming San Diego into a trailblazing model of economic and social leadership that can be replicated in other regions throughout the nation. Collaborative local action informed by local data is essential to cultural transformation, so we unite key stakeholders around our LEAPS Assessment, Playbook, and national Accreditation.



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### About IBEW

The mission of IBEW is to organize all U.S. and Canadian workers in the electrical industry into local unions that advocate for and support their members. IBEW Local 569 members are skilled professionals who receive ongoing training throughout their career at our Electrical Training Centers located in San Diego and Imperial Counties.

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