



# LEAPS

HOW SAN DIEGO IS ACCELERATING  
WORKPLACE EQUITY

We are grateful for major support from:



# 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

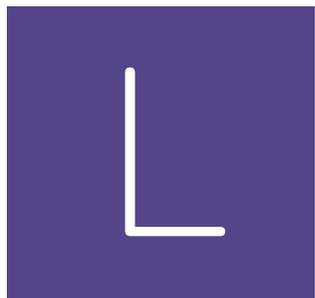


Equitable pay and advancement opportunities in high-pay jobs

A grayscale photograph of the San Diego skyline, featuring several prominent skyscrapers. The buildings are reflected in a body of water in the foreground. A dark blue semi-transparent rectangular box is overlaid on the center of the image, containing white text.

# 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 employers and employees-at-large



## 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

## Assessment Summary

### GenderLEAP Assessment Scores



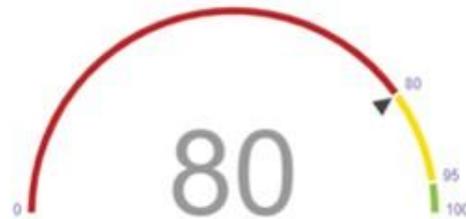
Workplace Environment



Advancement & Compensation



Policies & Benefits



Supervisor Relationships

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

# 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 July 31

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

**How do I participate?** The Employee Experience survey closed on June 30, but we're asking employers to take our confidential [HR survey](#)

# A groundbreaking opportunity for your organization

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

- **Benchmark progress** to your employees, shareholders, customers
- **Improve your employee value proposition** with industry-specific insights
- **Access data used by policymakers** to drive collaborative legislation



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**  
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A grayscale photograph of a city skyline with several tall buildings, including one with a distinctive peaked roof. The buildings are reflected in a body of water in the foreground. A dark blue horizontal band is superimposed over the middle of the image, containing the text "THANK YOU" in white, uppercase, sans-serif font.

THANK YOU