LEAPS
HOW SAN DIEGO IS ACCELERATING WORKPLACE EQUITY

LEAPS is a project of the KIM CENTER FOR SOCIAL BALANCE

LEAD SPONSORS: UnionBank, The Parker Foundation
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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
BUT achieving workplace equity will never happen organically, and it’s taking too long.

The Kim Center is spearheading LEAPS, the nation’s first data-driven, collaborative initiative to accelerate change at the systemic level in both companies and whole regions.
Step 1: Comprehensive LEAPS Assessment

- Partnering with UC San Diego, quantifies workplace equity in 5 metric areas
- Aggregates anonymous survey responses from employers and employees-at-large
Step 2: Targeted LEAPS Playbook

- Prioritizes issues & identifies interventions through stakeholder collaboration
- Outlines realistic goals, roles, and timelines for all stakeholder groups
Step 3: National LEAPS Accreditation

- Validates company or regional efforts toward workplace equity
- Ensures accountability across industries, region, and time
LEAPS is already succeeding in the field. Our company clients see progress even in Year 1!

- **+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
San Diego is piloting the first regional LEAPS in the nation.
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
LEAPS Dashboard (demo)

Assessment Summary

GenderLEAP Assessment Scores

Workplace Environment: 85
Advancement & Compensation: 72
Policies & Benefits: 91
Supervisor Relationships: 80
The LEAPS Alliance

San Diego leaders are uniting our community around common metrics and objectives.

We’re transforming our region into a replicable model of success for the entire nation.
LEAPS Assessment 2022: San Diego is the first and only region in the nation with workplace equity baselines!


Who? 455 employees-at-large of San Diego employers participated.

What’s next? The LEAPS Alliance is using key Assessment findings to inform San Diego’s unique, custom Playbook.
LEAPS Playbook 2022: San Diego will drive groundbreaking change as a united community!

**When?** The Playbook is being developed between now and June 2023.

**How?** We’re convening 5 roundtables to agree on common goals and milestones.

**Who?** The LEAPS Alliance is working with key stakeholder representatives, including legislators, advocates, employers, unions, foundations, and more!
Employers will see direct benefits

San Diego’s regional LEAPS initiative also supports systemic change at the company level. Assessment data and Playbook progress help:

- **Legitimize company benchmarks** to employees, shareholders, customers
- **Evolve employee value propositions** with industry-specific insights
- **Fuel symbiotic conversations with policymakers** about compliance
LEAPS Alliance
Underwriting Opportunities
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We look forward to hearing from you!

Dr. Hei-ock Kim
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THANK YOU