



LEAPS

HOW SAN DIEGO IS ACCELERATING
WORKPLACE EQUITY

LEAPS is a project of the  **KIM CENTER**
FOR SOCIAL BALANCE

LEAD
SPONSORS:



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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.



L

Leadership in...

E

Ecosystems

A

Advancement &
Compensation

P

Policies

S

Supervisors



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



LEAPS Dashboard (demo)

Assessment Summary

GenderLEAP Assessment Scores



Playbook

Providers

Assessment

Summary

Demographics

Results

Workplace Environment

Advancement & Compensation

Policies & Benefits

Supervisor Relationships

Methodology

Gender Equity Wiki

Industry Benchmarks

Accreditation



United Way
of San Diego County



SYMBIO
FINANCIAL PARTNERS



San Diego
Workforce
Partnership

The San Diego
Union-Tribune



MANA
DE SAN DIEGO
A National Latina Organization



San Diego County
Imperial Valley
Hispanic Chamber of
Commerce



UC San Diego
EXTENSION



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!

When? Surveys closed in June 2022. Report will release in the Fall.

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



	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

LEAD SPONSORS: Union Bank, The Parker Foundation

Pacesetters: County of San Diego, San Diego Gas & Electric

Pioneers: City of San Diego, Arleene Antin & Leonard Ozerkis

Lodestars: Barbara Bry & Neil Senturia, Linda & Mel Katz

Other visionary supporters include: Proven Recruiting, MyPoint Credit Union

A grayscale photograph of a city skyline, likely Singapore, featuring several prominent skyscrapers. The buildings are reflected in a body of water in the foreground. A semi-transparent purple rectangular overlay is positioned across the middle of the image, serving as a background for the text.

THANK YOU