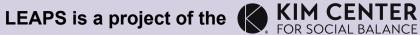


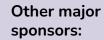
WORKPLACE EQUITY



LEAD **SPONSORS:**















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%

+9%

Noticeable improvements in organizational culture

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





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



Intentional increase of women in <u>leadership</u> and the pipeline



Greater status and support for primary caregiver employees



More recruiting and retention of women in high-pay industries

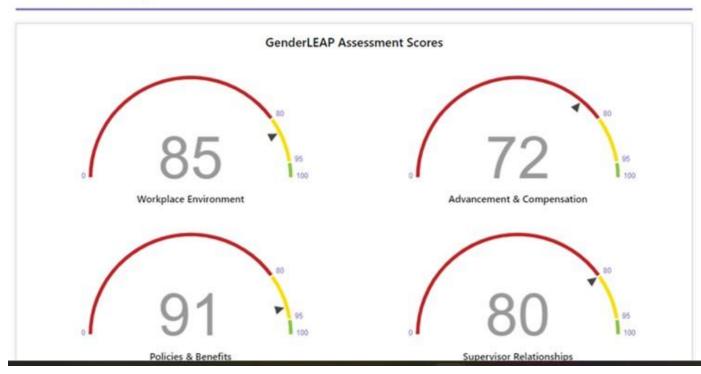


Equitable pay and advancement opportunities in high-pay jobs



LEAPS Dashboard (demo)

Assessment Summary







































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.



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.



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





	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

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Other visionary supporters include: Proven Recruiting, MyPoint Credit Union

