



KIM CENTER
FOR SOCIAL BALANCE

How we'll establish San Diego as a Model of Progress by 2025

1. Unite San Diego behind fast-tracking gender equity
2. Produce Grow With Gender Equity Report to give San Diego clear goals and objectives
3. Convene leaders to design Grow With Gender Equity Playbook
4. Launch Grow With Gender Equity Consultancy

Our affiliates & supporters include:

- Athena
- Center for Policy Initiatives
- County of San Diego
- County Women's Commission
- Insulators Union Local 5
- Lankford & Associates
- Lawyers Club of San Diego
- MANA de San Diego
- Manpower West
- Planned Parenthood
- Regional Women's Bureau
- SD Building Trades Council
- SD Workforce Partnership
- UniteHere Local 30
- University of San Diego

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Creating Workplace Gender Equity

OUR MISSION: create gender equity in the workplace by transforming the beliefs and behaviors that obstruct women's success

Workplace gender equity takes hard work,
We need a plan.

GENDER EQUITY COLLABORATIVE

Businesses, governments, civic organizations, and individuals form a powerful network to support and nourish the workplace gender equity movement until it is solidly established as a cultural norm.

OUR PROGRAMS:

Gender Equity Portal [www.kimcenter.org]: online information center for workplace gender equity that aggregates valuable resources, including: articles, community organizations, and tools

Objectives

- ✓ Address and serve needs of diverse working populations to increase gender equity awareness at every socioeconomic level
- ✓ Provide women with convenient and reliable tool for making good decisions about where, when, and how to work
- ✓ Help companies develop early steps and best practices for gender equity initiatives





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Grow With Gender Equity Study and Report: landmark project with University of San Diego Center for Women's Leadership to establish benchmarks and metrics specifically for San Diego County

Objectives

- √ Use statistical research, surveys and interviews to identify key biases and misconceptions that challenge our working women across sectors and industries
- √ Illustrate the consequences to women, their families, and their communities, including impact on female homeless population
- √ Provide foundation for convening civic leaders to design San Diego County's first-ever gender equity action plan, the Grow With Gender Equity Playbook

Grow With Gender Equity Consultancy: customized services based on Grow With Gender Equity methodology to help organizations and governments culturally entrench workplace gender equity

Objectives

- √ Work closely with corporations and local governments to define and implement action plans
- √ Measure and report on progress
- √ Maintain long-term momentum

Studies tell us San Diego will thrive with the Collaborative

- Productivity growth by \$23 billion within 10 years
- Single-mother poverty reduced by nearly half
- Employee productivity increased among women *and* men
- Strain on government resources reduced

Let's shake up the status quo. Currently...

- Average female full-time employees earn \$10,000 less annually than men
- Women hold fewer than 15% of C-Suite positions in San Diego's publicly traded companies
- Among the 50 largest publicly traded companies, only 2 have female CEOs



Visit www.kimcenter.org today to join the Collaborative, subscribe for updates, or give!

The nonprofit Kim Center empowers communities to transform their beliefs and behaviors for the benefit of their citizens. We value clarity of purpose and dedication to progress, emotional intelligence, and mindfulness of our actions and our impact on others. **Find us on LinkedIn, Facebook/Twitter @kimcenter4sb, Instagram at kimcenter4sb.**

Founder Hei-ock Kim has devoted 11+ years to nonprofit administration in the arts, environmental conservation, and social justice. She was a passionate educator for more than 30 years as a teacher, professor, and lecturer. A graduate of Princeton University, Juilliard, and Catholic University, Hei-ock also holds a doctorate in classical piano performance.