



Cubic Corp.



Cox Communications



Computers 2 Kids



Founders First Capital Partners, LLC

## SAN DIEGO BUSINESS JOURNAL



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SAN DIEGO BUSINESS JOURNAL

CORPORATE & SOCIAL RESPONSIBILITY  
DIVERSITY, EQUITY & INCLUSION  
AWARDS 2020

Moderator / Judge



**DONNA DEBERRY**  
CHIEF EXECUTIVE OFFICER  
CENTRAL SAN DIEGO BLACK CHAMBER

She is a global leader and expert consultant strategist with 20 years of experience in the field of inclusion and diversity. She specializes in innovative tactics that include retooling business practices, implementing new technologies and pursuing advanced strategies that lead to an inclusive culture. She is well known in this field and highly regarded for her years of impact, and her innovative work around inclusive leadership, unconscious bias and global cultural training.

Judges



**IRIS GARCIA**  
PRESIDENT & CHAIRWOMAN  
HISPANIC CHAMBER OF COMMERCE

Recognized for her business savviness and endless non-profit commitments in the community from Senators to Congressional leaders, and local Assembly members to County and State Boards, Iris Garcia is the current Chairwoman of the San Diego Hispanic Chamber of Commerce for 2019-2020. As a partner at the Troisi Group, her profuse expertise in lending a hand business owners has resulted in a should be platform to not only enlase but engage enterprises with their society and peers. Within this continued flourishing growth, members of the Hispanic Chamber and others have furthered their ventures in the County and beyond its borders. Ms. Garcia is keen on striking long-lasting efforts to edify ties with businesses, NGOs, and most importantly with San Diego communities.



**JASON PAGUIO**  
PRESIDENT & CEO  
ASIAN BUSINESS ASSOCIATION SAN DIEGO

Jason Paguio is President and CEO of Asian Business Association San Diego and the Statewide Strategic Partnerships Director for the California Asian Pacific Chamber of Commerce. Jason's background includes over 14 years as a small business owner and experience in local government, previously serving as a Public Policy Advisor and Chief of Staff. Jason is a resident of Coronado and serves as a Commissioner for the City of Coronado Mobility Commission and on the Board of Directors for the NTC Foundation (Arts District Liberty Station). In both 2019 and 2020, San Diego Business Journal named him one of "San Diego's 500 Most Influential People".

Panelists



**CHERYL K. GOODMAN**  
HEAD OF CORPORATE COMMUNICATIONS  
SONY ELECTRONICS INC.

Cheryl K. Goodman, Head of Corporate Communications at Sony Electronics, develops and leads the corporate communications strategy for Sony North America. In this role, Goodman oversees executive communications, corporate social responsibility programs and employee communications. As Sony's spokesperson, Goodman also serves on industry associations such as the Consumer Electronics Association committee (CTA) and the Digital Entertainment Group (DEG). Cheryl is the head spokesperson from the highest communications chair as Sony North America's innovation evangelist for robotics, AI, AR, imaging sensors and sensing, and overall innovative technologies that are being produced from this global company. With a long innovative technology history behind her ranging from STEM nonprofits nonprofits to chipset company QUALCOMM, Goodman has led the public dialog on IoT, smart homes, smart cities, and the future of robotics. Goodman's experience spans a variety of sectors, including media, technology and non-profit organizations. Prior to her executive appointment at Sony, Goodman led Athena San Diego, a professional association serving women in science and technology. Goodman's background also includes nearly a decade at Qualcomm, in various executive business development and marketing roles. Goodman began her media career as a broadcast journalist at the ABC and CBS news affiliates in San Diego, California. Goodman resides in La Jolla, Calif.



**LINDA KAVANAGH**  
VICE PRESIDENT OF HUMAN RESOURCES  
COX COMMUNICATIONS

As Vice President of Human Resources for Cox Communications' California operations, Linda Kavanagh provides leadership and strategic direction for employee relations, leadership development, training, performance management, benefits administration, and safety and security for the company's employees in San Diego, Orange County, Palos Verdes, and Santa Barbara. Kavanagh also leads the company's Diversity Council of employees in California who serve as an advisory team to senior leadership to ensure Cox Communications' diversity initiatives support customers, employees, vendors and the community. A San Diego native, Kavanagh has more than 35 years of experience in human resources in industries spanning telecommunications, banking, the Department of Defense and healthcare. She joined Cox Communications Human Resources team in San Diego in 1996 and was promoted to Director of People Services in 2006, overseeing human relations practices and procedures. She assumed statewide responsibilities as Director of People Services in 2011 and was promoted to her current role in 2017. Kavanagh has a Bachelor of Science degree in Liberal Arts from Regents College, and a Master of Business Administration degree from Webster University. She and her husband, Jay, live in San Diego.



**WILLIAM T.C. TSENG, M.D. M.P.H.**  
KAISER PERMANENTE SAN DIEGO

Dr. William T.C. Tseng, M.D., M.P.H., joined the Southern California Medical Group (SCPMG) at Kaiser Permanente San Diego in 2000. Dr. Tseng currently serves as a practicing board certified internal medicine physician, President of Professional Staff, Assistant Area Medical Director, and is a physician ambassador to the corporate community. Dr. Tseng is a member of the American Board of Internal Medicine, American College of Physicians, and the American Medical Association. Dr. Tseng serves as a Trustee for the California Medical Association and on the executive board of the San Diego Medical Society. Dr. Tseng enjoys balancing his time between patient care, hospital accreditation and patient safety, while continuing to oversee physician education and Kaiser Permanente's Equity, Inclusion and Diversity Council. Dr. Tseng is actively involved in the community, including involvement with the Union of Pan Asian Communities, Asian Business Association of San Diego, Asian Pacific Islander American Public Affairs, and Doctors of the World. He is an appointed volunteer faculty at UC San Diego School of Medicine. In past role with the San Diego County Medical Society Foundation, he helped develop a successful physician volunteerism project offering donated physician office visits, surgeries and procedures to low-income, uninsured patients. Dr. Tseng received his medical degree from the University of Utah School of Medicine and completed his residency at Johns Hopkins University Bayview Medical Center while jointly receiving his Masters in Public Health from 5- John Hopkins University in Baltimore. He resides in San Diego with his wife and 2 children.

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# SAN DIEGO BUSINESS JOURNAL

## CORPORATE & SOCIAL RESPONSIBILITY DIVERSITY, EQUITY & INCLUSION

### AWARDS 2020

# *Congratulations Finalists!*

5 Diamond Mechanical	Optify Financial
Athena	Pardee Homes San Diego (a Tri Pointe Company)
BAE Systems Electronic Systems	Pillsbury Winthrop Shaw Pittman
Banc of California	Pro-Cal Lighting Inc.
Barrio Logan College Institute	Procopio
Boutique Recruiting	Proven Recruiting
CFO Hub	REC Innovation Lab
Children's Paradise Preschool and Infant Centers	ResMed
Computers 2 Kids	Rowling & Associates LLC
Cox Communications	San Diego County Credit Union
CREATIVE BUILDS	San Diego Workforce Partnership
CREW San Diego	Sharp HealthCare
Cubic Corporation	Sheppard Mullin Richter & Hampton LLP
Dalrada Financial Corporation	Snell & Wilmer
Dr. Brian Davey, DDS	SoftClouds LLC
Dr. Bronner's	Southwest Airlines
Flock Freight	StepStone Group
Founders First Capital Partners	Suffolk
GC Green Incorporated	Sundt Construction
Hunter Industries	TargetCW
Hutchinson and Bloodgood LLP	Technology Integration Group
INDUS Technology, Inc.	Torrey Holistics
Jacobs	Tri-City Healthcare District   Tri-City Medical Center
Junior League of San Diego	Troutman Pepper
Klinedinst PC	Tucker Sadler Architects, Inc.
Lawrence Family JCC   JACOBS FAMILY CAMPUS	Tyson & Mendes LLP
LPL Financial	U.S. Bank
Neighborhood Healthcare	University of California San Diego
Neighborhood House Association	Viasat, Inc.
Neurocrine Biosciences	WD-40 Company
Northrop Grumman	Wilson Turner Kosmo
Northwestern Mutual	





# Nonprofit Gives Students A Way to Keep Learning



**TECHNOLOGY:** Diversity a Priority in Computers 2 Kids' Expansion

BY BRAD GRAVES

It was a one-two punch for many students: When COVID-19 closed their schools and lessons moved to the internet, they faced an immediate difficulty because they had no computers at home.

**Computers 2 Kids** (or C2K) responded to the crisis by providing more than 26,000 families with computers. The nonprofit also helped San Diego's colleges provide computers for thousands of their students.

That spirit of service, plus action at a crucial time — as well as an expansion that put a priority on diversity — impressed a panel of judges who honored C2K with a Diversity, Equity and Inclusion Award.

"On behalf of our board of directors, staff and volunteers, thank you," said **Cheri Pierre**, CEO of Computers 2 Kids.

**A Problem and a Solution**

COVID-19 has shined a spotlight on digital inequity. "With 22% of the nation's students attempting to complete their education online without access to a computer and affordable internet,

it's truly shown us that technology is no longer a luxury but a necessity for success," Pierre said. "Computers 2 Kids has been aggressively bridging the digital divide by taking computers donated by the community and placing them into the homes of students that need them."

C2K's effort to distribute its computers required it to more than triple its workforce immediately following the pandemic lockdown. As it expanded its staff, C2K focused on hiring people who reflected their service population, resulting in a staff increase from eight to 26 employees with a demographic that includes 17 Hispanic, two African American, three Asian, and four Caucasian.

**A Mirror Image**

"We strive hard to ensure that when our families come to pick up their computers, they see their face mirrored in our staff, and when they ask a question, they hear their native language responding with the answer," Pierre said.

Four of the six members of C2K's leadership team are females. The staff and volunteer positions within C2K are a strong representation of differ-



Photo courtesy of Computers 2 Kids  
Dora Almeraz and Esther Machado show how Computers 2 Kids distributed needed assets to thousands of students who had no way to do their classwork at home.

ent races, ethnicities, genders, ages, disabilities, and sexual orientations.

C2K focuses on providing a collaborative, supportive, and respectful workplace that increases the participation and contribution of all employees. The organization's goal is to remove all barriers, discrimination, and intolerance, and to create an environment where it is natural for everyone to feel included and supported.

An inclusive environment lets the organization pursue its other goal, to put computers in homes. Because C2K believes children and their families need to be computer literate and have equal access to the crucial educational, occupational, and financial resources that technology can provide to improve their futures.

## A Heartfelt Thank You To Our Incredible Team



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SAN DIEGO BUSINESS JOURNAL  
CORPORATE & SOCIAL RESPONSIBILITY  
DIVERSITY, EQUITY & INCLUSION  
AWARDS 2020  
**FINALIST**

## Quality Childcare Feeds Inquisitive Minds

The Children's Paradise team is dedicated to creating a place where every child has a chance to begin life with big dreams. Collectively, we are rewarded every day with love and appreciation from the children and families we serve.

As early education professionals, we are honored to have their trust and partnership as we work tirelessly to create developmentally appropriate curriculum, beautiful centers and a network of family support. This extra recognition by the SDBJ for our diverse and deeply committed team is an honor.

Our operational systems help our schools sparkle and shine while providing healthy and safe environments filled with professionalism. These systems also encourage our teams, as we take pride in the work we do to change lives. We would love to share our system of proven processes with childcare providers. Visit [childrensparadise.com](http://childrensparadise.com) to find out more about our innovative approaches. We Feed Inquisitive Minds.



**Julie Lowen**  
Founder  
Children's Paradise





# Cox Communications Has A Big Heart for San Diego



**TECHNOLOGY:** Company is a Local Leader in Philanthropy

BY JAY HARN

Cox Communications received the San Diego Business Journal's 2020 Corporate & Social Responsibility Award for Large Private Company.

The company has a big heart – for its employees, its customers, and its community. A leader in local philanthropy, Cox prides itself in creating moments of human connection every day and its giving and volunteerism has never been more important than this year as the world has faced the unprecedented in this pandemic.

## Offering a Hand

Whether its helping students and schools transition their families to learning and working from home or making daily calls to older adults dealing with isolation and loneliness, Cox and its employees have offered a hand to those needing help with their basic needs. Cox has worked hard to keep people connected since the beginning of the pandemic.

"This CSR award really reflects the great work our employees do each and every day to bring us all closer together as a community, not only through the power of our network, but through the power

of giving and volunteerism," said Sam Attisha, senior vice president and region manager for Cox Communications.

## COVID-19

Since COVID-19 struck San Diego County, Cox has contributed millions of dollars in the community through grants to nonprofits, customer relief offerings, and in-kind donations of PSAs to help inform the public. Some examples include: Connect2Compete program offers low-cost high-speed internet and discounted in-home wifi for K-12 families that receive food or housing government subsidies. When schools switched to online education, Cox also provided up to four months of free internet service to low income families. The company also donated 130,000 medical masks to Sharp Health Care to help keep hospital workers, patients and the community in general healthy and safe during the pandemic.

Cox also offered free advertising to local restaurants to let the public know the restaurants that were still open for business when the pandemic hit.

In addition, Cox initiated public awareness PSAs to help educate the



Photo Courtesy of Cox.

Cox donated 130,000 medical masks to Sharp HealthCare. Marking the occasion were executives Sam Attisha of Cox (left) and Brett McClain of Sharp.

public about wildfire danger along with information about how to stay connected during a power outage. The company

also has Cox Charities which is funded by employee donations that are matched by the company.

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Is it an unwavering, innovative approach to problem solving, or creating opportunities?

Is it an inclusive and diverse culture that drives us to ask how we can do more, or is it that we simply want to create positive change every day?

When it really comes down to it, It's all of these things and that's why we're delighted to have been shortlisted for the San Diego Business Journal's 2020 Corporate & Social Responsibility Diversity, Equity & Inclusion Awards.

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# Social Responsibility Adds Value for Cubic Corp.



**TECHNOLOGY:** Co. Is Part of United Nations Global Compact

BY BRAD GRAVES

**E**mployees in thousands of San Diego companies have the chance to give back through their workplaces. Fewer have a chance to play a role in actual disaster relief.

But that's what employees at Cubic Corp. get to do.

The Australian wildfires, the Beirut bombing, season after season of hurricanes in the United States and the Caribbean — Cubic offers its employees a chance to donate funds or to volunteer in person to relieve suffering and bring things back to normal.

In August, Cubic sent people and its GATR military communications gear to Louisiana after Hurricane Laura struck.

The business also supports STEM, military veteran organizations and efforts related to health and safety, using a dedicated budget.

## A 70-Year Tradition

Cubic has a long history of volunteerism and civic engagement and does far more in the area of corporate and social responsibility. "Corporate and social responsibility is the foundation of who we are and what we do every day," said CEO Bradley Feldmann. "Our steadfast

historical commitment to the highest standards of ethical conduct, integrity and governance is reflected in our 70-year history."

Judges brought together by the San Diego Business Journal recently honored Cubic with a Corporate and Social Responsibility Award.

"We're tremendously grateful to be recognized for achieving this prestigious award alongside other great companies," said Feldmann. "... I fundamentally believe the work we're accomplishing side by side will drive growth, value and health for all of us."

## An Eye on ESG

Feldmann thanked his board — which he described as highly diverse, qualified and engaged — for playing an instrumental role in Cubic's environmental, social and governance (ESG) strategy.

Cubic's ESG framework is designed to better understand and disclose social and operational exposures while making meaningful improvements. Cubic established a foundational baseline to achieve a "best-in class" status among its industry groups.

To reinforce its ESG strategy, Cubic recently joined the United Nations Global Compact (UNGC), the oldest and

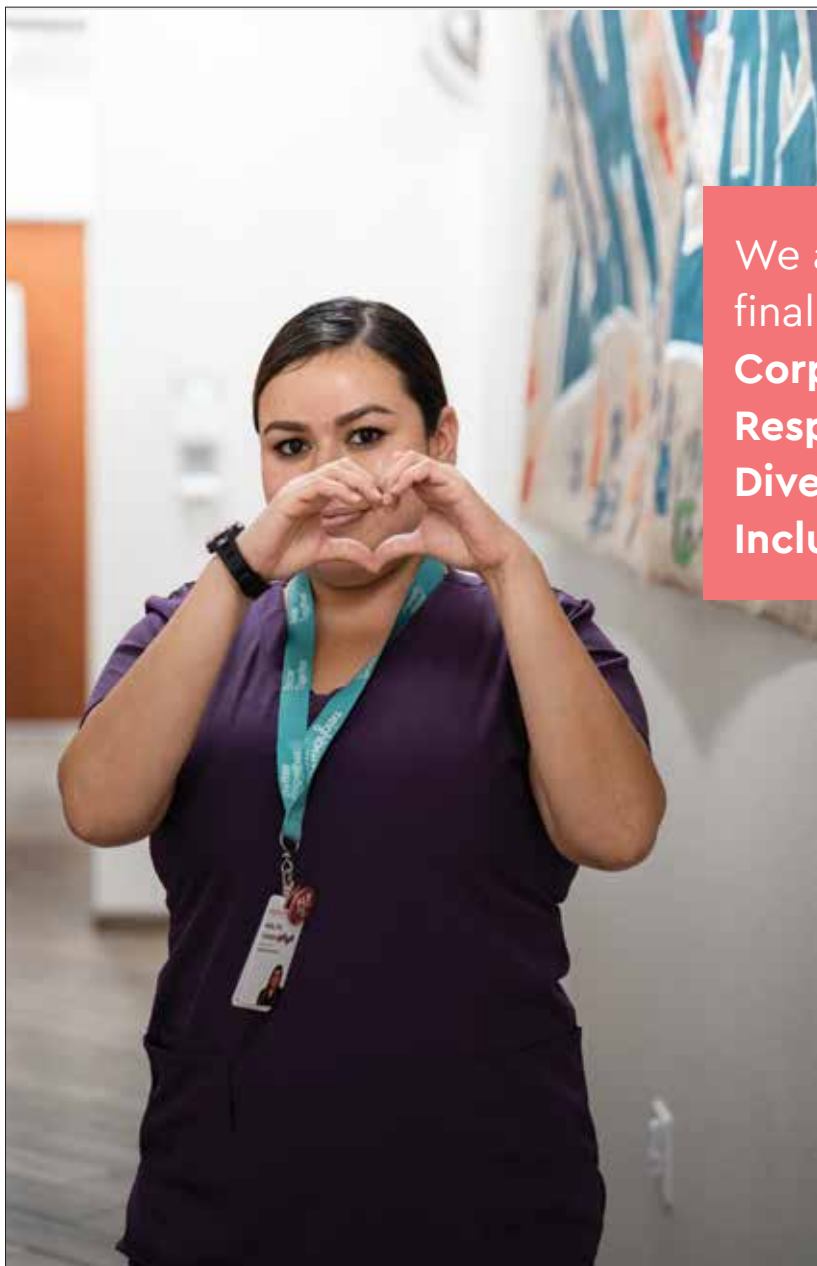


Photo courtesy of Cubic Corp.

**A GATR antenna from Cubic Corp. offers critical communications after Hurricane Laura struck Lake Charles, Louisiana in August. Cubic sent in personnel and equipment following the disaster.**

largest sustainability framework in the world. The framework has 10 principles addressing human rights, the rights of labor, environmental stewardship and anti-corruption. Cubic said its ESG strategy will lead to increased employee and community engagement. Cubic's ESG website, available at <https://bit.ly/34kJVNw>, went live in July.

"I'd like to thank fellow Cubes all around the world whose dedication to living out our purpose of innovating to make a positive difference in people's lives is a real testament to our commitment and its success in social responsibility," said Feldmann.



We are proud to be a finalist for the  
**Corporate & Social Responsibility Diversity, Equity & Inclusion Awards 2020**

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# SONY



## Innovation through diversity and inclusivity

Sony congratulates the nominees for this year's Diversity, Equity & Inclusion Awards. As passionate advocates for diversity, we're focused on ensuring an inclusive Great Place to Work and it's our talented diverse teams who inspire our relentless pursuit of innovation.







# Founders First Helps Minority-Led Firms



**FINANCE:** Co. Provides Resources to Underserved Communities

BY JAY HARN

**F**ounders First Capital Partners, LCC helps provide minority-led small businesses with flexible and non-dilutive funding, expertise, and resources to achieve exponential growth in underserved communities. The company primarily focuses on businesses led by people of color, women, members of the LGBTQ community, military veterans, and businesses located in low to moderate income areas less connected to traditional funding.

The company received the San Diego Business Journal 2020 Corporate & Social Responsibility Award for Small Private Companies.

## Making History

Founders First is making history with the launch of the first revenue-based investor and online accelerator focused on growing thriving million dollar minority-owned small businesses. They work to empower underserved groups of business owners by providing them with access to growth capital, expertise and

resources to enable to build sustainable, profitable, and accretive legacy businesses.

"I am honored to accept this award recognizing the impact of our work toward carrying out the Founders First mission, which is to address social, racial, and economic equity gaps which have kept small business owners from becoming large job creators in their community," said Kim Folsom, founder and CEO.

## More than 300 Companies

Since its founding, the company has provided funding and growth support to more than 300 companies. The impressive growth of small businesses participating in their programs have achieved so far speaks to the transformative potential of their solution, according to the company. Founders First has recently secured \$100 million in funding to extend revenue-based investment to diverse founder-led businesses in underserved communities.

The majority of small businesses fail within the first five years. While many reasons exist for this statistic,



The Founders First Capital Partners team includes David Huey (left), Oralia Alvarez, Kim Folsom and Mike Jacobson.

lack of access to funding is a major cause. According to Founders First, only 50% of small businesses are financeable from banks and less than 5% are financeable from venture investors. These problems are even

more pronounced in underrepresented segments of diverse business owners. Founders First believes that many of these businesses are highly positioned for success if provided support resources at the right time.



**Pillsbury** is proud to be a finalist  
for the San Diego Business Journal's  
2020 Corporate Social Responsibility Awards.



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SAN DIEGO BUSINESS JOURNAL

# *Diversity, Equity and Inclusion Award*

COMPUTERS 2 KIDS  
2020 WINNER



THANK YOU!

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# JCC Urges People to Make a Difference in the Lives of Others

**CIVIC:** Center Cares About the Community



BY JAY HARN

Corporate and Social Responsibility is woven into the fabric of who the Lawrence Family Jewish Community Center/ Jacobs Family Campus is as an organization. They live the basic Jewish value of Tik-kun Olam (repairing the world), which, according to center leadership, urges people to make a difference in the lives of those less fortunate than themselves. Their strong commitment to making a difference led the judges to award the LFJCC the San Diego Business Journal 2020 Corporate & Social Responsibility Award for Medium Companies. When COVID-19 began, the organization quickly realized that a void was created in one's ability to volunteer during shutdowns and quarantines. In response they initiated the JCC Cares program and offered both in person and virtual opportunities to volunteer. Almost everything the center promotes volunteerism, giving back and getting civically engaged. LFJCC staff not only volunteer for their events, but sit on boards, committees and participate in hands-on volunteer opportunities throughout San Diego.

### JCC Cares

"During 2020, the JCC launched a program called JCC Cares. It was something both done for volunteer opportunities in person and virtually. We were crafting for a cause, we were gathering things for food, we were using our community to create good," said Betsy Lynch, CEO of LFJCC. The center even gives volunteer opportunities to its youngest guests with the center's "Little Mensches" program. The program aims to provide fun, engaging, and enriching opportunities for children between the ages of 4 and 8. The goal is to make the world better, one good deed at a time, by allowing giving back to become a regular part of the children's lives. Through its virtual programs, the LFJCC's reach has gone beyond San Diego. They are able to have individuals work together with friends and relatives throughout the nation in "crafting for a cause" or helping on a "solution for pollution." All are family friendly. This has been a powerful conduit to linking generations, according to the center.

### Virtual Programs



Photo Courtesy of LFJCC.

Mindy Shipon, LFJCC director of Strategic Outreach, learns to knit alongside other members for the JCC Care's Crafting For a Cause project. According to the LFJCC, its mission is to connect the community to Jewish heritage, identity, experiences and values to ensure the continuity and vibrancy of the Jewish community. They accomplish this by promoting the physical and mental well-being of the community and offering social, cultural, educational and recreational programs and services and are committed to providing a welcoming and inclusive environment for all of San Diego's diverse community.

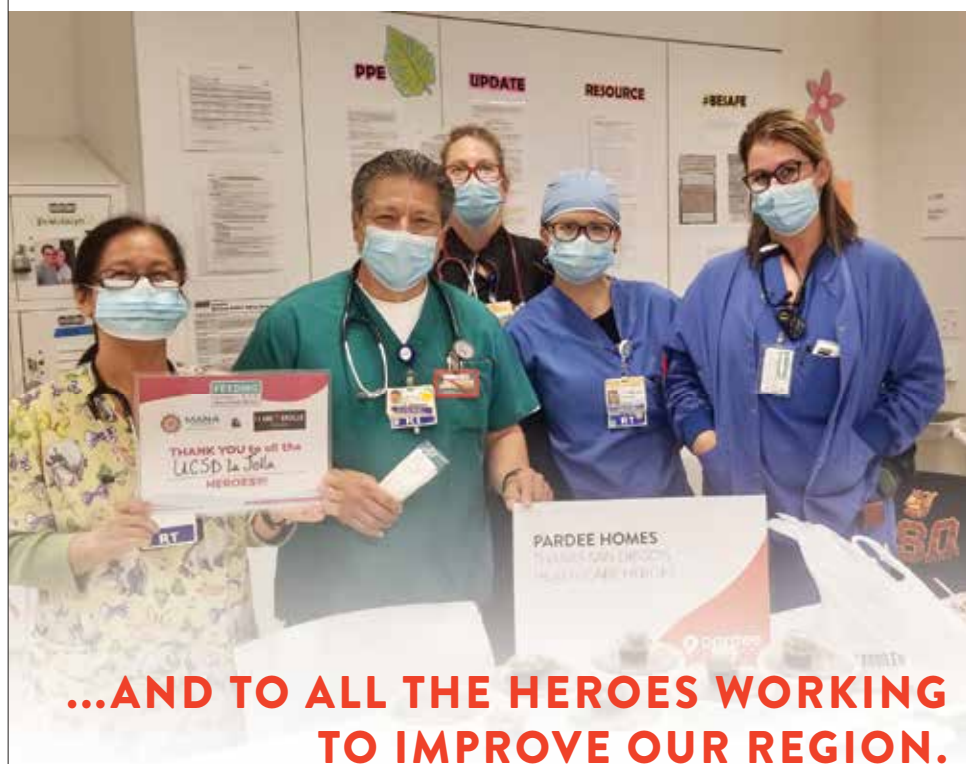
## Honored

On behalf of the employees and caregivers at Sharp HealthCare, thank you for recognizing us as an advocate for diversity, equity and inclusion. As San Diego's health care leader, we are honored to serve a diverse community. Improving health equity throughout San Diego includes being aware and respectful of the needs, challenges and cultural norms that affect care access, engagement and choices. At Sharp, we're dedicated to this journey because we know achieving great change is a marathon, not a sprint.





# CONGRATULATIONS TO ALL OF THIS YEAR'S CORPORATE & SOCIAL RESPONSIBILITY DIVERSITY, EQUITY & INCLUSION AWARDS FINALISTS!



Thank you to our diverse team of dedicated employees. You are the foundation of our company, drive our people-first culture and carry out our socially responsible programs that have the biggest impact on the communities we serve.





# Diversity Offers Multiple Rewards for Procopio



**LAW:** Mansfield Rule Certification Is a Point of Pride at the Firm

BY BRAD GRAVES

Creating a diverse law firm is simply the right thing to do.

So says John Alessio, managing partner of Procopio, Cory, Hargreaves & Savitch. But there is more to it than the ethical imperative or the good feelings such a move might create.

Procopio believes that a diverse and inclusive workforce, at all levels, fosters an environment that supports innovation and creative problem solving.

“With diverse perspectives, we get a better result for our clients,” Alessio said. “That can’t be denied. That is something we’ve seen time and time again.”

Bottom line: Diversity and inclusion are in a law firm’s self-interest.

Judges in the San Diego Business Journal’s 2020 year-end awards program agreed that Procopio has a standout record in diversity and inclusion. They honored the law firm the 2020 Diversity, Equity and Inclusion Award in the Medium Company Category.

## Several Recognitions for Diversity

Several other organizations have taken notice of Procopio.

American Lawyer magazine has consistently listed Procopio as one of the top firms in diversity.

One honor that Procopio is especially proud of is its 2020 certification as a Mansfield Rule law firm, as determined by Diversity Lab.

The certification means Procopio takes diversity into consideration with regard to hiring, advancement, promotions and leadership positions, among other factors. The goal of the Mansfield Rule is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these roles and opportunities.

Procopio is one of only a few dozen law firms in the country with that recognition. It is now pursuing additional diversity goals to win an even rarer Mansfield Plus certification.

## By the Numbers

At Procopio, some 43% of practice group leaders come from diverse backgrounds.

Twenty percent of Procopio’s partners are people of color while 19% of partners are women. Some 39% of associates are people of color while 46% of associates are women.



Photo courtesy of Procopio

**Procopio Partners Frederick Taylor, left, Susan Daly and Adrian Martinez consult with each other in the 22nd floor indoor/outdoor atrium at Procopio’s downtown headquarters office.**

Some 80% of the associates and partners that Procopio has hired in the last 12 months come from diverse backgrounds.

Procopio recruits and on-boards several diverse legal interns each year through multiple programs. The firm also insists that its external recruiters have plans to emphasize diversity in recruiting. “It’s not enough to hire diverse attorneys. They must be given the opportunity to thrive and reach their

full potential, both in serving clients and advancing in leadership,” Procopio said in a statement.

“Thank you for honoring us, the San Diego Business Journal, the San Diego Business Community,” Alessio said. “And also to our diverse colleagues here at the firm and throughout: Without you, we could not have received this award and attained this accolade. Thanks again.”



# People Above All

At Suffolk, we believe that collaboration and diversity of thought, perspective, and background are the keys to solving the construction industry’s most pressing challenges.

We’re honored to be recognized by the San Diego Business Journal as the winner in the “Large Private Company” category for the Diversity, Equity and Inclusion Awards.

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# Sharp HealthCare Looks Toward a Better World



**HEALTHCARE:** Equality Alliance Gets Conversation Going

BY BRAD GRAVES

Sharp HealthCare is one of the largest employers in San Diego, with 18,770 full- and part-time employees. The people at Sharp look at issues of diversity, equity and inclusion with an incisive and critical eye—and a desire to make things better.

That desire extends to Sharp Lends a Hand, the organization's program that gives employees a chance to give back by collaborating with local service organizations.

The common thread, that search for something better, impressed judges in the San Diego Business Journal's most recent awards presentation. The panel of judges honored Sharp with a Diversity, Equity and Inclusion Award recently in a virtual ceremony.

## Sharing the Award

Building an inclusive community is a process. The journey is just as important as the destination, observed Lisa Allen, Sharp HealthCare's senior vice president of human resources and talent management, in remarks during the awards presentation. Allen accepted the award and congratulated the other award winners.

"I am proud to share this award with

my colleagues in the Sharp Equality Alliance. It's a dedicated team of Sharp employees who are fierce in their pursuit of diversity, social justice and empowerment," she said. "We began our journey toward greater awareness of equity and inclusion at Sharp HealthCare six years ago."

Sharp's Equality Alliance holds breakfast events that delve into the subjects of race, gender, diversity, justice and injustice.

One event had Dr. Russell Low speak about the Chinese workers doing the backbreaking and life-threatening work of building the transcontinental railroad in the 1800s.

Another Breakfast Club Forum took up the ethno-historic legacy of slavery in America, exploring it as a root cause of health inequities for African Americans.

Other presentations took up weight bias and the stigma of obesity; transgender-affirming healthcare; seniors and mental health; and the intersection of food insecurity, health, and healthcare utilization.

## 2020 Arrives

By the time the calendar turned to 2020, the Sharp Equality Alliance was well established. Still, the events of this year have been felt deeply. "National and



Photo courtesy of Sharp HealthCare

An exuberant group from Sharp HealthCare marches in a recent San Diego Pride event.

local events this year surfaced a need for Sharp to hold deep and meaningful conversations with our team members and physicians around race, equality and health inequities," Allen went on to say. "We've learned that our colleagues appreciate a safe place to talk about their feelings and experience."

The process of building a more inclusive community continues.

"At Sharp we like to say that when you work to achieve something, the journey is a marathon, not a sprint," Allen said. "We're so grateful for this recognition as we continue on our journey. Thank you."



## Building a community of possible.



At U.S. Bank, we strive to make a positive impact in our community. That's why we support community events that bring us together for the greater good. We know that anything is possible when we work together. [usbank.com/communitypossible](https://usbank.com/communitypossible)

U.S. Bank is proud to support the 2020 Corporate Social Responsibility & Diversity, Equity & Inclusion Awards.

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# Suffolk Sees the Value of Diversity, Perspectives, and Backgrounds

## CONSTRUCTION: Company Committed to Taking Action



BY JAY HARN

**S**uffolk has been honored as the winner of the San Diego Business Journal's 2020 Diversity and Inclusion Award for Large Private Company. A construction company, Suffolk does business nationally – including projects across San Diego.

A company that believes in the importance of collaboration and the value of diversity of thought, perspectives and backgrounds, Suffolk states it relies on the best and brightest minds to solve the pressing issues confronting the industry.

"We believe in the power of people and the importance of collaboration and the value of diversity of thought, perspectives and backgrounds," said Zach Hammond, general manager of the San Diego office. "Which is why we are committed to taking meaningful action against racism and discrimination taking the company beyond conventional compliance to inclusive leadership that attracts, retains, and develops high-performing talent in San Diego and across the nation."

With this belief that inclusion, diversity, equity and accountability are key components to accomplishing its vision,

Suffolk hosted 76 companywide Listening Sessions to serve as an open forum for diverse perspectives and to gather employee feedback.

### Listening Sessions

Suffolk also has hosted listening sessions with CEO John Fish and Black employees to discuss opportunities for ways to create a more inclusive, equitable, and diverse culture. In addition, Suffolk has hosted a first-time anti-racism workshop called Race Conversation with executives at Suffolk. This was to create spaces for open dialogue about racism and biases in the construction industry, discuss ways to support diverse teams, and how to create opportunities for BIPOC (Black, Indigenous, People of Color) employees to thrive at Suffolk.

Suffolk also organized and hosted a first-time anti-racism training for project executives, and other leaders called Real Talk Training for leaders to create and cultivate spaces for uncomfortable conversations which garnered more than 70% voluntary participation.

### Focus Groups

Currently, Suffolk management says it is organizing internal focus groups to

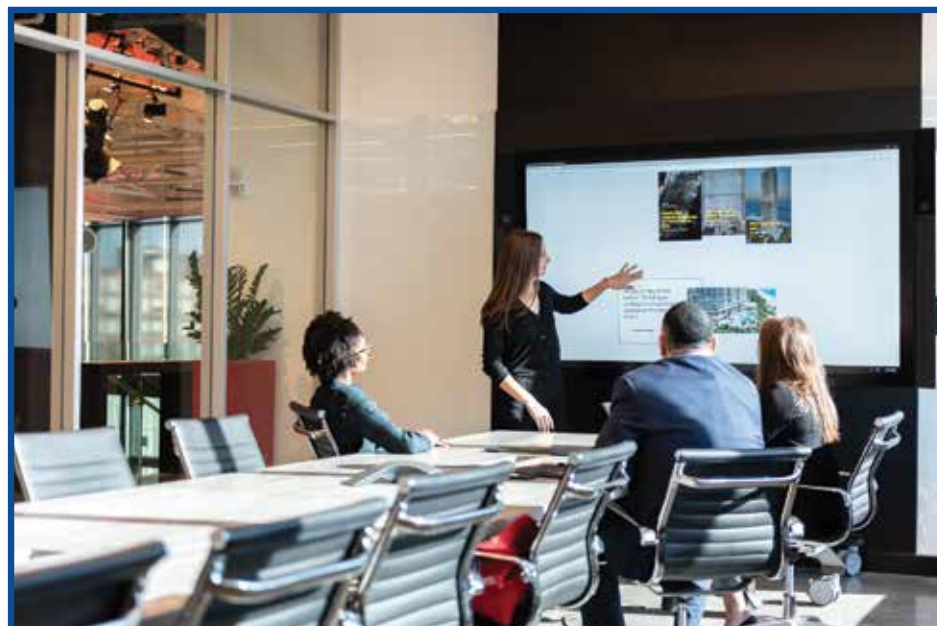


Photo Courtesy of Suffolk

**Suffolk believes in the power of people, celebrating diversity across the company, in the San Diego community and the construction industry at-large.**

gather demographic insights on company culture for analysis into how to boost support and resources for diverse employees.

Company leadership is also planning to soon roll out a Suffolk version of a

"Rooney Rule" where the company will require a minimum of two diverse candidates (a woman and a person of color) to be interviewed for all management level positions.

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The Perfect Complement to SDEA's 2021 Legal Update: Workplace Ethics in Action!

If legal updates focus on the letter of the law, workplace ethics focus on the spirit of the law, and what better way is there to begin our day than with an insightful and fun overview of workplace ethics as a complement to the new 2021 laws coming our way? Welcome back Paul Falcone, a human resources executive and bestselling author who will kick off our second day with a host of relevant topics, including:

- Legal vs. Ethical: A Critical Distinction that Provides Employers with a Lot More Discretion Than They Might Otherwise Think
- The Sarbanes-Oxley Act (SOX) and Its Surprisingly Significant "Teeth"
- Common Ethical Issues Your Frontline Leaders Face Every Day
- Business Ethics & Culture: Creating a Model Workplace

This promises to be an energetic start to a fascinating day, so join us to launch into our Legal Update by putting your ethics "SOX" on and learning how to differentiate the letter from the spirit of the law!

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