



CROSSWALK DOCUMENT

Applying LEED and the SEAM Standard

Strategies for dual certification of new buildings, interiors, and existing buildings



seam

Introduction

The SEAM v1.1 / LEED Social Equity Pilot Credits Crosswalk and Alignment document provides a comprehensive overview of how SEAM principles align specifically with the LEED Social Equity Pilot Credits. This document aims to support professionals in the built environment who are pursuing both SEAM Certification and these specific LEED Pilot Credits by identifying synergies, overlaps, and distinctions between the two frameworks. By offering clear guidance and actionable insights, this crosswalk document helps streamline efforts, ensuring a seamless integration of social equity principles within project systems and processes.

Both SEAM and the LEED Social Equity Pilot Credits are rooted in the broader goals of creating spaces that promote long-term value and equitable outcomes. While SEAM focuses on embedding equity across the lifecycle of commercial real estate projects, the LEED Social Equity Pilot Credits emphasize advancing equity through specific project interventions. This alignment document outlines where achievement of these LEED pilot credits will provide achievement of SEAM Activity points.

General Guidance for SEAM v1.1 / LEED Social Equity Pilot Credits Crosswalk Tool Implementation

This document compares LEED Social Equity Pilot Credits to SEAM activities, demonstrating where LEED credits can complement or fulfill the intent of SEAM requirements. The following alignment levels are provided to clarify the relationship between the two systems:

Full Alignment: Indicates that a LEED Social Equity Pilot Credit can fully satisfy the intent and requirements of a SEAM Activity. Documentation from the LEED credit may be used directly to verify compliance with the corresponding SEAM activity.

Partial Alignment: Indicates that while the LEED Credit and SEAM Activity share similar intent, additional steps may be needed to meet SEAM's full requirements and achieve all available points. The LEED Credit serves as a starting point for compliance but may not fully satisfy SEAM criteria. Additionally, in some instances where SEAM allows assignment of points, there may be conditions that must be met to achieve those points.

No Alignment: Indicates that the LEED Social Equity Pilot Credit does not align enough with SEAM Activities to earn points. In these cases, while the intent of the LEED Credit may align with the intent of the SEAM Activity, the level of achievement falls short of the performance level required to earn SEAM points.

Where a project has achieved or is pursuing a LEED credit and seeks to apply these efforts toward meeting a SEAM Activity, the project must submit the following:

- **Narrative Submission:** Include a concise narrative in the SEAM application identifying the specific LEED pilot credits being used to claim SEAM Activities. Ensure the narrative aligns with the guidance provided in this document.
- **Supporting Evidence:** Provide supporting documentation for each SEAM Activity where LEED equivalency is being claimed. This should include LEED verification documents along with any additional requirements outlined in this document to meet SEAM criteria and earn SEAM points.

This process ensures that project teams can demonstrate alignment and effectively leverage their LEED efforts to achieve SEAM certification objectives.

Quick Reference Table

The first table in this document provides a quick reference to map LEED Social Equity Pilot Credits to related SEAM activities. It highlights whether there is alignment between the two frameworks and indicates the total number of SEAM points available for each LEED Credit. This overview allows project teams to identify synergies at a glance and prioritize efforts effectively.

LEED Social Equity Pilot Credits / SEAM v1.1 Crosswalk



LEED Credit Number	LEED Credit	LEED Credit Option	LEED Available Points	SEAM-LEED Alignment	SEAM Activity Number	SEAM Activity	SEAM Available Points		
IPpc89	Social equity within the community	Option 2, Step 1: Define the Community	1	Partial alignment	IAa1.2	Gain a good understanding of the communities likely to be affected by the project by preparing a Community Profile	1		
				Partial alignment	IAa1.5	Determine the 'social area of influence' by identifying the likely impacted parties	1		
		Option 2, Step 2: Partner with a Local Organization to Understand and Engage Your Community		Partial alignment	IAa1.6	Create a reliable, credible, equitable, and efficient impacted parties engagement plan	1		
				Partial alignment	IAa2.2	Collect feedback from impacted parties	2		
		Option 2, Step 3: Implement Strategies that Improve Social Equity in Your Project		Partial alignment	Cl a1.1	Design and execute a community involvement partnership or program that achieves a specific impacted party-centered goal	4		
				Partial alignment	Cl a1.2	Engage volunteers in a community services event within a developed community involvement partnership or program	10		
				No alignment	Sl a1	Contribute to the increase of capacities, resources and opportunities within a community through financial contribution	0		
IPpc90	Social equity within the project team	Option 1 a	1	Partial alignment	HRa2.3	Suppliers shall provide a living wage	8		
		Option 1 b		Partial alignment	SJa1.1	Achieve equity + inclusion in Tier 1 Supplier procurement	3		
				Partial alignment	SJa3.3	Promote local community employment	3		
		OR							
		Option 2	1	Partial alignment	TGa2.1	Participate in a voluntary initiative addressing social responsibility during the construction project	3		
					TGa2.2	Participate in a voluntary initiative addressing social responsibility on the operating asset	3		
					TGa3.1	Implement site-specific social responsibility policies within construction project governance	3		
TGa3.2	Implement site-specific social responsibility policies within governance on the operating asset				3				

LEED Credit Number	LEED Credit	LEED Credit Option	LEED Available Points	SEAM-LEED Alignment	SEAM Activity Number	SEAM Activity	SEAM Available Points		
IPpc90	Social equity within the operations and maintenance staff	Option 1	1	Partial alignment	HRa2.3	Suppliers shall provide a living wage	8		
				Partial alignment	SJa1.1	Achieve equity + inclusion in Tier 1 Supplier procurement	3		
				Partial alignment	SJa3.3	Promote local community employment	3		
		OR							
		Option 2	1	Partial alignment	TGa2.2	Participate in a voluntary initiative addressing social responsibility on the operating asset	3		
Partial alignment	TGa3.2			Implement site-specific social responsibility policies within governance on the operating asset	3				
IPpc144	Social equity within the supply chain	Option 1	1	Partial alignment	HRa1.3	Ethical sourcing of products and materials	3		

Detailed Guidance for SEAM Points Calculation

The following table provides detailed guidance on how to measure the number of SEAM points that efforts toward achieving LEED Social Equity Pilot Credits will be worth. Detailed crosswalk tables illustrate specific points of alignment between SEAM activities and the LEED Social Equity Pilot Credits. This section outlines specific methodologies, criteria, and any additional conditions required to assign SEAM points accurately. It ensures that project teams can understand the value of their LEED-related efforts within the SEAM Certification framework and make informed decisions about their strategies.

This document is intended to serve as a practical reference for project teams, offering clear alignment insights and actionable guidance for efficiently achieving both SEAM and LEED Certification goals.

These tables are designed to help project teams navigate requirements with ease and confidence, supporting their pursuit of dual certification.

Social Equity within the Community

LEED Alignment Notes	SEAM Activity	SEAM Assigned Points	Difference between requirements (if aligned)
Option 2, Step 1: Define the Community	Gain a good understanding of the communities likely to be affected by the project by preparing a Community Profile	1 point	The LEED definition of community does not adequately include workers (impacted parties) in the supply chain as part of its definition of community/impacted parties. Unlike the two comparable SEAM Activities, this limitation results in partial points being awarded.
	Determine the 'social area of influence' by identifying the likely impacted parties	1 point	
Option 2, Step 2: Partner with a Local Organization to Understand and Engage Your Community	Create a reliable, credible, equitable, and efficient impacted parties engagement plan	1 point	The LEED requirements do not include specific criteria for the engagement plan to align with best practices, instead relying on the assumption that the community organization will execute it correctly, which is not always the case. As a result, partial points are awarded.
	Collect feedback from impacted parties	2 points	The LEED requirements do not mandate engagement with the specific impacted parties of a project. Instead, they only require that the organization generally engages with the community. In contrast, SEAM requires targeted outreach to the specific impacted parties of the project, addressing issues related to that project. Therefore, partial points are awarded.
Option 2, Step 3: Implement Strategies that Improve Social Equity in Your Project	Design and execute a community involvement partnership or program that achieves a specific impacted party-centered goal	4 points	The LEED-designed initiative uses predefined categories for addressing issues, whereas SEAM requires that the issues be specifically identified by the impacted parties of the project. Since the initiative has the potential to align with Requirements 4 and 5—using evidence-based strategies proven effective in similar contexts and building the capacity of local community members and organizations to support and sustain the intervention—SEAM Additional Points are awarded.
	Engage volunteers in a community services event within a developed community involvement partnership or program	55-64% =3pts; 65-74% =5pts; 75-100% =10pts	If the LEED Credit involves a volunteering project, SEAM can apply its scoring rubric directly, without modification, to assign SEAM points accordingly. Points are based on percentage of the project team that participated in the volunteer project.
	Contribute to the increase of capacities, resources and opportunities within a community through financial contribution	0 points	LEED allows a "financial contribution equivalent to at least half a cent for every dollar of total construction cost," which is below SEAM's minimum threshold of 0.5% of the Cost of Work required to earn SEAM points. If contributions reach the level of .5% of Cost of Work, SEAM points will be assigned according to the SEAM scoring rubric for this Activity.

Social Equity within the Project Team

LEED Alignment Notes	SEAM Activity	SEAM Assigned Points	Difference between requirements (if aligned)
Option 1a	Suppliers shall provide a living wage	Tier 1=3pts; Tier 2=2pts; Tier 3=3pts	Points are awarded as long as the prevailing wage equals or exceeds the SEAM-defined living wage. Points are awarded as follows: 3 points for reaching 60% in Tier 1, 2 points for reaching 60% in Tier 2, and 3 points for reaching 60% in Tier 3.
Option 1b	Achieve equity + inclusion in Tier 1 Supplier procurement	1 supplier=1 pt; 2 suppliers=2pts	Points are awarded as follows: 1 point if Requirement #6 is satisfied for one underrepresented supplier, and 2 points if Requirement #6 is satisfied for two underrepresented suppliers.
	Promote local community employment	3 points	SEAM Requirement 3 requires that initiatives for improving job skills for the local community (e.g., creating training opportunities, apprenticeships, etc.), including using targeted communications to local and local disadvantaged individuals and Suppliers about the training opportunities, such that accommodation for 3 adult trainees per \$1M total cost of work for a period not less than 12 weeks.
OR			
Option 2	Participate in a voluntary initiative addressing social responsibility during the construction project	1 pt for each initiative regardless of actor, up to 3 pts	1 point is awarded for each initiative joined, regardless of the actor, up to a maximum of 3 points. Voluntary initiative must meet SEAM requirements.
	Participate in a voluntary initiative addressing social responsibility on the operating asset	1 pt for each initiative regardless of actor, up to 3 pts	1 point is awarded for each initiative joined, regardless of the actor, up to a maximum of 3 points. Voluntary initiative must meet SEAM requirements.
	Implement site-specific social responsibility policies within construction project governance	3 pts for 60% Tier 1	LEED credit applies to the organization, while SEAM applies to the project level (1 point) giving additional points if adopted at the organizational level (2 points) for a total of 3 points.
	Implement site-specific social responsibility policies within governance on the operating asset	3 pts for 60% Tier 1	LEED credit applies to the organization, while SEAM applies to the project level (1 point) giving additional points if adopted at the organizational level (2 points) for a total of 3 points.

Social Equity within the Operations and Maintenance Staff

LEED Alignment Notes	SEAM Activity	SEAM Assigned Points	Difference between requirements (if aligned)
Option 1, Paying a prevailing wage AND providing workforce training or transportation, child-care, or citizenship legal assistance.	Suppliers shall provide a living wage	Tier 1=3pts; Tier 2=2pts; Tier 3=3pts	Points are awarded as long as the prevailing wage equals or exceeds the SEAM-defined living wage. Points are awarded as follows: 3 points for reaching 60% in Tier 1, 2 points for reaching 60% in Tier 2, and 3 points for reaching 60% in Tier 3.
	Achieve equity + inclusion in Tier 1 Supplier procurement	1 supplier=1 pt; 2 suppliers=2pts	Points are awarded as follows: 1 point if Requirement #6 is satisfied for one underrepresented supplier, and 2 points if Requirement #6 is satisfied for two underrepresented suppliers.
	Promote local community employment	3 points	SEAM Requirement 3 requires that initiatives for improving job skills for the local community (e.g., creating training opportunities, apprenticeships, etc.), including using targeted communications to local and local disadvantaged individuals and Suppliers about the training opportunities, such that accommodation for 3 adult trainees per \$1M total cost of work for a period not less than 12 weeks.
OR			
Option 2 - Project team companies have demonstrated social responsibility on a company level during O+M	Participate in a voluntary initiative addressing social responsibility on the operating asset	1 pt for each initiative regardless of actor, up to 3 pts	1 point is awarded for each initiative joined, regardless of the actor, up to a maximum of 3 points. Voluntary initiative must meet SEAM requirements.
	Implement site-specific social responsibility policies within governance on the operating asset	3 pts for 60% Tier 1	LEED credit applies to the organization, while SEAM applies to the project level (1 point) giving additional points if adopted at the organizational level (2 points) for a total of 3 points.

Social Equity within the Supply Chain

LEED Alignment Notes	SEAM Activity	SEAM Assigned Points	Difference between requirements (if aligned)
Option 1	Ethical sourcing of products and materials	3 points	At least 2 out of the 3 must be included in the Top 10 Highest Spend list for the project. SEAM v.1.2 will require identifying the Top 10 Riskiest Materials and the Top 10 Highest Spend Materials, then assessing their priority levels according to HRa1.2. On average, around 10 materials are expected to be ethically sourced therefore sourcing 3 out of 10 materials ethically (30%) in the LEED credit earns 3 SEAM points according to the SEAM scoring rubric. 'Ethically sourced' must align with one of the SEAM-approved certifications or an approved alternative that complies with 8 ILO Conventions.

Quality Control

This document has undergone thorough review and approval by the SEAM Director of Research, in collaboration with the independent members of the SEAM Technical Advisory Group, ensuring alignment with SEAM's rigorous standards and technical integrity.

Trademarks

SEAM, SEAM STANDARD, SEAM v1.1, SEAM CERTIFIED, SEAM CERTIFICATION, SEAM AP and others, and their related logos are trademarks or certification marks of SEAM, Inc., a 501(c)(3) nonprofit organization in the United States. LEED is a trademark of the U.S. Green Building Council.

Copyright

© 2025 SEAM, Inc. All rights reserved. No part of this document or the information contained within it may be (a) used for any purpose other than that stated within this document by the recipient; or (b) reproduced, transmitted or translated in any form or by any means, electronic, mechanical, manual, optical or otherwise, without prior written permission of SEAM, Inc. Unauthorized use of this document violates copyright, trademark, and other laws and is prohibited.

Disclaimer

None of the parties involved in the creation of this document, including SEAM, Inc., assume any liability or responsibility to the user or any third parties for the accuracy, completeness, or use of or reliance on any information contained in this document. Although the information contained in this document is believed to be reliable and accurate, all materials set forth within are provided without warranties of any kind, either express or implied, including but not limited to warranties of the accuracy or completeness of information or the suitability of the information for any particular purpose. The SEAM Standard, the SEAM Standard v1.1, and resources related thereto including but not limited to this document, are intended to educate and assist real estate owners, tenants, occupants, community parties, project impacted parties, and other users in their efforts to embed social equity into the built environment, and nothing in the SEAM Standard, SEAM v1.1, or any resources or materials related thereto should be considered, or used as a substitute for, quality control, safety analysis, legal compliance (including zoning), comprehensive urban planning, or alignment with reporting standards.