McKinsey & Company

McKinsey Black Network

Since 1991, the McKinsey Black Network has created a vibrant, global community whose purpose remains simple—to create an unrivaled environment for high performing diverse talent and to play a vital role in supporting our people.

At McKinsey, you'll find a firm that invests in your leadership potential, the tools to create your own journey, and opportunities to change the world.

We are more than a community—we are a family. Come get to know us.

"We are passionate about helping people achieve their personal and professional goals and improving the way we drive impact at our clients by attracting more diverse talent."

Ken
McKinsey Black Network recruiting co-leader, North America

Read more on our website.

At your best

Impact: Advocating for diversity and supporting Black leadership

We invest heavily in research on the business and economic case for diversity, including numerous reports specific to the Black community such as *The economic impact of closing the racial wealth gap* and *The case for accelerating financial inclusion in Black communities.*

Our *Women in the Workplace* research, published in collaboration with LeanIn.org, includes a look at how race interacts with gender to create a steep path for women of color.

We launched our Diverse Leadership Masterclass series in 2015 to help executives from diverse backgrounds progress their careers and extend networks; to date we have trained hundreds of participants globally.

We are members of CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

In collaboration with the Executive Leadership Council, we convene 200 Black leaders annually at the Black Economic Forum to develop action plans to tackle key issues to the community and host an annual C-suite academy for 15-20 high potential Black executives.

Our partnerships with Historically Black Colleges and Universities (HBCUs) support our recruitment of top diverse talent at institutions that directly impact the Black community.

Our Johannesburg office runs the McKinsey Leaders Program, designed to create future generations of Black South African leaders.

In 2020, we publicly committed to a list of *10 actions* to expand our efforts to deliver change within our firm and to play our part in combating racism across the world.

Community: The McKinsey Black Network family

Our community comprises hundreds of colleagues from dozens of offices around the world. Strong, supportive connections are the core component of our culture. You'll find many opportunities to build lasting friendships and mentor relationships with McKinsey Black Network colleagues through local and regional events.

You'll have access to our Black Network alumni, 25% of whom hold C-suite positions and/or run their own companies.

Giving back to the firm through recruiting is important to our community and your role as a mentor to candidates and incoming new hires will further deepen your McKinsey relationships.

Growth: Dedicated to your success

Learning and development: In addition to the world class training programs all consultants receive, you'll participate in special programs led by the Black Network community, including new hire training and the McKinsey Black Network Conference, a two-day event held every 18-24 months.

Support: Our dedicated colleagues ensure you reach your goals.

— Recruiting leaders mentor you during our recruiting process

— Professional Development Managers advise on career choices as you grow

— Diversity Managers help develop strategic priorities to build and grow the community

Vault TOP RANKED 2020

We are ranked as Vault.com's #1 consulting firm for diversity

We aspire to be the top employer choice for diverse talent by creating an inclusive work environment that actively attracts, supports, respects, develops, and retains Black professionals, while positively contributing to the societal issues that affect the Black community.