



# Inclusion & Diversity at McKinsey

Our commitment to inclusion and diversity is embedded in our firm's history and daily practice.

At McKinsey, inclusion and diversity are critical to achieving our dual mission—to help our clients make substantial, lasting performance improvements and to build a firm that attracts, develops, excites, and retains exceptional people. Diverse teams and perspectives enrich our creativity, innovation, and problem-solving abilities, thereby strengthening our client impact.

We strive to create an exceptional global environment for all colleagues.

Internally, we have **vibrant affinity networks**—for women, members of the LGBTQ community, colleagues from minority ethnicities, military veterans, parents of special-needs children, and colleagues with disabilities—for colleagues to connect, discuss challenges, and work together on initiatives to support the network.

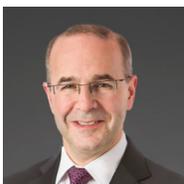
Leaders of these groups regularly report progress across the organization, help shape our policies, and plan regular in-person professional development conferences.

We consistently invest in **learning efforts** to help all of our colleagues—including all partners, interviewers, and other leaders—increase their awareness of conscious inclusion and potential unconscious biases.

We invest in building the next generation of diverse leadership through external initiatives like our Freshman Diversity Leadership Academy and Women in STEM Award.

“Diversity is one of my top priorities. We’ve written a lot about the power of parity and the value of diversity in the workplace. I want us to live up to everything we write about, and I’m committed to putting our own knowledge into practice. We’re putting resources, targets, and goals behind our efforts to make progress.”

—Kevin Sneader  
Managing Partner





“I was born, and still am, legally blind. The firm has supported me every step of the way. I’ve grown here from a business analyst to a newly elected partner.”

–Wilson

Access McKinsey member

We contribute to the global conversation around the importance of diversity and inclusion and aspire to create meaningful change in the world.

We invest heavily in research on the business and economic case for diversity and published our widely cited *Diversity Matters* report in 2015 and our follow-up study, *Delivering through Diversity*, in 2018.

We help our clients address the challenges they face around diversity through our inclusion and diversity service line and our public and social sector work to empower women and girls.

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, and the Executive Leadership Council (ELC) for US and UK black executives.

We are sponsors of multiple inclusion and diversity initiatives, including Open for Business and Reaching Out MBA.

We partner with many inclusion organizations, including Society of Hispanic Professional Engineers, National Society of Black Engineers, Jump Start, UN Women’s HeForShe, Forté Foundation, and many more.



HeForShe  
UN Women Solidarity Movement  
for Gender Equality



Open  
For  
Business

CEO **ACTION** FOR  
DIVERSITY & INCLUSION

“The McKinsey Black Network has been a constant lifeline in my career at the firm; the source of my most enduring friendships, deepest sponsorship, and some of my greatest opportunities for impact. For me, MBN is the living embodiment of our McKinsey mission and values.”



–Kendra

McKinsey Black Network member

“McKinsey created a safe place for me and my transgender colleagues that made us feel welcomed, heard, and empowered.”



–Barney

GLAM (LGTBQ) network member

Our firmwide “All In” initiative engages colleagues of all backgrounds around the world to develop and share innovative ways of working that promote inclusivity. Some examples of the team’s latest work include:

#### Best-in-class flexibility

In addition to opportunities to part-time work programs, flexibility at McKinsey can include global mobility options, the chance to experiment in different industries and business functions, extended leaves, ‘pausing the clock’ to stay in your current role longer, the opportunity to shape your own program and, most broadly, to ‘make your own McKinsey.’

#### Making McKinsey work for parents is vitally important

To that end, we offer distinctive leave policies for birth and adoptive parents as well as a range of other health and wellness benefits and programs.

#### A global sponsorship initiative

Drawing from a concern that underrepresented groups are over-mentored and under-sponsored, the All In team took on a global sponsorship initiative to ensure that all our women and men are adequately and equally sponsored.

#### Inclusive leadership training

We continually strive to build inclusive culture and mindsets. To that end, we run workshops and trainings to promote inclusive management practices and raise awareness of personal biases. We have changed organizational processes to reduce the opportunity for personal biases to affect decision making processes.