



Diversity, Equity, and Inclusion at McKinsey

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

At McKinsey, diversity, equity, and inclusion 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.

Supporting Colleagues

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 traditionally underrepresented

groups, military veterans, parents of special-needs children, and colleagues with disabilities, among others—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.

In 2020 we launched an anti-racism and inclusion program for our 32,000 colleagues, in addition to our existing training on unconscious bias. We will make these materials available publicly for others to use in their own organizations.

We invest in building the next generation of diverse leadership through external initiatives like our First Year Leadership Academy, McKinsey Achievement Awards, and Next Generation Women Leaders events.



“Diversity and inclusion shouldn’t be treated as a separate initiative—it must be embedded into everything we do. We know we are at our best when we create blended and diverse teams, and we have made steady progress, particularly as we hire and advance more women, people of color, and LGBTQ+ colleagues.”

Bob Sternfels
Global Managing Partner

At your best



“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 partner.”

Wilson

Access McKinsey member

Supporting clients and partners

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

We are at the forefront of diversity, equity, and inclusion research, including our annual publications *Women in the Workplace* and *Race in the Workplace*. *Diversity Matters*, our research on the business case for diversity, has helped our clients better define their own diversity and inclusion strategies.

We help our clients address the challenges they face around diversity through our diversity, equity, and inclusion 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 diversity, equity, and inclusion initiatives, including Open for Business and Reaching Out MBA.

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

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



Our firmwide All In, Diversity & Inclusion efforts engage colleagues of all backgrounds around the world to develop and share innovative ways of working that promote inclusivity. Some examples of the 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, Diversity & Inclusion 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.



“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, it is the living embodiment of our McKinsey mission and values.”

Kendra

Director of People Function



“In leading the network I’ve seen time and again the extent to which our colleagues are willing to help one another in times of need – it’s very humbling, and wonderfully inspiring.”

Scott

Senior Partner and Parents of Special Children at McKinsey network co-leader