

McKinsey's and Women's Equality

McKinsey's values call on us to create a non-hierarchical and inclusive environment. Our own research shows that diverse teams enrich our creativity, innovation, and problem-solving ability—which allows us to improve our clients' performance, while creating an unrivaled environment for exceptional people. We value a respectful and inclusive work environment and are committed to inclusion of all people.

We are committed to promoting gender equality both at our firm and in the world at large, and empowering and enabling women to reach their full potential. Some highlights include:

IMPACT 10x10x10 Champion of the UN Women's HeforShe initiative; in this context we have committed publicly to several aspirations related to women

Founding member of UN Women's Private Sector Leadership Advisory Council

Since 2015, McKinsey has partnered with LeanIn.org to publish [Women in the Workplace](#), the largest comprehensive study on the state of women in corporate America

Since 2007, our [Women Matter](#) research series has explored women in the global workplace, their experiences and impact in senior-executive roles, and the performance benefits companies gain from gender equality

McKinsey Global Institute published a study in 2015, [The power of parity: How advancing women's equality can add \\$12 trillion to global growth](#) and has since released numerous follow-up and geographic deep dive reports

We sponsor numerous organizations and events focused on supporting women as they build fulfilling careers, including Forté Foundation, Women Who Code, and the annual Grace Hopper Celebration of Women in Computing

Knowledge partner with Devex on the Power with Purpose initiative, recognizing female leaders in global development

In Germany, we are a founding member of the Chefsache Initiative; in Australia, we have been part of Male Champions of Change since it began; and in Italy we co-founded Valore D.

In addition, we are proud to offer women's-focused leadership development programs to our clients, including Centered Leadership, Remarkable Women, and Unlocking the Potential of Women

All In: Our Internal Initiative

From our Global Managing Partner through our entire organization, our leaders are engaged and committed to ambitious goals to improve recruiting and retention of women at McKinsey. To promote and advance inclusivity internally, we launched our All In initiative, a comprehensive approach to gender equality that engages colleagues around the world to develop and share new innovations around the implicit biases, policies, and processes that have the potential to impact gender representation. To date, our All In team has implemented programs including:

- Upgraded flexible work arrangements, including Ramp Off, Ramp On and Pace
- A global sponsorship initiative to ensure that women (and men) at the firm are adequately and equally sponsored
- Inclusive leadership programs, including unconscious bias training for all partners, interviewers, and other leaders to increase their awareness of potential implicit biases



“Gender equality is a personal priority to me as a leader, as a husband, and as the father of two daughters. I am committed to increasing our representation of women across all roles and geographies, while delivering on our dual mission to significantly improve our clients’ performance and to create an unrivaled environment for exceptional people. We are redoubling our efforts and are investing even more time and significant resources to make progress on this front.”

Kevin Sneader
Global Managing Partner



“I am proud of the progress we’ve made and the programs we have, which include best-in-class flexibility, parental leave, inclusive leadership and unconscious bias training, all of which contribute to an environment where women and men experience the sponsorship they need to grow.”

Lareina Yee
Senior Partner and Chief Diversity and Inclusion Officer

At your best