McKinsey 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 multiple 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 anti-bias training for all partners, interviewers, and other leaders to increase their awareness of potential implicit biases

“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

"Gender equality is a personal priority for me and I am fully committed to continuing our positive momentum and achieving gender parity across all roles and regions. I am proud of our many programs, including best-in-class flexibility, parental leave, inclusive leadership, and anti-bias training, all of which contribute to an environment where women and men experience the support and sponsorship they need to grow."

Katy George
Senior Partner and People Leader

"I have been committed to a more diverse and inclusive workplace for over 20 years. I know that diverse teams find better answers and create a work atmosphere where everyone can thrive. At McKinsey, our programs—including flexibility, parental leaves and reboarding, training, and sponsorship—support our people and foster an inclusive culture across the globe."

Maria Martinez
Senior Partner and All In, Diversity & Inclusion Leader