

McKinsey & Gender Diversity

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 are committed to promoting gender diversity both at our firm and in the world at large. *Some highlights include:*

Our External Partnerships and Gender-Related Research

- **IMPACT 10x10x10 Champion** of the **UN Women's HeforShe** initiative; in this context we have committed publicly to several aspirations related to gender parity
- Dominic Barton is one of the US founding members of **The 30% Club**, which focuses on improving representation of women at all levels of global organizations, especially senior leadership
- Founding member of **UN Women's Private Sector Leadership Advisory Council**
- Sponsors of the **Forte Foundation**, a non-profit consortium of top companies and business schools focused on supporting women as they build fulfilling, significant careers
- 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 diversity
- **McKinsey Global Institute** published a study in 2015, *The power of parity: How equality for women can drive \$12 trillion in global growth*
- **Lean In** partnership to develop an annual benchmarking survey on gender in the workplace; aggregated results were published in late 2015
- Knowledge partner with **Devex** on the *Power with Purpose* initiative, which recognizes female leaders in global development

In addition, we are proud to offer gender-based 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 Director through our entire organization, our leaders are engaged and committed to aggressive goals to improve recruiting and retention of women at McKinsey. To promote and advance gender parity internally, we launched our All In initiative, a comprehensive approach to gender equality that engages male and female 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 equitably sponsored
- Unconscious bias training for all partners, interviewers, and other leaders to increase their awareness of potential implicit biases



“Our commitment to diversity and inclusion is a part of our firm’s history and daily practice. I see it as the business of executives to set clear goals and strive to reach them, even though we know it won't be easy.”

Dominic Barton, Global Managing Director



“I am inspired to see how deeply committed the firm is to this topic and how many of our consultants around the globe are working on this every day.”

Elizabeth Hioe, Partner and leader of All In initiative