

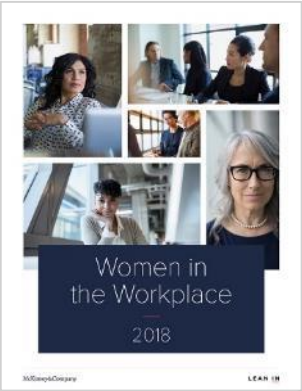
The Power of Women in the Workplace



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Five years of Women in the Workplace research



Since 2015...



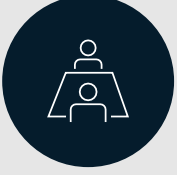
~600
Participating companies



22 million
Employees in participating companies

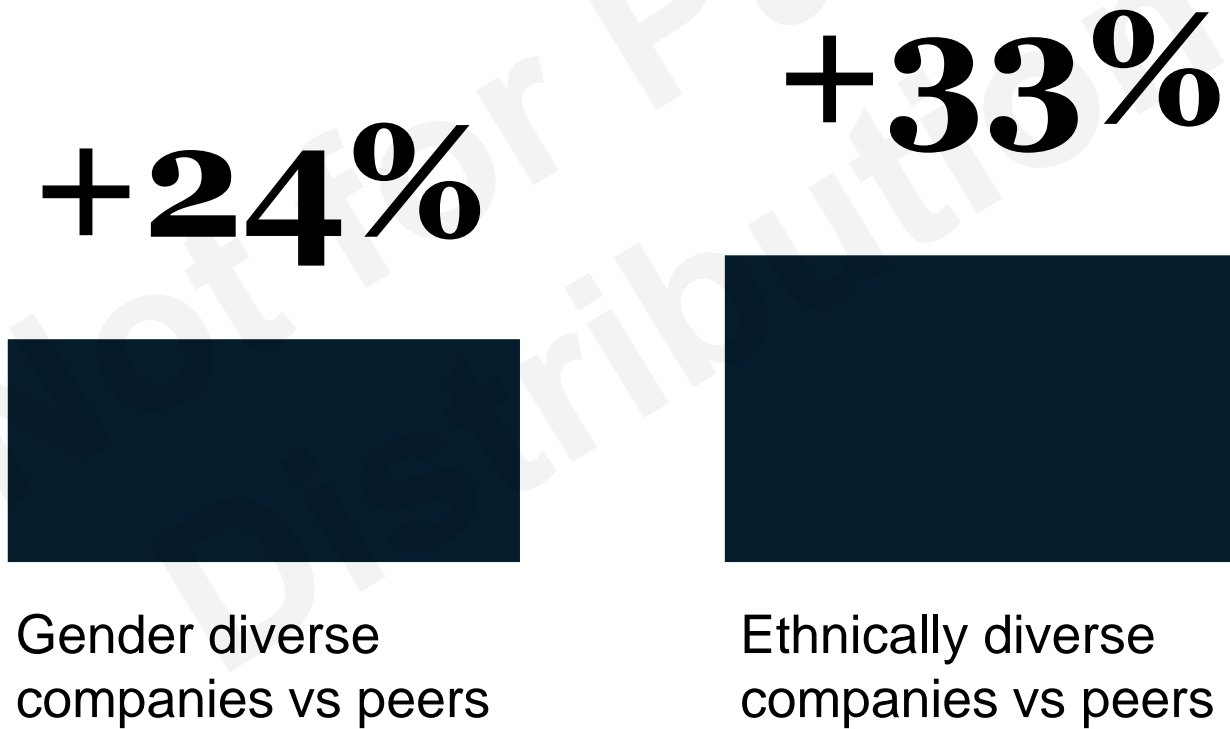


+250,000
Employees surveyed on their workplace experiences



+100
In-depth 1-on-1 interviews

Power of Diversity: Outperforming less diverse peers



Power of Diversity: Engagement by younger employees



2x more likely to raise the need for diversity and inclusion



More likely to see bias in the workplace

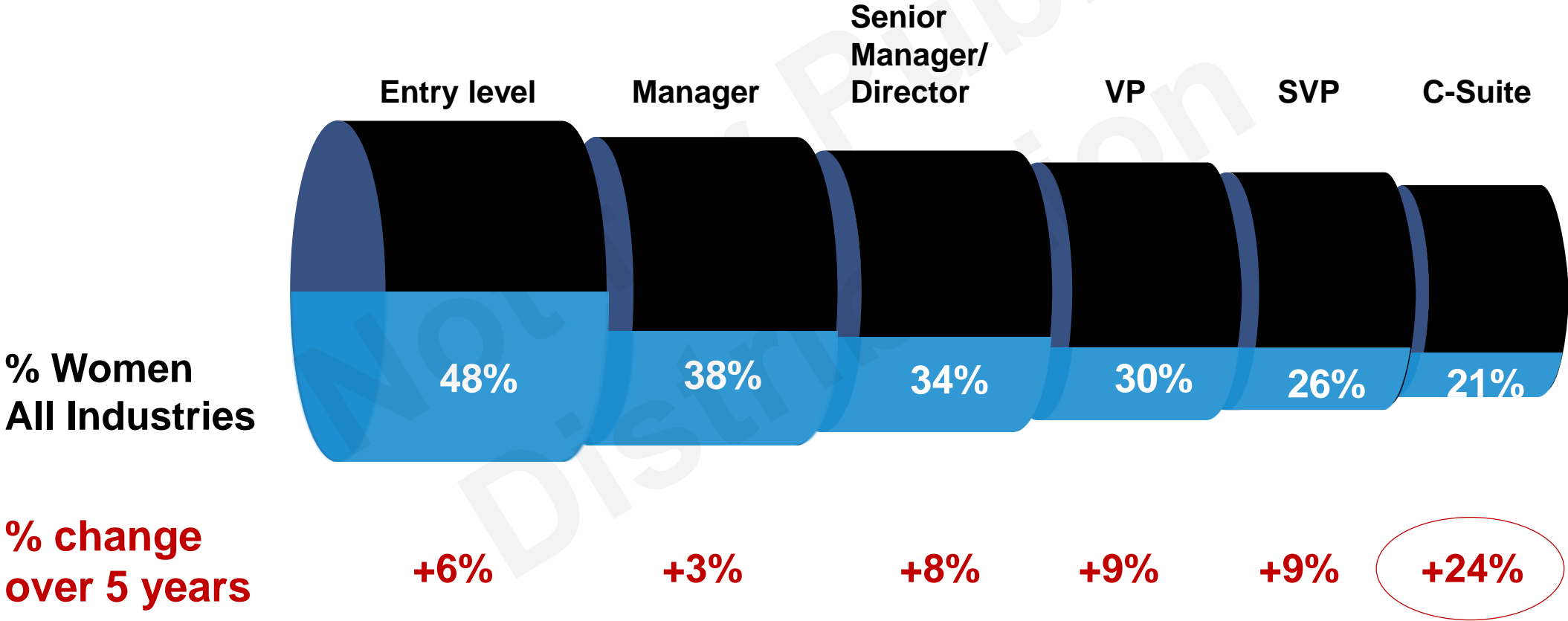
Power of Numbers



Q: Do you know diversity representation by level for each part of your organization?

Power of Numbers: Progress at the top but not at earlier levels

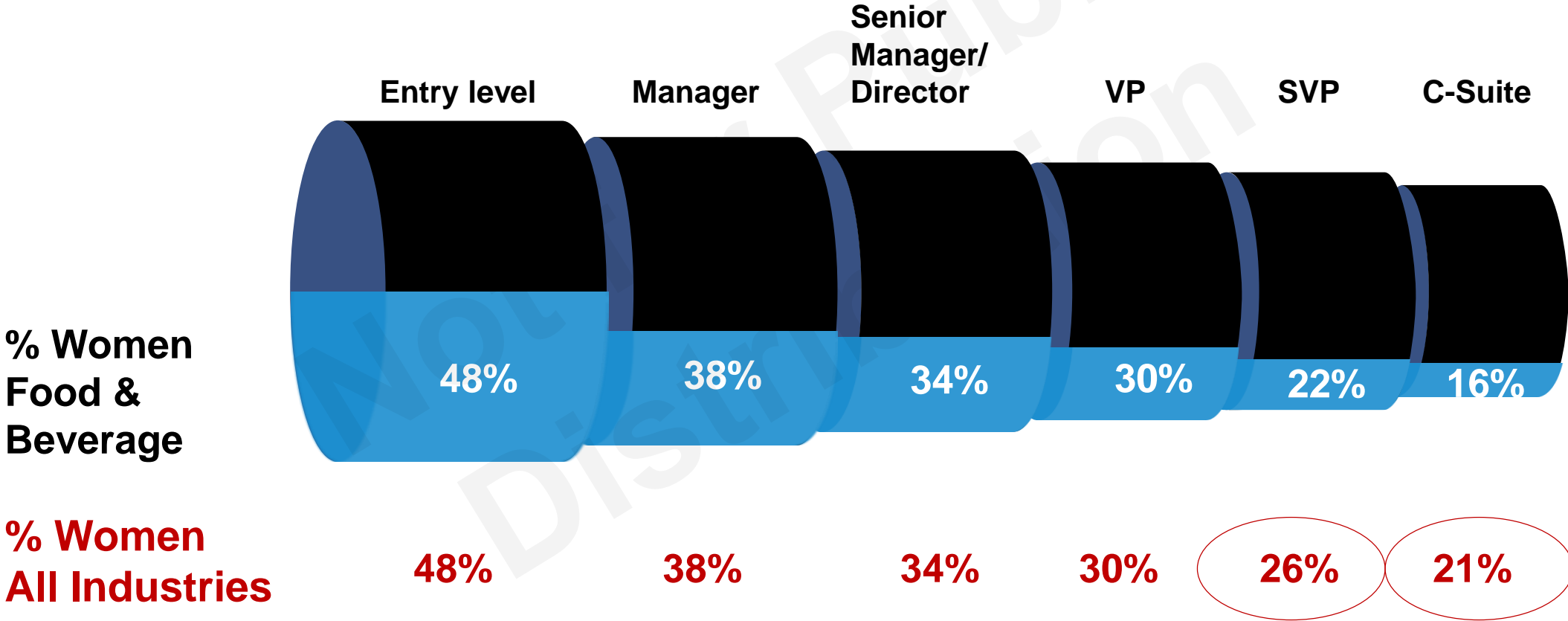
% of total for each level



Source: 2019 Women in the Workplace pipeline data for U.S./Canada

Power of Numbers: Food & Beverage industry has own challenges

% of total for each level



Source: 2019 Women in the Workplace pipeline data for U.S./Canada

Power of Culture



Equal opportunity and fairness



A safe, respectful workplace



Work-life flexibility

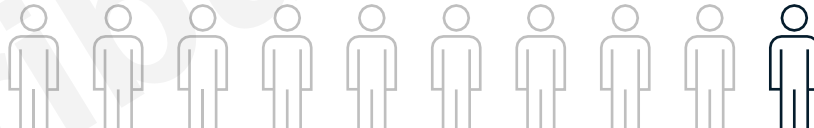
Q: Do you challenge gender
biased behavior in your
organization?

Power of Culture: Challenging bias starts with noticing it

**1 in 3
women**



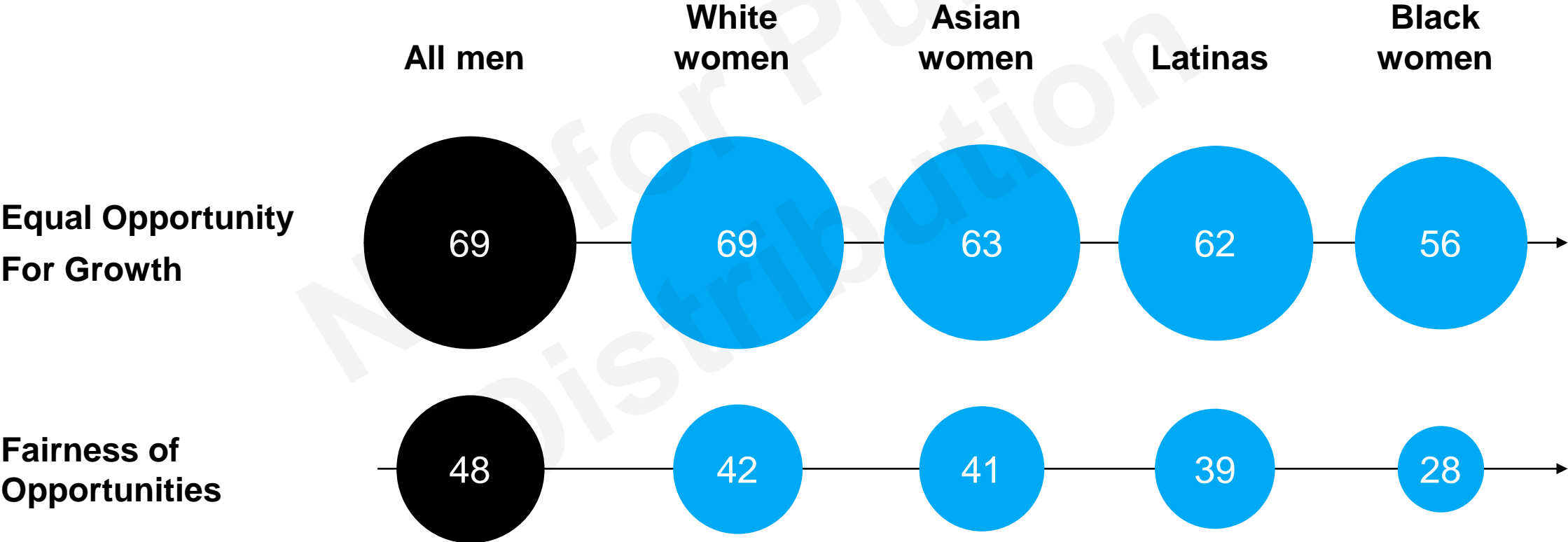
**1 in 10
men**



notice biased behavior against women in the workplace

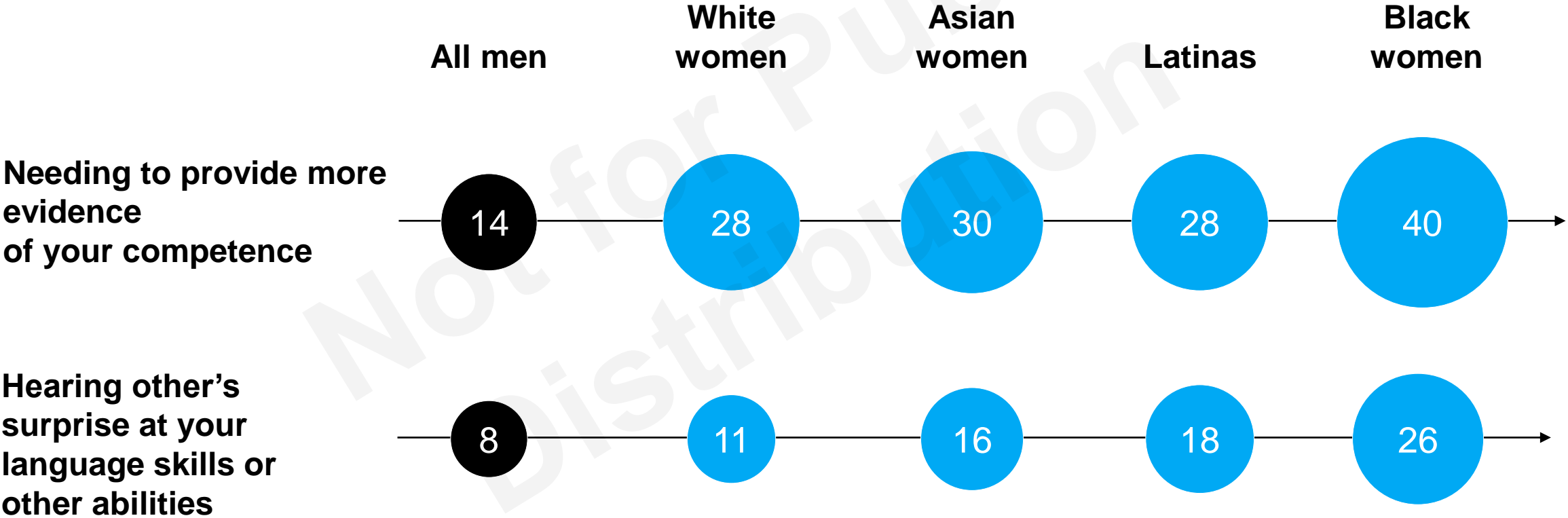
Power of Culture: Equal Opportunity and Fairness

% of employees who agree



Power of Culture: Macro Impact of Microaggressions

% of employees who say they experience



Source: 2019 Women in the Workplace research

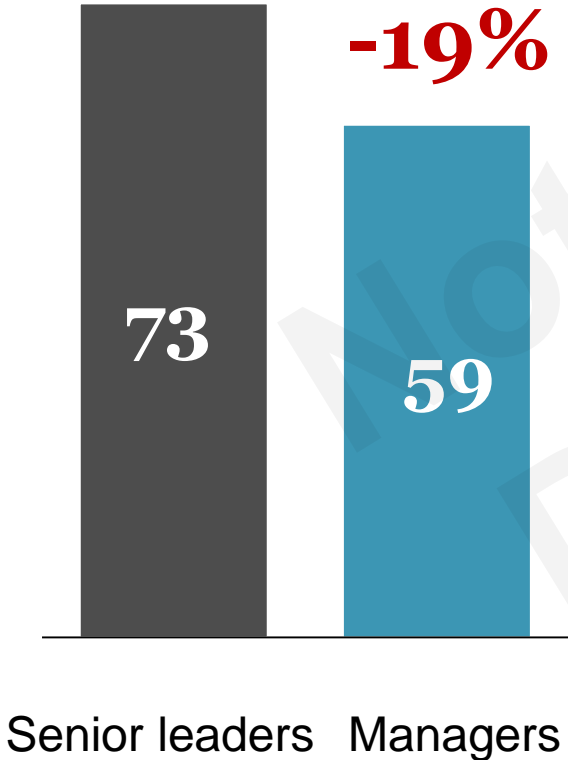
Power of Commitment and Action



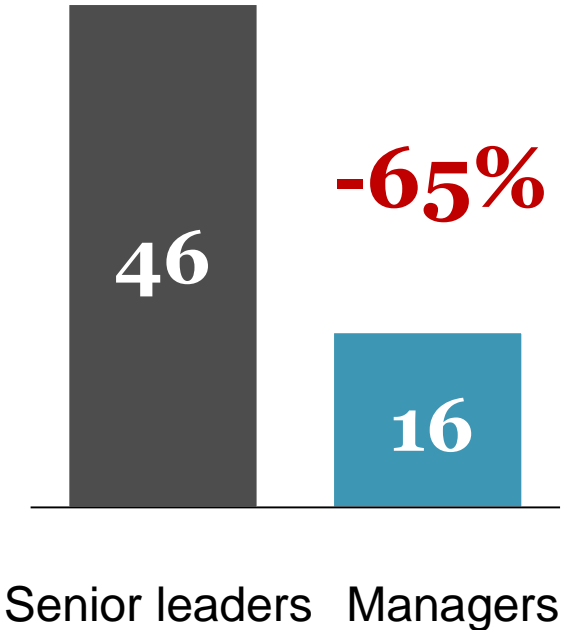
Q: Is your organization
committed to diversity?

Treat the diversity like the business priority it is

% who say they are committed to gender diversity



% who say they are actively working to improve it



Focusing on fixing the broken rung

% of companies who have this in place for entry level employees

- 1 Set a goal for women's representation **34%**
- 2 Require diverse slates of candidates **11%**
- 3 Put evaluators through unconscious bias training **30%**
- 4 Establish clear evaluation criteria to prevent bias **66%**
- 5 Put more women in line to step up to manager **39%**



Three set of actions beyond the broken rung



1. Debias hiring and promotions processes



2. Build a culture of fairness and opportunity



3. Create inclusive workplaces

www.WomenInTheWorkplace.com

Join us in 2020!