McKinsey
& Company

Join the 10th Anniversary Women in the Workplace Study

2024 Report

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2024 marks the 10th anniversary of Women in the Workplace

Women in the Workplace is a multi-year joint research effort between **McKinsey & Company** and **LeanIn.org** and the **largest comprehensive study of the state of women in corporate America**

Last year…

270+ Participating companies

10 million+ Employees in participating companies

27,000+ Employees surveyed on workplace experiences

38 In-depth 1-on-1 interviews

Read the full 2023 report: **www.womenintheworkplace.com**

2023 participants included…

Why participate?

Your organization will be part of the **largest annual benchmark** of women's progress in corporate America **at no cost**, helping you track your progress on representation

See how you stack up against your industry peers

Benchmark your talent pipeline and HR policies against peers in your industry and corporate America to allocate resources to areas that need it most (e.g., recruiting entry-level female talent vs developing female middle managers)

Track progress over time

Tap into your longitudinal data to track your progress over time and discover unique industry insights specific to the 10th anniversary publication

Improve diversity efforts

Develop impactful DE&I programs that can succeed in your organization's context by polling your employees directly to understand their experiences at work, if you opt to participate in the Employee Experience Survey

Be a community leader

Expand your leadership in gender diversity by partnering with prominent external firms on these issues and being visible both publicly (LeanIn/McKinsey report and launch) and internally (employee engagement)

If interested in joining this year's report, please fill out this **form:**

What will you need to provide?

There are three components of the survey

Part	Overview	Data submission format	Owner	Expected time to complete[1]
1A	**Talent Pipeline**: Aggregated data of your organization's talent pipeline, split out by levels, gender, and ethnicity Dataset must include all departments in North America	Excel template to fill out	An HR analyst who can pull the required pipeline dataset and map workforce to seven seniority levels	**~10-12 hours**
1B	**DE&I Practices and Programs**: Your HR policies and programs on employee support, training, and development	Online survey	An HR or D&I leader with knowledge of your policy and program offerings	**~1-2 hours**
2 (Optional)	**Employee Experience Survey**: Survey of your employees' attitudes, perceptions, and experience regarding career advancement, diversity, and work-life issue	Online survey link that you can share directly with employees	An HR or D&I leader to send survey to employees (can send to all or a representative subset with a minimum of 400 completes required)	**~20 minutes per employee**

1. Estimated time required; actual time may vary depending on the complexity and availability of data

Frequently Asked Questions

Q. Is there a cost to participate?
A. There is no cost to participate in Women in the Workplace.

Q. Which organizations are invited to participate? Does McKinsey target particular organizations?
A. All organizations that meet certain thresholds, including public sector institutions, social sector organizations and nonprofits participate in the study. Access to all organizations is enabled through maintaining a public facing website at http://www.womenintheworkplace.com/ through which any organization can request to participate**.**

Q. My organization has employees that sit outside of the U.S. and Canada – can I include them?
A. The study is currently limited to only U.S. and Canada. If your organization is international, please only provide data for only your workforce in the United States and Canada.

Q. Is there a size requirement to participate?
A. We require organizations to have a minimum of 1,000 U.S. and Canada employees to participate however, exceptions are addressed on a case-by-case basis.

Q. My organization has several employees who are senior but do not manage people (i.e., individual contributors) – will the Women in the Workplace benchmarks account for this?
A. Yes. Employees should be assigned based on the scope of their responsibilities. In some cases, employees can be quite senior even if they do not have direct reports (e.g., Senior Engineers). These employees would not be entry-level employees and should be assigned to a level appropriate to their responsibilities.

Q. What if I have questions regarding the participation agreement or how my data will be handled?
A. Please share your concerns with us and we are happy to discuss how the data is handled and analyzed.

For any other questions, please email WorkplaceSurvey@mckinsey.com

Your data and participation is kept confidential

Your participation is kept strictly confidential, unless and only to the extent that your organization agrees with us to make your participation public

Your data will always be treated as confidential and shared on a limited basis. For more details on how your responses are handled, please refer to the Participation Agreement

Aggregate data from all participating organizations may be used to write the Women in the Workplace report. Individual organizations are not identified in the report unless they specifically agree otherwise

Organization-specific results will be sent to your organization, at your option, and will not be shared with anyone else

Summary – What you need to know about the 2024 Women in the Workplace Study

What is the 2024 Women in the Workplace report?	**The 10th anniversary report of the largest comprehensive study of the state of women in corporate America** The report analyzes the representation of women, provides an overview of HR policies and programs – including sentiments on the most effective DEI practices – and explores the intersectional experiences of different groups of women at work

What does participation look like?	(1)	**Submit company-specific data on employee representation, experience, and policies** This data is protected and confidential, as is participation, unless and only to the extent your organization opts to include the organization logo on the report website
	(2)	**Receive customized excel report with key company metrics** The full customized report in excel allows companies to perform additional analysis and includes up to three distinct sections: Part 1 Talent Pipeline, Part 2 HR Survey, and optional Part 3 Employee Experience Survey (EES)
	(3)	**Receive industry-wide benchmark report and attend sector-specific debriefs** Following the release of the 2023 report, participants are invited to attend debriefs to discuss industry-wide trends and learnings across peer organizations

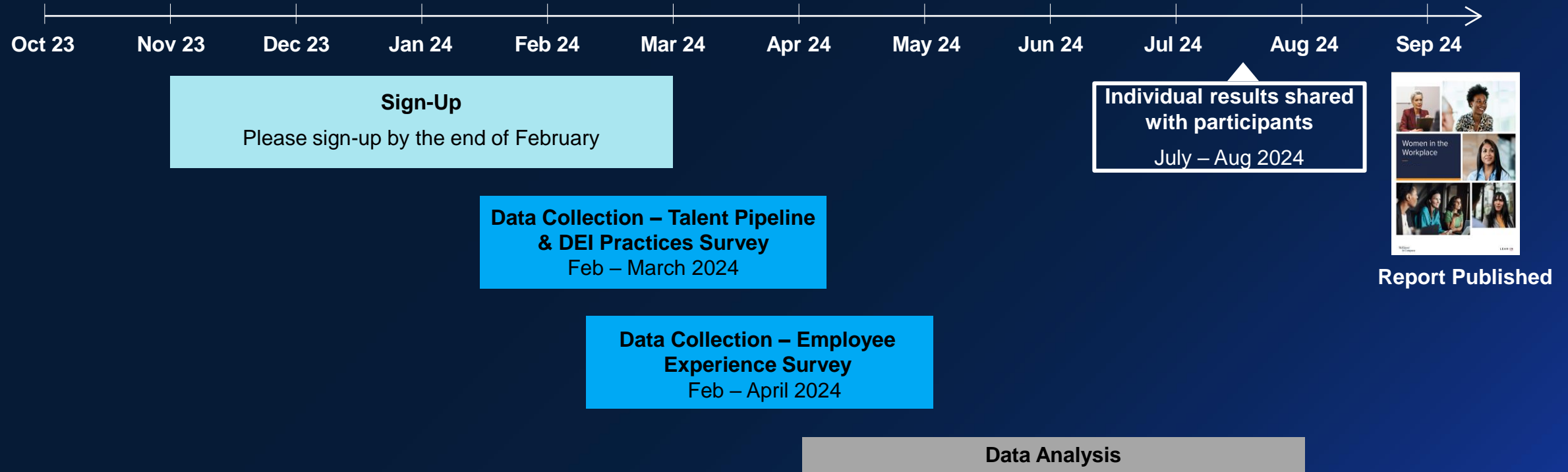|		
What are the requirements for sign-up?	(1)	**Confirm that your organization meets eligibility requirements:** *Minimum size of 1,000 employees across Canada and the US*
	(2)	**Fill out the 2024 Sign Up Form to confirm eligibility as soon as possible**
	(3)	*(For organizations that did not participate in 2023)* **Be on the look out for a Participant Agreement in your inbox following eligibility confirmation**

2024 timeline

Oct 23 — Nov 23 — Dec 23 — Jan 24 — Feb 24 — Mar 24 — Apr 24 — May 24 — Jun 24 — Jul 24 — Aug 24 — Sep 24

Sign-Up

Please sign-up by the end of February

Data Collection – Talent Pipeline & DEI Practices Survey
Feb – March 2024

Data Collection – Employee Experience Survey
Feb – April 2024

Data Analysis

Individual results shared with participants
July – Aug 2024

Report Published

Next steps

1. **Confirm that your organization meets eligibility requirements**
2. **Fill out the 2024 Sign-up Form to confirm eligibility as soon as possible**
3. *(For organizations that did not participate in 2023)* **Be on the look out for a Participant Agreement in your inbox following eligibility confirmation**