

# Leveraging MWBEs to Increase Supplier Diversity

Research from **McKinsey & Company** examines the benefits of working with minority- and women-owned business enterprises (MWBEs) to fill the supplier diversity gap in some sectors. McKinsey notes:

- ✓ MWBEs exist in historically underrepresented sectors, such as investment firms specializing in mergers and acquisitions (M&A) and law firms with M&A as a practice area.
- ✓ Expanding the scope of supplier diversity would create more jobs for minorities in higher-wage sectors and in roles less likely to be affected by automation and AI.
- ✓ If spending with certified MWBEs doubled to \$2 trillion from the current estimate of \$1 trillion, it could generate \$280 billion in additional income and create four million jobs for minority populations and women.



## Discussion Questions For Employers:

- Q How are the goals and successes of your supplier diversity program communicated to employees? How can we ensure that supplier diversity aligns with our sustainability and corporate social responsibility goals?
- Q What are some potential challenges or barriers we may encounter while implementing supplier diversity best practices and how can we overcome them?
- Q How are we helping diverse suppliers grow? What educational opportunities and mentoring do we offer for suppliers? What opportunities do we have to incorporate more diverse suppliers?
- Q What role can employees play in advocating for and promoting supplier diversity within our organization and externally? What training or education opportunities can we provide to our employees to enhance their understanding of supplier diversity best practices?
- Q What strategies can we employ to ensure supplier diversity is not just a short-term initiative but becomes ingrained in our organizational culture?
- Q What steps can we take to ensure transparency and accountability in our supplier diversity efforts, both internally and externally?