We view diversity as a key driver to our future success. We’re excited for a future that brings new and different voices to the table. And even more excited to see where the discussion will lead.

At McKesson, diversity and inclusion mean welcoming our many unique experiences and perspectives to the table. They mean tackling — together — the question of what’s next.

Our shared ICARE principles have built a foundation of trust and respect that unite us all. Our ICARE culture guides us to build a workplace in which everyone can bring their full, authentic selves. That’s when we work at our best and learn the most from each other.

Our diversity and inclusion strategy is about building a strong pipeline of leaders, whose backgrounds and viewpoints infuse innovation, agility and creativity into our mission of delivering better health for the future.

Our Commitment to Diversity Starts at the Top
I created and chair McKesson’s Chairman’s Diversity Council, which includes McKesson’s most senior leaders. The Council guides the enterprise’s Diversity Blueprint Strategy, which is a metrics-driven approach to infusing and supporting diversity into our company at all levels. This strategy shows us:

- Our leadership pipeline is strong. We have a higher percentage of diverse high-potential and promotable employees than the company average.

- Our employees are engaged. According to our annual Employee Opinion Survey, diverse employee groups and women are more engaged, on average, than McKesson employees overall.

- Our new hires reflect our diverse world. Millennials are our most ethnically and gender-diverse generation of employees, and the up-and-coming Generation Z is poised to further the trend.

We’re encouraged by the success we’ve seen, but we know there is still work to do.

It’s the Way We Do Business
At McKesson, diversity and inclusion are deeply embedded into the fiber of our company. Here are just a few ways in which diversity and inclusion have become an integral part of the way we do business:

- Our Medical-Surgical business created a three-year strategic plan
that includes building an infrastructure for its talent acquisition process. This new infrastructure puts more focus on developing leaders from within McKesson rather than relying heavily on the external market. The combined internal and external focus on strengthening diverse talent helped Medical-Surgical achieve its diversity and inclusion goals for Fiscal Year 2017.

- Our **U.S. Pharmaceutical** business, working with Corporate Human Resources, launched a new Diversity and Inclusion Steering Committee. This new body created customized action plans and held Diversity Summits to engage more than 140 leaders to own, act, ideate and engage in diversity and inclusion.

- **Employee Resource Groups (ERGs)** are very popular. Employee run and led, these groups are influential ambassadors and play a vital role in retaining diverse talent.

**Our People Are Our Future**

We're still learning as we go, but some lessons we’ve learned and will carry into the future are:

- **People leaders are our most influential role models.** We’re developing Cultural Fluency and Inclusive Leadership training, which will equip leaders and employees for success.

- **ERGs are integral partners in retaining, recruiting and engaging our workforce.** We expect to enhance their role and integrate them into our differentiated strategies.

- **Operational excellence isn’t just for our supply chain.** Our commitment to excellence in all parts of our organization helps us set and reach ambitious goals. Integrating diversity and inclusion efforts into our talent processes and systems will support systemic progress.

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