

People—At a glance

At KPMG, our people make the difference. Our people drive the quality of each service we provide—and in a competitive talent landscape, supporting our people’s well-being, being an employer of choice, and contributing to a diverse, inclusive, and equitable workforce is a business imperative.

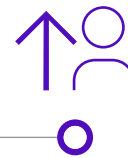
Our Accelerate 2025 aspirations:



50% partner and MD representation from underrepresented groups*, including doubling our representation of Black partners and MDs



50% increase in our Black and Latinx workforce



Significant increase in representation from underrepresented groups* in client and firmwide leadership roles

*Underrepresented talent (URT) in the aggregate refers to a historical underrepresentation of select groups that broadly speaking have a smaller percentage within the KPMG workforce as compared with the available external population, and including people of color, women, LGBTQ+ individuals, people with disabilities, and military service members.

Our progress:

- **45.3%** of our partners and managing directors identify as members of underrepresented communities
- This year, with Black partners and MDs comprising **2.3%** of our leadership, we continue to see progress: a **0.3 percentage point increase** year over year, and **0.6 percentage point increase** since FY2020, when we set this aspiration
- Black workforce representation has grown by **0.5 percentage points** and Latinx representation has grown **0.9 percentage points**. While this represents progress, we recognize that there is more work to do and we continue to set a high bar for ourselves

For more information, access our U.S. Impact Plan digital hub [here](#).

