

Changing the Workplace. Changing the World.

The Diversity + Inclusion Movement

61

President John F. Kennedy signs an executive order establishing affirmative action requirements for government contractors.



72

The Supreme Court gives EEOC the authority to sue for discrimination. Companies provide affirmative action training to prevent litigation.

91

63% of major firms offer diversity training, according to a 1992 study published by the Conference Board.

93

The Family and Medical Leave Act gives parents the right to 12 weeks of unpaid leave to care for a new child.



13

Footage of police shootings of unarmed black people gives rise to Black Lives Matter. Leaders from several high-profile companies express support.

09

The Lilly Ledbetter Fair Pay Act strengthens protections against pay discrimination.

BLACK LIVES MATTER



16

CEO activism rises. More than 90 executives speak out against North Carolina's anti-LGBT law.

18

Board diversity grows. 145 Fortune 500 companies have at least 40 percent diversity on their boards, up from 69 in 2012.

1960s

1970s

1980s

1990s

2000s

2010s

The Civil Rights Act makes it illegal for employers to discriminate on the basis of race, sex, religion, or national origin and establishes the U.S. Equal Employment Opportunity Commission (EEOC).

64



74

Black employees at Xerox have formed seven independent caucus groups since the late 1960s. These are the first ERGs.

87

Workforce 2000, a landmark study by the Hudson Institute, predicts a changing workforce that will be older, more female, multicultural, and racially diverse.

Americans with Disabilities Act is signed into law.



90

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The Chief Diversity Officer rises.

09

Ursula Burns, an executive who began her career in engineering, is named the first black female CEO of a Fortune 500 Company.



13

Markets are becoming more diverse. A growing body of research has revealed the business imperative for D&I and the high cost of bias.



Journalists expose sexual abuse and assault in the highest places, setting off a global movement. Within a year, more than 200 executives lose their jobs due to accusations of sexual misconduct.

17

Fortune 500 CEOs include 33 women (the most in history), but just three African-American men, and zero Latinas. We have much more work to do.

19



See CTI's role in the D&I movement on the other side.