

ORC Diversity Timeline

	1940	1950	1960	1970	1980	1990	2000	2010
US	<p>1941: Discrimination by federal contractors prohibited</p> <p>1949: Desegregation of armed forces</p>	<p>1954: <i>Brown v. Board of Education</i>: Supreme Court outlaws racial segregation in public education</p> <p>1959: Montgomery bus boycott</p>	<p>1963: Publication of Friedan's <i>The Feminine Mystique</i></p> <p>1964: Passage of the Civil Rights Act, comprehensive anti-discrimination legislation</p> <p>1965: Affirmative action required of federal contractors</p> <p>1969: Stonewall Riots galvanize the gay rights movement</p>	<p>1971: <i>Griggs v. Duke Power</i> strengthens anti-discrimination protections</p>	<p>1987: <i>Workforce 2000</i> highlights major demographic shifts in the workforce</p>	<p>1995: Labor Department releases first glass ceiling report, focusing attention on opportunity in senior ranks</p> <p>2000: Census includes multiracial categories</p>	<p>2008: First person of color, Barak Obama, nominated by a major political party for the office of President</p>	
UK and Europe	<p>1949: Council of Europe established to defend human rights, democracy, and rule of law</p>	<p>1953: Convention for the Protection of Human Rights and Fundamental Freedoms prohibits discrimination in Council of Europe countries</p>	<p>1965: Race Relations Act enacted</p> <p>1970: Equal Pay Act passed</p>	<p>1975: Sexual Discrimination Act passed</p> <p>1979: Margaret Thatcher becomes first female prime minister</p>		<p>1993: Murder of Stephen Lawrence, a watershed moment in British race relations</p> <p>1995: European Business Declaration against Social Exclusion signed by business leaders and EU president</p> <p>1997: European Year Against Racism declared</p> <p>1999: The McPherson Report on the Lawrence murder notes concept of institutional racism for the first time.</p>	<p>2003: EU directives covering race, ethnic origin, age, disability, sexual orientation, religion and belief</p> <p>2004: EU enlarged from 15 to 25 member states</p> <p>2004: Gender Recognition Act protects rights of transgendered people</p> <p>2007: Launch of the Year of Equal Opportunities for All</p> <p>2007: EU enlarged to 27 member states</p>	
ORC		<p>1959: Publication of <i>Employing the Negro in American Industry</i> by Industrial Relations Counselors, ORC's parent organization</p>	<p>1962: ORC Equal Opportunity Group is launched in US</p>	<p>1975: Employment Law & Litigation Group launched in US</p>	<p>1984: Publication of ORC study, <i>Managing Diversity: The Challenge of EEO to 1990</i></p>	<p>1991: Creation of the Workforce Opportunity Network to address diversity and work/life issues</p> <p>1991: ORC Vanguard Network established in London</p> <p>1998: Workforce Opportunity Network merges US EEO and diversity groups, reflecting integrated approach to building inclusive organizations</p> <p>1999: Breakthrough Network formed for public sector employers in the UK</p> <p>2000: ORC works with government and civil rights groups on how to incorporate new census categories in business reporting</p> <p>2000: ORC's US-UK Diversity Symposium brings together American and British diversity leaders and British peers and cabinet members</p>	<p>2002: ORC holds series of diversity meetings for pan-European employers</p> <p>2002: Presentation of ORC's study comparing US and European diversity practices at National Industry Liaison Group conference</p> <p>2004: ORC/AHRMIO survey on global work/life issues</p> <p>2005: ORC sponsors symposium in Beijing on HR and labor relations best practices in China</p> <p>2006: ORC launches the Global Diversity Forum and the Forum Advisory Board of global diversity thought and practice leaders</p> <p>2006: China's Ministry of Personnel visits ORC to share HR practices in US and China</p> <p>2008: ORC and British Council host the International Equality and Diversity Conference</p> <p>2008: First ORC Peter Robertson Award for Diversity Champions presented</p>	