Diversity, Inclusion and Belonging Timeline

1968 - Trailblazing a Commitment to Diversity
Our first CEO, Joe Wilson, called for social responsibility, diversity and inclusion—shaping our core values from the start. This established the “Wilson Rule,” which requires women and minorities to be among the final pool of qualified candidates for every open management position in the U.S.
In 2015, President Barack Obama publicly recognized the “Wilson Rule” during the first-ever White House Business Summit, a celebration of inclusive entrepreneurship.

1971 - Creating Support for Black Employees
Established the National Black Employee Association (NBEA), an Employee Resource Group (ERG) dedicated to support, develop, and advance Black employees.

1980s - Setting the Pace for a Decade of DEI Firsts
Founded numerous Employee Resource Groups to further advance critical DEI initiatives.
Created the Environment, Health and Safety (EHS) organization—setting the pace for corporate America in environmental and sustainability policies.

1992 - Championing LGBTQ+ Policy
We established OUT@Work, a caucus group for LGBTQ employees and in 1997 extended benefits to their domestic partners.
In 2002, we were one of the first seven companies to score a perfect 100 on the Human Rights Campaign Foundation’s Corporate Equality Index. We have earned this recognition every year since.

1999 - Committing to Asian American Businesses
Starting in 1999, we won the Pan Asian American Supplier Corporate Award for three consecutive years—demonstrating a commitment to purchasing goods and services from Asian American companies.

1995 - A More Inclusive Executive Team
Our first female CEO, Anne Mulcahy, who became our first female CEO in 2001 and chairperson in 2002. Ursula Burns was the first African American to become chairperson in 2010.

2001 - Leading with Women at the Helm
Women have held many senior leadership positions, including Anne Mulcahy who became our first female CEO in 2001 and chairperson in 2002. Ursula Burns was the first African American to become chairperson in 2010.

2003 - Maintaining an Inclusive Culture
Recognized as one of the “Top 50 Best Companies for Latinas to Work For” in the U.S. by LATINA Style magazine.

2004 - Supporting Inclusiveness in the Workplace
Honored by U.S. Veterans magazine as a top veteran-friendly company in their “Best of the Best” list.
Chartered our Veteran Service Members Association ERG to celebrate and support military veterans, spouses and families at Xerox.

2007 - Supporting Veterans in the Workplace
Named one of the World’s Most Ethical Companies by Ethisphere Institute, dedicated to best practices in business ethics, social responsibility and sustainability.

2010 - Emphasizing Business Ethics
Named one of the World’s Most Ethical Companies by Ethisphere Institute, dedicated to best practices in business ethics, corporate social responsibility and sustainability.

2017 - Supporting Veterans in the Workplace
Honored by U.S. Veterans magazine as a top veteran-friendly company in their “Best of the Best” list.
Chartered our Veteran Service Members Association ERG to celebrate and support military veterans, spouses and families at Xerox.

2020 - Today - Continuing to Champion Diversity
Our late Vice Chairman and CEO, John Visentin, expanded our commitment of social responsibility, diversity and inclusion through listening sessions to educate and cultivate belonging.
Our current CEO, Steve Bandrowczak, continues to bring this vision to life across our 10 ERGs, which are an integral part of our corporate culture.
This is reflected across our Diversity, Inclusion and Belonging (DIB) roadmap with training and development of environmental, social and governance (ESG) targets for 2021.

What’s Next
Setting the Bar Even Higher
Every year, we’re reaching higher environmental, social and governance (ESG) targets to create a better working world. Improving representation of both minorities and women in senior-level positions. Combined with our progress towards becoming net zero by 2042, we are dedicated to making this carbon planet for everyone. Soon to get the full story.

© 2022 Xerox Corporation. All rights reserved. Xerox® is a trademark of Xerox Corporation in the United States and/or other countries.