

## HISTORY OF AFFRIMATIVE ACTION

### Reference

- 1941 President Franklin D. Roosevelt issues Executive Order 8802 requiring defense contractors to pledge nondiscrimination in employment on government-funded projects.
- 1943 Executive Order 8802 coverage extended to all federal contractors and subcontractors. During WWII (post 1941) women were actively recruited into the workforce:
- o 1941 13 million women in the workforce
  - o 1943 15 million women in the workforce
  - o 1944 20 million women in the workforce - 6 million in factories
  - o 1940 Women represent 8% percent of total workers employed in the production of durable goods
  - o 1945 Women represent 25% percent of total workers employed in the production of durable goods
  
  - o Worked operating machinery, buses, cranes, and tractors
  - o Built and repaired aircraft, dirigibles, and gliders
  - o Worked in shipyards, munitions factories, lumber mills, and steel mills
  - o Worked as welders, riveters, and engineers
  - o Benefited from on-site childcare
- 1947 President's Committee on Fair Employment Practices reported:
- o 1942 African Americans represent 3% of workers in defense industries
  
  - o 1945 African Americans represent 8% of workers in defense industries
  
  - o Post war "...the wartime gains of Negro, Mexican-American and Jewish workers... began to disappear as soon as wartime controls were relaxed."

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*"Freedom is not enough. You do not wipe away the scars of centuries by saying: Now, you are free to go where you want, do as you desire, and choose the leaders you please. You do not take a man who for years has been hobbled by chains, liberate him, bring him to the starting line of a race, saying, "you are free to compete with all the others," and still justly believe you have been completely fair. Thus it is not enough to open the gates of opportunity..."*

- President Lyndon B. Johnson 1965

- 1961 President John F. Kennedy's Executive Order 10925 used equal opportunity for the first time by instructing federal contractors to take "affirmative action to ensure that applicants are treated equally without regard to race, color, religion, sex, or national origin."
- 1962 *"... there are fewer Negro plumbers or electricians than Negro Ph.D.s." "Exclusion in the craft unions is so complete that segregation would be a step forward"*
- 1964 Civil Rights Act of 1964 enacted; establishes the Equal Employment Opportunity Commission.
- 1965 President Johnson issued Executive Order 11246 requiring all government contractors and subcontractors to take equal opportunity to expand job opportunities for minorities; establishes the Office of Federal Contract Compliance Programs (OFCCP).
- 1966 President Johnson amended Executive Order 11246 to include equal opportunity for women; federal contractors were now required to make good-faith efforts to expand employment opportunities for women and minorities.
- 1970 The Department of Labor, under President Richard M. Nixon, issued Order No. 4, authorizing flexible goals and timetables to correct "underutilization" of minorities by federal contractors.
- 1971 Order No. 4 was revised to include women.

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- 1972 Title IX of the Education Amendments prohibits discrimination based on sex in education and training programs that receive federal funding or other assistance.
- 1978 The U.S. Supreme Court, in *Regents of the University of California v. Bakke* (438 U.S. 912), upheld the use of race as one factor in choosing among qualified applicants for admission.
- 1979 Weber case, the Supreme Court upheld an employer and union-supported race-conscious, affirmative action training program which gave preference to black workers.
- 1985 Reagan Administration attempts to rescind affirmative action.
- 1996 California enacted Proposition 209 which prohibits all affirmative action programs in employment, education, and contracting. The State of Washington followed suit with Initiative 200. The number of African Americans and Latinos admitted to California's top public universities quickly plummeted.