

# 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 his 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 Demo Day, a celebration of inclusive entrepreneurship.



## 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.



## 1995

**A More Inclusive Executive Team**

Won our first Perkins-Dole National Award for Diversity and Excellence in American Executive Management from the Federal Glass Ceiling Commission.

Received the U.S. Department of Labor’s Opportunity 2000 Award for our record of promoting women and minorities into management.



## 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.



## 2004

**Supporting Hispanics/Latinas in the Workplace**

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



## 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.

## 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.

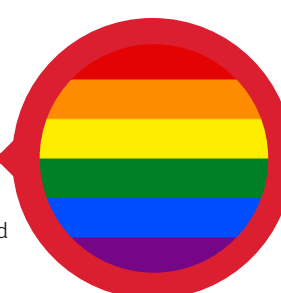


## 1992

**Championing LGBTQ+ Policy**

We established GALAXe Pride at 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.



## 2003

**Maintaining an Inclusive Culture**

Named to Fortune magazine’s list of America’s “50 Best Companies for Minorities” for the sixth consecutive year.



## 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.



## 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 2040, we are dedicated to making this a better planet for everyone. **Scan to get the full story.**

