

1862 – *The Morrill Act* establishes sixteen higher education institutions specifically dedicated to the education of African Americans.

1863 – *The Emancipation Proclamation* ends slavery in the Confederate States.

1948 – *Executive Order 9981* issued by Harry S. Truman ends segregation in the U.S. Armed Forces.

1950 – *McLaurin v. Oklahoma State Regents* rules that it is unconstitutional for an African-American student to be physically segregated from other students because of his race.

1954 – *Brown v. Board of Education* the Supreme Court rules that segregation in mandated schools is illegal. “Separate educational facilities are inherently unequal,” declares the court in a 9-0 unanimous decision. This is thought of as the single most important trial in history dealing with affirmative action in the education field.

1961 – *Executive Order 10925* issued by President Kennedy mentions affirmative action for the first time by mandating that contractors with projects financed by federal funds take “affirmative action to ensure that all applicants are treated equally without regard to race, color, religion, sex or national origin.”

1964 – *Civil Rights Act of 1964* prohibiting employment discrimination based on race, color, religion or national origin by all employers was signed into law by President Lyndon Johnson. The Equal Employment Opportunity Commission (EEOC) is established.

1965 – *Executive Order 11246* issued by President Lyndon Johnson requires all government contractors and subcontractors to take affirmative action to expand opportunities for minority employees in all aspects of hiring and employment. Contractors are required to document specific actions and efforts taken to ensure equality in hiring. The Office of Federal Contract Compliance Programs (OFCCP) is established as the compliance monitoring agency.

1967 – *Executive Order 11375* issued by President Lyndon Johnson amends and extends Executive Order 11246 to include women.

1968 – *Civil Rights Act of 1968* prohibited discrimination concerning the sale, rental, and financing of housing based on race, religion and national origin (gender added in 1974).

1969 – *The Philadelphia Order* is the most forceful plan to guarantee fair hiring practices in construction jobs. Philadelphia was selected as the “test” city because it was known for its bias and egregious offenders against equal opportunity laws. The new order required contractors to show ‘affirmative action’ and to have definite goals and timetables.

1972 – *Title IX of the Education Amendments of 1972* is passed. It prohibits gender based discrimination in programs and employment practices of organizations that received federal funds.

1978 - *Bakke v. Regents of the University of California*, a landmark Supreme Court case, rules that the University of California Davis Medical School's admission program which had a separate admissions pool for standard applicants and another for minority applicants is unlawful. While the court upheld the use of race as a factor in admissions, the practice of setting an inflexible quota was not lawful.

1979 – *Executive Order 12138* creates a National Women's Business Enterprise Policy and requires each agency to take affirmative action to support women's business enterprises.

1980 – *Fullilove v. Klutznick* declares that set-aside programs for minority business enterprises are permissible ruled by the Supreme Court. Chief Justice Warren Burger says that "in the MBE program's remedial context, there is no requirement that Congress act in a wholly 'color-blind' fashion."

1986 – *Wygant v. Jackson Board of Education*, a Supreme Court case in which the Court ruled that the school board's policy of considering race to determine teacher lay-offs violated the equal protection clause of the Fourteenth Amendment.

1987 – *United States v. Paradise* upholds a court-ordered hiring plan declaring that the Public Safety Department of Alabama must hire or promote one African-American for every white hired or promoted until African-Americans constitute at least 25% of those in upper ranks of the department.

1989 – *City of Richmond v. Croson*, a Supreme Court case that maintains that affirmative action must be subject to "strict scrutiny" and is unconstitutional unless racial discrimination can be proven. State or local affirmative action programs had to be supporting by a "compelling interest" and be narrowly tailored to ensure that the program furthered that interest.

1990 – *Americans with Disabilities Act* is passes by Congress, prohibiting discrimination on the basis of disability in places of public accommodation.

1995 – *Adarand Constructors v. Pena*, a case in which the Supreme Court held that a federal affirmative action program remains constitutional when narrowly tailored to accomplish a compelling government interest such as remedying discrimination.

1995 – *The Regents of the University of California* votes to end affirmative action programs at all University of California campuses. From 1997, officials at the University were no longer allowed to consider race, gender, ethnicity, or national origin as a factor in admissions, contracting, and hiring.

May 19, 1995 - Bill Clinton recites a speech supporting affirmative action: "The job of ending discrimination in this country is not over... based on the evidence, the job is not done. So here is what I think we should do. We should reaffirm the principle of affirmative action and fix the practices. We should mend it, but don't end it."

1996 – *Hopwood v. Texas*, a case in which the US Court of Appeals effectively declares the Bakke decision invalid in ending affirmative action program at the University of Texas Law School. Furthermore, the state ended all programs explicitly using race as a factor in admissions at all public universities.

1996 – *California’s Proposition 209* passes banning all forms of public sector affirmative action programs in employment, education, and contracting in the state. The state is not allowed to discriminate, or grant preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin.

1997 – *U.S. House Judiciary Committee* voted 17-9, to defeat legislation aimed at dismantling federal affirmative action programs for women and minorities.

1998 - *Initiative 200* passes in Washington banning affirmative action in higher education, public contracting, and hiring. Initiative 200 is essentially identical to the 1996 Proposition 209 in California.

1999 – “*One Florida*” Plan was a piece of legislation by Jed Bush (43rd Governor of Florida) to end affirmative action in public universities and set up the “Talented 20” plan. This would include ending affirmative action and all state universities have to accept all high school seniors finishing in the top 20% of their class.

2003 - *Grutter v. Bollinger and Gratz v. Bollinger* are two related cases that approve the concept of affirmative action but rules against a rigid approach to racial diversity. In the Grutter case the court agrees that the affirmative action program is justified for the application process into The University of Michigan Law School. The Court found that the law school’s program was ‘narrowly tailored’ and flexible. On the contrary, the Gratz case dealing with the College of Literature and Science and Arts, is unlawful and does not allow for a review of the students full application

2008 – *Parents v. Seattle and Meredith v. Jefferson* declares that in Seattle and Louisville, considering race when assigning students to schools is unconstitutional even when trying to maintain diversity in schools. However, the courts were divided with a 5-4 outcome.

2009 – *Ricci v. DeStefano* was a lawsuit dealing with the disposal of exam results for advancement positions for New Haven firefighters. The city claimed they threw the results out because there were not enough qualified minority firefighters for the advancement. The firefighters sued for reverse discrimination and won 5-4 because “action in discarding the tests was a violation of Title VII.”