



'60 - '80s

- EDS is founded in Dallas, Texas, and later becomes a public company.
- Three women are among EDS' first officers.
- A Hispanic is named vice president and elected to the board as EDS' sales executive.
- EDS appoints a woman vice president of finance.
- Minority employees play key roles in the historic rescue of EDS executives from a Tehran jail.
- An African-American is named vice president and elected to the board.

'90s

- EDS implements "Managing Diversity" program.
- Diversity training is introduced in U.S. locations and included in leadership development.
- Diversity recruiting program is established.
- Leaders review business implications of Workforce 2000.
- The Supplier Diversity Team was formed to identify and include minority, women-owned and small business enterprises in EDS' procurement processes.
- Disability awareness training is available to employees.
- Workforce representation is a focus.
- Cultural assessment project is launched.
- EDS joins Technology Workforce Partners, a consortium on diversity.
- EDS joins Advancing Minorities Interest in Engineering.
- Employees form Unity in Action, an employee network group focused on the interests of African-Americans.
- Employees form Gay and Lesbian Employees at EDS, an employee network group.
- EDS enacts same-gender domestic partner benefits.
- The company's U.S. employee demographics become more diverse.
- Potential clients request that diversity information be included in proposals.

- First Tech 99 conference is held for women, and 800 women attend.
- Employees form Hispanic Employee Resource Organization, an employee network group.
- EDS Foundation is established to help and close the “digital divide.”
- Harassment-free work environment is acknowledged.

Accelerating diversity into the 21st century

- Corporate Diversity Officer is appointed.
- CEO relaunches diversity management program.
- EDS establishes global Executive Diversity Council.
- Company conducts executive diversity training.
- Diversity representation enhances leadership and professional employee base.
- Diversity managers are named for Canada, Asia Pacific, Latin America, and Europe, Middle East and Africa.
- Regional Diversity Councils are introduced to drive diversity initiatives globally.
- Diversity focus expands to include workforce, workplace, marketplace and community.
- Guidelines are established for employee network groups.
- Employees form Asian Pacific American Community at EDS, an employee network group.
- Blended learning approach to diversity and inclusion training is implemented to include state-of-the-art web-based training tools.
- Diversity competency implemented as part of leaders performance measures.
- Employees form Global Women’s Network, an employee network group.
- Women’s symposium held in Canada, over 300 men and women attendees, including executives, senior leaders and employees.
- Employees form EDS Women Fellowship, an employee network group.
- Unity in Action, Global Women’s Network and Gay and Lesbian Employees at EDS expand to local chapters.
- Corporate Responsibility focuses on diversity and inclusion.
- Employees form EDS Christian Fellowship, an employee network group.
- Gender identity included in Diversity and Equal Employment Policy.