As racial tensions remain on the rise across the country, Black History Month becomes of even greater significance. It is crucial to understand where Blacks started out in our nation to properly address current events.

During this time, employees may not know how to address racial issues in the office. But today's climate has changed. Employees may feel they cannot bring their whole selves to work if they don't think racial issues are up for discussion in the office. This is not true — as long as it's done the right way.

For this reason we are providing additional resources for all employees along with this MIB.

As always, we are providing our Timeline, highlighting events pertaining to Blacks throughout our nation's history and up to the present, as well as our Facts and Figures, giving information on Blacks in corporate America, education statistics and financial figures.

In addition, we are providing links to a host of articles and videos all centered around career advice for Blacks as well as best practices in how companies just like yours are addressing — rather than ignoring — today's racially charged climate. These companies have successfully navigated these real, sometimes painful, conversations.
1 TIMELINE

The unique history of Blacks in the United States is the clearest indication of evolving human-rights values and represents a moral and economic battle that split this nation.

Discussion Questions for Employees

➢ **Black History Month started in 1926. Is it still relevant to have a month-long celebration?**

Your guided discussion should focus on the many contributions Blacks have made to U.S. history and the continued debate about whether one month is sufficient. Point to examples of recent groundbreaking events. Discussions on new achievements, challenges and victories are always relevant.

➢ **Why are “firsts” important to note? What barrier breakers have you witnessed in your lifetime?**

This personal conversation will help employees note additional events that they may not have been aware of.

➢ **How does understanding the past help us deal with the present?**

Can similarities be drawn between civil rights activism during the era of Rosa Parks and Dr. Martin Luther King Jr. and the goals of today’s Black Lives Matter activists?

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*Read more about the Little Rock Nine in our Timeline*
FACTS & FIGURES

Our Facts & Figures section highlights statistics on Blacks in corporate America, as well as disparities among races in educational attainment and income. Where applicable, national data are compared with DiversityInc Top 50 data to show what progress the leading companies are making.

Discussion Questions for Employees

What does it take to move into the senior-executive pipeline at your company? Do you think it’s important for younger managers to have role models who look like them?

Discuss the increase — or lack thereof — of Blacks in various management roles. Analyze the benefits of not only cross-cultural mentoring relationships but also the benefits of Black employees having managers and bosses who look like them.

The Black community represents an increasing share of the consumer marketplace. What efforts are you undertaking to reach Black consumers or clients?

As the population grows more diverse, so does your company’s need to be able to serve people of all races, ethnicities and backgrounds. Discuss how critical it is to have client/customer-facing staff members who mirror the communities. How active are your resource groups in community, marketplace and client outreach?
3 CAREER ADVICE FROM BLACK EXECUTIVES

- A DiversityIncBestPractices.com reader survey found that 68% of non-whites feel strongly about receiving career advice from individuals who look like them, while whites don’t mind who the advice comes from. Access the survey results here.
- Below is career advice from accomplished Black executives on things to focus on to develop your career.
  - KPMG Audit Partner on How to Align Expectations With Your Manager
  - U.S. Bank VP on Bringing Your Authentic Self to Work

4 MICROAGGRESSIONS

- A microaggression is a comment or action that subtly and often unconsciously, or unintentionally, expresses a prejudiced attitude toward a member of a marginalized group.
- Below are videos on how to handle microaggressions.
  - PwC Talent Management Leader on How to Handle Microaggressions
  - ADP VP and General Manager on How to Respond to Microaggressions
- How to Respond to ‘I Don’t See Color in the Workplace’
  - Damion Jones, Inclusion & Diversity Lead at Monsanto, gives advice on how to respond when someone tells you “I don’t see color in the workplace.” See the video - How to Respond to ‘I Don’t See Color in the Workplace’
5 LEADERSHIP PROFILES

- Black executives give insights on how they developed and maintained a successful career.
  - TIAA CEO Roger Ferguson: You Have to Validate the Trust That The Mentor or Sponsor Has in You
  - Accenture’s Michelle Gadsden-Williams: Be the Architect of Your Career Journey
  - AT&T’s David Huntley: Understand Where the Growth Opportunities Are
  - AT&T’s David Huntley Talks About Race and How Far We Have to Go
  - ADP’s Dianne Green on Overcoming Microaggressions, Crushing Your Goals and Being Successful
  - AT&T’s Corey Anthony on The Power of ERGs, the Importance of Mentors, and Why It’s a Good Idea to Just Be Yourself

6 RACIAL DISCUSSIONS IN THE OFFICE

Webinar: Should Senior Leaders Address Racial Tensions in the U.S.?

EY gives insights into why senior business leaders should address racial tension in the U.S. in their organizations.
Timeline

1619  Dutch ship brings 20 Africans to Jamestown, Va., the first enslaved Africans in the U.S.

1793  Eli Whitney's new cotton gin increases demand for slaves

1793  Congress passes Fugitive Slave Act, making it a federal crime to assist a slave trying to escape

1808  Congress bans importation of slaves

1820  Missouri Compromise bans slavery above the southern border of the state

1831  Nat Turner leads largest slave rebellion prior to Civil War

1849  Harriet Tubman escapes to Philadelphia and helps about 300 enslaved people to freedom via the Underground Railroad

1857  In *Dred Scott v. Sanford*, U.S. Supreme Court declares that Blacks are not citizens of the U.S. and that Congress cannot prohibit slavery

1859  John Brown leads raid of U.S. Armory and Arsenal at Harpers Ferry, W.Va.

1861  South secedes from Union and Civil War begins

1863  President Lincoln issues the Emancipation Proclamation, declaring “all persons held as slaves within any State or designated part of a State, the people thereof shall then be in rebellion against the United States, shall be then, thenceforward, and forever free”

1865  Civil War ends

1865  Thirteenth Amendment is ratified, prohibiting slavery

1868  Fourteenth Amendment is ratified, allowing Blacks to become citizens

1870  Fifteenth Amendment is ratified, guaranteeing that right to vote cannot be denied because of race, color or previous condition of servitude

1870  Hiram Revels becomes first Black member of Congress

1896  U.S. Supreme Court rules in *Plessy v. Ferguson* that segregation doesn’t violate the 14th Amendment’s equal-protection clause as long as conditions provided are “separate but equal”

1900  William H. Carney becomes first Black to be awarded Medal of Honor

1909  NAACP is founded

1926  Carter G. Woodson establishes “Negro History Week”

1940  Hattie McDaniel becomes first Black to win an Academy Award

1947  Jackie Robinson becomes first Black to play Major League Baseball

1950  Ralph J. Bunche becomes first Black to win the Nobel Peace Prize

1953  Willie Thrower becomes first Black to play quarterback in the National Football League

1954  In *Brown v. the Board of Education of Topeka*, U.S. Supreme Court rules that racial segregation in public schools violates the 14th Amendment

1955  An all-white jury acquits two white men who confessed to murdering a 14-year-old Black boy, Emmett Till, for allegedly whistling at a white woman
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1955</td>
<td>Rosa Parks refuses to give up her seat on a bus to a white man in Montgomery, Ala., leading to the Montgomery Bus Boycott</td>
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<td>1957</td>
<td>Little Rock Nine integrate Little Rock Central High School in Arkansas</td>
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<td>1960</td>
<td>Four Black students stage famous sit-in at a whites-only Woolworth's lunch counter in Greensboro, N.C.</td>
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<td>1961</td>
<td>Freedom rides begin from Washington, D.C.</td>
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<tr>
<td>1962</td>
<td>James Meredith becomes first Black student to enroll at the University of Mississippi. Violence prompts President Kennedy to send in 5,000 federal troops</td>
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<td>1963</td>
<td>More than 200,000 people march on Washington, D.C., in the largest civil rights demonstration in U.S. history; Dr. Martin Luther King Jr. gives his “I Have a Dream” speech</td>
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<tr>
<td>1964</td>
<td>President Johnson signs Civil Rights Act of 1964, giving government more power to protect citizens against race, religion, sex or national-origin discrimination</td>
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<tr>
<td>1967</td>
<td>Malcolm X, former minister in Nation of Islam and civil-rights activist, is assassinated</td>
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<tr>
<td>1968</td>
<td>Dr. King is assassinated</td>
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<tr>
<td>1968</td>
<td>President Johnson signs Civil Rights Act of 1968, which prohibits discrimination in the sale, rental and financing of housing</td>
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<tr>
<td>1972</td>
<td>Shirley Chisholm becomes first major party Black candidate to run for president</td>
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<td>1983</td>
<td>Vanessa Williams becomes first Black Miss America</td>
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<tr>
<td>1984</td>
<td>Rev. Jesse Jackson becomes first Black to make serious bid for presidency</td>
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<tr>
<td>1986</td>
<td>First observation of Dr. King’s birthday as a national holiday</td>
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<tr>
<td>1990</td>
<td>Douglas Wilder of Virginia becomes first Black to be elected governor</td>
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<tr>
<td>1993</td>
<td>Dr. Joycelyn Elders becomes first Black Surgeon General</td>
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<tr>
<td>2001</td>
<td>General Colin Powell becomes first Black Secretary of State</td>
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<tr>
<td>2009</td>
<td>Barack Obama becomes first Black president</td>
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<tr>
<td>2014</td>
<td>Hundreds gather in various protests across the country after grand juries decline to indict Michael Brown’s and Eric Garner’s killers</td>
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<tr>
<td>2015</td>
<td>Black Lives Matter gains momentum amid the shootings of unarmed Black citizens by white police officers</td>
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<tr>
<td>2016</td>
<td>Announcement that Lt. Gen. Stayce D. Harris, highest-ranking Black woman pilot in all U.S. armed forces, to be inducted into Women in Aviation International’s Pioneer Hall of Fame in March 2017</td>
</tr>
</tbody>
</table>
Facts & Figures

**DEMOGRAPHICS**

Black U.S. Population
43.2 million (13.3% of total population)

59.7 million* (14.3% of total population) *projected

**MEDIAN HOUSEHOLD INCOME**

- Blacks: $38,555
- Whites: $63,155
- Latinos: $46,882
- Asians: $80,720
- American Indians: $39,719
- U.S. Median Household Income: $57,617

**Buying Power**

- Blacks (2016): $1.2 trillion Projected for 2021: $1.5 trillion
- Latinos (2016): $1.4 trillion
- Asians (2016): $891 billion
- Total Population (2016): $13.9 trillion

Where are Black Americans spending more?
- Natural gas
- Electricity
- Shoes
- Phone services

Where are Black Americans spending less?
- New cars
- Furniture
- Health care
- Education
- Pensions

**BUSINESS**

<table>
<thead>
<tr>
<th>Blacks in Executive/Senior-Level Management</th>
<th>Blacks on Boards of Directors</th>
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<tbody>
<tr>
<td>DiversityInc Top 10</td>
<td>DiversityInc Top 10</td>
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<tr>
<td>6.90%</td>
<td>10%</td>
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<tr>
<td>U.S.</td>
<td>U.S.</td>
</tr>
<tr>
<td>3.18%</td>
<td>7.9%</td>
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EDUCATION

Percentage of population age 25 and over who completed at least high school

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<tr>
<th></th>
<th>2006</th>
<th>2016</th>
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<tbody>
<tr>
<td>Blacks</td>
<td>84.2%</td>
<td>91.1%</td>
</tr>
<tr>
<td>Latinos</td>
<td>63.2%</td>
<td>86.9%</td>
</tr>
<tr>
<td>Asians</td>
<td>96.4%</td>
<td>96.7%</td>
</tr>
<tr>
<td>American</td>
<td>79.8%</td>
<td>84.5%</td>
</tr>
<tr>
<td>Indians</td>
<td>93.4%</td>
<td>95.2%</td>
</tr>
<tr>
<td>Whites</td>
<td>86.4%</td>
<td>91.7%</td>
</tr>
<tr>
<td>Total</td>
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</table>

Percentage of population age 25 and over with at least a bachelor’s degree

<table>
<thead>
<tr>
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<th>2006</th>
<th>2016</th>
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<tbody>
<tr>
<td>Blacks</td>
<td>18.3%</td>
<td>22.7%</td>
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<tr>
<td>Latinos</td>
<td>9.5%</td>
<td>18.7%</td>
</tr>
<tr>
<td>Asians</td>
<td>59.6%</td>
<td>63.5%</td>
</tr>
<tr>
<td>American</td>
<td>9.6%</td>
<td>9.5%</td>
</tr>
<tr>
<td>Indians</td>
<td>34.3%</td>
<td>42.9%</td>
</tr>
<tr>
<td>Whites</td>
<td>28.4%</td>
<td>38.1%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

HEALTH DISPARITIES

Life Expectancies
Whites – 78.9 years
Blacks – 75.1 years
Latinos – 81.9 years
Total Population – 78.8 years

Additional Health Disparities

Did you know...

- Of the smallest premature infants, Black babies are nearly twice as likely to die or have severe health issues when compared to white babies.

- Survival rates in America for colon, breast and ovarian cancers are lower for Black people than white people.

- Black Americans are in poorer cardiovascular health and see more heart disease-related deaths when compared to other ethnic groups.

Sources: U.S. Census, EEOC, Catalyst, University of Georgia Today, Selig Center for Economic Growth, National Center for Education Statistics, Centers for Disease Control and Prevention, Reuters.