Diversity & Inclusion TIMELINE

A snapshot of some of the initiatives launched at CCL

2016

Higher Education Action Team launch

Spanish-Language Action Team launch

ClimaVivible.org website debuts

D&I Regional Coordinator meetings begin

2017

2018

Two Diversity Coordinators hired

Chinese Action Team launch

Youth (under 18) Action Team launch

Conservative Fellows Program and Higher Education Intern Program debut

Tracking staff demographics

Conservative, Youth, and BIPOC receptions added to the Summer Conference

2020

Diversity Outreach Manager hired (Position later renamed Diversity & Inclusion Director)

Conservative Lobby Day debuts

Listening to Indigenous Voices Action Team launch

Differently Abled Action Team launch

Staff DEI Monitoring Team starts

D&I Fellows Program begin

Spanish-language Informational Sessions begin

2022

Inclusion Conference debuts

Climate & Culture Action Team, LGTQIA and People of the Global Majority (BIPOC only) Teams launch

Spanish-Language AT renamed Latinos

Legislative Affairs Diversity Fellowship Program (PILOT)

Political and Demographic survey launch

Campus Leaders and Fellows Program launch

2019

D&I Strategic Plan created (focus on conservatives, BIPOC and youth)

Chinese Action Team renamed Asian Pacific Action Team (reboot)

LGBTQIA+ and Allies OUTreach launch (reboot)

Community Ambassadors Program begin

2021

CCL participates in Green 2.0 Survey for the first time

National Volunteer Inclusion Team is formed

Adds American Sign Language and Spanish-language Interpretation

Conservative and Chapter Development Internships begin

Conservative Lobby Day becomes conference

Diversity & Inclusion Action Team launch

Expanded climate solutions added (forests, permitting reform, electrification)

Language, Identity, and Accommodations Questionnaire launch

Diversity Statement added to job descriptions

2024

2023

Staff D&I Trainings added

D&I Town Halls begin

Additional Staff Mental Health Days added



