Affirmative action was first established in Executive Order 10925, which was signed by President John F. Kennedy on March 6, 1961 and required government contractors to 'not discriminate against any employee or applicant for employment because of race, creed, color, or national origin' as well as to 'take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin' [REF