

Joyce A. Pratt

531 Saratoga Place ▪ Galloway, NJ 08205
609-748-0936 ▪ 609-748-2610 (FAX) ▪ Joyce.Pratt@tjassociatesnj.com

Executive Management

Strategic Planning ▪ Diversity Initiatives ▪ Public Relations

Highly accomplished executive with national experience in equal opportunity affairs, human resource development, diversity-effective programs, leadership development, training curriculum development and presentation, workforce analysis, and publicity and public relations. Results-oriented, decisive leader with proven success in complaint handling, program development, and conflict resolutions. Tendency to thrive in fluid environments while remaining pragmatic and focused. ***Core competencies include:***

Large-Scale Planning ▪ Research & Analysis ▪ Freelance Writing
Zero EEO Losses ▪ Strategic Diversity Management ▪ Publicity Campaigns
Executive Liaison ▪ Mediator ▪ Fundraiser ▪ Spokesperson

PROFESSIONAL EXPERIENCE

T&J Associates, LLC – Galloway, NJ 2000 – present
President & Chief Executive Officer <http://tjassociates.homestead.com>
Limited Liability Corporation providing employment consulting services and special training designs and presentations in the areas of equal employment opportunities, affirmative action, diversity, employee relations, mediation, and other workplace issues.

Trump Plaza Hotel & Casino – Atlantic City, NJ 1991 – 11/29/06
Diversity & Equal Opportunity Affairs (EOA) Manager
Manage diversity and equal opportunity affairs office for Trump Plaza's 3,000+ culturally-diverse employees operating in a multi-disciplinary workplace to include hotel operations, food and beverage, gaming, security, surveillance, human resources, information technology, and accounting. [Served as EOA Representative 1991-1997 and EOA Manager 1997-present.]

Full responsibility for equal opportunity affairs and diversity efforts, to include addressing diversity issues as a result of company's reorganization efforts. Ensure supervisors, managers and executives receive training on equity laws and diversity initiatives, handle EEO complaints expeditiously, maintain record of zero lawsuit losses, counsel and advise employees and managers on career opportunities, assist human resources with diversity recruitment programs and EEO policies, attend and speak at orientation classes for new and newly promoted employees, develop and maintain external diversity relationships in public and private sectors, act as liaison between company and external organizations on diversity issues, work with Purchasing Department to ensure competition with diverse vendors and suppliers, and assist external agencies in their pursuit of financial support. Reported directly to the President & C.O.O. and in his/her absence to the Vice President of Legal Affairs.

<http://www.tjassociatesnj.com>

Key Achievements

- Created diversity responsive and sensitive management team prepared to lead a multi-cultural workforce towards improved productivity during cuts in staffing and spending.
- Developed and maintained an Equal Employment and Business Opportunities Plan (EEBOP), an affirmative action plan (AAP) for employment and business contracts.
- Designed for Information Technology development an EEBOP workforce analysis system using the company's HR database for employee information.
- Developed a critical path accountability chart to measure management's EEBOP progress towards goals.
- Maintained Plaza's record of the only Trump property with zero EEO lawsuit losses for a workforce and customer base of national and international ethnicities.
- Reviewed and made recommendations for job descriptions, essential job functions, and diversity recruitment.
- Evaluated the Diversity & EEO Office to comply with laws and regulations.
- Designed and ensured maintenance of a database to maintain and provide reports on all EEO complaints and employment accommodations for analysis and easy retrieval.
- Fostered relationships in public and private sectors to maintain company's positive image as an equal employment opportunity employer.
- Supervised a staff of one to three employees and as head of a state and a regional professional association, led from 100 to 200 members according to specific bylaws or member general consent.

EDUCATION/TRAINING/LICENSES

Master of Business Studies (MBS) ▪ Stockton State College, Pomona, NJ (02)
Bachelor of Arts (BA) in Business Administration/Marketing ▪ Stockton State College,
Pomona, NJ (98)
EEO & the Law Training Certificate ▪ Rutgers University, New Brunswick, NJ (92)
Certified Mediator ▪ Capital University/AAAA (Atlantic City, NJ offsite 98)
Key License Employee ▪ N.J. Division of Gaming Enforcement (former)
Appropriate State & Federal Business Registrations
Notary Public ▪ State of New Jersey

ASSOCIATIONS/COUNCILS/CLUBS (Past and Current)

American Association for Affirmative Action (AAAA) Public Info. Chair (1991 to 2008)
AAAA Region II [NY, NJ, PR and the U.S. V.I.] Regional Director (2000 to 2002)
AAAA Educational Foundation President (1999 to 2002)
Human & Civil Rights Association of New Jersey (Member 1998 to present, Vice President
of Public Relations 2009 to 2011)
Hispanic Alliance of Atlantic City Associate Member (2000 to 2006)
National Association of Professional Women
New Jersey Affirmative Action Officers' Council (NJAAOC) Chairperson (2002-2005)
New Jersey Advisory Commission on Women (1999 to present)

TRAINING CURRICULUM DEVELOPMENT & PRESENTATIONS

EEO & The Law, Sexual Harassment, Disability Discrimination, Workplace Civility, Workplace Violence, and Cultural Awareness – Trump Plaza Hotel & Casino, NJ (1997 to 2006)

The Affirmative Action & Human Resource Relationship: Pros and Cons – New Jersey Affirmative Action Officers' Council (NJAAOC) Mid-Winter Conference, Trenton, NJ (2006)

EEO & The Law Course Development and Presentation – State of New Jersey Human & Research Development Institute (HRDI), Trenton (2005)

Sexual Harassment, Complaint Investigations, Mediation, Diversity in the Workplace – City of Camden, NJ (2005 to present)

Getting the Job You Want! – Pleasantville High School, NJ (2003) and Egg Harbor Middle School, NJ (2003-2006)

Ethics & Respect – Stockton College of New Jersey (2003)

Ethics & Respect on Campus and in the Workplace (2004) and *Leadership Training/New Member Orientation for Regional Secretary* (2001-2002), *Leadership Styles in a Diverse Workplace* (2007-2008) – American Association for

Affirmative Action

Affirmative Action – Tavis Smiley Foundation “Youth to Leaders 2000,” Philadelphia, PA (2000)