

Joyce A. Pratt

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Executive Management

*Strategic Planning ▪ Complaint Investigations ▪ Diversity Initiatives
M/W/DBE Programs ▪ Training Curriculum Development
Mediator ▪ Grant Writer ▪ Public Relations ▪ Freelance Writer*

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 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 ▪ Complaint Investigator ▪ Fundraiser ▪ Spokesperson

PROFESSIONAL EXPERIENCE

- New Jersey Transit – Newark, NJ 2016– Present
EEO Investigator/Trainer
Conduct investigations for complaints of discrimination and/or harassment by employees in company's bus and rail operations as well as non-agreement employees in general operations. Report directly to the Chief EEO/AA.
- T&J Associates of New Jersey LLC – Smithville, NJ 2005– Present
President & Sole-Proprietor
Provide employment consulting and training services in the areas of diversity and employee relations. Company focus is assisting companies in selecting the best and most cost-effective solutions for improving performance in critical human resource areas. Services also include EEO and other investigations, curriculum development, employee handbooks, job descriptions and essential job functions, data analysis summaries, assessments, mediation, grant writing and fundraising, and graphic and web site designing.
- Trump Plaza Hotel & Casino – Atlantic City, NJ 1991 – 11/29/06
Diversity & Equal Opportunity Affairs (EOA) Manager
Manage diversity and equal opportunity affairs for Trump Plaza's suppliers, vendors, and 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 investigative reporting and report writing, development and presentation of EEO training workshops, and addressing diversity issues during company's reorganization efforts.

Ensured supervisors, managers and executives received training on equity laws and diversity initiatives, handled EEO complaints expeditiously - maintained record of zero lawsuit losses, assisted human resources with diversity recruitment and promotional programs, developed and maintained external diversity relationships in public and private sectors, served as liaison between company and external organizations on diversity issues, worked with Purchasing Department to ensure equity in competition with diverse vendors and suppliers, and assisted external agencies in their pursuit of financial support. Reported directly to the President and Chief Operating Officer and in his/her absence to the Vice President of Legal Affairs.

EDUCATION/TRAINING/LICENSES

Passed LSAT ▪ Rutgers School of Law Admission Pending, (February 2009)
Master of Business Studies (MBS) ▪ Stockton State College, Pomona, NJ (2001)
Bachelor of Arts (BA) in Business Administration/Marketing ▪ Stockton State College, Pomona, NJ (1994)
EEO & the Law Training Certificate ▪ Rutgers University, New Brunswick, NJ (1992)
Certified Mediator ▪ Capital University/AAAA (Atlantic City, NJ offsite) (1999)
Grant Proposal Writing Certificate 2005 ▪ The Grant Institute
Key License Employee ▪ N.J. Division of Gaming Enforcement (2005)
Notary Public ▪ State of New Jersey (Current)

TRAINING CURRICULUM DEVELOPMENT & PRESENTATION FREELANCE WRITING

Workplace Discrimination & Harassment Training Course Development, Human Resource Development Institute, NJ Department of the Treasury, Trenton, NJ
EEO & The Law, Sexual Harassment, Disability Discrimination, Workplace Civility, and Cultural Awareness – Trump Plaza Hotel & Casino, NJ (1997 to 2006), Rowan University MBA Evening Program (2005-2006), and City of Camden (2006-2007)
Affirmative Action – Tavis Smiley Foundation “Youth to Leaders 2000,” Philadelphia, PA
Leadership Training/New Member Orientation for Regional Secretary — American Association for Affirmative Action (AAAA) (2001-2002)
Getting the Job You Want! – Pleasantville High School, NJ (2003), Egg Harbor Middle School, NJ (2003-2006), and Elizabeth School #6 K-12 (2009-2010)
Ethics & Respect – Stockton College of New Jersey (2003)
Ethics & Respect on Campus and in the Workplace—AAAA (2004) and Stockton College
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 2016)
The Affirmative Action & Human Resource Relationship: Pros and Cons – New Jersey Affirmative Action Officers' Council (NJAAOC) Mid-Winter Conference, Trenton, NJ (2006) and AAAA National Conference (2007), *Leadership Development* (2009)
Leadership Self-Assessment & Development – Philadelphia Liberty Industry, Liaison Group (2010)
LinkedIn, FedSmith and Other Articles (2015-17): Happiness, Bullying Kills, Unconscious Bias, etc.

ASSOCIATIONS/COUNCILS/CLUBS (Past and Current)

AAAED Conference Sponsorship Chair (2010 to 2014)

Human & Civil Rights Association of New Jersey -

[Member 1998 - 2016, VP Public Relations 2009 to 2014 and VP Programs (2014-16), Parliamentarian
(2015-2016)]

Philadelphia “Liberty” Industry Liaison Group (ILG) Advisory Board (2005 – Current)

Cape Atlantic District United Methodist Women Secretary (2014- Current)

Greater New Jersey United Methodist Women Web Master Chair (2017 – Current)