

Joyce A. Pratt

531 Saratoga Place ▪ Smithville, NJ 08205
609-748-0936 ▪ Joyce.Pratt@tjassociatesnj.com
<http://www.tjassociatesnj.com>

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

T&J Associates of New Jersey LLC and subsidiary 2005– Present
The Oneal Group, freelance writers – Smithville, NJ Full-Time

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 include EEO and other investigations, conflict resolution (mediation), and business plans. The Oneal Group offers grant writing, fundraising, graphic and web site designing, and social media communications.

New Jersey Transit – Newark, NJ 2017– 2023
EEO Investigator/Trainer Full-Time

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.

Trump Plaza Hotel & Casino – Atlantic City, NJ 1991 – 11/29/06
Diversity & Equal Opportunity Affairs (EOA) Manager Full-Time

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) HR & Employee Relations ▪ Stockton State College, NJ (2001)
Bachelor of Arts (BA) in Business Administration/Marketing ▪ Stockton State College, 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 AND 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 (FAA) & Other Articles (2015-17): Happiness, Bullying Kills, Unconscious Bias

ASSOCIATIONS/COUNCILS/CLUBS (Past and Current)

American Association for Access, Equity and Diversity (AAAED) Conference Sponsorship Chair
(2010 to 2014)

AAAED Board Secretary (July 2020 - 2022)

Human & Civil Rights Association of New Jersey -

[Member 1998 – Current, VP Public Relations 2009 to 2014 and current pro tempore, VP Programs
(2014-16), Parliamentarian (2015-2016)], Advisory Board 2019 – Current.

Philadelphia “Liberty” Industry Liaison Group (ILG) Advisory Board (2005 – 2018) and
current member.

Cape Atlantic District United Methodist Women Secretary (2014-2019)

Greater New Jersey United Women in Faith (GNJUWF) [formerly the Greater New Jersey United
Methodist Women] Web Master, Newsletter Chair (2017 – Current), and Legislative Task Force Chair
(2023 – Current)

Alpha Kappa Alpha (AKA) Theta Kappa Omega (TKO) Connections Chair (2018 – 2023)