

THE JOINT CENTER **2021**
ANNUAL REPORT



Mission Statement

The Joint Center for Political and Economic Studies, America's Black think tank, provides compelling and actionable policy solutions to eradicate persistent and evolving barriers to the full freedom of Black people in America. We are the trusted forum for leading experts and scholars to participate in major public policy debates and promote ideas that advance Black communities. We use evidence-based research, analysis, convenings, and strategic communications to support Black communities and a network of allies ■

President's Letter



Dear Joint Center Community,

In reflecting on 2021, I am reminded of why the Joint Center is crucial to removing the barriers to full freedom for Black people in America.

The year started with the Jan. 6 insurrection at the U.S. Capitol, and the assault on multiracial democracy continued with numerous states adopting voter suppression schemes. The pandemic and persistent inflation continued to drive economic insecurity for many Black families.

But with your support, the Joint Center worked to ensure fair representation of Black communities in our democracy and the economy through research, analysis, convenings, and solutions.

Our recommendations on pandemic relief for Black families were passed into law in the American Rescue Plan, which helped lift 18 million children out of poverty.

We reframed the debate over the reauthorization of the Workforce Innovation and Opportunity Act by prioritizing the [needs of Black workers](#).

[Our research](#) showed that 38 percent of Black Americans in the Black Rural South don't have access to the internet at home — much higher than other Americans in rural areas. Our recommendations became law in the Infrastructure Investment and Jobs Act, which allocated \$65 billion for broadband expansion and access. Our research and recommendations also led to [legislation](#) clarifying that social media platforms are not immune from civil rights laws.

We also held the [Biden administration](#) and [Congress](#) accountable on racial diversity, resulting in the historic appointment of scores of Black judges, agency officials, and congressional top staff.

Because of your support, in 2021 the Joint Center continued to grow and produce essential work to dismantle systemic inequality. I'm also appreciative of the leadership and vision of Board Chair Barbara Johnson and the rest of the board, and the commitment, rigor, and teamwork of our staff and consultants.

I hope you enjoy the new design of our annual report, and that you will check out our four-minute [video](#) reviewing key 2021 accomplishments.

Thank you for your staunch support. We still have much more work to do, and we look forward to continuing to partner with you ■

With gratitude,

A handwritten signature in black ink, appearing to read 'Spencer'.

Spencer Overton

Joint Center by the Numbers in 2021



Published **8** major reports
and issue briefs



Participated in **56** events



Interviewed by
33 news outlets



Welcomed **3** new board members



Welcomed **4** new staff members

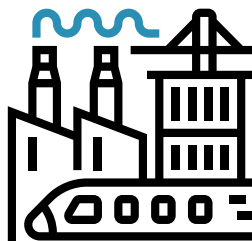
Proposed solutions contained in:

AMERICAN
RESCUE PLAN



Civil Rights Modernization Act of 2021

Infrastructure
Investment and Jobs Act



The Safeguarding Against Fraud,
Exploitation, Threats, Extremism and
Consumer Harms (SAFE TECH) Act

Increased



Hiring of Black Senate top staff by
233% over 2015



Hiring of top staff of color by new House
and Senate Members by **32.3%** in
2021 compared to 2019



Drove the nomination of dozens of Black officials,
many of whom have been confirmed by the Senate



Table of Contents

Economic Policy	6
Workforce Policy	9
Tech Policy	12
Hill Diversity	16
Black Talent Initiative	20
In the News	24
Board and Staff	25
Ways to Support the Joint Center	26
Thanks to Our Financial Supporters	27



Economic Policy | 2021 Key Impacts

The Joint Center's Economic Policy program identifies opportunities to improve the economic status of Black communities, businesses, individuals, and families. Our economic research covers issues including economic security, entrepreneurship, and building an inclusive economy. Our Economic Policy program is key to our mission

Our Economic Policy program is key to our mission because our research and analysis identify barriers to Black economic freedom.

because our research and analysis identify barriers to Black economic freedom and create solutions to tear down those barriers.

Our policy experts analyze current legislation and develop new policy proposals that will build wealth in Black communities; promote Black entrepreneurship and innovation; increase access to affordable and quality housing; promote

inclusive economic development; support equitable tax policy; increase economic security; and decrease the disproportionate negative effects experienced by the Black community during economic downturns.

Thanks to your considerable support, we continue to share our commitment to leveraging public policy to enhance the participation of Black communities in our shared American democracy, economy, and society ■

Pandemic Relief

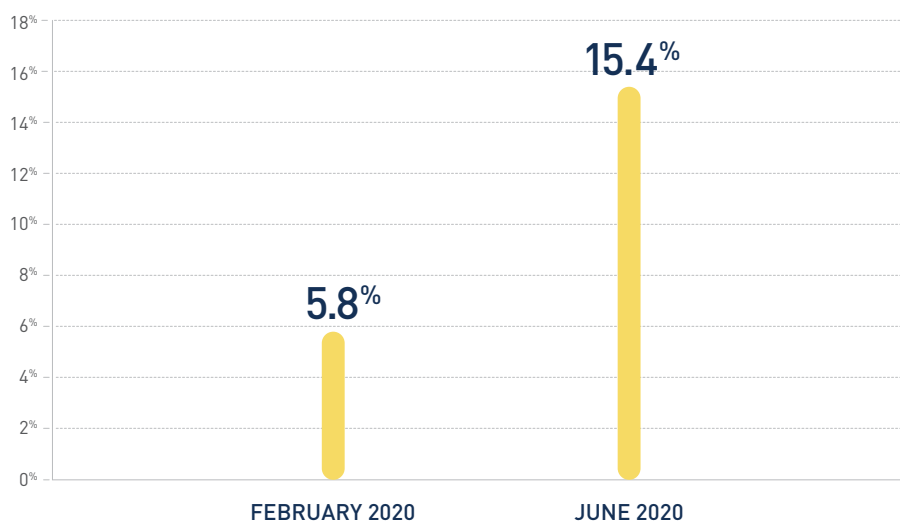
The Joint Center's Economic Policy program continued to push for COVID-19 relief in Black communities by promoting policies from our report [Pandemic Relief Priorities for Black Communities](#), which laid out recommendations for what the government can do to better support Black Americans who are disproportionately harmed by the pandemic.

After conversations with key stakeholders, policymakers, and partners, our proposals were implemented in the American Rescue Plan and Infrastructure Investment and Jobs Act. They include:

- Continued federal subsidies to unemployment insurance to support Black workers facing high unemployment rates throughout the COVID-19 pandemic
- Increased Supplemental Nutrition Assistance Program assistance to support Black families facing increased food insecurity during the COVID-19 pandemic
- Funding for emergency rental assistance
- Expanded Earned Income Tax Credit for one year to provide income support to millions of low wage Black workers
- Extended the Child Tax Credit to lift millions of Black children out of poverty
- Funding for Community Development Financial Institutions and minority depository institutions to ensure that Black-owned businesses can more easily access capital
- Making the Minority Business Development Agency permanent to expand and elevate the agency tasked with supporting Black-owned businesses

MSNBC, CNBC, NPR, and [Black Star News](#) are some of the media that covered our recommendations ■

UNEMPLOYMENT RATES FOR BLACK WORKERS
SPIKED DURING THE PANDEMIC



Source: Pandemic Relief Priorities for Black Communities, U.S. Bureau of Labor Statistics.



Equitable Economy

The Joint Center continued to work with partners to elevate key priorities for Black communities to build a more equitable and stronger economy that prioritizes opportunity. We centered Black voices in the debate with our policy solutions by:

- Promoting permanent changes to the [Earned Income Tax Credit](#)
- Initiating research to understand the challenges Black businesses face, which will be published in a National Business Owners Survey
- Highlighting Black business priorities by working with Reimagine Main Street and Main Street Alliance
- Engaging with Black-led partners in the Black Freedom Collective
- Working with the National Urban League and the Black Economic Alliance on Black economic priorities from the Infrastructure Investment and Jobs Act
- Collaborating with Black thought partners to develop a research agenda to help advance awareness of challenges facing Black communities

A complete list of our activities and work in this area can be found [here](#) ■



Workforce Policy | 2021 Key Impacts

The Joint Center's Workforce Policy program centers Black workers in policy debates about the future of work, workforce development, and access to good jobs. Our Workforce Policy program is crucial to our mission because contemporary gaps in employment and earnings between Black and white workers only exacerbate long-standing

Our Workforce Policy program is crucial to our mission because contemporary gaps in employment and earnings between Black and white workers only exacerbate long-standing systems of racial inequality.

systems of racial inequality. The Joint Center's goal is to have a significant impact in this space by producing leading research, influencing policy proposals from thought leaders, shaping roundtable conversations and hearings held by policymakers, and encouraging leading research and advocacy organizations to include a racial equity lens in their work. Because of your generous donations, the scope of the program's research and policy agenda expanded. Three research buckets now drive the program's focus and activities that will help facilitate

a more racially just recovery for Black workers: the future of work, removing barriers to postsecondary education and training, and improving job quality for Black workers ■

Race-centered Principles

The Joint Center's Workforce Policy program is focused on contributing to a set of race-centered principles that federal and state decision makers should consider for the Workforce Innovation and Opportunity Act reauthorization, American Jobs and Families Plan, and other state and local workforce recovery policies.

We convened expert funders, researchers, organizers, and others interested in amplifying opportunities to strengthen training policies that improve the economic mobility for Black workers. The convening:

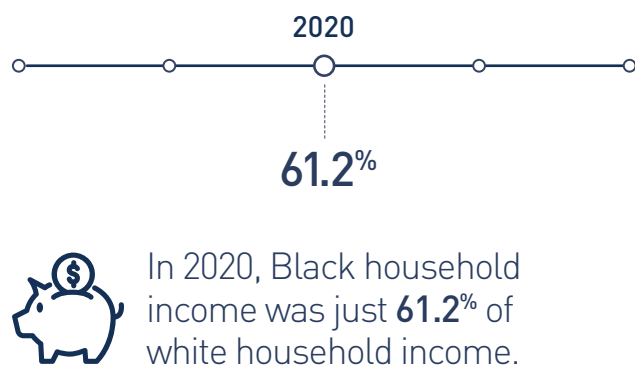
- Illuminated the challenges and opportunities that should be addressed in federal, state, and local workforce recovery plans
- Established a set of shared principles that center Black workers in workforce development policy
- Assembled a table of subject-matter experts concerned with the relationship between short-term training and Black jobseekers ■



Black Voices in Policy Debates

The Joint Center continued to deepen its engagement in policy debates on the future of Black workers. Our research and engagement moved the needle when we:

- Amplified Black voices in discussions and influenced language in President Biden's Build Back Better Plan. We published groundwork analysis — *Biden Budget Would Make Key Workforce Investments for Black Communities* — that examined the Build Back Better investments through the lens of the Joint Center. The analysis suggested that policymakers focus their workforce strategy on redressing inequality, preventing long-term joblessness of Black workers, and building a more inclusive economy



\$17,151

Net worth of a typical Black family



\$171,000

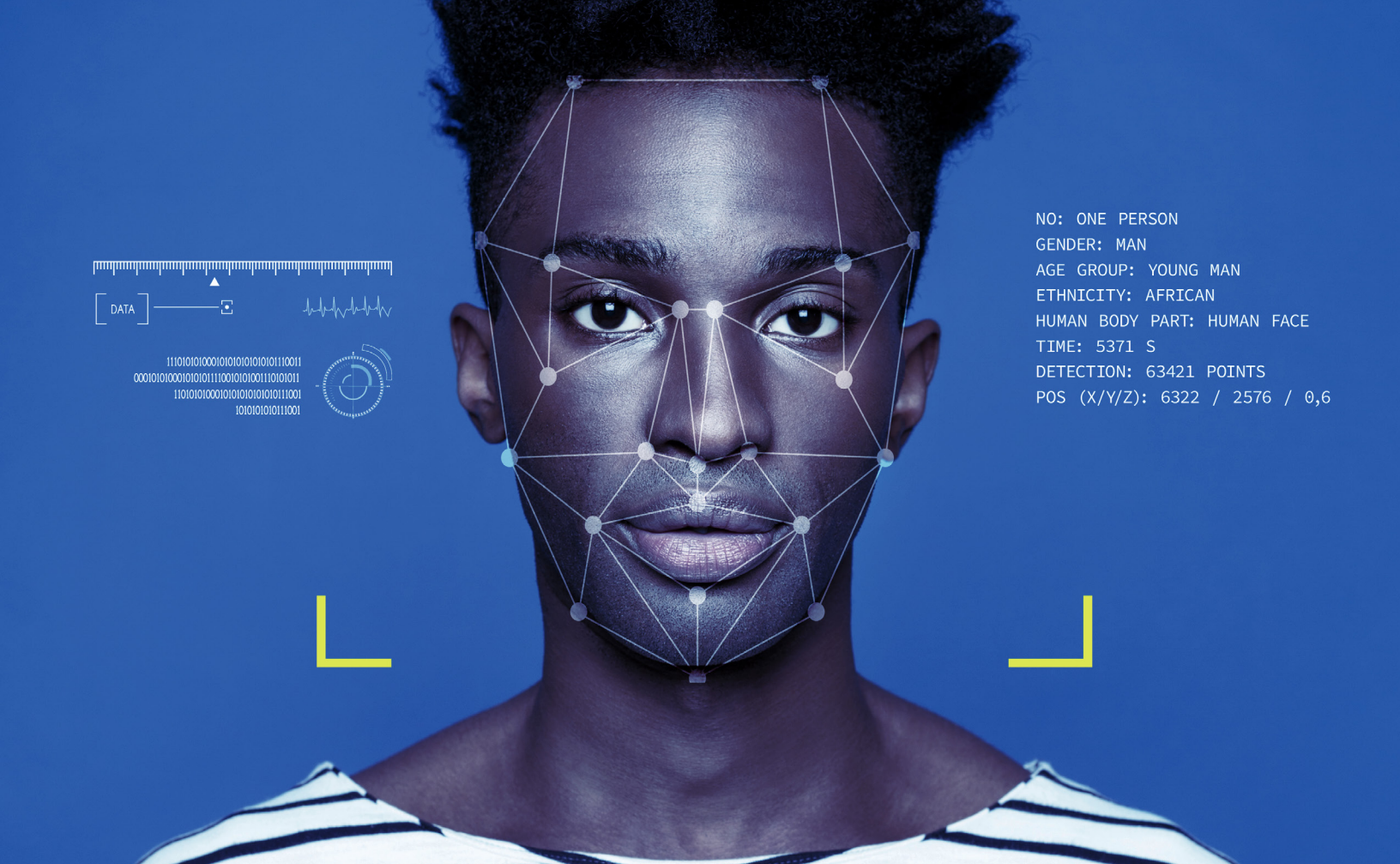
Net worth of a typical white family

- Provided recommendations that prioritize Black workers in new workforce investments proposed in President Biden's Build Back Better Act in a virtual [fireside chat](#) with U. S. Labor Secretary Marty Walsh and National Skills Coalition President Andy Van Kleunen
- Joined the [Future of Work Caucus](#), led by Congresswoman Lisa Blunt-Rochester (D-DE) and Congressman Bryan Steil (R-WI), to amplify the Joint Center's groundbreaking work on the *Future of Work in the Black Rural South*
- Released *Principles to Support Black Workers in the Workforce Innovation and Opportunity Act* with support from Lumina Foundation

A complete list of our activities and work in this area can be found [here](#) ■

Black workers were almost always more likely to be displaced from work than white workers. **At 8.8 percent, unemployment rates in August 2021 remained at crisis levels for Black workers** — more than 3 percentage points higher than overall unemployment rates.

— Principles to Support Black Workers in the Workforce Innovation and Opportunity Act



NO: ONE PERSON
GENDER: MAN
AGE GROUP: YOUNG MAN
ETHNICITY: AFRICAN
HUMAN BODY PART: HUMAN FACE
TIME: 5371 S
DETECTION: 63421 POINTS
POS (X/Y/Z): 6322 / 2576 / 0,6

Tech Policy | 2021 Key Impacts

The Joint Center's Tech Policy program is dedicated to exploring the impact of emerging technologies and developing policy solutions to improve the lives of Black communities. Through evidence-based research,

Our Tech Policy work highlights urgent issues on platform accountability, broadband access and adoption, and privacy and algorithmic fairness.

convenings, and strategic communications, we work with leading experts and scholars to create new ideas in the tech ecosystem. Our research and analysis provide compelling and actionable tech policy solutions to inform decision-making by policymakers. Our Tech Policy work highlights urgent issues on platform accountability, broadband access and adoption, and privacy and algorithmic fairness. Because of your thoughtful support, the

Joint Center can continue to center Black voices and experiences in this space ■

Platform Accountability

The Joint Center's Tech Policy program continued to build momentum to hold social media companies responsible for misinformation and targeting Black users.

Our work led to the following legislation:

- The Safeguarding Against Fraud, Exploitation, Threats, Extremism and Consumer Harms (SAFE TECH) Act, which would reform Section 230 of the Communications Decency Act to “allow social media companies to be held accountable for enabling cyber-stalking, targeted harassment, and discrimination on their platforms,” and includes the Joint Center's [proposal](#) that would clarify that social media companies are not exempt from complying with civil rights laws

State Power to Regulate Social Media Companies to Prevent Voter Suppression

Spencer Overton*

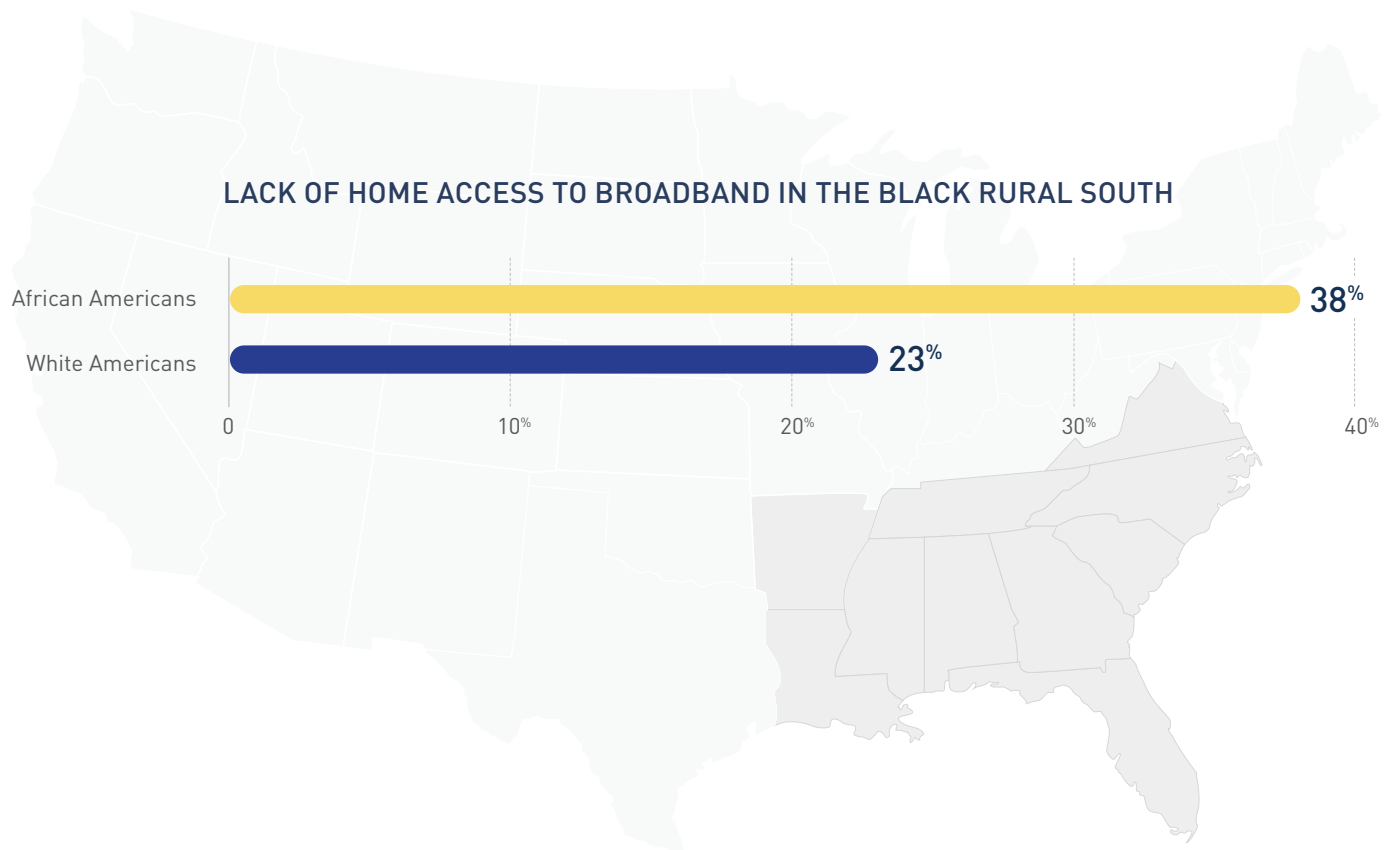
Fake social media accounts and ads did not merely polarize the American electorate in 2016 — these tactics also targeted and suppressed Black votes. While African Americans made up just 12.7% of the United States population, Black audiences accounted for over 38% of U.S.-focused ads purchased by the Russian Internet Research Agency and almost half of the user clicks. The social media accounts generally built a following by posing as being African American-operated and by paying for ads that social media companies distributed largely to Black users. Near Election Day, the accounts urged African Americans to “boycott the election.” Federal policymakers have failed to respond immediately to enact strong and clear laws to prevent similar deceptive practices and voter-suppression schemes in the future, and thus States should take the initiative. State lawmakers should not be deterred by arguments that Section 230 of the federal Communications Act of 1934 “immunizes” social media companies from State liability. This Essay explains that Section 230 does not limit the power of States to hold social media companies legally responsible for using data collection and algorithms to target protected classes of voters with

- The [Civil Rights Modernization Act of 2021](#), which includes the Joint Center's proposal that Section 230 does not immunize social media platforms from liability for targeted ads that would otherwise violate civil rights laws ■

Broadband Access and Adoption

The Joint Center highlighted barriers to broadband faced by African Americans in the Black Rural South who are often left out of the national conversation. We called for more broadband access and adoption by:

- Publishing [Affordability & Availability: Expanding Broadband in the Black Rural South](#), in which we found that 38 percent of African Americans in the Black Rural South report that they lack home internet access, compared to 23 percent of white Americans in the region, 22 percent of African Americans nationwide, 22 percent of rural residents outside of the South, and 18 percent of all Americans nationwide. The report was covered in [Christian Science Monitor](#), [NPR](#), [Roll Call](#), [NBC News](#), and [Reuters](#)



- Hosting a webinar [highlighting](#) the challenges and solutions to expanding broadband in the Black Rural South with U.S. House Majority Whip James Clyburn (D-SC), Federal Communications Commission Commissioner Geoffrey Starks, former Federal Communications Commissioner Mignon Clyburn, and Next Century Cities Executive Director Francella Ochillo

Our work led to:

- Inclusion of Joint Center [proposals](#) to expand broadband in the Infrastructure Investment and Jobs Act, which became law in November 2021 and allocates \$42.5 billion for the Broadband Equity, Access, and Deployment Program to bridge the digital divide and prioritizes unserved communities in places like the Black Rural South, \$14.2 billion to help low-income families purchase internet access, and \$2.75 billion in grants to advance digital equity ■

Privacy and Algorithmic Fairness

The Joint Center continued to explore critical privacy issues and big data practices that produce discriminatory outcomes for Black communities. We called for privacy and algorithmic fairness by:

- Convening privacy experts in a roundtable discussion who identified key data privacy concerns for Black communities, including critical privacy issues and big data practices that produce discriminatory outcomes for Black communities and the role of federal agencies in anti-discrimination laws
- Co-hosting a [virtual discussion](#) with the White House Office of Science and Technology Policy on how to ensure that emerging decision-making technologies, such as artificial intelligence, protect the civil rights and liberties of all Americans

The Joint Center for Political and Economic Studies and the White House Office of Science & Technology Policy present

ADVANCING EQUAL PROTECTIONS & CIVIL JUSTICE IN AN AUTOMATED SOCIETY



OPENING SPEAKER
DR. DOMINIQUE HARRISON
Director, Technology Policy, Joint Center



MODERATOR
JENNY YANG
Director, Office of Federal Contract Compliance, Department of Labor



OPENING SPEAKER
RASHIDA RICHARDSON
Senior Policy Advisor for Data and Democracy, Office of Science and Technology Policy



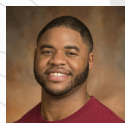
CHRISTO WILSON
Associate Professor, Computer Science & Director of the Cybersecurity and Privacy Institute, Northeastern University



ELANA ZEIDE
Assistant Professor, University of Nebraska College of Law



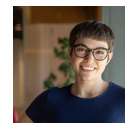
FRIDA POLLI
CEO, Pymetrics



FABIAN ROGERS
Constituent Advocate, Office of NYS Sen. Jabari Brisport & Community Advocate and Floor Captain, Atlantic Plaza Towers Tenants Association



NATASHA DUARTE
Project Director, Upturn



KAREN LEVY
Assistant Professor, Department of Information Science, Cornell University

NOV. 17, 2021 10-11:15 A.M. ET

RSVP at: <https://bit.ly/3C3RfLe>



JOINT CENTER
FOR POLITICAL AND ECONOMIC STUDIES

- A complete list of our activities and work in this area can be found [here](#) ■





Hill Diversity | 2021 Key Impacts

The Joint Center's Hill Diversity work analyzes staff diversity on the Hill and recognizes Members of Congress who have diverse staff. Through our continuous updates on top staff hired or promoted in the Senate and House, the Joint Center is the go-to organization for following congressional staff diversity. Our Hill Diversity work is

The Joint Center's Hill Diversity work analyzes staff diversity on the Hill and recognizes Members of Congress who have diverse staff.

paramount because people of color make up 40 percent of the U.S. population, but represent only 13.7 percent of House top staff and 11 percent of Senate top staff as of our most recent reports on the topic. The Joint Center shines a light on congressional staff diversity because top staff oversee federal agencies with more than three million employees; shape the \$4.79 trillion U.S. federal

budget; draft laws; provide input into the confirmation of federal judges and agency appointees, and hire, manage, and dismiss other congressional staff. The perspectives of a racially diverse senior staff are essential to dismantling structural inequality in Congress ■

Diverse Top Staff

The Joint Center's Hill diversity program is focused on researching and disseminating information on the importance of having diverse congressional staff. Our research:

- Showed that only 30 percent of Senate Committee Chairs and Ranking Members currently employ at least one person of color among their top committee staff. [Report Card of Racial Diversity Among Senate Committee Top Staff](#) shows how each U.S. Senate Committee Chair and Ranking Member stacks up in hiring diverse staff for senior leadership roles. [Politico](#) exclusively covered the report card

Only 30 percent of Senate Committee Chairs and Ranking Members currently employ at least one person of color among their top committee staff.

- Found that on Senate committees, only 7.9 percent of staff directors and only 15.7 percent of other top staff (e.g., deputy staff director, general counsel, chief counsel, and policy director) identify as people of color. [The Hill](#) and [Roll Call](#) covered the report — [Racial Diversity Among Senate Committee Top Staff](#)

And led to the following results:

- [More disaggregated data](#) in the 2021 House Compensation and Diversity Study. As one of the first acts of the 116th Congress, the House created an Office of Diversity and Inclusion, which is charged with submitting to Congress a diversity plan to direct and guide House employing offices to recruit, hire, train, develop, advance, promote, and retain a diverse workforce
- A [233 percent increase](#) of top Black staff in the Senate since 2015. Black top staff grew from three in 2015 to nine in 2021
- A [32.3 percent increase](#) of top staff of color in new member offices in the House and Senate in [2021](#) compared to 2019



Capitol Hill Hirings

The Joint Center continued to push for structural changes on Capitol Hill that would allow for more people of color to be hired in senior positions by:

- Recognizing Senate Democrats for [collecting and releasing](#) racial and ethnic data among their staff, but urging them to publish a [complete analysis](#). We shaped the framework for how the media, including [CNN](#) and [The Hill](#), organized the data and covered the Caucus's survey
- Arguing in a [Morning Consult op-ed](#) for the Senate to establish a Bipartisan Diversity and Inclusion Office after Black voters made it possible for Democrats to control the U.S. Senate after the Senate runoff race in Georgia. We urged the Senate to prioritize diversity in hiring and promotion and eliminate the vestiges of excluding top staff of color by supporting strong candidates of color to chair agencies like the Federal Trade Commission and the Federal Communications Commission
- Organizing a [letter](#) to Majority Leader Chuck Schumer (D-NY) by more than 35 civil rights groups that urged his office to establish a bipartisan Senate Diversity and Inclusion Office. In the letter, we recommend the new bipartisan Senate Diversity and Inclusion Office be staffed by professionals with expertise in diversity who support both Democratic and Republican Members in identifying, recruiting, hiring, retaining, and promoting diverse talent

“Now is the time, however, for the Senate as a whole to make an institutional commitment to **diversity and establish a bipartisan Senate Diversity and Inclusion Office ...** Voters have made it clear: the status quo is no longer acceptable when it comes to representation on Capitol Hill. **Diversity must be a priority.**”

— Civil rights groups to Majority Leader Chuck Schumer



- Identifying a trend, which was covered by [The New York Times](#), of top Black staff leaving Capitol Hill, which was eroding their already low numbers. Using our research and recommendations, [Black congressional staff](#) called for Congress to address low pay, limited career pipelines, and a senior staff that does not look like America. The “Letter to America” by the Congressional Black Associates and the Senate Black Legislative Staff Caucus, which the [Washingtonian](#) also picked up, cited Joint Center [data](#) on staff diversity ■

Increase in Pay

The Joint Center continued to make a case in the [media](#) for greater pay for congressional staff to be able to better recruit and retain a diverse staff. As a result of our efforts:

- Airbnb offered [free housing](#) to Hill congressional fellows from historically underrepresented backgrounds
- The House [raised the maximum House staff pay](#) 15%

A complete list of our activities and work in this area can be found [here](#) ■





Black Talent Initiative | 2021 Key Impacts

The Black Talent Initiative (BTI) is the largest non-governmental database of Black talent in the United States for presidential appointments. We are working with the president's administration to identify a pool of top

African Americans account for about 20 percent of Democratic voters but are regularly underrepresented in both Democratic and Republican administrations.

Black candidates for positions in government who will make decisions that could trigger long-term systemic change in federal policies and practices. African Americans account for about 20 percent of Democratic voters but are regularly underrepresented in both Democratic and Republican administrations. Therefore, we built on our 2016 transition efforts by convening over

45 Black-led organizations to work on presidential appointments. As a result of your generous support, and with the help of our partners, we provided thousands of names to the administration for positions at the White House, executive branch agencies, independent agencies, and the judiciary ■

Expertise and Coalition Building

The Joint Center continued our tradition of strong partnerships to ensure a robust commitment to Black representation in presidential appointments. The Joint Center's Black Talent Initiative:

- Compiled staff and an advisory board with extensive expertise in presidential personnel appointments, including knowledge of agencies, positions, and the selection and vetting processes
- Organized over [45 Black organizations](#) to collect names for Black presidential appointments for positions that are important to Black communities
- Regularly met with the White House Office of Presidential Personnel to discuss openings and potential candidates
- Regularly met with organizations like the Congressional Black Caucus, the Black Economic Alliance, and the National Urban League to discuss Black appointments
- Regularly organized sessions for Black organizations to meet potential appointees
- Organized numerous letters from Black organizations to administration officials in support of top Black candidates
- From October 2020 to December 2021, amassed 3,019 candidate form submissions, and as of Feb. 1, 2022 had submitted over 2,000 names for various positions to the White House Office of Presidential Personnel

Report Cards on Biden Administration Appointments

The Joint Center held the Biden administration accountable through [research on Black political appointments](#). Throughout President Biden's first term, we analyzed Black appointment trends and practices within various levels in his administration. Our early research found:

- At the beginning of the Biden administration, African Americans were significantly overrepresented among U.S. appellate judges eligible to retire. If all Black appellate judges eligible to retire did so, only 5 percent of active federal appellate judges would be Black. This was because African Americans accounted for none of the 54 U.S. Court of Appeals judges nominated by President Trump

“Too often, African Americans have been underrepresented in both Democratic and Republican administrations ... the glaring absence of Black representation in economic and tech policy top leadership positions and inadequate Black representation in critical assistant secretary and senior executive service leadership positions are unacceptable. As evidenced by the data, there is much more work to ensure fair representation and racial equity for Black communities.” — Spencer Overton, president, Joint Center

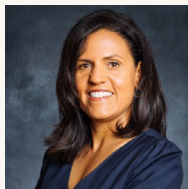
- While African Americans made up 22 percent of President Biden's first 2020 general election voters, through his first 100 days in office
 - Black Americans accounted for none of his top financial regulator or tech policy appointments, even though they historically have been underrepresented in these positions
 - African Americans represented 18 percent of appointments to agency non-Senate confirmed positions
 - The Biden administration did not disclose disaggregated data on Black appointments to Senate-confirmed positions or White House positions
- Through President Biden's first 100 days in office, African Americans made up 22 percent of the president's 2020 general election voters, but represented only 18 percent of agency appointees

AS OF JUNE 18, 2021

- President Biden had announced nominees for about half the assistant secretary and under secretary positions. Of announced nominees, African Americans made up 16 percent of assistant secretary nominations and 13 percent of under secretary nominations
- The Black share of President Biden's assistant secretary and under secretary nominations in Transportation, Commerce, Housing and Urban Development, and Treasury, is well above 22 percent
- The Black share of President Biden's assistant secretary and under secretary nominations in Education, Energy, and Interior was 0 percent
- The Black share of President Biden's assistant secretary and under secretary nominations in Agriculture, Justice, Health and Human Services, Labor, State, Veterans Affairs, and Defense is between 10 and 20 percent



Jenn Jones



Tanya Bradsher

In July 2021, we found that of the 15 appointees who serve as chief of staff to a cabinet secretary in the Biden administration, only **two were Black**. The two Black chiefs of staff, **Jenn Jones** and **Tanya Bradsher** — both women — were employed with the Department of Housing and Urban Development and Veterans Affairs, respectively

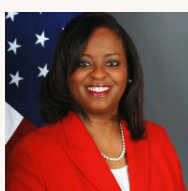


Dr. Lisa D. Cook



Dr. Philip Jefferson

President Biden nominated **Dr. Lisa D. Cook** and **Dr. Philip Jefferson** to the Board of Governors of the Federal Reserve System



Reta Jo Lewis

Reta Jo Lewis was nominated by President Biden and confirmed as president and chair of the Export-Import Bank of the United States. With her confirmation, Ms. Lewis becomes the first Black woman in this role

And led to the following recommendations:

- The Biden administration must prioritize nominating Black judges to the U.S. Court of Appeals
- The Biden administration must ensure [more Black representation](#) in the less visible but critical assistant secretary and senior executive service leadership positions, which are “feeder” positions for future leadership opportunities
- The Biden administration must also do more to increase Black representation in economic and tech policy top leadership positions
- Black Americans should be nominated for a large share of the remaining assistant secretary and under secretary positions, as of June 18, 2022
- The White House should disaggregate and disclose data on Black representation by positions, agency, and gender

As a result of our research, convening, and advocacy:

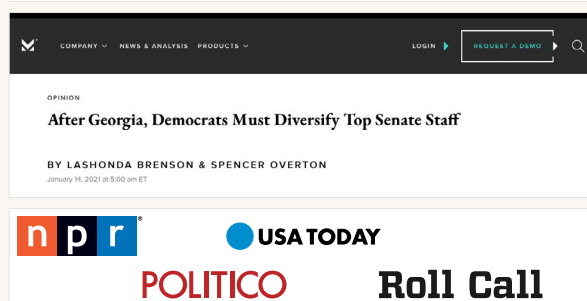
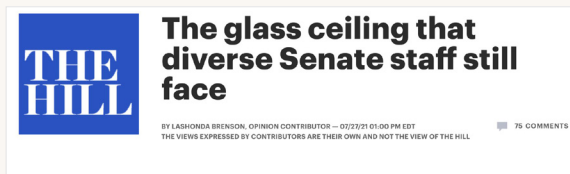
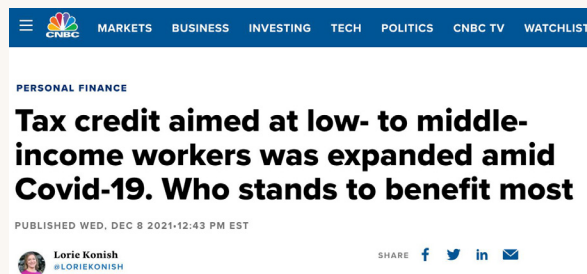
- Black nominations and appointments included a number of “firsts” (e.g., vice president, defense secretary, Council of Economic Advisers chair, OMB Director Shalanda Young, Justice Department Criminal Division Assistant Attorney General Ken Polite), a cabinet that is 26 percent African American, and five Black deputy secretaries
- President Biden nominated a historic number of Black women appellate judges, including Judge Ketanji Brown Jackson, to serve on the DC Court of Appeals

A complete list of our activities and work in this area can be found [here](#) ■



In the News

Prioritizing communications is paramount to the success of the Joint Center. We state it out in our mission statement: *“We use evidence-based research, analysis, convenings, and strategic communications to support Black communities and a network of allies.”* We understand the power of strategic communications. When our Policy team is making sure Black voices are represented in national conversations on the Hill, our Communications team is making sure those voices are heard across the nation through the media. It has always been our goal for journalists to view our policy analysis and recommendations through our unique racial lens, but in 2021, we started engaging with journalists in more strategic and personal ways. As a result, we are more consistently landing in top-tier news outlets on the Hill and Black media. And with the goal of targeting decision makers on social media, in 2021, we expanded our use of these platforms with more Instagram posts and participating in and leading Twitter chats ■



Board and Staff

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Chandra Hayslett, Vice President, Communications

Quinci Moody, Vice President, Finance and Operations

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Victoria Johnson, Communications Manager

Kendall Easley, Communications Associate

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Ways to Support the Joint Center

One-time Gift

Make a [one-time](#), tax-deductible contribution to support our Research, Policy, and Advocacy programs. Gifts can be made on our secure website or by check.

Monthly Giving

Make a [regular monthly gift](#). On our secure website, you can set up a regular, tax-deductible amount to be deducted each month.

Honorary and Memorial Gifts

Gifts may be made in [honor or in memory](#) of a loved one, friend, or colleague.

Donor Advised Funds

You can make a [contribution](#) to the Joint Center through an existing giving account.

Gifts of Stock

You can make a gift of [appreciated securities](#) — publicly traded stocks, bonds, and mutual fund shares. You transfer appreciated securities to the Joint Center and we sell the securities and use the proceeds to fund our work.

You should discuss the tax benefits of such a donation with a tax professional.

Planned Gifts

A [planned gift](#) is one of the most impactful ways you can support the Joint Center's long-term sustainability. You may also be able to save on taxes or enjoy other financial benefits.

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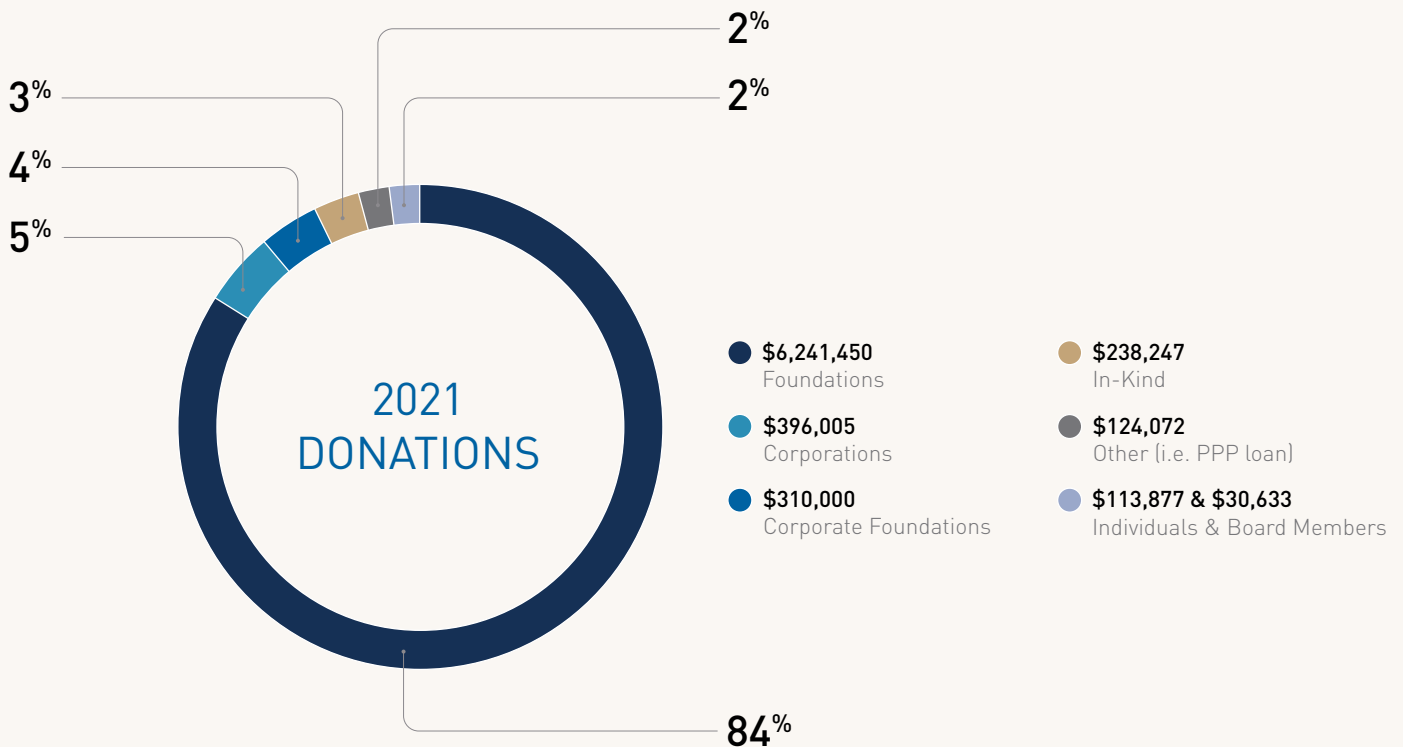
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Thank you

On behalf of the entire Joint Center team, thank you for your ongoing support in 2021 and your continued support in 2022.



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