

JOINT CENTER  
**ANNUAL  
REPORT**

# 2022





# Our Mission Statement

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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.



# Interim President's Letter

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*Dear Joint Center Community,*

This past year has been a transition for our organization as our indelible leader, Spencer Overton, announced his plans to return to a full-time faculty position at the George Washington School of Law. For the past ten years, Spencer has led the Joint Center with passion, drive, and dedication, moving the organization from a collective of researchers to the nation's leading think tank on issues affecting Black America, building on the longstanding legacy of the institution. I am honored to serve as interim president during this transition period and want to thank our partners, the Board of Governors, my colleagues, and Spencer for the opportunity to serve in this role.

Thanks to the dedication of our staff, the commitment of our Board of Governors, and your continued support, 2022 was another pivotal and impactful year. The Joint Center conducted critical research, provided in-depth analysis, shared policy recommendations, and convened with lawmakers, policy experts, and other stakeholders to advance Black Americans' political and economic needs. Our clear and intentional focus on the needs and concerns of Black Americans centers Black communities in policy debates furthering our mission of creating more equitable and just economic and political outcomes for African Americans across the country. We have made great strides in each of our major program areas — Tech Policy, Workforce Policy, Economic

Policy, Hill Diversity, and the Black Talent Initiative — which I am excited to share with you in this 2022 impact report.

In our work within the technology sphere, we advised on the implementation of the \$42.45 billion Broadband, Equity, Access, and Deployment Program to ensure the 38 percent of Black residents without home internet access in the Black Rural South were not left out of this significant investment. We also informed the White House's seminal artificial intelligence and automated system policy paper, *Blueprint for an AI Bill of Rights: Making Automated Systems Work for the American People*. As artificial intelligence becomes the norm, we must ensure that existing discrimination laws protect African Americans from unfair algorithmic practices.

We made significant progress in workforce policy, as our research and policy recommendations influenced the 2022 House passed version of the Workforce Innovation and Opportunity Act (WIOA). While this act is landmark legislation designed to strengthen and improve our nation's public workforce system, provide Americans with access to high-quality jobs and careers, and help employers hire and retain skilled workers, we recognized the opportunity to create equitable practices for Black workers. We recommended that the WIOA include compensation to Black workers for shouldering the opportunity costs of training

and that the WIOA invest in data systems that track program-level outcomes for Black workers as opportunities to advance equity and improve workforce programs for Black workers.

As a part of our Hill Diversity initiative, we launched a campaign to increase diversity among top congressional staff. By convening over 70 organizations, launching a microsite, and creating a video, we increased public awareness on the importance of congressional staff

these Black women and their monumental accomplishments.

As America's Black think tank, we understand the power of conversation and leverage that power through our strategic convenings that gather thought leaders to discuss issues and ideate solutions. We participated in nearly 30 events and meetings last year and hosted the highly impactful 2022 Future of Black Communities Summit, where more than 550 attendees heard from influential lead-

*While our successes of 2022 were numerous, we are looking toward the future — the future of Black Americans and the future of our institution.*

diversity and encouraged both newly elected and returning members of Congress to hire teams that reflect the diversity of their districts and our nation. We collected and analyzed data on top staff diversity and published *Racial Diversity Among Top Staff in the U.S. House of Representatives* to provide evidence regarding the lack of racial diversity among top staff in the U.S. House of Representatives.

We continued our diversity and inclusion work with the Black Talent Initiative. This initiative helped to drive to the nominations and confirmations of many historic firsts, including Supreme Court Justice Ketanji Brown Jackson, member of the Board of Governors of the Federal Reserve System Dr. Lisa Cook, and President and Chair of the Export-Import Bank of the United States Reta Jo Lewis. The Joint Center was proud to support

ers. During a day of fireside chats, keynotes, and panel discussions, we focused on the issues facing Black Americans while utilizing the space to develop potential solutions.

While our successes of 2022 were numerous, we are looking toward the future — the future of Black Americans and the future of our institution. We are committed to advancing Black communities' needs on our country's political and economic fronts while simultaneously searching for a permanent leader. And most importantly, again, we want to thank you for believing in our mission and for your unwavering support as we do this important work.

With gratitude,  
*Jessica Fulton*



# Joint Center by the Numbers

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Published **7** major reports and issue briefs



Shared research and analysis at over **30** panels and events



Hosted **6** convenings



Welcomed **3** board members to leadership roles



Welcomed **7** new staff members



Submitted **2** testimonies to Congress



Interviewed by **23** news outlets



Issued **25** press releases and statements

## Joint Center research, analysis, and convenings informed:



The U.S. House passing the Workforce Innovation and Opportunity Act



The White House Blueprint for an AI Bill Of Rights



The increase in minimum annual pay from \$199,300 to \$212,000 in the U.S. House of Representatives



The enactment of overtime provisions and paid parental leave benefits for staff in the U.S. House of Representatives

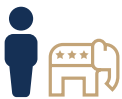


Policy debates on issues that affect Black communities, including the expansion of the child tax and earned income tax credits, platform accountability, community college access, quality, and affordability, and student loan debt

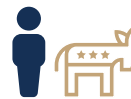


The nomination of dozens of Black presidential appointees, many of whom have been confirmed by the Senate

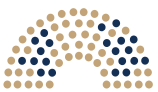
## Joint Center research increased:



Hiring of people of color in returning Senate Republican top staff positions by about **2 points** compared to 116th Congress



Hiring of people of color in returning Senate Democrat top staff positions by **2.4 points** compared to 116th Congress



Hiring of people of color in returning House Republican top staff positions in 118th Congress by about **5 points** compared to 117th Congress



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## Economic Policy | 2022 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 identifies solutions that will tear down barriers to the full economic freedom of Black people in America. We cover issues including economic security, taxation, entrepreneurship, and building an inclusive economy.

*Our economic research identifies solutions that will tear down barriers to the full economic freedom of Black people in America. We cover issues including economic security, taxation, entrepreneurship, and building an inclusive economy.*

**Our policy experts analyze the economic situation facing Black communities, and support and develop policy proposals that will:**

- Build wealth in Black communities
- Support equitable tax policy

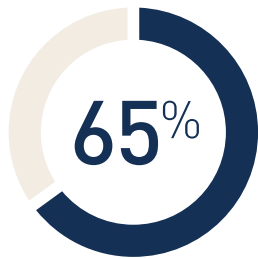
- Strengthen Black household economic security
- Promote Black entrepreneurship and innovation; and
- Decrease the disproportionate negative effects experienced by Black communities during economic downturns

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

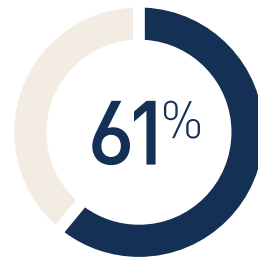
## Economic Pain Points

The Joint Center’s Economic Policy Program identified and provided solutions for obstacles facing Black business owners, Black taxpayers, Black women, Black voters, and Black student loan borrowers. We investigated the challenges small Black business owners face in our highlighting the perspectives of 1,200 Black, Latino, and white business owners.

We surveyed 600 Black voters on their priorities and learned that Black Americans were pessimistic about the economy. We engaged Black voices in tax policy debates and uplifted solutions to support Black workers.



65% of Black Americans rated the state of the economy as just fair or poor



61% of Black Americans say their personal economic situations are just fair or poor

### We articulated challenges and solutions for multiple segments of Black communities by:

- Identifying issues facing Black borrowers in the [student loan debt](#) debates
- Supporting Black women and girls through collaborating with Liberation in a Generation and the Congressional Caucus on Black Women and Girls on a report, scorecard, and public event on [Advancing Black Women Best Policy](#)
- [Advocating for policy changes](#) for Black communities in rural America at a roundtable held by the U.S. House Committee on Economic Disparity and Fairness in Growth



# Tax Policy

We amplified Black voices in tax policy debates and uplifted solutions to support Black workers by:

- Centering Black voices on tax policy issues, including through public conversations with Professors Dorothy Brown, Steven Dean, and Bradley Hardy, U.S. Department of the Treasury Counselor for Racial Equity Janis Bowdler, and Congressional Black Caucus Members Congresswoman Terri Sewell (D-AL) and Congressman Steven Horsford (D-NV)

THE JOINT CENTER FOR POLITICAL AND ECONOMIC STUDIES PRESENTS

## IMPROVING TAX POLICY FOR BLACK COMMUNITIES



**DOROTHY BROWN**  
MARTIN D. GINSBURG CHAIR IN TAXATION  
GEORGETOWN UNIVERSITY LAW CENTER

**BRADLEY HARDY**  
ASSOCIATE PROFESSOR  
MCCOURT SCHOOL OF PUBLIC POLICY  
GEORGETOWN UNIVERSITY

**STEVEN DEAN**  
PROFESSOR & CO-DIRECTOR, DENNIS J.  
BLOCK CENTER FOR THE STUDY OF  
INTERNATIONAL BUSINESS LAW,  
BROOKLYN LAW SCHOOL

**JANIS BOWDLER**  
COUNSELOR FOR RACIAL EQUITY  
U.S. DEPARTMENT OF TREASURY

**MODERATOR**  
**JESSICA FULTON**  
VP, POLICY, JOINT CENTER FOR  
POLITICAL AND ECONOMIC STUDIES

- Encouraging policymakers and advocates to consider the racial equity implications of tax policy through one-on-one conversations with members of Congress, the White House, and the U.S. Department of the Treasury, and through participating in panels including those hosted by the Congressional Caucus Foundation, the Journal of Health Affairs, and the Niskanen Center



# Small Business

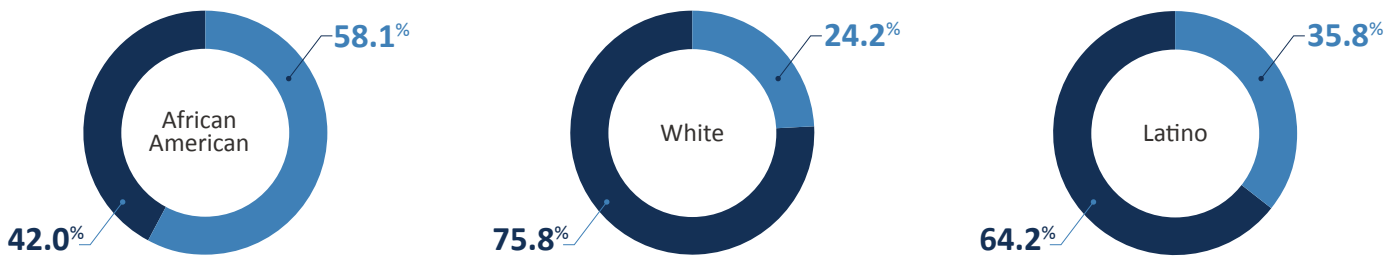
We investigated the challenges small Black business owners face in our report — *Exploring Challenges for Small-Business Owners Across Race* — highlighting the perspectives of 1,200 Black, Latino, and white business owners. Some of the key findings include:

- Black business owners faced challenges accessing capital prior to the COVID-19 pandemic. Over half (58.1 percent) of Black respondents reported that they faced challenges obtaining needed capital before the pandemic began. Less than one-fourth (24.2 percent) of white and just over one-third (35.8 percent) of Latino business owners reported facing challenges accessing capital



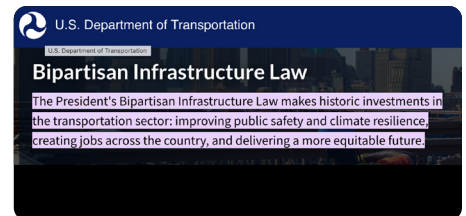
## Prior to COVID-19, have you ever had challenges obtaining needed funds/capital for your business?

● No ● Yes



- Black business owners were likely to report challenges with getting certifications to run their businesses. Black businesses owners faced challenges understanding which certifications were necessary (28.4 percent), affording the necessary certifications (25.3 percent), getting legal representation (26.4 percent), and being recognized as a real business entity (25.9 percent)
- Business owners report challenges to engaging in the policymaking process. Black (28.1 percent), Latino (27.6 percent), and white (22.4 percent) small-business owners report that difficulties understanding policies that affect small businesses has limited their involvement in policy development. One in four Black and Latino small-business owners report that policies not being well-communicated affects their involvement in policy development
- We also advocated for Black communities and businesses in conversations with the White House regarding the [Bipartisan Infrastructure and Innovation Act](#)

Among others, [The Hill](#), [theGrio](#), [NPR](#), [U.S. News & World Report](#), [CNBC](#), [NPR Marketplace](#), and [BET](#) covered our Economic Policy work.



For a complete list of our activities and work in this area, visit [jointcenter.org/economic-policy](https://jointcenter.org/economic-policy) or scan the QR code.





## Workforce Policy | 2022 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

*The Joint Center is 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 on issues related to Black students and workers.*

systems of racial inequality. The Joint Center is 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 on issues related to Black students and workers.

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.

## Job Quality

The Joint Center’s Workforce Policy Program identifies opportunities to increase job quality for Black workers. In 2022, we focused on improving job quality through educating policymakers and the general public through:

- Centering efforts to develop an inclusive, worker-powered economy by publishing *Five Charts Illustrating the Need for Policies that Prioritize the Experiences of Black Workers* that found, among other research, that the labor market was slow to recover for Black workers and Black workers remain the least likely to receive unemployment benefits after applying

### The labor market has been slower to recover for Black workers

Percent change in unemployment rate since peaking in April 2020, by race

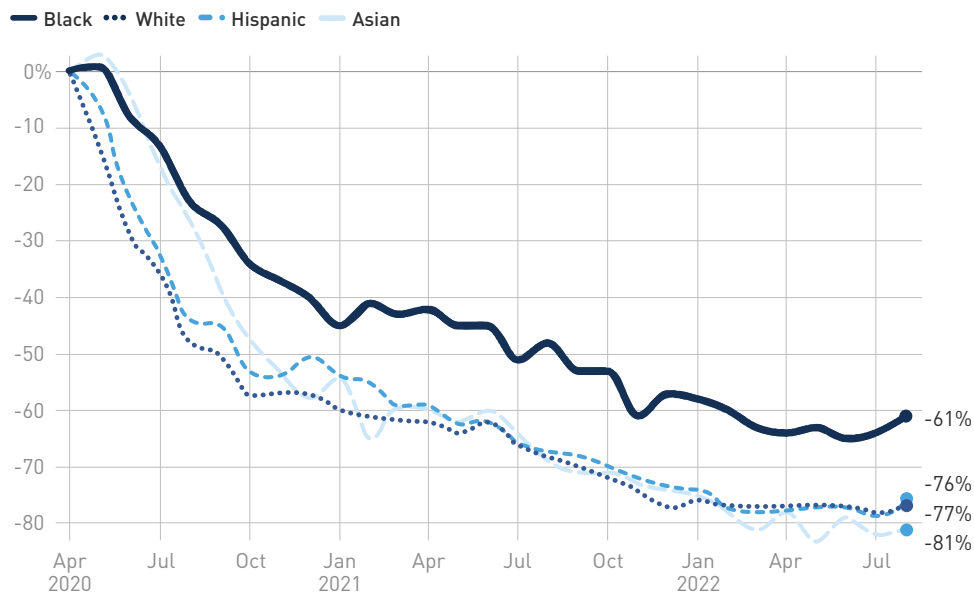


Chart: Joint Center for Political and Economic Studies. Source: Analysis of data retrieved from the U.S. Bureau of Labor Statistics, Current Population Study. Created with Datawrapper

- Leaning into the dignity of labor by publishing an op-ed in The Hill — “Full employment and living wages for Black workers: The unfinished demands of MLK”
- Participating in conversations with policymakers and committees, including Co-Chair of the Future of Work Caucus Congresswoman Lisa Blunt Rochester (D-DE), the U.S. House Committee on Education and Workforce, the U.S. Senate Committee on Health, Education, Labor, and Pensions, the U.S. Department of Labor, and the U.S. Department of Commerce



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The Joint Center’s Workforce Policy team prioritizes working with Black communities and our allies to strengthen our research and identify policy priorities. In 2022, we engaged our community on improving job quality for Black workers through:

- Working in coalition with the National Black Workers Center and the Unemployment Insurance Initiatives Coalition to strengthen protections for Black workers

## Workforce Development

In 2022, the Joint Center’s Workforce Policy Program identified opportunities to strengthen workforce development systems to better support Black workers. High-quality systems that connect Black workers to good jobs are critical to ensuring that Black workers benefit from millions of jobs created through federal investments in the Inflation Reduction, Infrastructure Investment and Jobs, and CHIPS and Science acts.

**We educated the public and urged decision-makers to strengthen workforce development programs to connect Black workers to high-quality jobs by:**

- Emphasizing the importance of data disaggregation in our report, *Improving Training Evaluation Data to Brighten the Future of Black Workers*. In the report and conversations with policymakers in the Biden-Harris administration and in congressional offices, we explained that too few federally funded workforce development program evaluations report outcomes by race, which presents a structural barrier to achieving racial equity in workforce development

### Too few training program evaluations report outcomes by race

To determine which workforce programs had the best outcomes for Black participants, we reviewed more than 80 program evaluations. Of that group, we selected the 27 evaluations that tracked the race of participants and used the popular “career pathways” approach. Of these 27 evaluations, only six reported outcomes by race.

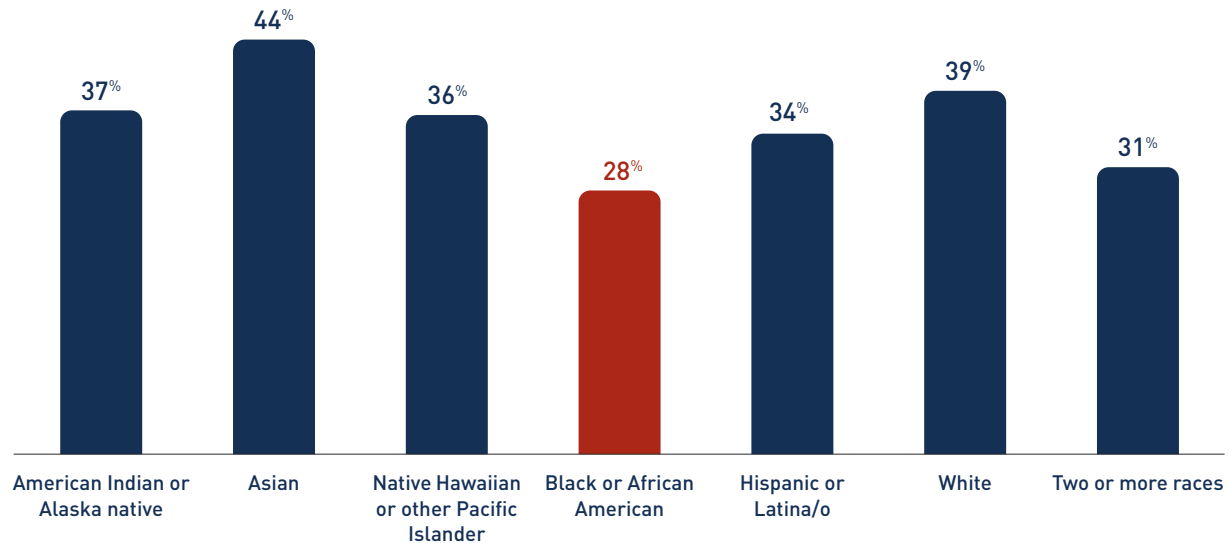




- Highlighting challenges facing Black community college students in our report, *The State of Black Students at Community Colleges*, where we recommended investments in community colleges that would improve equitable outcomes for Black community college students including:
  - Evaluating community college outcomes by race and ethnicity. To maximize community college outcomes and advance racial equity, college leaders should regularly disaggregate data by race and use multiple approaches to collect and analyze data by race

## Black students have the lowest graduation rates at community colleges

Graduation rates within 150% of normal completion time, by race, 2019-2020



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Graduation Rates component 2020 provisional data.

- Making two-year community college tuition-free. As our analysis shows, Black students still shoulder more debt than students of other races and ethnicities at community colleges

## Total borrowing

Associate degree recipients, by race and ethnicity: 2015-16

	Percent who borrowed	The average amount borrowed per borrower	Percent of borrowers who are independent borrowers
All racial and ethnic groups	48%	\$18,501	64%
American Indian or Alaska Native	67%	\$18,225	76%
Asian	30%	\$17,459	60%
<b>Black or African American</b>	<b>67%</b>	<b>\$22,303</b>	<b>77%</b>
Hispanic or Latina/o	36%	\$15,778	56%
Native Hawaiian or other Pacific Islander	47%	*	46%
White	51%	\$17,794	64%
More than one race	51%	\$21,795	65%

Source: U.S. Department of Education, National Postsecondary Student Aid Study, 2016.  
\*Estimate suppressed. Reporting standards not met.

- Continuing to advocate for reforms to the Workforce Innovation Opportunity Act (WIOA) highlighted in our 2021 issue brief *Principles to Support Black Workers in the Workforce Innovation and Opportunity Act*. We were excited that the U.S. House of Representatives passed a version of the WIOA reauthorization that included two Joint Center recommendations. They are:
  - WIOA must compensate Black workers shouldering the opportunity costs of training. For instance, many training programs operate during traditional work hours, requiring participants to give up income to receive training
  - WIOA must invest in data systems that track program-level outcomes for Black workers. Most evaluations of training programs do not report and analyze outcomes by race — a missed opportunity to advance equity and improve workforce programs for Black workers



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

BY ALEX CAMARDELLE, PHD | OCTOBER 2021

In his 1968 interview, "How to Cool It," James Baldwin stated that "you can't talk about jobs programs unless you're willing to talk about what is really holding the structures together."<sup>1</sup> America's federal workforce development system is one of those structures and has the potential to eliminate or reproduce economic disadvantage for Black workers. In the workforce system, cumulative disadvantage combined with policy responses that fail to address historical or current racial injustices merge to reinforce economic exclusion and poverty.<sup>2</sup>

Efforts to support workers through the public workforce system could not be any more critical given COVID-19's outsized effect on the already precarious health and economic security of Black workers. Black workers are almost always more likely to be displaced from work than White workers.<sup>3</sup> At 8.8 percent, unemployment rates remain at crisis levels for Black workers—more than 3 percentage points higher than the overall unemployment in August 2021.<sup>4</sup> In September 2021, federal lawmakers allowed critical unemployment aid to expire, which disproportionately hurt Black workers.<sup>5</sup>

With this context in mind, in July 2021, the Joint Center held a roundtable discussion with national and local workforce experts to assess challenges and opportunities facing job seekers navigating the workforce system. Participants noted that the federal workforce system does not evenly distribute economic opportunity. To that end, this issue brief includes their expert perspectives and explores five principles to consider in improving the Workforce Innovation and Opportunity Act (WIOA) and ensure that the workforce system advances equity for Black workers.

This is an opportune moment to advance equity as Congress is set to reauthorize WIOA and vote on new workforce investments proposed in President Biden's Build Back Better plan. State and local leaders can also consider the principles in their work to advance the goals of WIOA. The five principles are:

1. WIOA guardrails must be put in place to protect Black workers from occupational segregation.
2. WIOA must explicitly acknowledge discrimination in hiring and in the workplace.



H. R. 803

## One Hundred Thirteenth Congress of the United States of America

AT THE SECOND SESSION

Began and held at the City of Washington on Friday,  
the third day of January, two thousand and fourteen

### An Act

To amend the Workforce Investment Act of 1998 to strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs in the United States, and to promote individual and national economic growth, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the "Workforce Innovation and Opportunity Act".



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**The Joint Center’s Workforce Policy team prioritizes working directly with Black communities and our allies to strengthen our research and identify our policy priorities. In 2022, we worked with our community by:**

- Conducting a series of focus group sessions to seek feedback from Black workers to inform practice and policy improvements for workforce development programs focused on economic mobility for Black workers nationwide who are 50 years old and older and recent graduates of training programs in Georgia and Texas. The Joint Center will use this data to inform policy recommendations in 2023 and beyond
- Convening a youth task force of 13 young people with regular sessions exploring their perspectives on narrative and policy solutions for young Black workers and the labor market. The Joint Center will publish findings and recommendations from the task force in 2023
- Working in conjunction with the National Skills Coalition on strengthening racial equity in the workforce development system

**In addition, the Joint Center participated in nearly 20 panels and presentations across the country dedicated to the future of work and recovery for Black workers. Some included:**

- Non-Degree Credential Network (George Washington University)
- Jobs for the Future Horizons Summit
- Labor Research and Action Network’s 2022 Annual Conference
- New America’s Getting Non-Degree Community College Programs Right: Centering Quality Summit

Press outlets that covered our recommendations and work include [The New York Times](#), [NPR Marketplace](#), [Inside Higher Ed](#), [theGrio](#), and [NewsOne](#).

For a complete list of our activities and work in this area, visit [jointcenter.org/workforce-policy](https://jointcenter.org/workforce-policy) or scan the QR code.





## Tech Policy | 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, convenings, and strategic communications, we work with leading experts and scholars to create and advance new

*Through evidence-based research, convenings, and strategic communications, we work with leading experts and scholars to create and advance new ideas in the tech ecosystem.*

ideas in the tech ecosystem. Our research and analysis provides compelling and actionable tech policy solutions to inform decision-making by policymakers 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

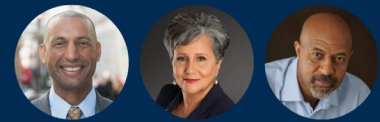
The Joint Center’s Tech Policy Program continued to build momentum in holding social media companies accountable for civil rights violations they profit from and for misinforming and targeting Black users.

**We urged decision makers to protect Black communities through thoughtful approaches to Section 230 reform by:**

- Continuing to educate decision makers on [State Power to Regulate Social Media Companies to Prevent Voter Discrimination](#)
- Supporting the SAFE Tech Act which “makes it clear that Section 230 does not give platforms a free pass to violate civil rights laws, while also preserving the power of platforms to remove harmful disinformation”
- Educating the public on potential harms and benefits of Section 230 for Black communities through engaging in public discussion at Rutgers University’s [Tech Conversations Series: Platform Immunity and Civil Rights](#)
- Working with scholars and practitioners to advance the literature on the benefits and harms of Section 230 and Black communities

## We hosted:

*The Rationale for and Key Elements of a Business Civil Rights Audit, where we convened experts to discuss why civil rights audits are crucial for technology policy companies.*



**The Rationale for and Key Elements of a Business Civil Rights Audit**  
with Spencer Overton, Laura Murphy, and Roy L. Austin, Jr.



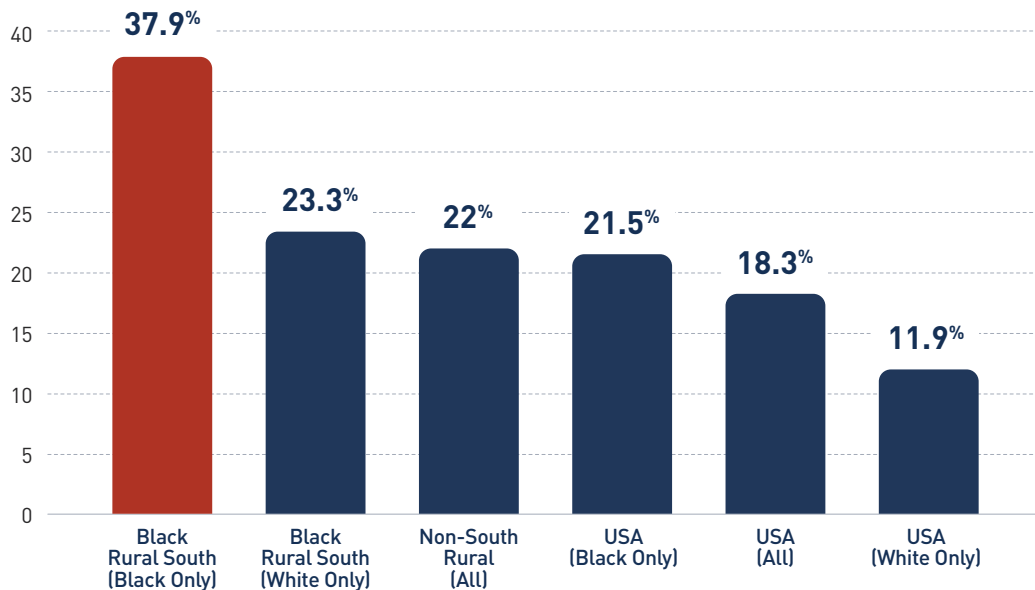
# Broadband Access and Adoption

As the federal government began to allocate funding to invest in broadband infrastructure across the country, the Joint Center urged decision makers to prioritize African Americans in the Black Rural South who are often left out of national conversations about the barriers to broadband.

## We worked with policymakers within:

- The U.S. Congress to educate decision makers on how to prioritize the Black Rural South as they distributed over \$42 billion for high-speed internet access
- The Federal Communications Commission by offering [testimony](#) “to prevent digital discrimination by ensuring that Infrastructure Investment and Jobs Act broadband resources are equitably deployed in the Black Rural South”

## Lack of Home Access to Broadband Internet



Source: 2015-2019 ACS 5-Year Estimates

- The U.S. House Select Committee on Economic Disparity and Fairness in Growth by providing [bipartisan policy solutions](#) in alignment with our [recommendations](#) on broadband equity
- The National Telecommunication and Information Administration (NTIA) by informing them of barriers to equity for communities in the Black Rural South
- The Biden-Harris administration by supporting the establishment of a permanent broadband benefit program for lower-income households
- The Biden-Harris administration by providing recommendations leading to commitments from 20 internet providers to cut prices and increase speeds

**We engaged stakeholders to educate the public by:**

- Hosting Assistant Secretary of Commerce for Communications and Information Alan Davidson to highlight NTIA efforts to promote equity in broadband implementation at the Joint Center’s 2022 Future of Black Communities Summit
- Identifying tech policy priorities for Black communities with Federal Communications Commission Commissioner Geoffrey Starks and key leaders in industry and advocacy
- Discussing opportunities to prioritize the Black Rural South with broadband equity experts



Alan Davidson (right) speaking at the Joint Center’s 2022 Future of Black Communities Summit

**We participated in discussions with the following organizations to promote inclusion of the Black Rural South in broadband implementation:**

- Wireless Internet Service Providers Association
- NTIA Broadband Equity, Access, and Deployment Program
- National Association of Regulatory Utility Commissioners
- Association of Black Foundations Executives
- Black Churches for Digital Equity







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## Privacy and Algorithmic Fairness

The Joint Center continued to explore critical data privacy issues and big data practices that produce discriminatory outcomes for Black communities. Our work informed:

- The [White House AI Bill Of Rights](#) — five principles that should guide the design, use, and deployment of automated systems to protect the American public in the age of artificial intelligence. The policy principles were developed in part as a result of a 2021 discussion on [Advancing Equal Protections and Civil Justice in an Automated Society](#) co-hosted by the Joint Center and the White House Office of Science and Technology Policy



### BLUEPRINT FOR AN AI BILL OF RIGHTS

MAKING AUTOMATED SYSTEMS WORK FOR THE AMERICAN PEOPLE

 ▶ OSTP

- The Federal Trade Commission's Commercial Surveillance and Data Security portfolio through participation on a panel on Consumer Advocate Perspectives on Commercial Surveillance and Data Security

For a complete list of our activities and work in this area, visit [jointcenter.org/tech-policy](https://jointcenter.org/tech-policy) or scan the QR code.





## Hill Diversity | 2022 Key Impacts

The Joint Center's Hill Diversity Program increases transparency on the state of staff diversity in congressional offices. We promote structural changes to increase the representation of staff of color in key decision-making roles on the Hill and recognize 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.

*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.*

A lack of diversity among top congressional staff warrants special attention because congressional actions affect all Americans. Increasing diversity among key staffers enhances deliberation, innovation, legitimacy, and legislative outcomes, which will allow Congress to function more effectively and in a way that more accurately reflects America's diversity.

## The Problem

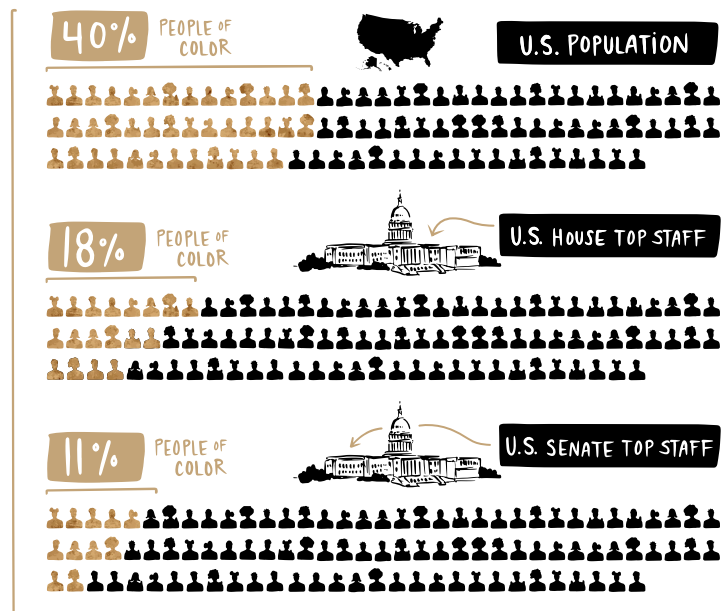
Currently, people of color make up 40 percent of the U.S. population, but represent only 18 percent of House top staff and 11 percent of Senate top staff.

In 2022, the Joint Center launched a multi-pronged campaign to increase staff diversity on the Hill, released new research on the diversity of top U.S. House staff, and continued investigating and proposing solutions for structural barriers that may prevent people of color from working on Capitol Hill, such as wages and overtime compensation.

The campaign includes a [microsite](#) featuring interactive tracking tools, reports, an explainer video, coalition letters, and a list of ways concerned citizens and members of Congress can get involved. The microsite allows users to learn how each new and returning member of Congress is faring when it comes to hiring diverse top staff (chiefs of staff, legislative directors, and communications directors) in their Washington, DC personal offices.

The Joint Center also sent [letters](#) signed by 70 national organizations and diversity stakeholders to new and returning members of Congress to advocate for increasing diversity among top and mid-level congressional staffers.

PEOPLE OF COLOR MAKE UP 40%  
OF THE U.S. POPULATION, BUT ONLY  
18% OF THE U.S. HOUSE AND  
11% OF SENATE TOP STAFF



The campaign includes a [microsite](#) featuring interactive tracking tools, reports, an explainer video, coalition letters, and a list of ways concerned citizens and members of Congress can get involved. The microsite allows users to learn how each new and returning member of Congress is faring when it comes to hiring diverse top staff (chiefs of staff, legislative directors, and communications directors) in their Washington, DC personal offices.

# Research Sheds Light on Need for More 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:

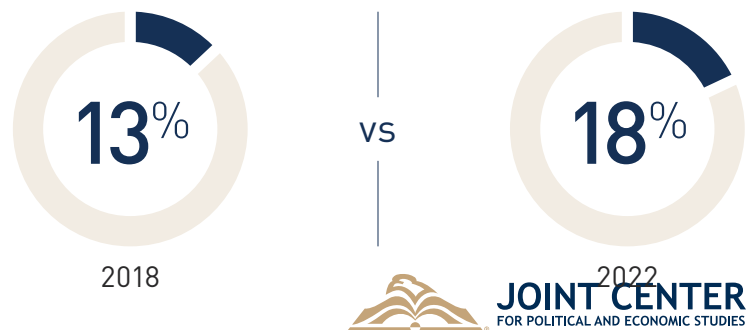
- Found that only 18 percent of all top House staff are people of color despite making up 40 percent of the U.S. population. *Racial Diversity Among Top Staff in the U.S. House of Representatives* provides evidence regarding the lack of racial diversity among top staff in the U.S. House of Representatives. This report was covered in [The Hill](#) and [Roll Call](#)
- Showed that people of color make up only 24.2 percent of the Senate state directors despite comprising 40 percent of the U.S. population. *Racial Diversity Among U.S. Senate State Directors* analyzed the diversity of Senate staff in state offices who responded to the survey as of Jan. 31, 2022
- Shared up-to-date congressional staff diversity data on our interactive report card on our new microsite as members of the 118th Congress hired top staff. The [Hill Diversity microsite](#) — covered in [Black Enterprise](#) and [The Hill](#) — also includes reports, an [explainer video](#), [coalition letters](#) addressed to members of Congress, and a list of [ways](#) concerned citizens and members of Congress can get involved
- Analyzed the 2022 Senate Democratic Caucus Diversity survey data in [22 easily digestible charts](#) ranking members of Congress by the diversity of their staff and comparing the 2022 data to previous years. [The Washington Post](#) recognized the Joint Center for “quickly” putting the information into charts
- Analyzed the 2022 U.S. House Compensation and Diversity Survey, and found that African Americans and Latina/os are underrepresented among senior roles. Our [research](#) also found that African American personal office staff hasn’t significantly changed in two years
- Showed that Senate staffers of color earn 15.2 percent less than white staffers. Our analysis — *Senate Staffers of Color Earn Less Pay Than Whites* — further breaks down data shared on LegiStorm, a web-based platform that identifies congressional staff and monitors activity on Capitol Hill
- Contributed to [Axios’ analysis](#) of senior congressional staff who identify as women of color



## And led to the following results:

- A 32 percent increase in top staff of color in the House. Top House staff of color grew to 18 percent people of color in 2022 from 13.7 percent in 2018

Growth of top House staff of color



- Inclusion of [nearly two dozen items and provisions](#) from the Select Committee of the Modernization of Congress into the FY 2023 House Legislative Branch Appropriations bill and report. The items and provisions include:
  - Increased funding to fairly compensate staff and interns and the enhanced staff care and benefits
  - The creation of a House Intern Resource Office
  - The expansion of educational opportunities for staff, which will help ensure that the institution can attract and retain a diverse and capable workforce. This effort was covered in [Politico](#)
- Then-Speaker of the House Nancy Pelosi (D-CA) [announced](#) an increase of the minimum annual pay rate for House staff. The Joint Center joined several organizations in [thanking](#) then-Speaker Pelosi for using her authority to ensure a living wage for all staff



## Capitol Hill Hirings

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

- Organizing [four letters](#) signed by 70 civil rights and advocacy groups addressed to new and returning members of Congress urging them to hire racially diverse people in their personal office top and key mid-level staff positions

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“ Ensuring racial diversity among your top and mid-level staff would enhance the deliberation, innovation, legitimacy, and outcomes of your office and the chamber as a whole. You have an opportunity to show how the experiences and skills of all Americans are vital to your work. ”

— Civil rights and advocacy groups to new and returning members of Congress

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- Submitting [testimony](#) to the U.S. Senate Committee on Appropriations Legislative Branch Subcommittee emphasizing that the Senate should fulfill “its mission of supporting the hiring and retention of capable, expert, diverse staff” by creating an independent office of diversity and inclusion. The testimony — covered in [Roll Call](#) — was submitted alongside Demand Progress and the National Association of Latino Elected and Appointed Officials Educational Fund
- Urging House and Senate leadership to pass the final regulations promulgated by the Office of Congressional Workplace Rights that would update the overtime provisions of the Fair Labor Standards Act as they apply to House and Senate staff. The [letters](#) were signed by nine organizations and covered in [Politico](#)

In addition to outlets named above, [C-SPAN](#), [The Christian Science Monitor](#), and [Vox](#) covered our Hill Diversity work.

For a complete list of our activities and work in this area, visit [jointcenter.org/hill-diversity](https://jointcenter.org/hill-diversity) or scan the QR code.









## Black Talent Initiative

In 2022, the Joint Center's [Black Talent Initiative](#) (BTI) continued to convene our partners to identify and support a pool of top Black candidates for appointments in the Biden-Harris administration. We focused on advancing Black representation in roles that could trigger long-term systemic change in federal policies and practices.

*We focused on advancing Black representation in roles that could trigger long-term systemic change in federal policies and practices.*

With the help of our partners and your generous donations, we continue to convene coalitions and strategize to support Black candidates for positions at the White House, executive branch agencies, independent agencies, and the judiciary.

## **In 2022, our work led to the nomination and confirmation of many historic firsts:**

- Supreme Court Justice Ketanji Brown Jackson was **nominated** by President Biden and confirmed by the U.S. Senate to be the first Black woman to serve on the Supreme Court of the United States
- Reta Jo Lewis was **confirmed** by the U.S. Senate as the first Black woman and person of color to serve as the president and chair of the Export-Import Bank of the United States
- Shalanda Young was **confirmed** as the first Black woman to serve as director of the Office of Management and Budget
- Dr. Lisa Cook was **nominated and confirmed** by the U.S. Senate as the first Black woman to serve on the Federal Reserve Board of Governors
- Dr. Phillip Jefferson was **nominated and confirmed** by the U.S. Senate to the Federal Reserve Board of Governors; he is the fourth Black man to serve as a member of the Board of Governors

## **Expertise and Coalition Building**

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### **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:**

- Convened over 45 Black organizations to collect names for Black presidential appointments for positions that are important to Black communities
- Assembled staff and an advisory board with extensive expertise in presidential personnel appointments, including knowledge of agencies, positions, and the selection and vetting processes
- Regularly met with the White House Office of Presidential Personnel to discuss openings and potential candidates
- Frequently met with organizations like the Congressional Black Caucus, the Black Economic Alliance, and the National Urban League to discuss Black appointments
- Routinely organized sessions for Black organizations to meet potential appointees
- Organized numerous letters from Black organizations to administration officials in support of top Black candidates



# Black Representation Among Commissioned Officers in the Biden White House

Sept. 12, 2022 | Karra McCray



## Commissioned Officers Report

The Joint Center also pushed for [Black representation](#) among commissioned officers in the Biden White House. We published *Black Representation Among Commissioned Officers in the Biden White House*, which was exclusively covered by [The Washington Post](#). Black Americans need adequate representation in these roles because commissioned officers represent the most influential personnel within a president's administration. Although Black Americans accounted for 22 percent of Biden's voters, only 11 percent of his commissioned staff were Black.

### Some of our recommendations included:

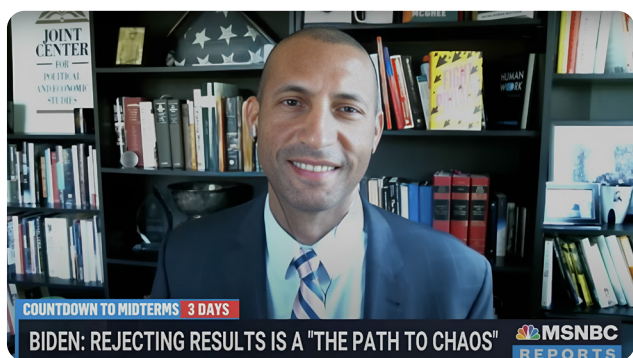
- Disaggregate and disclose White House staff data by race
- Appoint Black Americans to vacant commissioned officer positions
- Disclose data on employees in each of the 14 agencies of the Executive Office of the President
- Collect and report personnel demographics of commissioned officers and other federal employees (and vacancies) on a quarterly basis

For a complete list of our activities and work in this area, visit [blacktalentinitiative.com](https://blacktalentinitiative.com) or scan the QR code.



# 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. It has always been our goal for journalists to view our policy analysis and recommendations through our unique racial lens. In 2022, we continued to engage with journalists in strategic and more personal ways. As a result, we are more consistently landing in top-tier news outlets on the Hill and within Black media. And with the goal of targeting decision makers on social media, in 2022, we continued to expand our use of these platforms with more Instagram posts and participating in and leading Twitter chats.



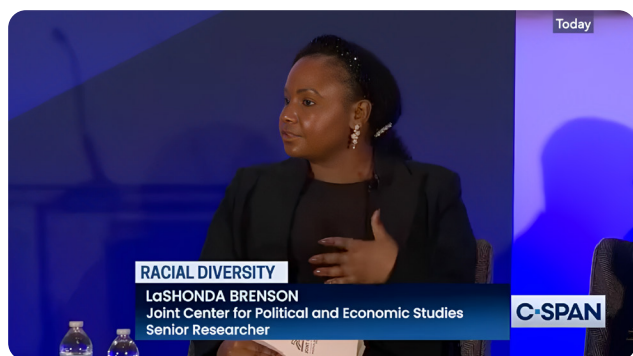
## Biden has achieved historic diversity. A new study says more can be done.

A new report credits Biden for his focus on equity, but says his inner circle does not reflect the constituency that elected him

### HEARD ON THE HILL

## Senate needs its own diversity and inclusion office, advocates say

There's already such an office on the House side



## 10 Reasons Why The Biden Administration Must Provide Student Loan Debt Relief For Black Americans

The Washington Post  
*Democracy Dies in Darkness*

The Joint Center for Political and Economic Studies [quickly put this information into charts](#). The Senate Democrats with the most diverse staffs are:



## Black Americans deeply concerned about the direction of the country, poll says

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# Staff\* and Board

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Jessica Fulton, *Vice President, Policy*

Chandra Hayslett, *Vice President, Communications*

Quinci Moody, *Vice President, Finance and Operations*

Tykia Warden, *Vice President, Development*

## Policy

---

Dr. LaShonda Brenson, *Senior Researcher*

Dr. Alex Camardelle, *Director, Workforce Policy*

Brian Kennedy II, *Senior Policy Analyst*

Justin Nalley, *Senior Policy Analyst*

Taliyah Oglesby, *Special Assistant*

Kimberly Victor, *Research Associate*

## Communications

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Victoria Johnson, *Communications Manager*

Kendall Easley, *Communications Associate*

## Operations

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Claire Meener, *Director, People and Operations*

## Board of Governors

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Barbara Johnson (*retired chair, October 2022*)

Robert Raben

A. Scott Bolden

Paula Boyd (*appointed secretary, October 2022*)

LaTosha Brown

Michael Collins

Chanelle Hardy

Kenneth Jones (*appointed treasurer, October 2022*)

Dr. Safiya Noble

Spencer Overton

Dr. Dianne Pinderhughes

Carla Thompson Payton

Paul Thornell (*appointed chair, October 2022*)

Antonio Williams

\*Please note: The staff list reflects the Joint Center team as of Dec. 31, 2022.

# Future of Black Communities Summit

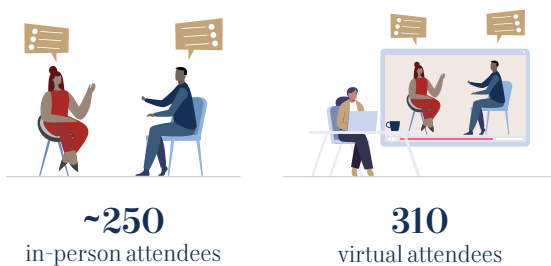
In 2022, the Joint Center hosted the [Future of Black Communities Summit](#), a one-day policy event dedicated to exploring the current challenges facing Black communities and proposing solutions for the future.



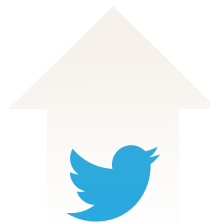
## The event garnered:

550+ attendees (250+ in-person attendees and 310 virtual attendees), a 120% year-to-date increase in Twitter activity, and 1,500+ visits to the Joint Center's website

**550+**  
attendees



**120%**  
increase in Twitter  
activity



**1,500+**  
visits to the Joint Center's  
website



## The summit included:

- An opening reception with remarks from Gina Raimondo, U.S. Commerce Secretary, and Shalanda Young, Director of the U.S. Office of Management and Budget



**Gina Raimondo**  
U.S. Commerce Secretary



**Shalanda Young**  
Director of the U.S. Office of Management  
and Budget

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## Over 30 speakers participated in the summit including:

**Charlotte Burrows**, Chair, Equal Employment Opportunity Commission



**Yvette Badu-Nimako**, Vice President, Policy/Civil Rights, National Urban League

**Monique Baptiste**, Vice President of Global Philanthropy, JPMorgan Chase

**Leslie Boissiere**, Vice President of External Affairs, Annie E. Casey Foundation

**Robert Branson**, President and CEO, Multicultural Media, Telecom and Internet Council

**Tahira Christmon**, Vice President of External Affairs, Association of Black Foundation Executives

**Fabrice Coles**, Senior Manager of Global Public Policy, PayPal

**Gail Coles Johnson**, VP and Chief Human Resources Officer, Executive Leadership Council

**Alan Davidson**, Assistant Secretary of Commerce for Communications and Information and National Telecommunications and Information Administration Administrator

**Oleta Fitzgerald**, Board Chair, Southern Rural Black Women's Initiative

**Jonay Foster Holkins**, Senior Director, Policy, Business Roundtable

**Don Graves**, Deputy Secretary, U.S. Department of Commerce

**Angela Hanks**, Chair of Programs, Demos

**Chanelle Hardy**, Head of Civil Rights, Google

**Dr. Dominique Harrison**, Director, Racial Equity Design and Data Initiative, Citi Ventures Studio



**Damon Hewitt**, President and Executive Director, Lawyers' Committee for Civil Rights Under Law

**Tia Hodges**, President and CEO, MetLife Foundation

**Dr. Seft Hunter**, Director, Black Led Organizing and Power Building, Community Change

**Kristin Johnson**, Commissioner, U.S. Commodity Futures Trading Commission

**Kenneth Jones**, Senior Vice President and COO, MacArthur Foundation

**Reta Jo Lewis**, President and Chair of the Board of Directors, Export-Import Bank of the United States



**Dr. Avenel Joseph**, Vice President of Policy, Robert Wood Johnson Foundation

**Patrick Lucas Austin**, Editor, IT Brew

**Mike Lynch**, Chief of Staff, Sen. Chuck Schumer (D-NY), and Staff Director, Senate Democratic Policy and Communications Committee

**Natalie Madeira Cofield**, Former Assistant Administrator, U.S. Small Business Administration

**Joseph Shepherd Miller**, Founder, President, CEO, and Founding Board Chair, WashingTECH

**Dr. Sessa Moon**, Director, House Office of Diversity Initiative

**Steve Newell**, Assistant Director, Innovation and Equity, White House Office of Science and Technology Policy

**Clint Odom**, Vice President for Strategic Alliances and External Affairs, T-Mobile

**Gautam Raghavan**, Director, White House Presidential Personnel

**Cadene Russell Brooks**, Counsel, WilmerHale

**April Ryan**, Author and White House Correspondent and Washington, DC Bureau Chief, theGrio

**Geoffrey Starks**, Commissioner, Federal Communications Commission



**David Strickland**, Vice President of Global Regulatory Affairs and Transportation Technology Policy, General Motors

**Dr. Corey Wiggins**, Federal Co-Chair, Delta Regional Authority

**Elliot Williams**, Principal, The Raben Group

At the Future of Black Communities Summit, policymakers, advocates, civil rights leaders, and thought leaders in philanthropy, the private sector, and the government gather to discuss:

### Technology Policy Priorities for Black Communities



### Corporate Investments in Racial Equity



### Economic Policy Priorities for Black Communities



### Advancing Black Agency



### Prioritizing the Black Rural South



### Philanthropic Investments in Racial Equity



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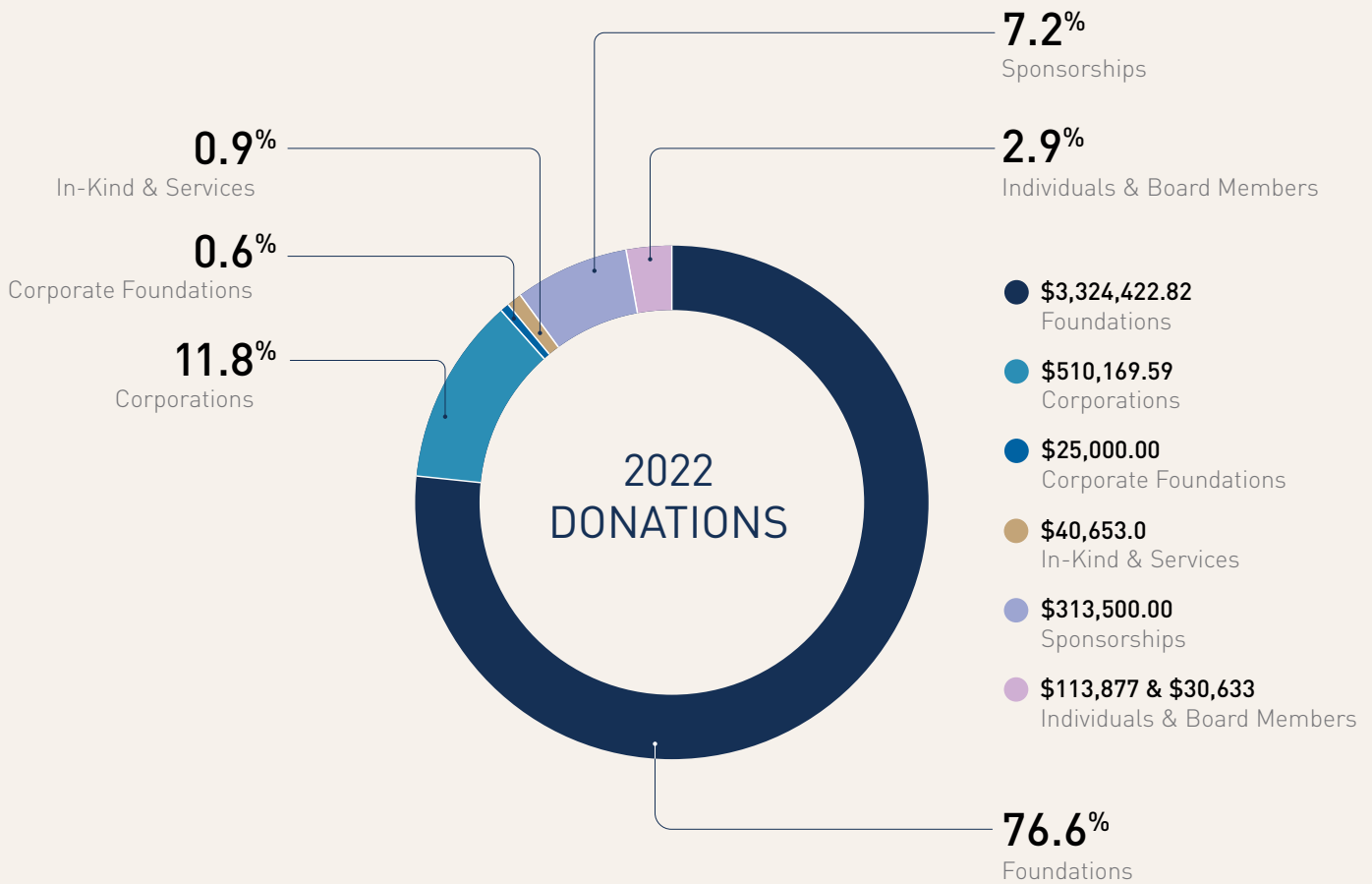
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## \$750,000

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The Rockefeller Foundation



Your donations directly advance the Joint Center’s mission to provide compelling and actionable policy solutions to eradicate the persistent and evolving barriers to the full freedom of Black people in America. Through your generosity, we can conduct thoughtful and original research that is grounded in rigor.

We hope we can continue to count on your kindness as we participate in major public policy debates and promote ideas that advance Black communities. The Joint Center is America’s Black think tank — no other think tank is solely centered on digging deep into how economic, workforce, and tech policies impact Black Americans and amplifying the need for diversity on Capitol Hill.

Your support dictates if we can continue to use evidence-based research, analysis, convenings, and strategic communications to support Black communities and a network of allies. Together, we can ensure that the Joint Center remains at the forefront of policy research for years. We extend an invitation for you to stand beside us in our mission to build a more equitable America for Black communities as we center Black voices in public policy debates.

For more information about ways to support the Joint Center, please email [development@jointcenter.org](mailto:development@jointcenter.org).



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Thank You!

## Thank You

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On behalf of the entire Joint Center team, thank you for your ongoing support in 2022 and your continued support in 2023.

