



J.O.I. Strategies is the sole proprietorship of Joi Olivia Chaney. J.O.I. develops strategies for organizations and companies seeking to achieve **Justice, Opportunity, and Inclusion** for America's underserved communities. Located in Washington, DC but with interests in DC, Florida, and New York State, J.O.I. focuses on **political, governmental affairs, policy, communications, and third-party engagement strategies** that will further civil and criminal justice, expand economic opportunity, and advance diversity and inclusion for all. Our services include:

- ❖ **GOVERNMENT RELATIONS**
- ❖ **POLICY ADVOCACY & STRATEGY**
- ❖ **STRATEGIC PARTNERSHIPS & ENGAGEMENT**
- ❖ **DIVERSITY & INCLUSION STRATEGIES**
- ❖ **POLITICAL STRATEGIES**
- ❖ **CONVENING PLANNING**

Joi is also  
available to  
speak or serve  
as a moderator  
at your next  
event.

## Joi Olivia Chaney



Founder/Principal

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407-579-8126

- ❖ Founder and Principal, **J.O.I. Strategies**
- ❖ Co-Founder, Women's Tech & Telecom Partnership
- ❖ Executive Director, Washington Bureau and Senior Vice President of Policy and Advocacy at **National Urban League**
- ❖ Chief of Staff and Senior Advisor to United States **Senator Kirsten Gillibrand of New York**
- ❖ Director of **Equal Pay Today!**, a Project of Equal Rights Advocates and Senior Policy Counsel at **Equal Rights Advocates**
- ❖ Senior Advisor to the Chair of the **U.S. Equal Employment Opportunity Commission**
- ❖ Director of Government Relations at **Planned Parenthood Federation of America**
- ❖ Policy Director and Counsel of the **U.S. Senate Democratic Policy Committee**
- ❖ Director for Student Chapters at the **American Constitution Society for Law & Policy**
- ❖ Associate at the former **Baach Robinson & Lewis PLLC**
- ❖ Staff member at the **Democratic National Committee**
- ❖ Graduate of **Howard University** and **Harvard Law School**
- ❖ Based in **Washington, DC** and native of **Orlando, FL**

# MS. JOI OLIVIA CHANEY

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Washington, D.C. | Orlando, FL

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## PROFESSIONAL EXPERIENCE

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### **J.O.I. STRATEGIES**, Washington, DC *Founder & Principal*

Relaunched in January 2023  
April 2015 – January 2019 (part-time); April 2020 – March 2021 (full-time)

J.O.I. develops strategies for organizations and companies seeking to achieve Justice, Opportunity, and Inclusion for America's underserved communities. Located in Washington, DC, but with interests in DC, Florida, and New York State, J.O.I. focuses on public and private partnerships and governmental affairs, policy, communications, and management strategies that will further civil and criminal justice, expand economic opportunity, and advance diversity and inclusion for all, beginning with women and persons of color. Learn more at [www.joistrategies.com](http://www.joistrategies.com).

### **LOYOLA UNIVERSITY-CHICAGO LAW SCHOOL**, Chicago, IL *Adjunct Professor*

February 2023 - Present

Beginning in Summer 2023, teaching a health care policy class in the online program. Updating the curriculum to reflect current issues and controversies happening at the federal level, including health equity.

### **NATIONAL URBAN LEAGUE**, Washington, DC *Executive Director, Washington Bureau* *Senior Vice President, Policy & Advocacy*

March 2021 – January 2023

Managed the federal public policy office for and serves on the senior leadership team of the National Urban League, an historic civil rights and urban advocacy organization. Represented and served as a thought leader before Congress, the Administration, and federal decision makers. Drove the federal affairs and public policy agenda. Led a team of policy and legislative advocates, communications, and outreach staff. Managed a coalition of civil rights organizations. Hosted the State of Black America Podcast.

### **OFFICE OF UNITED STATES SENATOR KIRSTEN GILLIBRAND (D-NY)**, Washington, DC *Chief of Staff | Senior Advisor*

February 2019 – April 2020

Led a full-time staff of more than 60 in Washington, DC and across New York State. Served as the Senator's strategic advisor and proxy for all legislative matters and her chief representative, with a special emphasis on national organizations and issues. I served as her Chief of Staff while she and her long-time Chief of Staff were on the campaign trail. Once her former Chief returned, I moved to the role of Senior Advisor.

### **EQUAL PAY TODAY, a Project of Equal Rights Advocates**, Washington, DC *Executive Director, Equal Pay Today* *Senior Policy Counsel, Equal Rights Advocates*

December 2015 – January 2019  
August 2018 – January 2019

Led an innovative collaboration of women's legal and workers' rights groups formed to close the long-standing gender wage gap and engage new constituencies in the fight for equal pay. Through six state projects in California, Illinois, Minnesota, New Mexico, Pennsylvania, and Washington State and the work of our state, regional, and national roundtable member organizations across the country, we worked to address the major legal, legislative, policy and cultural issues that allow the wage gap to persist and undermine women's economic security. These issues include pay discrimination, pay secrecy and retaliation for discussing pay, occupational segregation, pregnancy and caregiver discrimination, and wage theft and an inadequate minimum wage. The project also led coalition efforts to raise awareness about African American Women's, Native American Women's, and Latina Equal Pay Day.

### **UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**, Washington, DC *Special Assistant to Chair Jacqueline Berrien (Policy Counsel) | Special Assistant to Chair Jenny Yang (Policy Counsel) |* *Special Assistant to Commissioner Charlotte Burrows (Policy Counsel)*

August 2010 -- April 2015

Office of the Chair: Politically appointed, senior policy advisor in the Office of the Chair. Led the agency-wide development of the Strategic Plan for Fiscal Years 2012 – 2016 and leading the implementation of the plan for the Office of the Chair. Led the agency-wide development of the Strategic Enforcement Plan, which established agency enforcement and operational priorities. Led the development of the Quality Control Plan, which will establish new quality measures for agency investigations and conciliations. Managed external affairs for the Office of the Chair, including speech drafting and stakeholder outreach (corporate/private and civil/women/and human rights advocates). Served as the agency's liaison to the African American/Civil Rights Team in the White House's Office of Public Engagement. Previously responsible for non-budgetary Office of Management and Budget requests for agency clearance. Advised Chair on select internal agency workforce matters, including employee engagement efforts. Policy concentrations included disparate impact and disparate treatment in hiring, discrimination against unemployed job seekers, diversity, issues impacting African Americans, and small business issues. Managed

agency initiatives on police diversity. Reviewed and made recommendations to the Chair regarding policy and legal matters, including commissioner's charges, subpoenas, federal sector decisions, and amicus briefs. Coordinated the agency commemoration of the 50th Anniversary of the *Civil Rights Act of 1964* and the agency's opening in 1965.

Office of Commissioner Burrows: Assisted then-Commissioner Burrows in her transition to the agency. Reviewed and made recommendations to the Commissioner regarding policy and legal matters, including commissioner's charges, subpoenas, federal sector decisions, and amicus briefs. Continued to manage agency initiatives on police diversity. Continued to serve as the agency's liaison to the African American/Civil Rights Team in the White House's Office of Public Engagement. Continued to coordinate the agency's 50th anniversary commemoration.

**PLANNED PARENTHOOD FEDERATION OF AMERICA, Public Policy Division, Washington, DC**  
*Director of Government Relations*

January 2010 – June 2010

Managed a team of ten lobbyists and policy analysts focusing on federal and state legislative issues. Worked with the White House, the Department of Health and Human Services, and coalition partners to pursue Planned Parenthood's federal policy agenda. Helped develop and implement the final legislative strategy surrounding the treatment of women's reproductive health issues in health care reform. Led Planned Parenthood's legislative and policy work on sex education in response to the renewed federal interest in comprehensive sex education. Guided dozens of Planned Parenthood affiliates in their application for federal teenage pregnancy prevention funding. Expanded Planned Parenthood's relationships with the African American and civil rights communities.

**UNITED STATES SENATE, DEMOCRATIC POLICY COMMITTEE, Washington, DC**  
**Senator Harry Reid**, Majority Leader; **Senator Byron Dorgan**, Chairman  
*Policy Director & Counsel | Policy Advisor, Team Leader | Policy Advisor*

June 2006 – December 2009

Senior staff on a Senate Democratic leadership committee. Managed a team of five policy advisors, which produced message documents, fact sheets, special reports, recess binders, and legislative summaries for Democratic Senators, staff, Administration, press, policy organizations, and the general public. Part of the team that developed overall message strategy for the committee and the Senate Democratic caucus, in conjunction with the Senate Democratic Communications Center. As part of policy portfolio, advised democratic legislative staff on judiciary, labor, immigration, campaign finance, commerce, housing, government affairs and District of Columbia-related legislation, as well as issues related to the African American and Latino communities and women. Worked with committees, scholars, and policy groups to hold summits and issue briefings for legislative staff.

**AMERICAN CONSTITUTION SOCIETY FOR LAW & POLICY, Washington, DC**  
*Associate Director for Student Chapters*

June 2004 – June 2006

Senior staff at nationally recognized progressive legal organization. Led a national student program for over 2,000 law student members. Organized 142 law school chapters nation-wide which produced well-over 550 law and legal policy related programs per year. Planned the annual *ACS Constance Baker Motley National Moot Court Competition in Constitutional Law* and the *ACS National Student Writing Competition*. Worked with legal academics from law schools across the nation. Represented the national organization on panels and at conferences. Planned the annual ACS National Student Leadership Retreats and Organizing Sessions. Co-coordinated the summer law fellows program. Supervised junior staff, including a Harvard CPIC fellow.

**BAACH ROBINSON & LEWIS, PLLC, Washington, DC**  
*Associate*

September 2003 – June 2004

Drafted motions, including motions for summary judgment, and memoranda regarding mass tort law and asbestos litigation. Wrote memoranda on asbestos litigation and legislation, tax shelters and professional responsibility for the DC Board of Professional Responsibility. Prepared client for interviews with federal prosecutors.

**DEMOCRATIC NATIONAL COMMITTEE, Washington, DC**  
*Assistant to the Director, Office of the Secretary*

August 1999 - August 2000

Democratic National Committee and Democratic National Convention Committee: Coordinated full and executive committee meetings. Headed DNC intern and volunteer program. Served as delegate tracker to the 2000 Democratic National Convention. Co-produced the 2000 Democratic National Convention Temporary Roll. Directed the Office of the Secretary phone banking room at the 2000 Democratic National Convention (Los Angeles, CA). Coordinated Office of the Secretary Convention intern and volunteer program.

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## EDUCATION & SELECTED COMMUNITY ACTIVITIES

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**HARVARD LAW SCHOOL, Cambridge, MA**  
Class of 2003 Class Marshal • *Civil Rights-Civil Liberties Law Review*, Editor, Programs Chairperson

**Juris Doctorate**, May 2003

**HOWARD UNIVERSITY, Washington, DC**  
Political Science (minor: English), May 2000 Phi Beta Kappa • Magna Cum Laude • Patricia Roberts Harris Public Affairs Fellowship (U.S. Commission on Civil Rights)

**Bachelor of Arts**, May 2000

Girls, Inc. of the Washington, DC Metropolitan Area, Board Chair • Equal Rights Advocates, Board • National Consumers League, Board • Fair Elections Center, Board • Alpha Kappa Alpha Sorority, Inc., Xi Omega Chapter, Member • Metropolitan, DC Chapter of the Links, Inc., Member

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Washington, D.C. | Orlando, FL

**BIOGRAPHY:** Joi Chaney is the founder of J.O.I. Strategies, which develops strategies for organizations and companies seeking to achieve Justice, Opportunity, and Inclusion for America's underserved communities. Located in Washington, DC but with interests in Greater Washington, DC, New York State and Florida, J.O.I. Strategies seeks to further civil and criminal justice, expand economic opportunity, and advance diversity and inclusion for all, beginning with women and girls and persons of color.

J.O.I. Strategies was relaunched in 2023 after Joi returned from serving as Executive Director of the Washington Bureau and Senior Vice President of Policy and Advocacy at the National Urban League. In 2022, she was named by the Washingtonian Magazine as one of its 500 most influential in policy and was honored with a cover feature.



A political strategist and strategic partnership expert with nearly 25 years of experience in Washington, DC, Joi was previously Chief of Staff and Senior Advisor to United States Senator Kirsten Gillibrand of New York. Earlier in her career, she served as Director of Government Relations at Planned

Parenthood Federation of America and Policy Director and Counsel of the U.S. Senate Democratic Policy Committee (Senate DPC), a leadership committee under the direction of Senate Majority Leader Harry Reid and then- Senator Byron Dorgan. During the 2000 election cycle, she was a staff member at the Democratic National Committee.

As a progressive policy advocate, Joi has focused much of her work on advancing the rights and expanding the opportunities of women in the workplace. During the Obama Administration, Joi was a senior advisor to the Chair of the U.S. Equal Employment Opportunity Commission (EEOC). She went on to lead Equal Pay Today!, a Project of Equal Rights Advocates and was Senior Policy Counsel at Equal Rights Advocates. And at the start of her career, Joi served as an associate at the former Baach Robinson & Lewis PLLC in Washington, D.C and as Director for Student Chapters at the American Constitution Society for Law & Policy.

Beginning in the Summer of 2023, Joi will serve as an adjunct professor at Loyola University – Chicago School of Law. In September 2023, Joi will co-launch the Women's Tech & Telecom Partnership.

Joi is a native of Orlando, FL but is an active member of the Greater Washington, DC Community, where she lives with her family. She currently serves as Chair of the Board of Directors of Girls, Inc. of the Metropolitan Washington, DC Area and is an active member of the local chapters of Alpha Kappa Alpha Sorority, Inc. and The Links, Incorporated.

Joi also serves on several national boards, including Equal Rights Advocates, Fair Elections Center, and the National Consumers League.

Joi is a graduate of Howard University and Harvard Law School.

Learn more at [www.joistrategies.com](http://www.joistrategies.com).