

Finding Aid to The HistoryMakers® Video Oral History with Joyce E. Tucker

Overview of the Collection

Repository:	The HistoryMakers®1900 S. Michigan Avenue Chicago, Illinois 60616 info@thehistorymakers.com www.thehistorymakers.com
Creator:	Tucker, Joyce E., 1948-
Title:	The HistoryMakers® Video Oral History Interview with Joyce E. Tucker,
Dates:	May 24, 2010
Bulk Dates:	2010
Physical Description:	8 uncompressed MOV digital video files (3:55:14).
Abstract:	Corporate executive Joyce E. Tucker (1948 -) has more than thirty years of experience with civil rights and equal employment. She has served in the Illinois Department of Human Rights, the U.S. Court of Appeals, and the U.S. Equal Employment Opportunity Commission, appointed by the president. Tucker was interviewed by The HistoryMakers® on May 24, 2010, in Chicago, Illinois. This collection is comprised of the original video footage of the interview.
Identification:	A2010_033
Language:	The interview and records are in English.

Biographical Note by The HistoryMakers®

Experienced advocate of equal-opportunity employment Joyce Elaine Tucker was born on September 21, 1948 to Howard (George) and Vivian Tucker in Chicago, Illinois. A middle child with two sisters, Tucker attended Irving Elementary School and Proviso East High School in Maywood, Illinois where she received her diploma in 1966. Tucker earned her B.S. degree from the University of Illinois, Urbana-Champaign in 1970 and began working as a substitute teacher for Chicago Public Schools.

In 1970, Tucker was also hired as a mental health specialist at Tinley Park Mental Health Center. Four years later, she served as coordinator of the Illinois Department of Mental Health's equal employment opportunity and affirmative action (EEO/AA) programs. Tucker was then promoted to chief of the EEO/AA Title VI program at the Illinois Department of Mental Health. She received her J.D. degree from the John Marshall Law School in 1978 before becoming acting director for the Illinois Department of Equal Employment Opportunity. In 1980, Tucker was hired as director for the Illinois Department of Human Rights and was the first black woman to serve in the Governor's cabinet.

In 1990, Tucker was appointed to the U.S. Equal Employment Opportunity Commission by President George H.W. Bush and in 2001 President George W. Bush appointed Joyce to the White House Initiative Advisory Board for Historically Black Colleges and Universities. Tucker began her own EEO management company Tucker Spearman & Associates in 1997. Since 2002, she has been vice president of Global Diversity and Employee Rights for the Boeing Company.

Tucker has been named a "Diversity Leader" by *Women of Color* magazine and was the keynote speaker at the Executive Symposium for Women Business Leaders in 2006. She has also received the Legacy of Opportunity Award, awarded by the Black Law Students Association at the John Marshall Law School. Joyce Tucker was

interviewed by *The HistoryMakers* on May 24, 2010.

Scope and Content

This life oral history interview with Joyce E. Tucker was conducted by Larry Crowe on May 24, 2010, in Chicago, Illinois, and was recorded on 8 uncompressed MOV digital video files. Corporate executive Joyce E. Tucker (1948 -) has more than thirty years of experience with civil rights and equal employment. She has served in the Illinois Department of Human Rights, the U.S. Court of Appeals, and the U.S. Equal Employment Opportunity Commission, appointed by the president.

Restrictions

Restrictions on Access

Restrictions may be applied on a case-by-case basis at the discretion of The HistoryMakers®.

Restrictions on Use

All use of materials and use credits must be pre-approved by The HistoryMakers®. Appropriate credit must be given. Copyright is held by The HistoryMakers®.

Related Material

Information about the administrative functions involved in scheduling, researching, and producing the interview, as well as correspondence with the interview subject is stored electronically both on The HistoryMakers® server and in two databases maintained by The HistoryMakers®, though this information is not included in this finding aid.

Controlled Access Terms

This interview collection is indexed under the following controlled access subject terms.

Persons:

Tucker, Joyce E., 1948-

Crowe, Larry (Interviewer)

Stearns, Scott (Videographer)

Subjects:

African Americans--Interviews

Tucker, Joyce E., 1948- --Interviews

Organizations:

HistoryMakers® (Video oral history collection)

The HistoryMakers® African American Video Oral History Collection

Boeing Company

Occupations:

Corporate Executive

HistoryMakers® Category:

BusinessMakers

Administrative Information

Custodial History

Interview footage was recorded by The HistoryMakers®. All rights to the interview have been transferred to The HistoryMakers® by the interview subject through a signed interview release form. Signed interview release forms have been deposited with Jenner & Block, LLP, Chicago.

Preferred Citation

The HistoryMakers® Video Oral History Interview with Joyce E. Tucker, May 24, 2010. The HistoryMakers® African American Video Oral History Collection, 1900 S. Michigan Avenue, Chicago, Illinois.

Processing Information

This interview collection was processed and encoded on 5/30/2023 by The HistoryMakers® staff. The finding aid was created adhering to the following standards: DACS, AACR2, and the Oral History Cataloging Manual (Matters 1995).

Other Finding Aid

A Microsoft Access contact database and a FileMaker Pro tracking database, both maintained by The HistoryMakers®, keep track of the administrative functions involved in scheduling, researching, and producing the interview.

Detailed Description of the Collection

Series I: Original Interview Footage

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_001, TRT: 0:28:58 ?
Joyce E. Tucker was born on September 21, 1948 in Chicago, Illinois to Vivian

Louise Ellison Tucker and Howard (George) Malano Tucker. Her mother was born on January 5, 1925 in Chicago, Illinois, but raised in Grand Rapids, Michigan. Tucker's grandfather worked in the service industry and her grandmother attended a Quaker high school. Tucker's maternal great-grandfather owned a store that was closed down by whites who were upset by its success. When Tucker's mother was around eighteen, she moved to Chicago, Illinois and attended one of the junior colleges for two years. Tucker's father was born on September 5, 1924 in New Bern, North Carolina to Edna Kelly Tucker, a school teacher whose father was a minister and whose mother was a homemaker. Tucker's father served in the U.S. Navy during World War II, but he left the Navy before his service was finished and moved to Chicago, where he became a disc jockey. Tucker describes her parents' personalities and the house where her extended family lived.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_002, TRT: 0:29:54 ?

Joyce E. Tucker grew up on the West Side of Chicago, Illinois, where she recalls playing outside in the street with her neighbors. She also recalls hearing a ghost in her the basement of her family's house. While her family did not have a TV, Tucker watched shows on her cousins' television set and listened to the jazz music her father would play. Tucker attended the Hayes School in Chicago, Illinois until 1959, Reavis Grammar School and Kozminski Grammar School in the Hyde Park neighborhood of Chicago until 1960, and Irving Elementary School in Maywood, Illinois until 1962. She shares her early memories of the U.S. presidential elections of 1956 and 1960. In 1962, she enrolled at Proviso East High School in Maywood, Illinois. At Proviso, Tucker became interested in sports and in becoming a minorette. She recalls when she and some of her black friends were not told about the second part of a scholarship test while the white students were.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_003, TRT: 0:31:33 ?

Joyce E. Tucker attended Proviso East High School in Maywood, Illinois, where her friends included Kathy Walker Owens (ph.) and HistoryMaker Shelvin Louise Hall. Tucker recalls how she and her friends were cheated out of the opportunity to get a scholarship because they were not told about the second part of a test. She also recalls the racism she and her friends experienced from a drama teacher who refused to cast them in school productions because they were black. Tucker became interested in basketball and football in high school and chose to apply to colleges with good sports programs. In 1966, Tucker graduated from Proviso East High School and attended the University of Illinois at Urbana-Champaign where she studied psychology. She recalls debating the murder of Fred Hampton and the shooting at Jackson State University with her classmates. Tucker shares her memories of Fred Hampton, whom she had known since they were eleven years old, and recalls the assassination of Reverend Dr. Martin Luther King, Jr.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_004, TRT: 0:29:33 ?

Joyce E. Tucker recalls the assassination of Reverend Dr. Martin Luther King, Jr. and the divisive effect it had on the campus of the University of Illinois at Urbana-Champaign, Illinois. As a member of the Black Student Union, Tucker recalls the political atmosphere of the University in the late 1960s. After receiving her B.S. degree in 1970, Tucker became a substitute teacher at the Horace Mann School in Chicago, Illinois. During the evenings, she also worked at Tinley Park Mental Health Center Tinley Park, Illinois. She recalls the difficulties of teaching and of not having full control over her classrooms. At Tinley Park, Tucker taught the staff how to reinterpret the behavior of black

children under her care. In 1973, Tucker filed an employment discrimination grievance with Tinley Park that led to her becoming the coordinator of Title VII Programs for the Illinois Department of Mental Health.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_005, TRT: 0:28:12 ?

Joyce E. Tucker became Coordinator of Title VII Programs for the Illinois Department of Mental Health in 1974. In 1976, she was promoted to Chief of Equal Employment Opportunity and Affirmative Action Programs for the Illinois Department of Mental Health. In 1978, Tucker received her J.D. degree from the John Marshall Law School in Chicago, Illinois. She then served as Acting Director of the Illinois Department of Equal of Employment Opportunity under Republican Governor James Thompson, Jr. In 1980, Thompson created the Illinois Department of Human Rights with the help of Illinois State Senator Harold Washington, and Tucker was asked to coordinate the transition for the three agencies that formed the new department. On Harold Washington's recommendation, Tucker was appointed to the position of Director of the Illinois Department of Human Rights in 1980, where she remained until 1990. Tucker recalls Washington's and Thompson's support of her, and the partisan politics of the Illinois General Assembly.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_006, TRT: 0:30:54 ?

Joyce E. Tucker recalls the deaths of her sister on August 5, 1986 and her mother on August 5, 1987. Her sister, Sharon Louise Whitaker, had a brain aneurysm and was turned away from the hospital because the doctors thought she was inebriated. Tucker recalls receiving help from Harold Washington and from HistoryMaker John H. Stroger, Jr. while she was in grief, and her superstition about that date. Tucker remembers the election of Chicago Mayor Harold Washington in 1983, including the requirement that she campaign for Washington covertly to avoid creating a story for Illinois Governor James Thompson, Jr. Tucker, a Republican. She also recalls the campaign of Republican candidate Bernard Epton, who ran with the campaign song "Bye Bye Blackbird." Tucker talks about the difficulties Washington had with the Chicago City Council, and Mayor Washington's death in the fall of 1987. In 1990, Tucker became a Commissioner on the U.S. Equal Employment Opportunity Commission under President George H.W. Bush.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_007, TRT: 0:29:46 ?

Joyce E. Tucker worked with Tony Gallegos, Rosalie "Ricky" Silberman, Joy Cherian, and Evan Kemp, Jr. on the U.S. Equal Employment Opportunity Commission. She reflects on her predecessor at the EEOC, U.S. Supreme Court Justice Clarence Thomas, and how she kept her working relationship with him separate and apart from his conservative decisions on the court. In 1996, Senator Trent Lott refused to reappoint Tucker, and the position remained vacant for five years. In 1996, Tucker started her consulting firm, Tucker Spearman and Associates, where her clients included American University, Blue Cross Blue Shield, Detroit Edison, Bell Atlantic, and Mitsubishi Motors Corporation. In 2002, Tucker became Vice President of Global Diversity and Employee Rights at Boeing, where she manages internal investigations of discrimination and Affirmative Action Programs internationally.

Video Oral History Interview with Joyce E. Tucker, Section A2010_033_001_008, TRT: 0:26:24 ?

Joyce E. Tucker was appointed to the President's Board of Advisors on Historically Black Colleges and Universities by President George W. Bush in 2001. She has also been on the Board of the Dr. Martin Luther King, Jr. Boys and Girls Club in Chicago, Illinois. Tucker reflects on her hopes and concerns for the African American community as well as developing her own principles

as her child from her family and church. She concludes the interview by reflecting on her legacy, career, family, and how she would like to be remembered.