



JTRAINING SOLUTIONS
ADVANCING INCLUSION | MAKING A DIFFERENCE

JOY **JOHNSON-CARRUTHERS** FOUNDER & CEO

Joy Johnson-Carruthers is the powerhouse behind JTraining Solutions, an **Inclusive HR, Training, and Workplace Solutions Firm**. With a no-nonsense, real-talk approach, Joy empowers organizations to build inclusive workplaces and equips individuals to navigate workplace challenges with confidence.

A former police officer, Army veteran, and college professor, Joy brings over two decades of expertise to her training, speaking, and workplace advisory services. Her diverse background, combined with deep insights into organizational culture, positions her as a sought-after leader in transforming workplaces across all industries, from healthcare and manufacturing to social services, skilled trades, and corporate environments. Joy's approach ensures that organizations of all types and workforces at every level are empowered to thrive.

Credentials and Highlights

- SHRM-SCP Certification, the highest HR designation.
- Master DDI-certified facilitator and certified Peacemaking Circle Facilitator.
- Inclusion in the Workplace Certification from the University of South Florida.
- Bachelor's degree in criminal justice from Lincoln University (HBCU).
- Master's Degree in Cultural Studies from UCLA, with international studies in West Africa, Europe, and South Korea.

Joy's engaging delivery and practical solutions resonate with today's workforce, earning her top marks from audiences nationwide. Her work has helped organizations reduce turnover, improve engagement, and create inclusive cultures that thrive. She also provides targeted workplace guidance to professionals, helping them overcome challenges and take ownership of their careers.

About JTraining Solutions

JTraining Solutions is dedicated to transforming workplaces and empowering people.

We specialize in:

- **Custom training** for inclusive leadership and culture change.
- **Dynamic speaking engagements** that inspire action.
- **Workplace guidance** to help individuals tackle challenges and thrive.

Joy Johnson-Carruthers

Founder & CEO | JTraining Solutions

 615.772.4374 |  [JTrainingSolutions.net](https://www.JTrainingSolutions.net) |  joy@jtrainingsolutions.net



JTRAINING SOLUTIONS

ADVANCING INCLUSION | MAKING A DIFFERENCE

Our values include justice, integrity, and compassion. They guide us in providing you with unparalleled business and workplace solutions.

Awards and Engagements

- President-Elect of the Middle Tennessee Society for Human Resource Management (2024-2025)
- Presenter at the SHRM National Inclusion Conference 2022, 2023, and 2024
- Keynote speaker at national conferences, including the 2023 National Association of Insurance Commissioners.
- Recognized as HR Professional of the Year (2020) and Inclusion Professional of the Year (2019).
- Small Business designation and Minority-Owned Business certifications.

Mission Statement

Joy's mission is simple: to build workplaces where inclusivity drives innovation and success and to empower individuals to navigate challenges with clarity and confidence.

Speaking Reels

November 2024

Event: National SHRM Inclusion Conference, Denver, Colorado
Topic: *What to Do When You Can't Talk About DEI at Work (1:10)*
Segment: Technology Challenges
Watch Here: [SHRM Inclusion Conference Reel](#)

June 2023

Event: National Association of Insurance Commissioners, Kansas City, Missouri
Topic: *Fostering Inclusive Cultures*
Segment: *Blow Your Whistle (1:27)*
Watch Here: [Blow Your Whistle Reel](#)

March 2022

Event: Middle Tennessee SHRM, Talent Management Conference, Nashville, TN
Topic: Tackling Unconscious Bias in the Workplace
Segment: *Unconscious Bias and Cats (2:31)*
Watch Here: [Unconscious Bias Reel](#)

Joy Johnson-Carruthers

Founder & CEO | JTraining Solutions

 615.772.4374 |  [JTrainingSolutions.net](https://www.JTrainingSolutions.net) |  joy@jtrainingsolutions.net