

---

## The Honorable Kay Coles James

*Board of Governors Member*

(Spouse: Mr. Charles James, Sr.)

### Contact Information

Work Phone: (202) 608-6000

Cell Phone: (804) 894-4837

Email: [kay.james@heritage.org](mailto:kay.james@heritage.org)

Web Page: [www.heritage.org](http://www.heritage.org)

### Home

3761 Reeds Landing Circle

Midlothian, VA 23113

### Chief of Staff - James Imoehl

Email: [james.imoehl@heritage.org](mailto:james.imoehl@heritage.org)

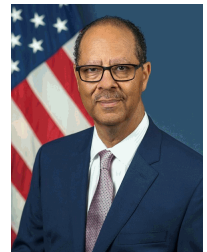
### Biographical Information

Mrs. Kay Coles James is President of The Heritage Foundation, America's premier conservative think tank. She has also been a trustee of The Heritage Foundation for 13 years. Mrs. James has worked at the local, state, and federal levels of government under the administrations of former U.S. President George H. W. Bush (1989-1993), former Virginia Governor George Allen (1994-1996), and former U.S. President George W. Bush (2001-2005). She has also served dozens of organizations in the corporate and nonprofit arenas. In 2001, Mrs. James was appointed as Director of the U.S. Office of Personnel Management (OPM) by President George W. Bush and led a department of 3,600 employees. Mrs. James is the Chair of the National Coronavirus Recovery Commission, and the former Chair of the National Women's Suffrage Centennial Commission. She is also the founder of The Gloucester Institute, an organization which trains and nurtures college-aged leaders in the African American community. Mrs. James is the wife of Charles James, Sr. and the mother of three and grandmother of five.

Charles E. James, Sr. is the Director of U.S. Department of Transportation's Office of Civil Rights. Prior to his current role, he served as Deputy Secretary of Administration under Virginia Governor Bob McDonnell. Among other things, James oversaw Virginia's minority and disadvantaged business certification operations and the utilization of a disparity study. Additionally, he oversaw both the Virginia Human Rights agency and the Department of Human Resources Management, as well as the Virginia Department of Elections. Prior to that, for nearly eight years, Director James led the U. S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Charles James is the husband of Kay C. James and the father of three and grandfather of five.



The Honorable Kay  
Coles James  
President  
The Heritage Foundation



Mr. Charles James, Sr.  
Director  
Departmental Office of  
Civil Rights, U.S.  
Department of  
Transportation