

## Carlos B.P. McCray, LCSW #93140

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### PROFESSIONAL SUMMARY

Licensed Clinical Social Worker with 14 years of experience conducting assessments, case management, counseling, and educating San Diego's diverse and eclectic population of all ages. Extensive experience empowering youth and adults through formal and informal educational avenues in efforts to increase their personal growth. Nearly five years' experience in Child Welfare Services addressing challenges parents face, fostering healthy coping mechanisms, and connecting community services to best meet client needs. Created, developed, and implemented two Social Enterprises focused on sustainable community connection and impact. Experience with program creation, development, implementation, and evaluation. Strong and strength-based team leader possessing a positive attitude and grit driven to empower people to become the best versions of themselves and be able to walk away understanding they can overcome barriers and accomplish their dreams. A lifelong learner and eager to broaden my knowledge base and further improve my ability to sustainably, and positively, impact San Diego's diverse populations.

### AWARDS

2021 - San Diego Business Journal Black-Owned Business of the Year Finalist

2021 - Cuyamaca Community College Teaching Excellence Award Nomination

2019 - RISE Leadership and Inclusion Award - The Dojo Cafe won Community Choice, a category created just for The Dojo Cafe due to the significant number of nominations.

2019 - ConnectAll @ The Jacobs Center for Innovation - Runner Up at Pitch Competition - Won \$2,500.

2018 - The City of San Diego Proclamation, Council President Georgette Gomez proclaimed, October 14, 2018 - The Dojo Cafe Day, for the impact on the City Heights community and residents.

2011 - "The Fresh" Mobile Food Truck won the University of San Diego's Social Innovation Award (\$10,000)

### PROFESSIONAL EXPERIENCE

*Cuyamaca Community College, El Cajon, CA*

*08/2016 – Present*

#### **Adjunct Instructor**

- Social Work 110 - Social Work Fields of Service
- Social Work 120 - Introduction to Social Work
- Counseling 120 - College & Career Success

*San Diego State University, San Diego, CA*

*08/2016 – Present*

#### **Adjunct Instructor**

- Honors College 413 - Purpose, Perspective, and Human Connection (I created this course)
- Social Work 382 - Macro Practice
- Social Work 483A - Generalist Social Work Practice I (Micro)
- Social Work 483B - Generalist Social Work Practice II (Macro)

Staff Advisor - Social Action Committee

*Stay Smilin LLC, San Diego, CA*

*01/2016 – Present*

#### **Co-Founder & CEO**

*StaySmilinLife is an online platform of blogs, resources, materials, and tips that will help you shape your path toward happiness. StaySmilinLife was created to inspire you to choose happiness through transforming and supporting a positive mindset.*

- Trademarked a smiley face logo & created a lifestyle brand
- Built a team with 3 other co-founders
- Design, run and maintain the StaySmilinLife blog to house positive content and affiliate marketing
- Created and implement the StaySmilinLife coaching curriculum
- Created a product line and online store

*Stepping Higher - Faith-based and Behavioral Health Academy*

*08/2020 - Present*

**Academy Instructor**

- Contracted to review and provide feedback regarding their new Faith-based and Behavioral Health Academy curriculum
- Teach sections of the curriculum to faith-based leaders and health professionals
- Participate in the academy workshops

*The Dojo Cafe, San Diego, CA*

*11/2016 – 05/2022*

**Co-Founder & CEO**

*The Dojo is a community cafe for dialogue, growth, and self-expression: reflecting and highlighting the resident's diverse backgrounds, skills, and interests. We employ opportunity youth and host free community events covering a wide array of themes, from free salsa lessons to African clothing fashion shows to a week-long of suicide awareness performances, training, art, and open mics. All are welcome to be themselves.*

- Created the idea for The Dojo and built a team of 4 additional co-founders
- Personally remodeled a 1967 Aladdin travel trailer into a coffee shop, 100% custom
- Raised nearly \$14,000 from Indiegogo
- Secured \$25,000 in investment capital
- Negotiated partnerships with various nonprofits to reduce overhead costs and collaborate on programming
- Coordinated three schools and IBEW for students to build a 100% solar coffee trailer project, 100% donated
- Created a safe space out of a vacant parking lot
- Hosted over 160 community events
- Attracted over 40,000 people to the lot in the first two years
- Secured lease partnership to run The Dojo Cafe rent-free by giving back to the community through programming
- Employed 16-24-year-olds challenged with severe mental illness through a partnership with Mental Health 501(c)3's

*Courage Over Comfort Counseling, LCSW Professional Corporation*  
*06/2022*

*11/2019 -*

**Private Practice Co-Founder**

- Conducted psychotherapy with individuals, families, children, and groups
- Supervised an Associate Social Worker, and an MSW intern who provided individual psychotherapy and treatment groups
- Diagnosed and treated various mental, emotional, and behavioral disorders
- Provided assessment and recommendations for appropriate treatments
- Co-facilitated social work mentorship groups
- Maintained client charts, billing, and administrative duties
- Provided case management such as referral services to outside therapists, clinics, and treatment facilities
- Successfully utilized social media platforms to spread mental health awareness

*Pacific Counseling Services, San Diego, CA*

*07/2016 - 06/2022*

**Therapist & Associate Clinician** (07/2016 - 11/2019)

- Conducted psychotherapy with individuals
- Conducted joint therapy sessions with an LCSW supervisor and clients

- Diagnosed and treat various mental, emotional, and behavioral disorders
- Consulted with supervisor regarding diagnosis and treatment plans
- Maintained client charts, billing, and administrative duties
- Provided case management such as referral services to outside therapists, clinics, and treatment facilities

*San Diego County Office of Education - Juvenile Court and Community Schools*

*10/2022 - 06/2022*

**Career Technical Education - Teacher - Barista Training**

- Built a barista training curriculum and implemented it with the high school students
- Educated and prepared students to take and pass Food Handlers Certification courses

*New Entra Casa, San Diego, CA*

*07/2019 - 07/2021*

**Child Mental Health Clinician**

- Facilitated substance abuse groups focused on family, parenting, child development, and artistic expression
- Educated, supported and served as a liaison between clients and Child Welfare Services
- Assessed parent/child interactions and bonding
- Assessed client parenting styles
- Implemented Incredible Years Parenting Program
- Educated mothers on the impacts of substance abuse on child development and parenting

*Get Empowered Today, 501(c)(3), & GET Program, San Diego, CA*

*01/2014 – 12/2016*

**Co-Founder / CEO / Board President & Field Instructor**

*GET is a nonprofit created to foster grassroots community reinvestment, where young adults (16-25 years old) revitalize their communities as leaders, scholars, and investors*

- Taught class twice a week to young people on the following topics: dream building, post-high-school education, and financial aid, job readiness, career development, financial education, healthy living (relationships, coping mechanisms, nutrition, and exercise), and other necessary skills to become a successful adult
- Recruited professionals in the community to present on the aforementioned topics
- Facilitated small group counseling sessions with staff and students
- Developed partnerships in the community to provide off-campus hands-on experiential learning opportunities
- Procured community job and internship opportunities
- Served as a field instructor to a diverse group of five MSW interns and nine B.A. interns (SDSU & USC)

*YouthBuild Charter School of California, San Diego, CA*

*10/2015 - 07/2016*

**Bilingual School Counselor / Registrar**

- Met with students (16-24 years old) regularly to follow up on their progress toward their goals
- Facilitated student groups and meetings to assess school culture and implement changes as necessary
- Reviewed transcripts and create educational plans with students to ensure they are on track to graduate

*Koinonia Family Services, San Diego, CA*

*04/2014 – 03/2016*

**Bilingual Foster/Adopt Social Worker & Field Instructor**

- Ensured foster parents maintained a safe and stable placement for foster children
- Incorporated motivational interviewing to increase self-esteem and personal growth in foster parents and youth

*Child Welfare Services, San Diego, CA*

*05/2011 – 12/2013*

**Community Outreach Worker**

- Created and piloted the Community Outreach Worker Position to improve the Agency's relationship with the community, increase the utilization of resources within the community, provide training, improve relationships with schools, and develop a community safety network to prevent removals and keep children and parents connected to their neighborhoods
- Began a community safety network to prevent removals, keep children and parents in the community, and increase the utilization of community resources
- Quality Parenting Initiative - Public Relations steering committee member: helped develop and implement strategies to create materials, engage staff and community members, and roll out the initiative

**Bilingual Protective Services Worker**

- Investigate allegations of child abuse and neglect through unbiased interviews of parents, children, and collateral contacts
- Completed biopsychosocial assessments, developed case plans, and worked with parents, children, the courts, and community service providers to parents achieve family reunification

**Bilingual Family Preservation Program Worker**

- Met with families multiple times a week to provide intensive case management to preserve reunification

**Field Instructor**

- Provided MSW students with rich internship experiences to promote the development of professional skills and competencies
- Promoted to field instructor after 18 months despite Agency's minimum two-year experience policy

**Administration Analyst Internship**

08/2010 – 05/2011

- Perform a 360-degree evaluation of the Families as Partners Pilot program in South region CWS by conducting data analysis, interviews, policy reviews, logic model improvements, and strategic plans
- Assist in the development of implementing differential response in Central region CWS
- Work in collaboration with the appointed supervisor in creating, developing, and operationalizing a community safety net for Path 1 of differential response in the Central region

**Protective Services Worker Internship**

08/2009 – 05/2010

- Shadowed Protective Services Workers, completed biopsychosocial, performed home visits

*San Diego Youth Services, San Diego, CA*

03/2008 – 12/2009

**Supervisor & Bilingual Case Coordinator** for Community Services for Families Program

- Supervised six staff and provided oversight for the delivery and implementation of home and community-based service strategies and parenting curriculum to families involved with Child Welfare Services
- Completed contractual year-end closeout activities for County contract

*New Alternatives Inc., El Cajon, CA*

11/2007 – 03/2008

**Qualified Mental Health Worker/Behavioral Specialist**

- Behavioral coach in a classroom of children diagnosed as Severely Emotionally Disturbed

*San Diego CHOICE Program, San Diego, CA*

09/2006 – 09/2007

**Bilingual Intensive Case Manager/Youth Service Worker**

- AmeriCorps position advocating for young people on Probation: ensured the best interests of young people while increasing their personal growth via psychoeducation and volunteerism

*International Organization for Migration (IOM), Ukraine*

04/2006 – 06/2006

**Public Information Department Internship**

- Assisted with the Counter-Trafficking in Humans and Migration Management Programs
- Publicized IOM's activities through the development of success stories, promotional materials, and information packages through close inter-programmatic cooperation

*YMCA, Y-FRIENDz Mentoring Program, San Diego, CA*

01/2005 – 01/2006

**Bilingual Case Manager**

- Connected mentors with children whose parents were incarcerated
- Re-designed client database to increase functionality, efficiency, and organization of data

**PROJECTS**

*Environmental Health Advisory Board*

07/2020 - Present

**Appointed by Nathan Fletcher, San Diego County Board Supervisor D4**

*Entrepreneurship and Business Advisor District 4*

05/2020 - Present

**Appointed by Nathan Fletcher, San Diego County Board Supervisor**

*Vegan in San Diego*

04/2019 - Present

**Board Member**

*Agency 515, 501(c)3*

12/2016 - Present

**Founder, Board Member, Treasurer**

- MidCity Community Advocacy Network* *Elected 12/21/2015 – 04/2021*  
**Board Member**  
 Co-Chair Coordinating Council (2018 - 2020)
- Urban Restoration Counseling Center* *07/2020 - 07/2021*  
**Board Member**
- The Network for Social Work Management (NSWM)* *04/2016 – 04/2019*  
**Mentee & Social Media Committee Co-Chair**  
 ● Plan and implement social media outreach and campaigns for the local chapter
- Restorative Community Conferencing (Pilot Program)* *04/2016 – 07/2018*  
**Community Organization Participant**  
 Restorative Justice is a non-punitive approach that emphasizes accountability and resolution of the offense through dialogue with all impacted parties including the responsible youth. Participant in face-to-face problem-solving meetings between people that were harmed, the people who caused that harm, and community members
- San Diego State University* *2013 – 2017*  
**Guest Speaker** - Invited by: Jessica Robinson, Jennifer Martinez, and Drew Lautemann  
 ● Perform presentations for Bachelor and Masters in Social Worker courses
- Hoover High School* *2018 – Present*  
**Advisory Board Member** - Social Justice Academy (SJA)  
**Advisory Board Member** - Sustainable Academy of Building and Engineering (SABE)  
**Mentor** - Brothers of Excellence - African American Male Student Group
- Quality Moments LLC, San Diego, CA* *12/2013 – 12/2016*  
**Co-Founder**  
 ● Created business and strategic plans to connect parents who have court-ordered supervised visits with professional visitation monitors  
 ● Recruit and train professional visitation monitors  
 ● Complete all accounting and logistics  
 ● Collaborated with graduate students from UCSD International Relations & Pacific Studies Program
- Dreams for Change – “The Fresh” Healthy Food Truck* *01/2011 – 12/2014*  
**Co-Founder**  
 Worked with a team of 4 students (2 law students, and 2 MSW students) to design, create and operate a mobile food truck that now serves healthy hot meals to the homeless population in Downtown San Diego. Customers can purchase meals using CalFresh, EBT, or cash.
- University California of San Diego* *2008 - 2013*  
**Guest Lecturer** - Invited by: Rebecca E. Klatch, Professor of Sociology  
 Performed presentations regarding: Child Welfare Services, working with families in crisis, needy families, service providers, engagement skills, and assessment skills.

## SPEAKING ENGAGEMENTS

- TSI - The Summer Institute* *06/2021*  
 Created presentations and activities on the topic of Love and Flexibility With Students to higher education instructors in San Diego Community Colleges and Universities
- RISE Now: Black Mental Health Matters* *06/2020*  
**Panel Member** - Spoke about the importance of cultural stigmas around mental health in our communities

<i>City of San Diego Employee Business Committee</i> Presenter of the first Diversity Workshop to a few hundred City employees	06/2020
<i>Creative Mornings San Diego</i> Presented on the topic of Roots to over 500 audience members	01/2020
<i>Reinvestment Task Force</i> Invited to be the main speaker and recruit additional speakers regarding the need for small food business incubators and community activation in low-income communities. After 3 different sessions, Nathan Fletcher financially contributed to USD The Brink business incubator and accelerator.	2019
<i>MiraCosta College</i> <b><u>Panel Member</u></b> - Careers in Social Justice	2019
<i>USD</i> <b>Fulbright Fellows Educators</b> Conference <b>Better Business for a Better World</b> Conference <b>Torro Trek</b> - Exploring Careers and Businesses Focusing on Social Impact	2018 - Present
<i>University of California of San Diego</i> <b><u>Panel Member</u></b> - Careers in Social Justice	2016 & 2017

## EDUCATION

San Diego State University, San Diego, CA  
**Master of Social Work Degree**, 2011, Administration and Community Development

California State University Long Beach, Long Beach, CA  
**B.A. in Child Development and Family Studies**, 2004  
Emphasis: Marriage, Family, and Child Therapy; Sociology

## PROFESSIONAL TRAINING

*RISE Urban Leadership and Development* 01/2020 - 07/2021  
**Fellow**

The RISE Urban Leadership Fellows Program engages selected leaders with demonstrated capacity to bring impact and change to urban neighborhoods. RISE Fellows are offered the next phase of their development and training, enabling them to lead more effectively in the face of the complex, contentious, and seemingly intractable challenges present in their communities.

*The Incredible Years Parenting Program* 10/2019  
**Trainer**  
Certified to implement both the Basic and School-Age curriculum.

*ConnectAll @ The Jacobs Center* 04/2019 - 10/2019  
**Graduate**  
ConnectAll @ The Jacobs Center is the 1st business accelerator program in Southeastern San Diego. A 6-month program packed with training, workshops, and mentorship to encourage job creation in 23 new or small businesses.

*InterCity Capital Connections, San Diego, CA* 09/2018 - 03/2019  
**Participant**  
Attended conferences in San Diego and Boston, participated in educational webinars and met with my development coach monthly.

*Startup Leadership Program, San Diego, CA* 09/2016 – 03/2017

## **Fellow Graduate**

Startup Leadership Program is a highly selective 6-month program where aspiring entrepreneurs go through a rigorous training exercise from ideation to launching their startups. Leading entrepreneurs, Venture Capitalists, Angel Investors, and local industry executives participate in the program as mentors, speakers, and judges for various events. I was fortunate to be part of the 2016-2017 cohort.

Implementing Harm Reduction with Children, Youth, and Families - 06/09/2021

Ethics for Addiction Professionals - 05/05/2021

Suicide Risk Assessment and Intervention - 03/01/2021

Confidentiality in BHS - 01/26/2020, 02/15/2021

BHS Disaster Training - 08/05/2020

Introduction to Native American Populations - 07/29/2020

Introduction to African American Populations - 07/24/2020

Overview of Children Youth and Families Behavioral Health Services - 07/22/2020

Introduction to Relapse Prevention - 05/20/2020

Relapse Prevention Skills - 05/20/2020

Motivational Interviewing - 05/18/2020

CLAS Standards - 02/17/2020

Stages of Change - 02/26/2020

CWS 101: An Overview of Child Welfare Services in SD County - 02/19/2020

Cultural Competence as a Process - 02/14/2020

Introduction to Trauma-Informed Care - 01/27/2020

ASAM Module II - From Assessment to Service Planning - 01/13/2020

ASAM Module I - Multidimensional Assessment - 01/06/2020

SoCal Youth Organizing Institute (Youth Organizing Trainings) - 01/26/2016 & 01/27/2016

Structured Analysis Family Evaluation (SAFE) – 04/15/2014 & 04/16/2014

Working with Youth in Gangs – 2006

**California Public Child Welfare Training Academy** 04/2011 – 11/2013

Signs of Safety (Multiple Trainings) – 09/2011 through 11/2013

Value and Ethics, 04/27/2012

Motivational Interviewing, 2012

Mental Health and Mental Disorders, 2011

Viewing Child Welfare Practice through a Trauma Lens, 12/07/2011

Substance Abuse and Child Welfare Case Planning, 09/28/2011

Substance Abuse and Child Welfare Assessment, 09/28/2011

Supporting Educational Rights and Achievement, 09/16/2011

Multi-Ethnic Placement Act, 08/26/2011

Indian Child Welfare Act, 08/12/2011

Working with Military Families, 07/15/2011

Domestic Violence, 07/11/2011

Caregiver Substance Abuse, 07/08/2011

Family Engagement in Case Planning and Case Management, 06/22/2011 & 06/23/2011

Disproportionality and Disparate Outcomes in Child Welfare, 06/20/2011

Better Outcomes: One Family's Journey through the Child Welfare System, 06/20/2011

Child Maltreatment Identification 2: Sexual Abuse, 06/16/2011 & 06/17/2011

Child Maltreatment Identification 1: Neglect, Physical Abuse & Emotional Abuse, 06/13/2011 & 06/14/2011

Investigation Skills/Crisis Intervention, 06/10/2011

Critical Thinking in Child Welfare Assessment, 06/08/2011

Family Engagement Tool Kit, 06/07/2011

Child and Youth Development in a Child Welfare Context, 06/02/2011 & 06/03/2011

Child and Youth Development in a Child Welfare Context, 06/02/2011 & 06/03/2011

Child Welfare Practice in a Multi-Cultural Environment, 06/01/2011

Framework for Child Welfare Practice in California, 05/31/2011

Animal Abuse and Domestic Violence, 05/26/2011

Embracing Diversity, Encouraging Respect, 05/23/2011