

Carlos B.P. McCray, LCSW #93140

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PROFESSIONAL SUMMARY

Licensed Clinical Social Worker with 19 years of experience conducting assessments, case management, counseling, community building, psychotherapy, and educating San Diego's diverse and eclectic population of all ages. Extensive experience empowering youth and adults through formal and informal educational avenues to increase their personal growth. Nearly five years' experience in Child Welfare Services addressing the myriad of challenges parents face, fostering healthy coping mechanisms, and connecting community services to meet client needs. A successful entrepreneur who has created, developed, and implemented two Social Enterprises focused on sustainable community impact and connection. Experience with program creation, development, implementation, and evaluation. A strong and strength-based team leader and supervisor possessing a positive attitude and grit, driven to empower people to become the best versions of themselves and to be able to walk away understanding how they can overcome barriers and accomplish their dreams. A lifelong learner who continually broadens their knowledge base while consistently improving their ability to positively, effectively, and sustainably 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 in every category

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

Lucky Duck Foundation

04/2025 - Present

Director Youth Programs & Strategy

The Director of Youth Programs & Strategy role is to deepen Lucky Duck Foundation's impact on youth homelessness in San Diego County. This pivotal role will involve expanding LDF's partnerships, programs, and strategies to support foster youth and young people at risk of or experiencing homelessness, with a core focus on developing and implementing initiatives that promote self-sufficiency. The Director will also convene and lead meetings with diverse stakeholders to drive collaboration and achieve tangible outcomes across employment, housing, and mentorship/social supports.

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06/2022 - Present

Self-Employed Psychotherapist

- Provide clinical therapy to clients
- Manage billing, documentation, electronic database, and administrative duties

Stepping Higher - Faith-based and Behavioral Health Academy

08/2020 - Present

Academy Instructor (6hrs per year)

- Contracted to review and provide feedback regarding their new Faith-based and Behavioral Health Academy curriculum
- Teach sections of the curriculum to 15-70 faith-based leaders and health professionals per session

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 (Personally 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)

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 implemented the StaySmilinLife coaching curriculum
- Created a product line and online store

City of San Diego, Office of the Chief Operating Officer

08/2024 - 02/2025

Community Engagement Coordinator

The former COO of the City of San Diego created the Community Engagement Coordinator position for me to work on a unique project to unify San Diego's homelessness ecosystem, including the non-profit, business, faith-based, government, and educational sectors. Equally as important, I engaged community residents to embrace and contribute to efforts to eliminate homelessness in our city. Long-term goal: co-create, with all sectors and community residents, a unified system that will serve as a safety net for anyone on the verge of homelessness, currently homeless, in and out of homelessness, and to support those exiting homelessness. Assessed the ecosystem, convened key stakeholders, and identified several projects that would significantly impact homelessness, including but not limited to the following projects:

- Began to build a Homelessness Ecosystem Map to include the 400+ service providers addressing homelessness. Recruited five volunteer system and UX Designers to create the infographics and digital interactive map
- Began developing a Homelessness System Roadmap to create the ideal homelessness system in San Diego
- Created a sustainable Shared Housing Program with San Diego Community College District, Townspeople, and Humble Design to house at least 60 older students facing housing insecurity and homelessness.
- 120-Day Rapid Resolution Program and Dashboard - Working with San Diego Rescue Mission on developing and implementing this program. SDRM has obtained the green light from the City of Vista to implement the dashboard. Obtained commitment from executives of SDRM, Catholic Charities, and The Salvation Army to partner on the Rapid Resolution Program. Under development.
- Eviction Prevention Program - Began the process of creating an Eviction Prevention Program with 211, the San Diego Courts, and Google.
- Successfully connected We See You San Diego, Downtown San Diego Partnership, and Dreams for Change to have We See You throw a concert, lunch, and an invitation to sobriety for the hundreds of residents at the Safe Sleeping Site

Olive Crest, Riverside, CA

08/2022 - 08/2024

Clinical Supervisor

- Provide clinical supervision to over 30 ASWs, AMFTs, and APCCs working with children and families in the foster care system
- Run a weekly clinical supervision group and align with Program Managers for case consultations

Career Technical Education - Teacher - Barista Training

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

Courage Over Comfort Counseling, LCSW Professional Corporation
06/2022

11/2019 -

Private Practice Co-Founder

- Conducted psychotherapy with individuals, families, children, and groups
- Hired and 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

The Dojo Cafe, San Diego, CA
05/2022

11/2016 -

Co-Founder & CEO

The Dojo Cafe, "Coffee, Culture, Community," is a community cafe for dialogue, growth, and self-expression: reflecting and highlighting the residents' 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 and launched The Dojo Cafe and led a team of 4 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 partnership with Mental Health 501(c)3's

Pacific Counseling Services, San Diego, CA

07/2016 - 06/2022

Therapist & Associate Clinician

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

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

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

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 Get Empowered Today Pillars
- 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)

*Child Welfare Services, San Diego, CA
12/2013*

05/2011 -

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 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 of improving foster parents' ability to meet the needs of foster children

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 the 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 curricula 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 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

- Vegan in San Diego* 04/2019 - Present
Board Member
- San Diego County Environmental Health Advisory Board* 07/2020 - 2024
Board Member - Mobile Food Business Seat
 The Environmental Health and Quality Advisory Board (EHQAB) was established to advise and provide technical input to the Board of Supervisors, the Chief Administrative Officer, and the Director of DEHQ on the development and implementation of programs that address the environmental public health needs of the San Diego County region.
- Entrepreneurship and Business Advisor District 4* 05/2020 - 2024
San Diego County
- Urban Restoration Counseling Center* 07/2020 - 07/2021
Board Member
- MidCity Community Advocacy Network* 12/21/2015 - 04/2021
Board Member
 Co-Chair Coordinating Council (2018 - 2020)
- 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 who were harmed, the people who caused that harm, and community members

Hoover High School

2018 - 2020

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.

SPEAKING ENGAGEMENTS

TSI - The Summer Institute

06/2021

Trained over 150 higher education educators in San Diego Community Colleges and Universities on the topic of Love and Flexibility With Students

RISE Now: Black Mental Health Matters

06/2020

Panel Member - Spoke about the importance of cultural stigmas around mental health in our communities

City of San Diego Employee Business Committee

06/2020

Presenter of the first Diversity Workshop to hundreds City employees

Creative Mornings San Diego

01/2020

Presented on the question of "Do Our Roots Define Us?" to 525 audience members

University of San Diego

2018 - 2020

Invited to speak about The Dojo Cafe, the social impact model, and outcomes, at the following events:

Fulbright Fellows Educators Conference

Better Business for a Better World Conference

Torro Trek - Exploring Careers and Businesses Focusing on Social Impact

Reinvestment Task Force 2019
 Invited to be the main speaker, and to recruit additional speakers, regarding the need for small food business incubators and community activation in low-income communities. Led to the successful contribution of financial resources enabling the creation of the University of San Diego's The Brink business incubator and accelerator.

MiraCosta College 2019
Panel Member - Careers in Social Justice

University of California of San Diego 2016 - 2017
Panel Member - Careers in Social Justice

San Diego State University 2013 - 2017
Guest Speaker - Invited by: Jessica Robinson, Jennifer Martinez, and Drew Lautemann
 Presented to Bachelor and Master of Social Work students regarding Child Welfare Services, working with families in crisis, service providers, engagement skills, and assessment skills

University California of San Diego 2008 - 2013
Guest Speaker - Invited by: Rebecca E. Klatch, Professor of Sociology
 Regarding Child Welfare Services, working with families in crisis, service providers, engagement skills, and assessment skills.

EDUCATION

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

California State University Long Beach, Long Beach, CA 2004
B.A. in Child Development and Family Studies
 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.

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 - the only pitch competitor to receive funding

Startup Leadership Program is a highly selective 6-month program where aspiring entrepreneurs complete rigorous training exercises 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.

Trauma-Focused Cognitive Behavioral Therapy Training - 2023
Implementing Harm Reduction with Children, Youth, and Families - 2021
Ethics for Addiction Professionals - 2021
Suicide Risk Assessment and Intervention - 2021
Confidentiality in BHS - 2021
BHS Disaster Training - 2020
Introduction to Native American Populations - 2020
Introduction to African American Populations - 2020
Overview of Children Youth and Families Behavioral Health Services - 2020
Introduction to Relapse Prevention - 2020
Relapse Prevention Skills - 2020
Motivational Interviewing - 2020
CLAS Standards - 2020
Stages of Change - 2020
CWS 101: An Overview of Child Welfare Services in SD County - 2020
Cultural Competence as a Process - 2020
Introduction to Trauma-Informed Care - 2020
ASAM Module II - From Assessment to Service Planning - 2020
ASAM Module I - Multidimensional Assessment - 2020
SoCal Youth Organizing Institute (Youth Organizing Trainings) - 2016
Structured Analysis Family Evaluation (SAFE) - 2014
Working with Youth in Gangs - 2006

California Public Child Welfare Training Academy 04/2011 - 11/2013

Signs of Safety - 2013
Value and Ethics - 2012
Motivational Interviewing - 2012
Mental Health and Mental Disorders - 2011
Viewing Child Welfare Practice through a Trauma Lens - 2011
Substance Abuse and Child Welfare Case Planning - 2011
Substance Abuse and Child Welfare Assessment - 2011
Supporting Educational Rights and Achievement - 2011
Multi-Ethnic Placement Act - 2011
Indian Child Welfare Act - 2011
Working with Military Families - 2011
Domestic Violence - 2011
Caregiver Substance Abuse - 2011
Family Engagement in Case Planning and Case Management - 2011
Disproportionality and Disparate Outcomes in Child Welfare - 2011
Better Outcomes: One Family's Journey through the Child Welfare System - 2011
Child Maltreatment Identification 2: Sexual Abuse - 2011
Child Maltreatment Identification 1: Neglect, Physical Abuse & Emotional Abuse - 2011
Investigation Skills/Crisis Intervention - 2011
Critical Thinking in Child Welfare Assessment - 2011
Family Engagement Tool Kit - 2011
Child and Youth Development in a Child Welfare Context - 2011
Child and Youth Development in a Child Welfare Context - 2011

Child Welfare Practice in a Multi-Cultural Environment - 2011
Framework for Child Welfare Practice in California - 2011
Animal Abuse and Domestic Violence - 2011
Embracing Diversity, Encouraging Respect - 2011