

D'Wayne James, LCSW, PhD

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EDUCATION

Howard University, School of Social Work, *Washington, DC*

May 2025

Doctor of Philosophy in Social Work

Dissertation Title: "I Had to Build My Own Space": A Qualitative Focus Group Study of Experiences of Black Male Clinical Social Workers

Chair: Dr. Tracy R. Whitaker

Adelphi University, School of Social Work, *New York, NY*

May 2016

Master of Social Work, Magna Cum Laude

Thesis: "Barriers to Higher Education for Inner City Youth"

Adelphi University, School of Social Work, *Garden City, NY*

May 2015

Bachelor of Social Work

Area of Concentration: Human services management and organizational leadership

RESEARCH INTERESTS

Clinical Social Work; Mental Health; social media; Poverty; Race; Sexuality; Workplace microaggressions

TEACHING INTERESTS

Human Behavior in the Social Environment I; Human Behavior in the Social Environment II; Therapy with Children and Adolescents; social media, Social Justice, and Social Change; Introduction to Social Work

RESEARCH EXPERIENCE

Homelessness Prevention and Trauma-Informed Care Training Program

Training and Research Coordinator

Howard University, Washington, DC

July 2022 – Present

Funding Amount: \$27,500 annually through The Community Partnership for the Prevention of Homelessness

Principal Investigator: Dr. Janice Berry-Edwards

- Conducted research and analysis on homelessness, mental health, and trauma-informed care trends to support the development of monthly training sessions for community-based agency staff.
- Designed and facilitated training modules grounded in evidence-based practices, enhancing staff capabilities in trauma-informed care and mental health interventions within the homelessness services field.
- Developed and administered pre- and post-training assessments to gauge knowledge retention and training impact, refining curriculum based on data-driven insights.
- Collected participant feedback through satisfaction surveys, preparing comprehensive reports for the funding agency to ensure accountability and transparency.

Behavioral Health Workforce Education and Training Program (BHWET) OUD/SUD

Clinical Coordinator

Howard University, Washington, DC

August 2021 – May 2022

Research Advisor: Dr. Janice Berry-Edwards

- Conducted literature reviews and data analysis to support program development and research in substance use disorder (SUD) and opioid use disorder (OUD) education.
- Supervised student interns, ensuring adherence to clinical and ethical standards in internship placements within behavioral health settings.
- Facilitated workshops on evidence-based practices in SUD and OUD, training social work students to enhance their clinical competencies.
- Developed program materials and assessments to support student learning and evaluate workshop effectiveness in behavioral health education.

ACADEMIC APPOINTMENTS

Assistant Professor, Silberman School of Social Work at Hunter College, CUNY

2025 - Present

TEACHING EXPERIENCE

Howard University Master's in Social Work Online Program

Teaching Assistant – Direct Practice Assessment I

Howard University – Washington, DC

August 2024 – Present

- Developed and delivered graduate-level coursework on foundational assessment skills, integrating evidence-based practices and current social work research.
- Created comprehensive syllabi and course materials, including readings, assignments, and interactive case studies; employed diverse assessment methods to evaluate student understanding and competency.
- Conducted online classes in both synchronous and asynchronous formats, ensuring accessibility and engagement for a diverse student population while upholding academic rigor.
- Supported student learning by facilitating discussions, providing feedback on assignments, and guiding skill development in direct practice assessment.

Howard University Master's in Social Work Online Program

Teaching Assistant - Therapy with Children and Adolescents

Howard University – Washington, DC

May 2023 – May 2024

- Developed and delivered graduate-level courses in therapeutic interventions for children and adolescents, integrating current research and best practices.
- Created comprehensive syllabi and course materials, including readings and assignments; utilized diverse assessment methods to evaluate student performance.
- Conducted online classes in synchronous and asynchronous formats, ensuring accessibility and flexibility for a diverse student population while maintaining academic rigor.

Howard University Master's in Social Work Online Program

Direct Practice Online Curriculum Developer

Howard University – Washington, DC

May 2022 – May 2023

- Developed and designed comprehensive syllabi for advanced courses in psychopathology, therapy with children and adolescents, and group therapy.
- Created and implemented synchronous and asynchronous lesson plans tailored for online platforms, ensuring rigorous academic standards and engagement.
- Collaborated with faculty to integrate evidence-based practices and contemporary research into the curriculum, enhancing the program's academic rigor and relevance.

NYC - Office of Equity and Access - Emerging Leaders for Social Justice Institute

Mental Health Education Specialist

New York City Department of Education – New York, NY

August 2019 – May 2022

- Delivered psychoeducation, college readiness, and social-emotional learning to high school students citywide.
- Developed and implemented a year-long scope and sequence tailored to diverse student needs.
- Led pandemic mental health support groups, providing targeted support and resources.

Math Engineering Science Academy Charter High School - Young Men's Social-Emotional Development

Social Emotional Learning Instructor

Math Engineering Science Academy Charter High School – Brooklyn, NY

September 2017 – June 2021

- Taught social-emotional development elective course, promoting personal growth and self-awareness among male students.
- Supervised study hall sessions, fostering effective study habits and academic support.
- Coordinated peer mentorship programs and provided psychoeducation on mental health and life skills.

GRANTS AND AWARDS

2022 – 2023

Howard University School of Social Work Online Graduate Assistantship

- Full Tuition \$34,000.00 and \$20,000.00 stipend

2021 – 2022

Howard University Office of the Provost Full Tuition Scholarship

- Full Tuition \$34,000.00 and \$20,000.00 stipend

2020 – 2021

Emerging Leaders for Social Justice

- \$10,000.00 Grant, VELA Foundation, NYC DOE

2019 – 2020

Social Emotional/Mental Health Training

- \$8,000.00 Grant, MESA Charter High School

2018 – 2019

Social Emotional/Mental Health Training

- \$5,000.00 Grant, MESA Charter High School

FELLOWSHIPS

2024 – Present

Council on Social Work Education Minority Fellowship Program – Doctoral Fellow

- \$22,000.00 stipend

2024 – Present

Howard University Freshmen Seminar Teaching Fellow

- \$16,000.00 stipend

2024 – Present

Society for Social Work and Research – Doctoral Student Committee for Communication

- Non-funded fellowship

2023 – 2024

Council on Social Work Education Minority Fellowship Program – Doctoral Fellow

- \$22,000.00 stipend

2022 – 2023

Clark Atlanta HBCU Cares Fellowship – Behavioral Health Fellow

- \$7,000.00 stipend

PUBLICATIONS

James, D. (2025). *“I Had to Build My Own Space”: A Qualitative Focus Group Study of Experiences of Black Male Clinical Social Workers* (Doctoral dissertation). Howard University, Washington, DC.

James, D. (in review). *Social Media and the Black Perspective: Integrating Mass Communication Theory into Social Work Education*. Journal of Technology in Human Services.

Berry-Edwards, J., & James, D. (in review). *How Psychoanalytic Thinking Helps Practitioners Understand the Impact of Gun Violence on the People of the Caribbean*. Caribbean Journal of Social Work.

James, D et al., (2022) *The rise of “Puppy Mills” in clinical settings and the risk associated with ineffective counseling*, National Association of Social Workers Private Practice Newsletter

CONFERENCE AND PROFESSIONAL PRESENTATIONS
INTERNATIONAL PRESENTATIONS

James, D. (2024, April). *The time for group work: Local and global experiences in respecting diversity through joint social action* [Conference presentation]. The Time for Group Work International Conference, Panama City, Panama.

James, D. (2023, October). *Exploring the experiences of Black male clinical social workers post-pandemic* [Conference presentation]. McGill University Symposium, Montreal, Québec, Canada.

NATIONAL PRESENTATIONS

Worthy, J., James, D., Holland, W., & Taylor, B. (2024, October). *From cohort to community: A Black perspective on navigating doctoral culture at an HBCU* [Conference presentation]. Council on Social Work Education Annual Program Meeting, Kansas City, MO, United States.

Taylor, B., James, D., & Haggard, B. (2024, April). *Healing as resistance: Strengthening Black men's mental health through anti-racist community-based interventions* [Conference presentation]. BreakeING the Ice: Black Men's Mental Health Conference, New York, NY, United States.

James, D., Holland, W., Taylor, B., & Cosby, R. (2023, October). *Community engagement and community-based collaborative practice as tools to root out anti-Black racism* [Conference presentation]. Council on Social Work Education Annual Program Meeting, Atlanta, GA, United States.

James, D. (2023, April). *Repost: Unpacking the relationship between Black men, information sharing on social media, and mental health* [Conference presentation]. BreaKING the Ice: Black Men's Mental Health Conference, Adelphi University, New York, NY, United States.

Edwards, J. B., James, D., & Wilbon, A. (2022, March). *Critical race theory as a necessary lens for clinical social work practice* [Conference presentation]. NASW National Conference, Washington, DC.

Edwards, J. B., & James, D. (2022, November). *The rise of "puppy mills" in clinical settings and the risk associated with ineffective counseling* [Conference presentation]. NASW National Conference, Washington, DC.

James, D. (2021, March). *Addressing microaggressions inside and out of the classroom* [Conference presentation]. Columbia University School of Social Work 6th Annual School Social Work Conference, New York, NY.

REGIONAL TRAININGS

James, D., Edwards, J. B., & Taylor, B. (2023, November). *Chronic mental health disorders and homelessness* [Community training]. Howard University, Washington, DC.

James, D., Edwards, J. B., & Holland, W. (2023, September). *The intersection of homeless policy and practice: The impact on persons' lived experience* [Community training]. Howard University, Washington, DC.

James, D., Edwards, J. B., & Worthy, J. (2023, August). *Motivational interviewing* [Community training]. Howard University, Washington, DC.

James, D., Edwards, J. B., & Taylor, B. (2023, June). *Trauma-informed care with disconnected youth: Risk and vulnerabilities* [Community training]. Howard University, Washington, DC.

James, D., Edwards, J. B., & Holland, W. (2023, May). *Trauma-informed care for LGBTQIA population* [Community training]. Howard University, Washington, DC.

James, D., Edwards, J. B., & Worthy, J. (2023, March). *Living between a rock and a hard place: The exploration of female homelessness* [Community training]. Howard University, Washington, DC.

James, D., Edwards, J. B., & Taylor, B. (2023, February). *Understanding psychopharmacology* [Community training]. Howard University, Washington, DC.

James, D. (2022, March). *Mental health impact and war: Ukraine and secondary trauma* [Community training]. NYC Department of Education, New York, NY.

James, D. (2022, February). *Single mothers' workshop: Toxic masculinity and expressing emotions* [Community training]. New York University and NYC Department of Education, New York, NY.

Wilbon, A., James, D., & Edwards, J. B. (2021, December). *Health disparities and social determinants of health* [Community training]. Howard University, Washington, DC.

Wilbon, A., James, D., & Edwards, J. B. (2021, November). *Trauma basics and self-care* [Community training]. Howard University, Washington, DC.

Wilbon, A., James, D., & Edwards, J. B. (2021, October). *Comorbidities and multi-morbidities* [Community training]. Howard University, Washington, DC.

James, D. (2021, September). *Establishing an effective diversity, equity, and inclusion plan* [Private company training]. Oliver Marketing Agency, New York, NY.

James, D. (2021, July). *Fundamentals of affinity spaces and the impact of workplace mental health for Black employees* [Private company training]. Oliver Marketing Agency, New York, NY, & London, UK.

INVITED GUEST LECTURES

James, D. (2024, October). *Advance community organizing: Using social media as a tool for community organizing*. Howard University, Washington, DC. Lecture.

James, D. (2024, October). *Introduction to social welfare: Understanding fundamentals of clinical social work practice*. Trinity University, Washington, DC. Lecture.

James, D. (2023, November). *Advance community organizing: Using social media as a tool for community organizing*. Howard University, Washington, DC. Lecture.

James, D. (2020, March). *Organizational benefits of race-based affinity spaces*. Math Engineering Science Academy (MESA) Charter High School, Brooklyn, NY. Lecture.

James, D. (2020, April). *Navigating anxiety during COVID-19*. Adelphi University Virtual Career Fair, Alumni Relations, Online Seminar.

James, D. (2020, May). *Networking, branding, and social media in the digital age of social work*. Adelphi University School of Social Work, Virtual Career Fair, Online Seminar.

James, D. (2020, June). *The Kickback: Establishing the foundations of mental health with Black men*. Equal Opportunity Schools, NYC Department of Education Office of Equity and Access, Online Webinar.

James, D. (2020, July). *The Kickback: Fight or flight, unpacking anxiety*. Equal Opportunity Schools, NYC Department of Education Office of Equity and Access, Online Webinar.

James, D. (2019, September). *Addressing microaggressions inside and out of the classroom*. Math Engineering Science Academy (MESA) Charter High School, Brooklyn, NY. Lecture.

James, D. (2019, October). *Trauma or drama: Understanding the impact of trauma in the classroom*. Math Engineering Science Academy (MESA) Charter High School, Brooklyn, NY. Lecture.

James, D. (2018, November). *Race talk: Managing difficult conversations about race and bias*. Math Engineering Science Academy (MESA) Charter High School, Brooklyn, NY. Lecture.

James, D. (2018, December). *Foundations of diversity, equity, and inclusion*. Math Engineering Science Academy (MESA) Charter High School, Brooklyn, NY. Lecture.

James, D. (2017, February). *Administration for Child Services: Mandated reporter training*. Math Engineering Science Academy (MESA) Charter High School, Brooklyn, NY. Lecture.

PANEL DISCUSSIONS

James, D., panelist. *Black men's mental health panel discussion*. BreaKING the Ice: Black Men's Mental Health Conference, 25 April 2023, Adelphi University, New York, NY.

James, D., panelist. *Legislative and policy conference panel discussion*. National Association of County Behavioral Health and Developmental Disability Directors (NACBHDD) Legislative & Policy Conference, March 2024, Washington, DC.

James, D., panelist. *Symposium panel discussion*. McGill University and Howard University Symposium, 12 October 2023, McGill University, Montreal, Québec.

James, D., panelist. *Black History Month discussion*. American Association of Service Coordinators, February 2023, Online Panel Discussion.

James, D., panelist. *First generation Jamaican American social workers panel discussion*. Roxbury Community College, August 2022, Online Panel Discussion.

James, D., panelist. *Mental health and coming out: Black, male, and queer panel discussion*. May 2021, Online Panel Discussion.

WEBINARS

James, D. (2020). *Self-care community fair* [Webinar]. Droill Community Wellness Event.

James, D. (2020). *Media perception of Black mental health practitioners* [Webinar]. Adelphi University School of Social Work.

James, D. (2020). *COVID-19 and mental health in the African American community* [Webinar]. The Ladies Lounge.

James, D. (2020). *Thriving, not surviving: Unpacking the complexities of mental health during COVID-19* [Webinar]. Afropreneurial Community.

James, D. (2020). *Better ally: Allyship with Black queer men* [Webinar]. Profound Gentlemen.

James, D. (2019). *Uprooting family trauma: Understanding transgenerational trauma* [Webinar]. The Naked Truth Experience with Monroe Howard, Washington, D.C.

James, D. (2019). *Social work post licensure & career development* [Webinar]. Stony Brook University School of Social Welfare.

PRACTICE EXPERIENCE

Brooklyn Counseling Services

Clinical Supervisor / St. George's University of Grenada Medical Student Therapist

Brooklyn, NY

February 2024 – Present

- Supervise six LMSWs, providing weekly supervision, clinical guidance, and professional development.
- Facilitate case reviews, supporting treatment planning, crisis intervention, and ethical decision-making.
- Oversee supervisees' clinical growth, focusing on therapeutic approaches and maintaining client records.
- Lead ongoing professional education, ensuring adoption of evidence-based practices and maintaining high standards of care.
- Develop and implement metrics to evaluate and enhance service delivery and clinical effectiveness.

Brooklyn Counseling Services

Psychotherapist/ St. George's University of Grenada Medical Student Therapist

Brooklyn, NY

January 2020 – February 2024

- Establish positive and trusting relationships with clients.
- Implement various treatments and protocols to provide guidance and appropriately address client situations.
- Continually assess client situations and provide the proper ongoing treatments.
- Provide direct therapeutic interventions to medical students in Grenada, West Indies.
- Educate and involve family members or other loved ones in the treatment process when necessary.
- Record and maintain adequate notes about client visits.

Math Engineering Science Academy Charter High School

Director of Diversity, Equity, and Inclusion (DEI)

Brooklyn, NY

August 2020– December 2022

- Collaborate with the leadership team to create, implement, and evaluate the DEI goals (Both short and long term).
- Become a thought partner with administration to ensure strategic lesson planning and professional development for DEI work.
- Become a thought and feedback partner for teaching staff who may potentially face roadblocks in DEI curriculum or student interactions.
- Coordinate staff affinity and focus groups.
- Coordinate Faculty, student, and leadership DEI training.

Math Engineering Science Academy Charter High School

Social Worker

Brooklyn, NY

August 2016– August 2021

- Providing social emotional support and direct therapy for students on a scheduled, and as need basis.
- Facilitating administrative meetings on a biweekly basis.
- Facilitating monthly meetings with the sophomore grade team to fine tune instructional goals and build school's culture.
- Directly work with school administration, school board, and community organizations to produce ideas for academic and career success for students.
- Manage programming for a weekly boys' group that teaches male student life skills as well training to become a peer mentor for underclassman students.

Math Engineering Science Academy Charter High School
Associate Director of Diversity, Equity, and Inclusion (DEI)
 Brooklyn, NY

August 2018– July 2020

- Collaborate with the leadership team to create, implement, and evaluate the DEI goals (Both short and long term).
- Become a thought partner with administration to ensure strategic lesson planning and professional development for DEI work.
- Become a thought and feedback partner for teaching staff who may potentially face roadblocks in DEI curriculum or student interactions.
- Coordinate staff affinity and focus groups.
- Coordinate Faculty, student, and leadership DEI training.

Crown Nursing and Rehabilitation
Assistant Director of Social Services
 Brooklyn, NY

July 2015 – February 2017

- Executing effective and safe discharge planning for the 20-bed short-term residential unit.
- Completing New Admissions assessments in a timely fashion as well as maintaining compliance for NYS department of Health Regulations for Advanced Directives, Screens, and PASSAR.
- Continuing to Build on skills to become a more efficient worker in a rigorous environment, examples include basic computer literacy, and SigmaCare literacy.
- Maintaining the responsibility of 90 residents in a 280-bed facility.
- Building business relationships with local home care agencies in the community to assist with the discharge process.

HONORS/CERTIFICATES/AWARDS

2022 Howard University School of Social Work Online Graduate Assistantship Full Tuition and Stipend
2021 Howard University Office of the Provost Full Tuition Scholarship and Stipend

PROFESSIONAL DEVELOPMENT

New York City Charter School Center
Structured Remote Learning Training
 New York City, NY
 October 2020

- Trained in remote learning best practices and engagement strategies.
- Developed skills in creating accessible and inclusive online content.
- Learned techniques for managing online student interactions and assessments.

SERVICE TO THE COMMUNITY

James, D. (2024–Present). Trauma trainer. Peer Case Management Institute, Washington, DC Department of Social Services.

James, D. (2020–2021). Advanced Placement monthly virtual teacher support group facilitator. Equal Opportunity Schools, Seattle, WA.

James, D. (2019–2020). Mental health support group facilitator for educators during the COVID-19 pandemic. New York, NY.

PROFESSIONAL AFFILIATION

- Council on Social Work Education (CSWE) – Doctoral Member
- American Association for Psychoanalysis in Clinical Social Work (AAPCSW) – Doctoral Member