

KIRK ANTHONY JAMES

PROFILE

Pragmatically idealistic and hopeful humanitarian committed to the evolution of self, social justice and critical pedagogy.

EDUCATION

University of Pennsylvania Philadelphia, PA
Doctorate in Clinical Social Work (Awarded 5/2013)

Dissertation Title: The Invisible Epidemic: Educating Social Work Students towards Holistic Practice in a Period of Mass Incarceration

Hunter College School of Social Work New York, NY
Master of Social Work in Community Organizing (Awarded 1/2009)

City University of New York, Hunter College New York, NY
Bachelor of Arts Sociology (Awarded 1/2005)

Canisius College of Buffalo Buffalo, NY
Associates of Arts Degree (Awarded 5/2002)

PROFESSIONAL LICENSE

Pennsylvania – SW130864

TEACHING EXPERIENCE

New York University, School of Social Work 2016 —

- Seminar In Field Instruction
- Intersections of Mass Incarceration

York College, School of Social Work 2015 — 2016

- SCWK480 Social Welfare Policy
- SCWK410 Field Placement and Seminar I
- SCWK492 Field Placement and Seminar II

Columbia University, School of Social Work 2014 —

- HBSE: Race, Trauma, Oppression and Social Work Practice (*Developed course*)
- Mass Incarceration, Trauma & Healing (*Developed and taught in Sing Sing C.F.*)

Fordham University, School of Social Work 2015 — 2017

- Social Policy 2: Policy Practice & Human Rights Advocacy

University of Pennsylvania, School of Social Policy and Practice 2011— 2014

- SWRK 603: Social Work and Mass Incarceration (*Developed course*)
- SWRK 603: American Racism and Social Work Practice
- SWRK 613: Understanding Social Change: Issues of Race and Gender
- SWRK 704: Advanced Clinical Social Work Practice I
- SWRK 714: Advanced Clinical Social Work Practice II

City College, City University of New York 2013 — 2016

- BLST 31110: Black Masculinity (developed course)
- BLST 15700: Racism and the American Legal System (*Developed course*)

Borough of Manhattan Community College, City University of New York 2013

- CRJ 101: Intro to Criminology (developed course)

Temple University, School of Social Work 2011— 2015

- SSWG 5001: Social Work and Mass Incarceration (*Developed course*)

College of New Rochelle, Rosa Parks Campus 2010 — 2011

- SOW 412: Social Work and Law (*Developed course*)
- SOW 415: Social Work with Children

ORGANIZATION AND AGENCY LEADERSHIP

Title: Director/Facilitator

Organization: *Mass Incarceration Conversation Series (MICS), New York University*

September 2016 –

- The **Mass Incarceration Conversation Series (MICS)** is a platform at NYU Silver School of Social Work that aims to foster critical dialogue amongst people impacted by mass incarceration, social workers, clinical practitioners, policy makers, academics, community members, and people working at the various intersections of this destructive phenomenon.
- The goal of MICS is to create a holistic understanding of mass incarceration that can ultimately inform practice and policy on clinical, micro and macro levels as it pertains to mass incarceration.
- MICS also works with social justice organizers, activists, and academics to plan the annual Reimagine Justice Conference.

Title: Co-Director/Facilitator

Organization: *Beyond The Bars Fellowship, Justice Initiative, Columbia University*

September 2014 –

- Researched and developed educational and advocacy material pertaining to the various intersections of mass incarceration
- Facilitated weekly sessions allowing students and community members an opportunity to partake in an interdisciplinary leadership program while further developing a deeper micro and clinical understanding of mass incarceration and social change
- Collaborated with social justice organizers, activists, and academics to plan the annual Beyond the Bars Conference

Title: Senior Director of Policy

Organization: *The Fortune Society; Queens, NY*

March 2014 – September 2014

Utilize research, policy briefs, public education, coalition building & legislative advocacy to:

- Created greater access to higher education in prisons and jails
- Reduced the over utilization of punitive segregation/ solitary confinement
- Increased access to adequate medical and mental health care in jails and prisons
- Reduced housing discrimination for formerly incarcerated people
- Highlighted and reduced employment discrimination for people impacted by the justice system
- Addressed financial challenges post-release that contribute to recidivism
- Increased voting rights for people impacted by the justice system
- Advocated for the appropriate utilization of evidence based programs and practices
- Highlighted and challenged policies and practices that unnecessarily increase incarceration
- Advocated for alternatives to incarceration that are empirically based

Title: Project Director

February 2011 – November 2013

Organization: *Goldring Reentry Initiative; The University of Pennsylvania School of Social Policy and Practice; Philadelphia, PA*

- Developed, evaluated, and led an initiative that provides Master of Social Work students with opportunities to provide case management services to incarcerated men and women pre and post release. The initiative seeks to demonstrate that this continuum of care model will reduce recidivism while contributing to public safety.
- Developed educational curriculum and trainings to support and bridge the gap between theory and practice for social work students working in criminal justice.
- Coordinated events to highlight the intersections of mass incarceration and social work.

- Built coalitions to highlight inequalities of the justice system while creating practice, policy, and advocacy inroads for change.

Title: Program Manager / Site Supervisor

August 2009 – May 2011

Program: *Catholic Charities – Brooklyn Community Center: Brooklyn, NY*

- Led and supervised an intake coordination team of five Master and Bachelor level case managers, interns, and volunteers providing case management, financial assistance, and food pantry services to residents of Eastern Brooklyn.
- Managed five food pantries utilizing funds from the NYC Food Bank and The United Way to work towards alleviating hunger in New York City.
- Led and participated in team program planning, staff meetings, case reviews and individual supervisory sessions on a weekly and as-needed basis.
- Assisted with the coordination of contracted and funded projects, specifically the New York Times Neediest Cases and Emergency Food and Shelter programs.
- Collaborated with local community project directors and Catholic Charities staff to design, implement, and facilitate events in response to emerging community needs.
- Provided direct case service coordination to clients.

Title: Program Administrator / Facilitator

August 2009 – May 2011

Organization: *Catholic Charities – New York State Parenting Education and Awareness Program: Brooklyn, NY*

- Managed a joint contract between New York State and Catholic Charities designed to teach separating or divorcing parent's tools and strategies for mediating conflict while ensuring the emotional and physical well-being of children caught in the middle.

Title: Associate Director of Outreach

April 2007 – January 2009

Organization: *The College Initiative – Reentry Program: Bronx, NY*

- Coordinated agency efforts to increase knowledge of and access to reentry services for formerly incarcerated individuals through outreach and advocacy.
- Raised project's visibility while cultivating relationships for funding.
- Worked closely with grants manager and fiscal staff to track, analyze, and assess program data for reporting purposes.
- Developed organizational partnerships and built coalition to strengthen the continuum of care for formerly incarcerated individuals.
- Provided mentorship, planning, and referrals for formerly incarcerated individuals to support successful reentry and decrease recidivism.
- Facilitated bi-weekly orientations for prospective students and reentry service providers.

Title: Per-Diem Resident Manager

April 2006 – August 2008

Organization: *The Doe Fund – A Better Place Housing Program: New York, NY*

- Evaluated service needs and immediate concerns of formerly homeless clients suffering from mental illness, HIV/AIDS, and substance abuse.
- Created service plans and made outside referrals to appropriate staff and agencies for resolution.
- Supported home health aides and attendants in ensuring compliance with housing policies and regulations.
- Supervised team of overnight site and security staff.

Title: Team Leader / Supervisor

February 2004 – April 2007

Organization: *Bowery Residents Committee, Inc.: New York, NY*

- Through advancement within the agency, became supervisor of outreach staff team.
- Participated in the development and implementation of staff training, policies, and procedures.
- Assessed clients for housing readiness and provided case planning and support to ensure client needs were met.
- Tracked and compiled statistics for program in accordance with funding requirements.
- Maintained quality assurance procedures.

Title: Assistant Team Leader

January 2005 – May 2005

Organization: *Bowery Residents Committee MTA Connections: New York, NY*

- Responsible for team supervision, safety, and support of staff consisting of over 20 individuals in absence of team leader.
- Provided clinical social work support to staff team and clients during outreach work.
- Conducted follow-up and assessments on all clients referred and placed through outreach contact.
- Tracked the compliance of MTA and DHS policies with respect to the New York City five-year plan to end homelessness.

Title: Founding Member/ Facilitator

June 1999 – December 2002

Organization: *Community Outreach Prison Experience: Wyoming, NY*

- Founded and designed a program which provided guidance and mentorship for youth in contact with the criminal justice system.
- Facilitated workshops for teens dealing with issues such as decision-making, substance abuse, and crime and consequence.
- Conducted individual behavior modification sessions with Persons in Need of Supervision (PINS) and pre-PINS adolescents.

PEER REVIEWED PRESENTATIONS

- Council of Social Work Education (10/2013) – Social Work Education in a Period of Mass Incarceration
- Council of Social Work Education (10/2013) – Criminal Justice Infusion: Examining a new MSW criminal justice initiative
- Council of Social Work Education (10/2015) – Ferguson, Gardner, Trayvon & a History of American Racial and Systematic Injustice
- Council of Social Work Education (10/2015) – Deconstructing contemporary mass incarceration through a human rights lens
- Forensic Social Work Role in Advancing Human Rights and Social Justice Fordham University (8/2017) – Forensic Social Work in the era of mass incarceration
- Global Prison Conference University of Johannesburg (11/2017) – Colonization/Capitalism + Slavery + Mass Incarceration + Mass Deportation + Trauma = Global Prisons
- National Organization of Forensic Social Work (06/2018) – Ending Mass Incarceration and Criminalization: Bridging the Macro Micro Social Work Divide through and Ethic of Organizing

PUBLICATIONS

BOOKS

- James, K. (In Preparation) 94A6325: Coming Of Age In An Era of Mass Incarceration
- James, K. (in Preparation) Jay and The (R)evolutionaries: A Search For Meaning

REFERENCE

- James, K. (Ed.). (2014). *Community Corrections*. Encyclopedia of Human Services in Diversity, edited by L.H. Cousins & J.G. Golson. Sage Reference.
- James, K. (Ed.). (2014). *Families of Prisoners and Ex-Prisoners, Human Service Needs of*. Encyclopedia of Human Services in Diversity, edited by L.H. Cousins & J.G. Golson. Sage Reference.

ARTICLES

- James, K. (in Preparation). A History of the Prisons: Implications For Social Work
- James, K. (in Preparation). Sankofa: A historical analysis of the “isms” that gave rise to Mass incarceration, and their Implications for Social Work Practitioners
- James, K. (in Preparation). Rethinking Criminal Culpability in light of advances in behavioral and neurological science.

BOOK CHAPTERS

- James, K. & Smyth, J. (2014). Deconstructing mass incarceration in the United States through a human rights lens: Implications for social work education and practice. In M.

Bethold, L. Healy, K. Libal & R. Thomas (Eds.), *Advancing Human Rights in Social Work Education*. Alexandria, VA: CSWE Press.

- James, K. & Smyth, J. (2014). If George Zimmerman was found guilty, would our criminal justice system be considered just? A racial analysis of the criminal justice system. In K. Albert, K. Fasching-Varner, L. Martin & R. Reynolds (Eds.), *Trayvon Martin, race, and American justice: Writing wrong*. The Netherlands: Sense Publishers.
- James, K (2016) *A History of Mass Incarceration: Implications for Social Work*. In *Forensic Social Work: Psychological and Legal Issues in Diverse Practice Settings 2nd Edition*.

DISSERTATION COMMITTEES

Anna Morgan-Mullane (3/2018): *TREATING PARENTAL INCARCERATION AS CHILDHOOD TRAUMA : REVOLUTIONIZING SOCIAL WORK PRACTICE THROUGH A CLIENT-CENTERED COMMUNITY MODEL*

Denis O’Keefe (3/2018): *Integrating Terror Management, Group Threat, Relational and Cultural Perspectives on Out-Group Bias: A Motivational Hierarchical Model of Immigrant Sentiment*

Lena Greene (4/2018): *Fatherhood Rising: Increasing Practitioner Knowledge and Leveraging Potential to Improve Outcomes for Fathers & Families*

AFFILIATIONS

- Pennsylvania Prison Society – Former Board Member
- The Fortune Society – Former Board Member
- Families for Freedom – Advisory Board
- The Reentry Support Project of Community College of Philadelphia’s Fox Rothschild Center for Law and Society – Advisory Board
- Council of Social Work Education – Member
- National Association of Social Workers – Member

Recent Awards

- Immigrant Defense Project (IDP)
- Governor State University — Generating Hope
- NYU NIA — Angela Davis/W.E.B. DuBois Award
- UPENN SP2 — Alumni Hall of Fame