

David M. McCarty-Caplan, PhD

Researcher, Evaluator & Educator

Woodland Hills, CA | 818.672.6550 | david@mccaplan.com
[linkedin.com/in/dmccartycaplan/](https://www.linkedin.com/in/dmccartycaplan/) | www.davidmccartycaplan.com/

PROFESSIONAL SUMMARY

A skilled researcher, evaluator and educator proficient in research design, program evaluation, policy analysis and facilitating groups. Passionate about collaborative problem solving and data-driven solutions to organizational and social challenges including equity, inclusion, and social justice.

EDUCATION

Ph.D., Social Work, Jane Addams College of Social Work, University of Illinois, Chicago, Chicago IL, 2015

Dissertation: *LGBT-Competence in Social Work Education: Faculty and student perspectives and the relationship of school factors to professional competence*

M.A., Social Service Administration, University of Chicago, Chicago IL, 2009

B.A., Anthropology, Spanish, University of Michigan, Ann Arbor MI, 2003

SKILLS

Quantitative/qualitative research design

Predictive & multi-level modeling

Interview & focus group facilitation

Restorative Justice/conflict facilitation & training

Training and workshop facilitation

Program evaluation

Survey creation & implementation

Thematic content analysis

Public speaking

Professional Mentorship

RESEARCH & EVALUATION EXPERIENCE

JEWTINA Y CO.

Director of Research & Evaluation

1/2023-Current

- Designs and implements research projects focused on the experiences of Latin-Jews and Jewish Communities of Color
- Produces culturally responsive evaluation plans for programs and initiatives aimed at promoting inclusion and justice within Jewish communities
- Develops and facilitates programs within Los Angeles to help build community relationships for Latin-Jews and other Jews of Color

SHADES OF BELONGING

Founder & Principal Investigator

1/2023-2025

- Designed and implemented a mixed methods study of 115 Jewish adoptees of color
- Developed and led a Jewish adoptee-focused event to share research findings and celebrate the community with 200 attendees and 12 organizational co-sponsors
- Produced a Research Highlights & Summary white paper to share key findings of the study

MCCAPLAN CONSULTING GROUP

Director of Research & Evaluation

8/2021-Current

Tiyuv

2/2024-Current

Program Evaluator and Consultant

- Develops culturally responsive evaluation plans to support Jewish organizations
- Advises Jewish communal organizations on their equity and inclusion efforts
- Collects, analyzes, and reports data to improve program outcomes and impact

Foundation for Jewish Camps

8/2023-Current

Diversity, Equity & Inclusion (DEIJ) Facilitator & Coach

- Facilitates DEIJ training workshops for leadership teams from 9 LA-area camps
- Guides development of equity and inclusion action plans for all participating camps
- Provides 1-on-1 equity and inclusion coaching for 4 LA-area camps

American Jewish World Service

1/2024-2025

Organizational Research & Evaluation Consultant

- Designed data-informed action plans to improve board member inclusion and engagement
- Gathered and analyzed data related to organizational inclusion and functioning
- Conducted in-depth interviews and focus groups with organizational leadership

CHIME Institute

9/2023-1/2025

- Developed mixed method data collection to evaluate school community belonging
- Produced and presented key findings from data analysis efforts to the school community
- Designed a data-informed equity action plan for the school

Camp Tawonga

Justice, Equity, Diversity & Inclusion (JEDI) Adviser & Educator

3/2021-Current

- Supports the Director of JEDI in strategic evaluation planning
- Leads workshops during Families of Color Camp: Family Resilience & Racial Equity; and Reimagining Fatherhood: The Power of the Compassionate and Vulnerable Dad
- Serves on panels of Jews of Color, guiding 10 camp counselors per year through in-depth discussions of the intersections of race, religious identity and equity

Union of Reform Judaism (URJ)

Researcher, Evaluator, & Workshop Facilitator

3/2022-2023

- Provided in-depth qualitative evaluation of URJ racial justice efforts
- Co-led an interactive racial equity workshop for 40 Jewish leaders of color

- Co-led a 3-part workshop series, White Parents & Guardians Raising Jewish Kids of Color for 30 parents
- Facilitated in-depth discussions on intersections of race, religion, and parenting

North Los Angeles Regional Center

Diversity, Equity & Inclusion (DEI) Policy Committee Consultant 1/2022-5/2022

- Collaborated with organizational leaders to create a board-level DEI policy
- Facilitated an anti-oppressive approach to the policy creation process
- Provided guidance on policy language, conceptual definitions and alignment between organizational priorities and policy

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE, Northridge CA

Associate Professor, Department of Social Work

8/2015-2023

- Designed, implemented, and publish 2-4 independent research projects per year
- Managed annual data collection and evaluation of 8 college-level interventions intended to support minority student achievement as the Student Success Assessment Coordinator for the Dean of the College of Social and Behavioral Sciences
- Supervised 16 masters-level Graduate Research/Policy Projects per year, guiding students from problem formulation through completion of an academic publication-style final paper
- Mentored 2-4 exemplary students per year through publication of their work in peer-reviewed journals, or award-winning presentation at academic research conferences/competitions
- Incorporated anti-oppressive practices into education, through pedagogy centered on antiracism and concepts of radical vulnerability to support minoritized students

JANE ADDAMS COLLEGE OF SOCIAL WORK & THE UNIVERSITY OF BRITISH COLUMBIA, Chicago, IL

Research Assistant

9/2011-9/2012

Interventions to Enhance Cultural Competence of Service Systems and Reduce Health Inequities: A Multidisciplinary Perspective.

Funded by a grant from the Canadian Institute of Health Research

- Collaborated with a multidisciplinary academic research team on a meta-analysis of cultural competence intervention literature
- Evaluated and abstracted over 100 peer-reviewed cultural competence articles according to the Preferred Reporting Items for Systematic Review and Meta-Analysis

MIDWEST AIDS TRAINING & EDUCATION CENTER (MATEC), Chicago, IL

Research Assistant

9/2009-9/2011

- Developed web-based outcome evaluation surveys for regional HIV/AIDS training programs for medical professionals
- Administered and evaluated outcome surveys for over 700 HIV/AIDS training programs

CENTERFORCE & THE UCSF CENTER FOR AIDS PREVENTION STUDIES, Marin, CA

HIV Transitional Counselor

8/2005-8/2007

The Get SET (Structural Ecosystems Therapy) Project

Funded by a grant from National Institute of Mental Health

- Implemented harm reduction-based Structural Ecosystem Therapy for 52 HIV-positive individuals (and their families) transitioning from incarceration
- Collaborated with over 20 community-based organizations in the Bay Area
- Gathered and organized data to compare two forms of HIV-reduction interventions

SELECTED PUBLICATIONS

McCarty-Caplan, D. (2024). [Shades of Belonging: Exploring Religious Identity and Sense of Belonging Among Jewish Adoptees of Color](#). Research Summary & Highlights (white paper).

McCarty-Caplan, D., & Shaw, S. (2023). Social work education & support of gender expansive people: A qualitative analysis of MSW student experiences. *Journal of homosexuality*, 70(9), 1701-1717.

Gharibian, T., & McCarty-Caplan, D. (2023). Bonds and barriers: Mental health, service provision, and Middle Eastern/North African cultural identity in the US. *Qualitative Social Work*, 22(5), 823-843.

McCarty-Caplan, D. (2022). Transgender-competence in social work education: The relationship of school contexts to student affirmation of gender expansive people. *Journal of Homosexuality*, 69(3), 525-543.

McCarty-Caplan. (2018). Seeing the Same Thing Differently: Program Director, Faculty, and Student Perceptions of MSW LGBT-Competence. *Journal of Social Work Education*.

OTHER PROFESSIONAL ACTIVITIES

Fellow, ATE Evaluation Fellowship, EvaluATE	2025-Current
Member, Diversity Scholars Network, University of Michigan	2024-Current
Member, Diversity Equity & Inclusion Committee, Temple Kol Tikvah	2023-Current
Member, Diversity by Design Committee, CHIME Institute	2022-2025
Member, Board of Directors, Jewish Youth for Community Action	2023-2024
Member, Executive Advisory Committee, Jewtina y Co.	2021-2023
Member, Advisory Committee, Jews Against Marginalization (JAM)	2021-2023
Fellow, PUENTES Leadership & Resiliency Fellowship, Jewtina y Co.	2020-2022
Member, Selah Leadership Program, Cohort 16, Bend the Arc	2020-2021
Member, CA4Health, Health and Racial Equity in California	2020-2021
Member, LGBT Social Work Education Issues Workgroup	2015-2021

LANGUAGE

Spanish: proficient reading, writing, and speaking competencies