

**Joyce James LMSW-AP**  
**Racial Equity Consultant**



Ms. James is President and CEO of Joyce James Consulting, LLC, providing racial equity consulting services to systems, institutions, communities, across the Country.

She has a long history of advocacy, innovation, and leadership in systems transformation.

Ms. James formerly served as the Associate Deputy Executive Commissioner of the Center for Elimination of Disproportionality and Disparities and the Texas State Office of Minority Health at the Texas Health and Human Services Commission.

Ms. James served as Assistant Commissioner of the Texas Child Protective Services program from 2004-2009. She introduced the work in Texas for addressing disproportionality and disparities and is credited with the creation and statewide expansion of the Texas Model for Addressing Disproportionality and Disparities. The model is nationally recognized for its effectiveness in reducing disproportionality for African American and Native American children and families involved in the Child Welfare System, producing overall improvements for all populations, and for its applicability in addressing racial inequities in education, health, juvenile justice, and other helping systems.

Under Ms. James' leadership, Texas became the first State in the Country to pass groundbreaking legislation requiring Child Protective Services to address disproportionality and disparities. The impact of her work and her contributions towards transformation of the CPS System influenced additional significant legislation in the State of Texas, requiring that disproportionality and racial inequities be examined beyond the child welfare system, to include education, juvenile justice, health, and mental health systems. Ms. James was charged by the

Texas Legislature to lead these efforts by presiding over a legislatively created Council with members representing high level leadership positions in multiple State Agencies and community and faith-based representatives.

Ms. James serves on local, state, and national boards and committees, bringing her expert knowledge and experience in leading anti-racist work. She has been recognized nationally for her leadership and understanding of the role of institutionalized racism as the underlying cause of racial inequities across all systems

Joyce served six years as a Commissioner on the Supreme Court of Texas Permanent Judicial Commission on Children, Youth and Families, an appointment made by the Chief Justice of Texas. She also served on the Juvenile Justice Advisory Committee and served as a member of the Children's Justice Act Task Force for over 15 years.

Ms. James is best known for her work as the pioneer of efforts of efforts in Texas CPS to address racial inequities for African American and Native American children and families, development of the Texas Model for Addressing Disproportionality and Disparities, and for her ability to effect change in systems that benefit all populations and at the same time reduce disproportionality.

Her company, Joyce James Consulting currently provides technical assistance and support to multiple systems and institutions in Texas and across the Country with a specific focus on creating anti-racist institutional cultures.

Ms. James is the 2016 recipient of Texans Care for Children Founders Award, in recognition of her "fearless leadership and fierce commitment" to children in Texas.

She received an Honorary Doctorate of Humane Letters from the University of Saint Joseph on May 13, 2017.

Ms. James is the 2019 recipient of the NASWTX Lifetime Achievement Award.