

VI. C. Appointments to the Nevada Commission on Minority Affairs (NRS 232.852)

Statutory Provision:

NRS 232.852 Creation; membership; officers.

1. The Nevada Commission on Minority Affairs, consisting of nine members appointed by the Legislative Commission, is hereby created. Appointments to the Commission must be made from a list of persons recommended to the Legislative Commission by organizations and other entities which represent or promote the interests of minority groups in this State.

2. The members appointed to the Commission must represent a variety of minority groups that reflects the general population of this State.

3. The members of the Commission shall elect a Chair and a Vice Chair from among their number.

4. The term of Office of the Chair and the Vice Chair is 2 years .

5. Not more than four members of the Commission may be from the same minority group.

(Added to NRS by 2003, 20th Special Session, 266; A 2007, 166 2) — (Substituted in revision for NRS 233J.020)

The Department of Business and Industry has indicated that there are currently three seats that need to be filled on the Commission. The Office has currently provided names for the Commission's consideration to fill the three positions.

Mercedes Krause
Amy Emiko Shaw
Kathleen Taylor

The Department of Business and Industry has provided the attached cover letter and information regarding the three candidates for appointment.

The current members of the Nevada Commission on Minority Affairs are:

Berna Rhodes-Ford (Chair) – term expiring
Myisha Y. Williams (Vice Chair)
Yolanda Flores, M.D. – term expiring
Janelle Conine
Hasaan Azam
Dr. E. Donald Chaney
Michael Flores
Adleen B. Stidhum
Vacant Position



DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF THE DIRECTOR

June 19, 2019

Senator Cannizzaro, Chair
Legislative Commission
401 S. Carson Street
Carson City, NV 89701

RE: Recommendations for Appointment to the Commission on Minority Affairs

Dear Senator Cannizzaro:

The Commission on Minority Affairs seeks to study matters affecting the social and economic welfare of minorities in Nevada. The Commission will collect and disseminate information on activities, programs, essential services, employment, education, and affordable housing available to minorities. The Commission will advise the Governor on matters relating to minority issues and will recommend and comment upon proposed legislation to the Governor.

The Nevada Commission on Minority Affairs has seven vacant positions. It is my pleasure to present to the Legislative Commission the recommendations for membership to the Nevada Commission on Minority Affairs. On behalf of the Department of Business & Industry and Chairwoman Berna Rhodes-Ford of the Commission, the recommendations are as follows:

1. Kathleen Taylor
2. Amy Emiko Shaw
3. Mercedes Krause

Attached you will find the letters of interest as well as resumes for these recommendations. These candidates will help to represent a diverse Commission. Please feel free to contact me at your convenience should you have comments or questions. I look forward to serving the Commission and the people of the State of Nevada.

Respectfully Submitted,

Emily Ku
Management Analyst for the Commission on Minority Affairs

Commission on Minority Affairs

Current roster demographics:

Commissioner D. Edward Chaney – African American
Commissioner Adleen Stidhum – African American
Commissioner Hasaan Azam – Asian (Reno)
Commissioner Michael Flores – Hispanic
Commissioner Myisha Williams – Mixed race (Hispanic / African American)
Commissioner Janelle Conine – Mixed race (Hispanic / African American / Native American)
(Reno)

Candidate demographics:

Kathleen Taylor – African American
Amy Emiko Shaw – Asian
Mercedes Krause – Mixed race (Native American / Hispanic)

We consider mixed race to be a separate minority group since they offer a unique perspective and a distinct voice of the minority community, and are a growing segment in our multicultural society. This group does not identify with a single race/ethnicity, but rather multiple races/ethnicities. The US Census Bureau categorizes them as a separate group, and according to the Census Bureau, account for 3% of the total population.

Kathleen Taylor

5500 Mountain Vista Street, Apt. 223 Las Vegas, Nevada 89120
Phone: 702.510.5321; Email: kathleendvl@gmail.com

February 28, 2019

Ms. Emily Ku
Management Analyst
Department of Business and Industry
3300 West Sahara Avenue; Suite 425
Las Vegas, Nevada 89102

Dear Ms. Ku and Members of the Commission on Minority Affairs:

I am submitting my application to apply for a Commissioner position with the Nevada Department of Business and Industry Commission on Minority Affairs. My professional experience in Economic development, Small business development, and Program management aligns with the Commission's mission, *to advocate for and to provide a voice to minorities residing in the State of Nevada.*

For the last five years, I have resided in southern Nevada and have shared 20 years of professional experience with various sectors in the local community. These interactions have enabled me to enhance my professional development and to have an active role with community engagement. As a result, I have embraced local residents and businesses as "my people to support and my places for patronage". With the support of the Commission on Minority Affairs, together, we can advocate for and provide a voice to minorities residing in the State of Nevada.

My professional background aligns with the core areas of interest with the Commission's current Subcommittees. The following are examples of how my skills and professional experience demonstrates this alignment.

Economic Development Subcommittee

- Strategically, I have cultivated partnerships with organizations that serve low-moderate income areas for economic and small business development such as:
 - Armed Forces Chamber of Commerce
 - Las Vegas Urban League
 - Urban Chamber of Commerce
 - Nevada Hispanic Business Group

- In addition, I collaborate with organizations to provide entrepreneurial education programs to educate and inform diverse communities of economic development opportunities such as:
 - SumNu Marketing LLC

- Clark County Small Business Opportunity Program (SBOP)
- Nevada Department of Business and Industry
- Southern Nevada Housing Authority

Community Liaison Subcommittee

- To facilitate community engagement with political representatives, I participated as a Panelist for an "Access to Business Capital" community forum sponsored by Crescent Hardy, former United States House of Representative for Nevada's fourth congressional district, at the City of North Las Vegas City Hall
- As a "small business liaison", I manage and promote entrepreneurial events on behalf of the Nevada Women's Business Center - a program of the Small Business Administration-Nevada District office to create synergy between leaders in small business development, the lending sector, and diverse communities

Political Empowerment Subcommittee

- Participated as a guest Presenter for a Veteran-focused community event sponsored by first congressional district of Nevada, Congresswoman Dina Titus. This venue, among others, created "bridges of empowerment" between constituents and their political representatives in specific districts

Housing Subcommittee

- Cultivated and established a partnership with the Southern Nevada Housing Authority. The goal of this collaboration is to provide a viable option, via entrepreneurship, to develop stability with clients of the Southern Nevada Housing Authority's Family Self-sufficiency Program

Education Subcommittee

- Collaborated with academic institutions to provide interactive entrepreneurial training via seminars, workshops, and an online-radio show to educate, inform, and promote opportunities in business, industry, and lending sectors at local academic institutions such as:
 - College of Southern Nevada
 - The Milan Institute
 - UNLV Media Center

Healthcare Subcommittee

- Given that health and wellness is the primary focus of the Healthcare Subcommittee, my experience in scientific research in virology, Public health programs such as hepatitis C, HIV/AIDS, and Alzheimer's dementia aligns with the Subcommittee's health and wellness initiatives. My background in these diverse areas enhances my skills to analyze data, interpret results, and measure impact.

Workforce Development Subcommittee

- To support workforce development and stimulate economic growth in diverse communities, I cultivated and established partnerships with Nevada Partners and HELP of Southern Nevada. The goals for these collaborations are to provide individuals with a viable option to attain financial stability, via entrepreneurship, in the small business sector

Overall, my repertoire of skills and professional experience demonstrates my capability to make a direct contribution with the mission of the Nevada Department of Business and Industry Commission on Minority Affairs.

I appreciate your consideration of my qualifications as a Commissioner for the Nevada Department of Business and Industry Commission on Minority Affairs.

Cordially,



Kathleen Taylor

Attachments

Resume'

Letters of Recommendation

- Armed Forces Chamber of Commerce
- Las Vegas Urban League
- SumNu Marketing LLC

KATHLEEN TAYLOR

5500 Mountain Vista Street
Apt. 223
Las Vegas, NV 89120

Phone: 702.510.5321
Email: kathleendvl@gmail.com

PROFESSIONAL EXPERIENCE

A strategic professional with 20 years of experience in economic development, small business development, and program management seeks to apply professional business acumen to support company goals. Have extensive knowledge in strategic planning, marketing, establishing partnerships, and managing community education programs. Possess demonstrable skills in Public health and scientific research.

AREAS OF EXPERTISE

- Economic Development
- Small business Development
- Program Management
- Strategic Planning
- Partnership Development
- Marketing
- Corporate Training
- Curriculum Development
- Community Education
- Webinar Logistics
- Scientific Research
- Public health Programs

KEY SKILLS ASSESSMENT

ECONOMIC DEVELOPMENT

- Collaborate with community partners to develop programs and resources for economic development
- Promote alternative funding options for start ups and established businesses to access working capital
- Cultivate partnerships in low-moderate income areas for economic development initiatives

SMALL BUSINESS DEVELOPMENT

- Provide interactive entrepreneurial training in diverse communities
- Advise entrepreneurs on mission-driven strategies to ensure business longevity
- Proffer resources and support for entrepreneurs to enhance business infrastructure

PROGRAM MANAGEMENT

- Manage and coordinate entrepreneurial programs to develop business goals and strategies
- Apply skills with live-stream webinar software for entrepreneur training
- Create content, coordinate, and host the "Business Basics" radio show on UNLV Media Center's online platform
- Market and promote programs and services to inform and connect diverse communities with business resources

PROFESSIONAL SUMMARY

NEVADA WOMEN'S BUSINESS CENTER, LAS VEGAS, NV

2016 - PRESENT

TRAINER/PROGRAM COORDINATOR

- Collaborate with community partners to develop programs and resources for economic development
- Provide interactive entrepreneurial training in diverse communities
- Recommend business strategies to enhance operations and support longevity
- Create content, coordinate, and host the "Business Basics" radio show on UNLV Media Center's online platform

SMALL BUSINESS DEVELOPMENT CENTERS, LAS VEGAS, NV AND LOS ANGELES, CA

2013 - 2015

TRAINER/INSTRUCTOR

- Provided interactive entrepreneurial training at Small Business Development Centers (SBDCs)
- Assisted entrepreneurs with business plan development
- Certified Instructor for the Guided Business Plan curriculum
- Provided resources and support for entrepreneurs to enhance business infrastructure

- BUSINESS INQUIRY SOLUTIONS, TORRANCE, CA** 2010 – 2013
TRAINER/OWNER
- Provided interactive professional development training for city government, corporations, and agencies to enhance leadership, communication, team building, and management in the workplace
 - Designed training curriculum for seminars, workshops, and conferences
 - Established strategic partnerships for marketing and promotional activities
- CALIFORNIA SCIENCE CENTER, LOS ANGELES, CA** 2007 – 2009
PROGRAM MANAGER
- Managed, designed, and implemented Science-based training programs
 - Conducted community education and outreach
 - Established partnerships with agencies and organizations
- ALZHEIMERS ASSOCIATION-S OUTHLAND CHAPTER, LOS ANGELES, CA** 2001 – 2007
PROGRAM MANAGER
- Supervised dementia-based community education and outreach programs
 - Developed training curriculum, brochures, print media, and facilitated educational workshops
 - Managed a volunteer-based program Advisory committee
- AMERICAN RED CROSS, MADISON, WI** 2000 – 2001
STATEWIDE HIV/AIDS EDUCATION COORDINATOR
- Managed and implemented statewide operations for HIV/AIDS community education programs
 - Organized statewide volunteer-based educational trainings
 - Established partnerships with organizations for collaborative purposes
- WISCONSIN DIVISION OF PUBLIC HEALTH, MADISON, WI** 1998 – 1999
STATEWIDE HEPATITIS C SPECIALIST
- Coordinated and monitored statewide Hepatitis C education initiatives
 - Established partnerships with Public Health agencies
 - Performed statewide surveillance to monitor quality control and reporting for Hepatitis C infection
- UNIVERSITY OF WISCONSIN, MADISON, WI** 1996 – 1997
RESEARCH SPECIALIST
- Conducted virology research. Performed cell culture based scientific experiments. Analyzed and recorded data. Maintained laboratory

EDUCATION & TRAINING

- Bachelor of Science, Biology, Magna cum Laude, Grambling State University, Grambling, Louisiana, 1992**
- Leadership Torrance Program Alumnus, Torrance Chamber of Commerce, Torrance, California, 2011**
- Louisiana Girl State Representative, North Vermilion High School, Maurice, Louisiana, 1987**

ACKNOWLEDGMENTS

- Member, 2019 – present, Nevada Department of Business and Industry Marketing Initiative Committee**
- Panelist, 2018 – present, Clark County Small Business Opportunity Program (SBOP)**
- Presenter, 2018 – present, Southern Nevada Housing Authority-Family Self-sufficiency Program**



Armed Forces Chamber of Commerce, Inc., a 501(c)(6) organization
Armed Forces Chamber of Commerce Foundation, Inc., a 501(c)(3) public charity

February 22, 2019

Department of Business and Industry
ATTN: Ms. Emily Ku
3300 West Sahara Avenue, Suite 425
Las Vegas, Nevada 89102

RE: Recommendation letter for Kathleen Taylor

Dear Ms. Ku,

I am writing this letter to express my support of Kathleen Taylor to be considered as Commissioner for the Nevada Department of Business and Industry Commission on Minority Affairs. In my experience she is an excellent advocate and voice to minorities plus underserved areas residing in the State of Nevada in matters.

Ms. Taylor has developed a long standing resource partnership between the Nevada Women's Business Center (NWBC) and the Armed Forces Chamber of Commerce, Inc. In this partnership Ms. Taylor serves Armed Forces members, which represent minorities and an underserved area for economic and small business development. Part of her service includes hosting webinars about business topics pertinent to Armed Forces members such as the Veteran-Owned Small Business (VOSB) certification. Also, she mentors members of the Armed Forces Chamber of Commerce about Business Plans, Capability Statements, Strategic Alliances and more. Lastly, Kathleen is a member of the Business Panel at the Inaugural Armed Forces Chamber Business Expo & Employment Fair on Armed Forces Day, Saturday-May 18, 2019 at Suncoast Hotel & Casino.

In closing, the Armed Forces Chamber of Commerce and myself, attribute much of the rapid success that we are experiencing due to the direct efforts of Kathleen Taylor. Should you need to speak with me regarding this recommendation, feel free to contact me anytime.

Sincerely,

Andre' Haynes
Founder and President

Physical: 7473 W. Lake Mead Blvd. Las Vegas, NV 89128 USA
Mailing: P.O. Box 34572 Las Vegas, NV 89133
Phone: (702) 518-8845 • Website: ArmedForcesChamber.com



February 20, 2019

Las Vegas Urban League
7251 W. Lake Mead Blvd.
Suite 300
Las Vegas, NV 89128

To Whom It May Concern,

I met Kathleen Taylor in 2016 through a partnership that our Entrepreneurship Center and the Nevada Women's Center. As a part of our partnership, Kathleen was a trainer for our educational and training workshops for new entrepreneurs and existing small business owners. With her past experience as a business owner and consultant, Kathleen was a natural fit for what we were looking for as a trainer, consultant, and most importantly, trusted advisor to trainees and potential clients at the Entrepreneurship Center.

Part of what makes Kathleen a great communicator and leader is her innate ability to tailor her counseling and teaching style to different personality types and social styles. This resonates particularly well with clients that come into contact with her. Kathleen's warm, understanding, and empathetic approach to each of her client and business encounters make her the quintessential comrade in whatever endeavors her clients, and colleagues are confronted with.

I would highly recommend Kathleen for any position that requires an individual with strong leadership skills, the ability to create trusting relationships, and the ability to be flexible and adaptable enough to deal with multiple individuals and organization leaders. Kathleen is a true pleasure to know and to work with.

Respectfully,

Dino E. Browne

Executive Director
Las Vegas Urban League



February 27, 2019

Ms. Emily Ku
Management Analyst
Department of Business and Industry
330 West Sahara Avenue, Suite 425
Las Vegas, Nevada 89102

Dear Ms. Ku,

As a small business advocate and business owner for the past 15 years in Nevada, I have experienced many people who provide supportive services and resources to small business owners. Kathleen has proven to have three distinct qualities that can be an asset to the Nevada Department of Business and Industry Commission on Minority Affairs; Integrity, Commitment and Loyalty.

When I first met Kathleen she was helping small businesses owners with business plans. Later she joined the Women's Business Center to take the organization to the next level in support of our local companies. She has been very consistent and reliable as a key to educating and growing our small businesses and its owners.

Kathleen's solution oriented attitude is her best attribute! I have personally witnessed her ability to see challenges and create solutions quickly. When she noticed that small business owners were not getting information to help them launch or grow she created a radio show and podcast to inform them. She utilized her relationships to provide valuable content to small business owners. Ms. Taylor created the vision, accessed the resources and implemented the tool.

I highly recommend Kathleen Taylor to become a strong valuable team member on the Nevada Department of Business and Industry Commission on Minority Affairs.

Shaundell Newsome
Founder/Visionary of Sumnu Marketing
Board Chair for the Urban Chamber of Commerce
Two-time SBA Award Winner
Advisory Board for the Nevada SBDC
Board Member for the Nevada Business Opportunity Fund

LAS VEGAS



McCARRAN INTERNATIONAL AIRPORT

Department of Aviation

ROSEMARY A. VASSILIADIS
DIRECTOR

POSTAL BOX 11 005
LAS VEGAS, NEVADA 89111-1 005
(702) 261-5211
FAX (702) 597-9553

February 14, 2019

Emily Ku
Department of Business and Industry
3300 West Sahara Ave., Suite 425
Las Vegas, NV 89102

Dear Ms. Ku:

It is an honor and privilege to submit my resume and Letters of Support/Recommendation for consideration to serve on the Nevada Commission on Minority Affairs.

Since 2011, I have been an active and contributing member in the Asian, Latin, Urban, and Woman Chambers of Commerce, and engaged with numerous business and professional organizations. I am passionate about mentoring and assisting businesses in creating opportunities for economic development. I have successfully championed the airport's effort in supporting local businesses and now have a team who engages in workshops/training sessions, participate on boards and committees, and host events to engage small, local, minority and women-owned businesses in explaining how to do business with the airport. We also partner with local corporations to further enhance our small business program.

Again, it is a pleasure to submit this application and I look forward to the opportunity to further impact economic development and growth for local, small, minority and women-owned business and emerging small businesses.

Sincerely,

Amy Emiko Shaw



Clark County Board of Commissioners

Steve Siso Lik, Chairman • Chris Giunchigliani, Vice Chair

Susan Brager • Larry Brown • James B. Gibson • Marilyn Kirkpatrick • Lawrence Weekly

Amy E. Shaw

amyemikoshaw@gmail.com
amys@mccarran.com

702-261-5123 (office)
(310) 770-1749 (cell)

OBJECTIVE

- Employment in a challenging management position utilizing proven skills in team building, interpersonal skills, organizing, problem solving, business and financial analysis, and developing improvement plans utilizing proven ability to:
 - Communicate effectively at all organizational levels
 - Develop strategies based on critical analysis
 - Plan and manage business projects
 - Handle negotiations and implementation

QUALIFICATIONS

A results oriented, knowledgeable manager with keen insight into complex business operations, offering strong abilities in the areas of:

Project Management	Leadership and Team Building	Strategic Planning
Analytical Problem Solving	Negotiating Contracts	Facilitation
Interpersonal Communication	Special Events	Community Relations
Critical Thinking/Problem Solving		
Software Programs including Microsoft Word, Excel, PowerPoint, Oracle, Documentum		

EXPERIENCE

- | | |
|-----------------------------|---|
| January, 2018 to Present | Manager, Aviation Commercial Business/Development, Clark County Department of Aviation/McCarran International Airport <ul style="list-style-type: none">▪ Manage the food/beverage, retail, service, car rental, and transportation programs▪ Strategic planning of concession program▪ Negotiate agreements and permits▪ Manage the ACDBE/DBE and Small Business Program▪ Member of various Chambers and professional organizations with focus on assisting local, small, minority and women-owned with potential business opportunities.▪ Host and participate in workshops, one-on-one mentoring, outreach and training▪ Develop and manage the operating, expense and capital budgets for concessions and car-rental facility. |
| May, 2016 to December, 2017 | Airport Programs Administrator/Manager of Concessions and Small Business Program, Clark County Department of Aviation/McCarran International Airport <ul style="list-style-type: none">▪ Manage food/beverage, retail and service concessions▪ Strategic planning and layout of future concession opportunities.▪ Monitor development and issuance of Request for Proposals, Request for Bids, and Request for Information/Qualifications process. |

- Develop, negotiate, and review terms and provisions of new concession agreements and permits.
- Negotiate rent structures and terms with existing concessionaires.
- Research, prepare and present business and development plans.
- Develop and manage concessions operating, expense and capital budgets.
- Research, prepare, and analyze concession performance measurement reports.
- Forecast concession revenues and analyze concession operations.
- Prepare Commission Briefing Notes and Agenda items.
- Manage the ACDBE/DBE and Small Business Program.

June, 2011 to
May, 2016

Airport DBE/ACDBE Liaison

Clark County Department of Aviation/McCarran International Airport

- DBE/ACDBE Certifications
- Outreach to local, small, minority and women-owned businesses and organizations.
- Conduct training programs with resource partners such as the Governor's Office of Business & Industries, Governor's Office of Economic Development, and Small Business Administration.
- Prepare reports to FAA and address DOT audits.
- Member of various Chambers and professional organizations with focus on assisting local, small, minority and women-owned with potential business opportunities.
- Develop Business Incubation Program to provide opportunities for small local businesses to gain experience in operating at airports.
- Manage miscellaneous concessions and landside operation contracts.
- Urban Chamber of Commerce – Chair of Gala Auction Committee and Business Council and member of the Corporate Circle.

April, 2008 to
November, 2010

**Deputy Executive Director/Manager, Concessions Development
Los Angeles World Airports**

- Forecast concession revenues and analyze concession operations.
- Facilitate meetings with car rental agencies on design, construction and operation of the car rental facilities.
- Plan, develop and implement concession plan to increase non-airline revenue, right-size concession spaces, increase square footage and create a Los Angeles "Sense of Place."
- Extensive interaction with executive staff, Board of Airport Commissioners, City Council, consultants, business community, tenants and inter- and intra-agency personnel
- Conduct multiple public outreach meetings.
- Manage a staff of 15 employees to monitor day-to-day concession operations.
- Manage financial and architectural consulting contracts.
- Prepare and issue Request for Proposals and concession agreements.
- Conduct preliminary review of proposals; prepare comparative analysis of concepts, and business plans.
- Develop selection criteria and facilitate selection process.
- Develop design and construction phasing plan and schedule.

March, 2004 to
April, 2008

**Manager, Aviation Commercial Business
Port of Seattle/Seattle-Tacoma International Airport**

- Develop, manage, and assess commercial retail program to increase non-airline revenue.
- Extensive interaction with executive and senior level managers, Commissioners, consultants, business community, tenants and inter- and intra-agency personnel.
- Supervise four professional staff who manage 38 revenue contracts and provide oversight of concessions operating in 108 locations.
- Monitor development and issuance of Request for Proposals, Request for Bids, and Request for Information/Qualifications process.
- Develop, negotiate, and review terms and provisions of concession agreements.
- Research, prepare and present business and development plans.
- Develop and manage concessions operating, expense and capital budgets.
- Research, prepare, and analyze concession performance measurement reports.
- Forecast concession revenues and analyze concession operations.
- Facilitate/coordinate with tenants, vendors and peers.
- Provide oversight on design/construction of tenant facilities to ensure compliance with applicable regulations and on-time completion.
- Airport Concessions Disadvantaged Business Enterprise Liaison Officer (DBELO)
- Port-wide leadership program mentor.
- Co-Chair of the Aviation Environmental Leadership Strategic Initiative.
- Second Vice Chair – Airport Council International Commercial Management Committee.

March, 1995 to
March, 2004

Manager of Concessions

Denver International Airport, Property Management Section

- Manage approximately 140 revenue contracts totaling \$370 million annual revenue.
- Supervise concession Contract Administrators and Tenant Facilities Manager.
- Supervise/monitor development of Request for Proposals, Request for Bids, and Request for Information/Qualifications process.
- Develop and review terms and provisions of concession agreements.
- Research, prepare, and analyze concession performance measurement reports.
- Forecast concession revenues and analyze concession operations.
- Research and conduct ongoing market/trends analysis of DIA concessions in comparison with top ten airports.
- Develop "Sense of Place" plan for DIA Concessions Program for short and long-term implementation.
- Conduct outreach to local businesses and training on business opportunities at the airport.
- Make presentations to Airport and City Managers, City Council, Mayor's Office, business community, and organizations.
- Facilitate conflict resolution situations to minimize litigation.
- Prepare and manage budget

1994 - 1995

Contract Administrator

Denver International Airport, Property Management Section

- Research new business aspects and conduct feasibility analysis.
- Manage property management activities relating to leasing and development of sixty-plus retail and service concessions.
- Develop and administer Request for Proposals, Request for Bids, and Request for Information/Qualification documents.

- Master Plan Team to plan for design/construction of the Consolidated Car Rental Facility, Post Office and Cargo Facilities.
- Develop and analyze evaluation criteria.
- Manage selection process of 400+ proposals.
- Facilitate development of the first inter-departmental/inter-agency consolidated plan review and issuance of licenses and permits.
- Negotiate terms and conditions of agreements, leases and permits.
- Research, prepare and analyze retail and service concession revenues, sales per square foot, and sales per emplacement.
- Manage professional service consulting team and monitor tenant development progress.
- Design and implement tracking reports.
- Facilitate meetings to resolve conflicts and outstanding issues.
- Design and develop concession layout plan.

1985 – 1992

**Staff Assistant
Stapleton International Airport
Affirmative Action Office**

- Airport Concessions Disadvantaged Business Enterprise Liaison Officer (DBELO)
- Supervise contract compliance and equal employment opportunity staff.
- Analyze professional service, design and construction contracts for compliance with local and federal affirmative action regulations.
- Develop and maintain tracking and statistical reports for the Mayor, City Council, and the Federal Aviation Administration.

1974 – 1985

**City and County of Denver
Public Works/Administration Department**

- Various Administrative Positions

EDUCATION

**Bachelor of Science – Business Management
Colorado Real Estate License**

University of Colorado 1970-1973
University of Phoenix – 1997
Colorado Real Estate Institute – 2002



February 1, 2019

Ms. Emily Ku
Commission on Minority Affairs
Department of Business and Industry
3300 West Sahara Ave., Suite 425
Las Vegas, NV 89102

Dear Ms. Ku,

I am very pleased to have the opportunity to recommend Amy Shaw for the Nevada Commission on Minority Affairs. I have known Amy for many years, and I can confidently say she is a person of impeccable character. She makes a great addition to the commission team.

Amy is an outstanding member of the Las Vegas Asian Chamber of Commerce, and I have always been impressed by her professionalism and admirable personal qualities. She is very responsible and puts forth extra effort to support the community.

As the manager of Commercial and Business Development at Clark County Department of Aviation, Amy is constantly out in the community. Her experiences and knowledge would be very helpful to identify the issues affecting minority Nevadans.

I have no doubts that you will be extremely pleased if you choose her.

I believe her professionalism made a great contribution to the commission, and she will be a great asset in this position.

If you have any questions, please feel free to contact me at 702-737-4300.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sonny Vinuya', with a long horizontal stroke extending to the right.

Sonny Vinuya
Board President



President

Kenneth C. Evans

Executive Board

Shaundell Newsome
Chair
Sumnu Marketing

Clifton Marshall
Vice Chair
AC, LLC

Dida Clifton
Treasurer
The Office Squad

Karl O. Riley
Secretary

Board Members

JD Calhoun
Muller Construction

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Periwinkle Media Group

Darren Harris
City of Las Vegas

Joseph Henderson
ECF Data

LeVerne W. Kelley

Craig Knight
KCEP FM 88.1

Brooke Malone

Bill Marions
Purdue Marion

Ricardo Vilalobos
College of Southern Nevada

Dr. Joe Wilson
CyberEngenuity Risk
Management & Consulting

President Emeritus

Hannah Brown

January 29, 2019

Ms. Emily Ku
Department of Business and Industry
3300 West Sahara Ave., Suite 425
Las Vegas NV 89102

Re: Letter of Recommendation for Amy Shaw for Nevada Commission on Minority Affairs

Dear Ms. Ku:

I am writing on behalf of the Urban Chamber of Commerce to support the appointment of Ms. Amy Shaw to serve on the Nevada Commission on Minority Affairs. Based on her past commitment to our small businesses here at the Urban Chamber, I am sure she will continue to be a conscientious advocate and stellar supporter of minority small businesses here in Nevada.

During my 5-year tenure as President at the Urban Chamber, Ms. Shaw has steadily advocated for and pro-actively positioned our small business owners. In many cases, she made phone calls and personally introduced our Chamber businesses to opportunities that they might not otherwise have been considered for in normal circumstances. However, she did not stop there. She also made it a point to ensure that the businesses received the education and preparation necessary to succeed once they secured the opportunity. She has developed relationships with and consistently steered our minority business owners towards our resource partners like SCORE, NSBDC and WBEC-West to ensure they had the capacity to perform contracts and operate their businesses at a high level. Doing this has ensured that minority businesses can compete and succeed in a manner that will create a pathway to success for other minority businesses that follow them in the future. It has also improved the level of respect and credibility afforded to minority small businesses in the eyes of large public agencies and private corporations. Again, this is important to ensure there will be future opportunities for other minority businesses to pursue.

It has been my distinct pleasure to work with Ms. Shaw. I am confident that she will bring a wealth of knowledge and expertise to this Commission. Just as important, she has a real passion for helping minority small businesses to grow and compete in the Southern Nevada region. She remains focused on producing results; she expects that statistics regarding minority small business development in Nevada to continue to improve. Finally, she does more than her part to make things happen to produce the results she wants to see.

Therefore, I wholeheartedly recommend on behalf of the Urban Chamber that she be appointed to the Nevada Commission on Minority Affairs.

Respectfully,

Kenneth C. Evans
President

February 6, 2019

Ms. Emily Ku
Department of Business and Industry
3300 West Sahara Ave., Suite 425
Las Vegas, NV 89102

Dear Ms. Ku,

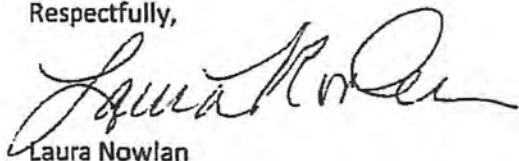
On behalf of the Nevada Hispanic Business Group (NVHGB), it is our pleasure to recommend Amy Shaw to serve on the Nevada Commission on Minority Affairs.

Ms. Shaw has been a supporter, volunteer along with her team at the McCarran International Airport since the first formation of our group back in January 2015. She and her team have partnered with NVHGB to spread the word to certify as many minorities owned small businesses under the DBE certification program. She was also instrumental in McCarran hosting business workshops for small business owners to understand the importance of being certified as a minority small business and encourage them to bid for contracts within our group.

It has been our pleasure in working directly with Ms. Shaw. We as an organization feel confident that she will be an asset to the Nevada Commission on Minority Affairs. She has a servant's heart and loves to serve small businesses in our community and we highly recommend that she be appointed to the Nevada Commission on Minority Affairs.

Please do not hesitate on contacting us at 702-857-8066 or by e-mail at Lnowlan@NVHGB.com if you have any further questions or requests.

Respectfully,



Laura Nowlan
Co-Founder of NVHGB

Paris Bayardo, President
Rosa Lucero, Secretary
Jackie Ramos, Treasurer

President@NVHGB.org
Secretary@NVHGB.org
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January 14, 2019

Ms. Emily Ku
Department of Business and Industry
3300 West Sahara Ave., Suite 425
Las Vegas, NV 89102

Dear Ms. Ku,

On behalf of the Latin Chamber of Commerce Nevada Inc., it is my pleasure to recommend Amy Shaw to serve on the Nevada Commission on Minority Affairs.

On behalf of McCarran International Airport, Amy has been a member of the Latin Chamber of Commerce for several years and she supports the Latin Chamber of Commerce and its members in a variety of ways. She assists minority and women-owned businesses in becoming certified through the Department of Transportation's Airport Concessions Disadvantaged Business Enterprise (ACDBE) and Disadvantaged Business Enterprise (DBE) programs. She is an advocate for local, small and women owned businesses and participates in business fairs, and workshops, reviews capability statements, business plans, etc. Amy is a strong proponent of local businesses and she was instrumental in McCarran hosting business workshops, a vendor fair and hosting workshops on how-to-do business with the airport.

The above-mentioned activities are a general overview of Amy's activities reflecting her commitment and involvement with the Latin Chamber and the local business community. The Latin Chamber of Commerce endorses Amy Shaw and recommends that she be appointed to the Nevada Commission on Minority Affairs.

Sincerely,

Peter Guzman
President and CEO

Dear Ms. Ku,

I would like to apply for the position of Commissioner Application for the Nevada Commission on Minority Affairs. I am very much aligned with the goals and focus of your organization and I would like to use the skills gained in my time as an educator and advocate for equitable outcomes work to meet the commission's objectives.

I have been a Board Member on several boards, and also served as the first Native American President of a Nevada teachers union last year. I have experience in chairing meetings and strategic solutions. As part of my work with the superintendents advisory cabinet our first focus has been on increase diversity in K-12 teacher recruitment and it has been my personal goal to increase awareness competency regarding all minoritized groups, but especially Native Americans. My experience and proven leadership skills will prove useful to the commission.

I was born and raised in Las Vegas, as were my children. For my home and my children I have always been committed to *raise the quality of life among Nevada's minority community* as your organization states it is committed to. I am confident that my experience and qualities together with my commitment to my city will be an asset.

Here is a short bio highlighting some of my personal achievements in my professional capacity:

Mother of three daughters and 4th-grade teacher Mercedes Krause was the 2013 Phyllis Layton Perry Educator of the Year Award recipient for her work to increasing global awareness in the classroom in collaboration with the World Affairs Council of Las Vegas. She now serves as their executive director for the International Visitor Leadership Program. In addition to keeping a global focus, Mercedes is a member of the Superintendent's Advisory Cabinet with the Nevada Department of Education, a board member with the National Education Association-Southern Nevada and chair of their Native American Caucus (she is a dual-citizen of the Oglala Lakota Nation). On top of this, she is proud to be a part of the Emerge class of 2019, addressing the under-representation of women in elected office at the local, state, and federal level, and she is currently completing the requirements for a second Masters degree in Native American studies from Montana State University.

My enclosed resume will provide you with more details regarding my qualifications and experience. I know that I can bring much benefit with my experience, educational qualifications and skills and I look forward to putting these towards a good cause. Please contact me by phone or email so that we may set up a face to face meeting. I look forward to hearing from you and thank you for your time.

Sincerely,

Mercedes

Elizabeth Mercedes Krause, M.Ed

2894 Marida Court
Las Vegas, Nevada 89120
702.704.4050
mercedes.krause@alumni.unlv.edu

Education

Emerge Class of 2019 /Nevada

Currently Attending

- Addressing the under-representation of women in elected office at the local, state, and federal level

Montana State University / Bozeman, Montana

Master of Arts - Native American Studies

Currently Attending (on-line)

Research Focus

- Indian Policy and Law
- Indian Education for the Urban Indian

Concordia University / Portland, Oregon

Master of Education - Educational Leadership

Conferred March 2016

Research Focus

- The history of Indian Education in America
- The need for cultural competence in educators
- The need to incorporate cultural elements in Indian Education

University of Phoenix / Las Vegas, Nevada

TESOL/Bilingual Certification

Completed June 2003

- Created an on-site satellite campus for teachers at Lincoln Elementary School

University of Nevada Las Vegas / Las Vegas, Nevada

Elementary Education/Art Emphasis

Conferred December 2001

- Graduated on the dean's list
- Practicum 1- First grade, Practicum 1- Fourth grade
- Member of Omni Chron Psi and Golden Key National honor societies

Relevant Work Experience

World Affairs Council of Las Vegas - October 2018

Local Coordinator/Director - State Department's International Visitor Leadership Program

- Coordination of all aspects of international delegations assigned to Las Vegas by the U.S. State Department
 - Arranging professional meetings between visitors and local professionals

- Arranging travel, accommodations
- Arranging cultural encounters, visits to schools and home hospitality visits

Higher Education

Native American Outreach Coordinator - PEOPLE Program

University of Wisconsin, Madison / Madison, Wisconsin 2015-2016 School Year

- Statewide support for pre-college students living in tribal communities
- Advising, grade review and coordination of academic support for students
- Recruiting of students, tutors and lead teachers
- Hiring, training and maintenance of on-site tutoring at Menominee High School

STEP Program/CCEACF / Las Vegas, Nevada 2004-2006 School Years

- Partner program with Nevada State College & Community College of Southern Nevada
- Community Liaison/ Recruiter/Fundraiser
- Recruiting and support of 240 high school students interested teaching
- Creation and maintenance of corporate partnerships in cooperation with the Las Vegas Chamber of Commerce
- Creation of promotional materials, a public service announcement, and fundraising campaign (\$70,000 raised)
- Adjunct professor for Nevada State College - Environmental Science

Elementary/Secondary Education

Superintendent's Advisory Cabinet / Nevada

2018-Present

- Inaugural member of the Superintendent's Advisory Cabinet Nevada Department of Education
- Three focuses include:
 - Raising achievement of all students
 - Supporting low-performing schools
 - Addressing recruitment, diversification, and retention of future teachers in the state

Robert E. Lake Elementary School / Las Vegas, Nevada

2016-Present

- Fourth & First-grade teacher
- Equity & Diversity Liaison

Lincoln Elementary School / Las Vegas, Nevada

2014-2015 School Year

- Third grade Humanities teacher
- School district Equity and Diversity Liaison Operation Respect/Welcoming Schools committee member
- Operation Respect/Welcoming Schools committee member
- Widely evaluate test administrator

Cyril S. Wengert Elementary School / Las Vegas, Nevada

2012-2014 School Years

- Dual-language first-grade teacher
- Title 1 Coordinator/tutor
- Operation Respect/Welcoming Schools committee member

- US 7's school partnership on-site coordinator

R.O. Gibson Middle School / Las Vegas, Nevada 2010-2012 School Years

- 6th Grade (Spanish) Science Teacher
- 6th/7th Grade Leadership Teacher
- Host of school visits from Italian, English and Australian delegates
- Campaign/successful assistance to World Affairs Council of Las Vegas being accepted into the State Department's International Visitors' Program

Sister R. J. Bailey Elementary School / Las Vegas, Nevada 2009-2010 School Year

- 5th Grade facilitator
- Practice groups to raise the scores of students close to proficiency
- Progress monitoring and benchmark testing
- Title 1 tutor

Hayah International Academy / Cairo, Egypt 2008-2009 School Year

- 5th Grade teacher
- Sponsor of the "Around the World" after school program

Cyril S. Wengert Elementary School / Las Vegas, Nevada 2006-2008 School Years

- Dual-language Fifth-grade teacher
- Lead teacher
- Title 1 tutor
- Core reading teacher trainer

Lincoln Elementary School / Las Vegas, Nevada 2002-2004 School Year

- Bilingual Kindergarten teacher, K-3 Bilingual Reading Curriculum Coordinator
- Responsible for Spanish language student testing and placement, creation of theme kits, organization and distribution of materials for Spanish SFA program
- Title 1 Coordinator
- Creation of on-site classes with the University of Phoenix for TESOL/Bilingual certification

Professional Organizations

Las Vegas Indian Center Nominated/ upcoming election

- Board Member

UNLV Native American Alumni Club 2017-Present

- Vice-Chair

National Education Association - Southern Nevada 2017-Present

- Interim President
- Board Member

Nevada State Education Association Native American Caucus 2017-Present

- Chair

- Nevada State Education Association Hispanic Caucus** 2017-2018 School Year
- Treasurer
- Nevada State Education Association Hispanic Caucus** 2017-2018 School Year
- Treasurer
 - Participation in the first annual Ethnic Caucus Symposium
 - Currently forming a local Native American Caucus chapter
- Clark County Education Association** 2017-2018 School Year
- AR Building representative
 - Voting member
 - Ethnic Minorities Committee (EMAC) participant
 - 2002-2004 School Years - Participated in the inception of the STEP Program (Student to Teacher Enlistment Program)
- Indian Education and Opportunities Committee** 2013-2019 School Years
- 2018-2019 - JOM Vice-Chair & Title VI - Educator/Advisor
 - 2013-2015 - Secretary
 - 2016-2019 - Vice-Chair
 - Update and adoption of bylaws, creation and implementation of student programming under the Title VI(I) and Johnson O'Malley grants
- World Affairs Council of Las Vegas** 2009-2013 School Years
- Spotlight on Turkey Committee Chair
 - Coordinated local programming and educational travel to Turkey for local teachers
 - International travel (Turkey) / hosted of international visitors (Italy, Australia and Africa)
 - Campaign and successful application for the State Department's International Visitor Leadership Program
 - NCIV's Phyllis Layton Perry Educator of the Year Award 2013 recipient
- Las Vegas Latin Chamber of Commerce** 2008-2007 School Year
- Latino(a) Youth Leadership Conference Board Member
- Association of Professional Fundraisers** 2004-2007 School Years
- National Philanthropy Day Chair
 - Scholarship Chair
- Awards & Conference Presentations**
- National Council for International Visitor's Phyllis Layton Perry Educator of the Year Award 2013
<http://www.globaltides.org/news/press-releases/136-nciv-presents-the-2013-educator-of-the-year-award>
 - In-school International Diplomacy Panel, NCIV, Washington, D.C.
 - Acceptance Speech for the Phyllis Layton Perry Educator of the Year Award 2013

- Follow-up presentation of findings from the 2014 (A.laska) National Indian Education Association conference for local Title VII families/the Clark County School District Equity and Diversity Office Staff

References

Kelly Matteo-Grose

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(702) 575-0459

Dr. Linda E. Young - School Board Trustee District C
Vice-President@gmail.com
(702) 743-7750

Ruben Murillo - President of the Nevada State Education Association
Ruben.Murillo@nsea-nv.org
(702) 376-1892