



**CITY AND COUNTY OF DENVER**  
PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

MICHAEL B. HANCOCK  
Mayor

**To:** Mayor Michael B. Hancock

**From:** Romaine Pacheco, Director

**Date:** April 7, 2022

**BOARD:** Denver American Indian Commission

**STAFF:** Darius Smith

**BACKGROUND:**

Members – No less than 7 – no more than 21

Terms – 2 years

Confirmation - Yes

The Commission advises the Executive Director and the Mayor on special issues and opportunities for the American Indian community. The Commission also recommends necessary procedures, programs, legislation or administrative action and to promote equal rights and opportunity for the American Indians of the city to the Executive Director.

**RECOMMENDATIONS:**

Raven Payment, Castle Rock (F)(NA) for a term expiring July 11, 2024, appointed;

Dallin Maybee, Longmont (F)(NA) for a term expiring July 11, 2024, appointed;

Shannon Subryan, Lakewood (F)(NA) for a term expiring July 11, 2025, appointed;

Carla Respects Nothing, Denver (F)(NA) for a term expiring July 11, 2025, appointed.

**ACTION NEEDED:**

Appoint Payment, Subryan, Nothing and Maybee

Please provide additional candidates to consider.

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## BAC-7893

### Contact Information

<b>Contact Name</b>	Dallin Maybee	<b>Home Address</b>	2310 Billings Ln
<b>Preferred Phone</b>	5055065293	<b>Home City</b>	Longmont
<b>Preferred Email</b>	dmaybee@narf.org	<b>Home State</b>	CO
<b>Other Phone</b>		<b>Home Zip</b>	80504
<b>Other Email</b>		<b>County</b>	Boulder
<b>DOB</b>	[REDACTED]	<b>Hispanic or Latino origin or Descent?</b>	No
<b>SSN</b>	[REDACTED]	<b>Race/Ethnicity</b>	Native American
<b>Gender</b>	Male	<b>Other Ethnicity</b>	
<b>Other Gender</b>		<b>Salutation</b>	Mr.

### Board Information

<b>Board Name</b>	Denver American Indian Commission	<b>Other boards or commissions served</b>	
<b>Status</b>	New	<b>Resigned</b>	
<b>Term Start Date</b>			
<b>Term End Date</b>			

### Work Information

<b>Employer</b>	Native American Rights Fund	<b>Work Address</b>	1508 Broadway
<b>Position</b>	Assistant Director of Development	<b>Work City</b>	Boulder
<b>Business Phone #</b>	3034478760	<b>Work State</b>	CO
<b>Work Email</b>	dmaybee@narf.org	<b>Work Zip</b>	80302

### Additional Information

<b>Are you a registered voter?</b>	Yes	<b>Objection to appointment?</b>	No
<b>If so, what county?</b>	Boulder	<b>Special Information</b>	
<b>Denver City Council District No</b>	Unknown		

### Education and General Qualifications

<b>Name of High School</b>	Lake Shore Central	<b>Name of Graduate School</b>	Arizona State University College of Law
<b>Location of High School</b>	Angola NY	<b>Location of Graduate School</b>	Tempe AZ
<b># of Years Attended High school</b>	4	<b># of Years Attended Graduate School</b>	4
<b>Did you Graduate</b>	Yes	<b>Did you Graduate</b>	Yes

High School

Graduate Major    Juris Doctorate- emphasis in Federal  
Indian Law

Name of College    Utah Valley University  
 Location of College    Orem UT  
 # of Years Attended College    4  
 Did you Graduate College    Yes  
 Undergrad Major    Philosophy

**Reference Details**

Reference Name #1    Don Ragona, esq.  
 Reference Phone #1    3035794436

Reference Email #1    ragona@narf.org  
 Reference Address #1    Louisville CO

Reference Name #2    Nathan Morris, esq.  
 Reference Phone #2    7023739281

Reference Email #2    nathan@bighornlaw.com  
 Reference Address #2    Midway UT

Reference Name #3    Douglas Scholfield  
 Reference Phone #3    7858454696

Reference Email #3    wintoo@hotmail.com  
 Reference Address #3    Mayetta KS

Agree to a background check   

Owner    Romaine Pacheco

Created By    Denver Integration, 2/11/2022 5:06 PM  
 Last Modified By    Denver Integration, 2/11/2022 5:06 PM

**Notes & Attachments****Dallin Maybee Artist BIO April 2021.pdf**

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**Professional Bio Short DM.pdf**

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**Professional Resume Dallin M June 2021.pdf**

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Dallin Maybee  
Art BIO

Dallin Maybee is Seneca and enrolled Northern Arapaho. Raised on the Cattaraugus Indian Reservation in Western New York, he is a multimedia artist working in a variety of forms. His artistic journey began with learning various beadwork, leatherwork, and feather-work techniques in the construction of his outfits and regalia for Iroquois social dancing and intertribal powwow competitions. He is an accomplished Northern Traditional dancer as well as hoop dancer. He has traveled extensively throughout the world with various dance groups, including the acclaimed American Indian Dance Theater.

His art mediums include beadwork, oil painting, jewelry, ledger art, and carving. He has won numerous awards during his 20 year artist career including Best of Show at the prestigious Santa Fe Indian Market in 2007 and most recently, Best of Show at the 2020 Cherokee Art Market. His art can be found in private collections as well as in museums throughout the country including the National Museum of the American Indian, the Autry Museum, the Heard Museum, and the Portland Art Museum.

Dallin has earned a B.A. degree in Philosophy from Utah Valley University as well as a Juris Doctorate from the Sandra Day O'Connor College of Law. He is the former Chief Operating Officer of the non-profit that produced the Santa Fe Indian Market and is currently Assistant Director of Development for the Native American Rights Fund in Boulder, Colorado.

## Dallin Maybee, J.D.

2310 Billings Ln. Longmont CO 80504

505.506.5293

Northern Arapaho/Seneca

[dmaybe@narf.org](mailto:dmaybe@narf.org)

Executive professional with over 16 years of management experience and public relations. Possesses excellent interpersonal relationship skills, development/fundraising skills, and high level written and verbal communication skills.

### CORE COMPETENCIES

Articulate                      Strong leadership skills                      Relationship building/cultivation                      Highly organized

### PROFESSIONAL EXPERIENCE

**Native American Rights Fund (NARF), Boulder, CO**

*Assistant Director of Development, April 2019-Present*

- Lead and oversee the cultivation of foundation and corporate giving. Responsible for managing a comprehensive and proactive annual foundation/corporate fundraising plan that is approximately 25% of NARF's annual operating budget.
- Research and cultivate relationships with existing and prospective foundations, write Letters of Intent and proposals for general operating funds as well as casework and project specific programs. Monitor and manage report/proposal deadlines, submissions, and progress/final reports. Possess excellent networking skills, am highly articulate in presenting Native culture and high level legal language, briefs, and decisions.
- Developed and implemented a stewardship plan in partnership with development staff to achieve the missions of NARF development strategy. Have steadily increased the number and amounts of foundation support, as well as stewarding donors to return and continue their donations.
- Assists in the development and production of fundraising materials, advertising, promotion, and communication materials and strategies. Assists in the research and planning of new development department initiatives and strategy.
- Assist the Director of Development/House Counsel in the forging and cultivation of tribal relationships and donations. Prepares and presents to tribal leadership and counsels proposals, updates, and reports (Written and oral).
- Developed NARF attorney and staff trainings on development skill building such as writing and relationship cultivation. Work cooperatively, effectively, and diplomatically with a wide range of NARF constituents including coworkers, staff attorneys, corporate officers, donors, clients, vendors, NARF Board of Directors and the NARF National support Committee.
- Testified before Colorado State and House education committees, presented as a panelist at conferences throughout the country on a variety of tribal issues, and presented in numerous academic settings.

**Southwestern Association for Indian Arts (SWAIA), Santa Fe, NM**

*Executive Director/Chief Operating Officer, February 2014-March 2018*

- Oversee logistics, operations, programming, artist services, and public relations/marketing related to SWAIA projects, including the production of their seminal event, the world renowned Santa Fe Indian Market. Approximately 130,000 visitors, with an economic impact on the state of New Mexico of over 80 million dollars; descend on Santa Fe to attend our event. Programming included numerous SWAIA activities and partnership programs that included; a film festival, contemporary and traditional fashion shows, Gala auction and dinner, an awards program with \$90,000 in prize money, and the outdoor fine art festival that encompassed 12 city blocks of downtown Santa Fe.
- Directed tribal, individual and foundation development. Designed and implemented public relations strategies (including some crisis management and public perception issues) to raise awareness of our non-profit and mission. Was responsible for grant writing and reporting.
- Reported and worked with a Board of Directors with concise metrics and drafting of an annual budget and development goals. Managed and oversaw a fulltime staff of 7, a temporary seasonal staff of 55, and a volunteer group of over 250. Oversaw H.R. needs, compliance, hiring/termination protocols, employee and policy drafting, interpretation and development.
- Managed and cultivated constituent relationships with donors, tribes, artists, sponsors, and foundation. Drafted and managed proposals, agreements, and contracts. Developed, proposed, and implemented a strategic plan, the development strategy and a media relations strategy with hired consultants and their firm. Developed programming that fulfilled our mission statement, Board visions, and promoted high level native fine art.

- Functioned as the “face” of SWAIA and represented SWAIA in all media interviews, print, and digital publications. Oversaw the production of the official Indian Market magazine and the separate booth guide- publications filled with articles and information on the event.
- Served as a panelist and moderator on a variety of forums and discussions including testifying to the United States Congress on issues of enforcement for the Indian Arts and Crafts Act (1992) and its implications on the contemporary Native fine art market.

**Office of the Prosecutor: Gila River Indian Community, Sacaton, AZ**

*Prosecutor, May 2013-September 2013*

- Community prosecutor with caseloads in adult, juvenile, and traffic court. Worked with Gila River Police Department to prosecute a variety of offenses including; DWI, domestic violence, property damage, assaults, physical/mental abuse of children/elderly, etc..
- Prepared complaints, interviewed witnesses and officers, represented victims and the community, made regular court appearances, conducted trial preparation, and wrote community reports
- Represented the community in probation revocation hearings. Worked with opposing counsel to assess and strategize effective alternatives to court mandated revocations.
- Assisted the Office of the General Counsel in questions of the rules of court or criminal proceeding considerations.

**Professional Artist/Performing Artist. Los Angeles, CA**

*December 2002-July 2007*

- Contemporary artist in a variety of traditional mediums; Beadwork, painting, sculpture, and jewelry. Juried into numerous competitive fine art shows, award winner including Best of Show (2007) at the Santa Fe Indian Market, Best of Show (2020) at the Cherokee Art Market, and Best of Show (2021) at the Tesoro Indian Market. My visual art is in private and public collections and museums including the Smithsonian's National Museum of the American Indian, the Heard Museum, the Peabody Essex Museum, the Portland Art Museum, and the Gilcrease Museum.
- Consulting choreographer to the 2002 Winter Olympic Opening Ceremonies. Oversaw the management and choreography of 750 native performers and singers, was a featured performer.
- Assistant Director and choreographer for American Indian Dance Theater. Performer, lecturer, and media relations specialist. Assisted in talent management and recruitment, choreography, and costume/regalia design. Other groups include; Spirit the Seventh Fire, Morningstar Dancers, Department of Defense USO tours.

**Goshute Law Enforcement. Ibabah, UT**

*Chief of Police/Lead Police Officer, August 1999-September 2002*

- Protected and served the interests and community of the Ibabah Band of Goshutes. Drafted and implemented law and order codes, developed and reported on budgets and finances. Worked closely with tribal council and the tribal administrator. Oversaw hiring/terminations, HR needs and issues, patrol schedules, and purchasing.
- Issued citations, affected arrests, investigated crimes, filed reports, interviewed witnesses, and issued recommendations for prosecution or alternative enforcements. Developed and implemented high level community outreach and policing strategies to combat a variety of social needs and issues.

**EDUCATION**

**Sandra Day O'Conner College of Law at Arizona State University. Tempe, AZ**

*Juris Doctorate, Certificate in Federal Indian Law, May 2011. National litigation award recipient, Internships included Gila River Office of the General Counsel, Rosette & Associates, and Milberg Weiss.*

**University of California at Los Angeles. Westwood, CA**

*Masters Degree (Incomplete), Emphasis in Federal Indian Law, August 2006 - May 2007*

**Utah Valley University. Orem, UT**

*Bachelor of Arts in Philosophy with a minor in American Indian Studies, May 2006*

**ADDITIONAL SKILLS**

- Bilingual; Written and oral fluency in English and Spanish
- Cultural educator and presenter in Native American culture and visual arts.
- Consultant and panelist to tribes, businesses, and conferences regarding contemporary native fine art, the Indian Arts and Crafts Act, and workplace discrimination and diversity.

**REFERENCES**

- Elizabeth Pettus; Former SWAIA Board Member, Business owner [Elizcp@aol.com](mailto:Elizcp@aol.com) 505.983.5552
- Don Ragona; Attorney, NARF Director of Development/House Counsel [ragona@narf.org](mailto:ragona@narf.org) 303.579.4436
- Nathan Morris; Attorney, Business owner [nathan@filevine.com](mailto:nathan@filevine.com) 702.373.9281



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## BAC-7886

### Contact Information

Contact Name	Raven Payment	Home Address	4922 Basalt Ridge Circle
Preferred Phone	3033235471	Home City	Castle Rock
Preferred Email	raven.payment@gmail.com	Home State	CO
Other Phone		Home Zip	80108
Other Email	raven.payment@gmail.com	County	Douglas
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Native American
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

### Board Information

Board Name	Denver American Indian Commission	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	Kraemer North America	Work Address	900 Castleton Road Ste 220
Position	Proposal and Marketing Manager	Work City	CASTLE ROCK
Business Phone #	3033235471	Work State	CO
Work Email	raven2169@gmail.com	Work Zip	80109

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Douglas	Special Information	
Denver City Council District No	N/A		

### Education and General Qualifications

Name of High School	Raven Payment	Name of Graduate School	
Location of High School	Skowhegan, ME	Location of Graduate School	
# of Years Attended High school	4	# of Years Attended Graduate School	
Did you Graduate	Yes	Did you Graduate	



High School

Graduate Major

Name of College Central Texas College  
 Location of College San Diego, CA  
 # of Years Attended College 1  
 Did you Graduate College No  
 Undergrad Major Criminal Justice

**Reference Details**

Reference Name #1 Monycka Snowbird  
 Reference Phone #1 (719) 477-3617

Reference Email #1 monycka@red-wind.net  
 Reference Address #1 5350 Tomah Dr #2500, Colorado Springs, CO 80918

Reference Name #2 Dustin Baird  
 Reference Phone #2 (303) 376-5417

Reference Email #2 dustinsclient@gmail.com  
 Reference Address #2 1035 Osage Street Denver, CO 80204

Reference Name #3 John Puls, PE  
 Reference Phone #3 (952) 658-9016

Reference Email #3  
 Reference Address #3 4475 E 74th Ave, Suite 100 Commerce City, CO 80022

Agree to a background check

Owner Romaine Pacheco

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Last Modified By Romaine Pacheco, 2/10/2022 10:28 AM

**Notes & Attachments**

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Description

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A storyteller at heart, Raven Payment is descended from the Ojibwe and Kanien'kehá:ka people. As a descendant of survivors of the US-sanctioned Indian Boarding School program, Raven is a writer and outspoken proponent of Indigenous-specific advocacy for environmental stewardship, representation in media, sports and entertainment, cultural appropriation, boarding school survivors, and Missing and Murdered Indigenous Women and Relatives.

#### CONTACT INFO

✉ [ravenpayment@gmail.com](mailto:ravenpayment@gmail.com)

📞 (303) 323-5471

#### REFERENCES

Monycka Snowbird, Program Director, Haseya Advocate, (719) 477-3617

Dustin Baird, Native American Housing Program Officer, Enterprise Community Partners, (303) 376-5417

John Puls, PE, Geohazard Mitigation Specialist, GeoStabilization International, (952) 658-9016

#### SKILLS

Adobe Creative Cloud: InDesign, Photoshop, Illustrator, After Effects, and Premiere Pro  
Heavy Civil Construction and Engineering  
Campaign Strategy  
Team Facilitation  
RFP Compliance  
Technical Writing  
Copy Editing

#### ADVOCACY

Colorado Coalition Against Sexual Assault Policy Committee Member (2021 – present)

Court Appointed Special Advocate (2015 – 2020)

## INDIGENOUS COMMUNITY INVOLVEMENT

I consider myself humbled and grateful to have supported and been involved in several campaigns and events related to Indian Country. This first began for me in the late 1990's during efforts to remove a racist Native mascot at my high school alma mater in Skowhegan, Maine. While this initial movement succeeded in eliminating harmful iconography and language in the majority non-Native school, the name remained until the movement was revitalized on behalf of the Penobscot Nation and finally removed in 2019. As part of the group, Not Your Mascot – Maine Chapter, we successfully petitioned Governor Janet Mills to pass legislation to prohibit Native mascots in the state in 2019; the first in the country to do so. In 2020, I worked with the Pikes Peak Indigenous Women's Alliance (PPIWA) to successfully petition District 12 in Colorado Springs to remove their Native mascot and provided testimony to Senate and House in support of SB 21-116, the Prohibition of American Indian Mascots in Colorado Schools. Additional work includes support and organization of rallies and events related to MMIW and Indian Boarding School-related issues with PPIWA. Most recently, I have been involved as a member of the MMIR Taskforce of CO to bring awareness and develop solutions to the crisis level of violence against Indigenous people in CO. I have also supported non-Native centered organizations on policy campaigns, victim advocacy, and education to include NARAL, Planned Parenthood, RAINN, Disabled American Veterans – Military Sexual Trauma, PFLAG, and the Human Rights Campaign.

## WHAT PAYS THE BILLS

PROPOSAL AND MARKETING MANAGER, KRAEMER NORTH AMERICA, LLC

*Nationwide, 2018 - present*

Manages proposal and strategic positioning efforts for heavy civil construction projects with a focus on alternative delivery methods across North America. Notable projects include: CDOT I-25 South Gap CMGC, Castle Rock to Monument, CO; MnDOT Twin Ports Interchange CMGC, Duluth, MN; SDOT West Seattle High Bridge, Seattle, WA.

## WHERE I'VE WORKED

Stantec: Senior Marketing Coordinator, 2014 – 2018.

Michael Baker International: Marketing Coordinator, 2010-2014.

Racer X, Ultimate Motorcycling, Red Bull: Freelance Journalist - Moto/Supercross Specific, 2009 – 2014.

MOA Architecture: Marketing Coordinator, 2007 – 2010.

MA Mortenson: Heavy Equipment Operator, 2004 – 2007.

US Navy: Boatswain's Mate Petty Officer Second Class, 2000 - 2004  
Participated in two Western Pacific Deployments to include Operation Iraqi Freedom, Operation Southern Watch, Operation Sweeney and Exercises Eager Mace, Red Reef, and Infinite Moonlight. Awards and decorations include Navy and Marine Corps Achievement Medal with two devices, Navy Battle "E" with two devices, Meritorious Unit Commendation, Humanitarian Service Medal with three devices, National Defense Service Medal, Armed Forces Expeditionary Medal, Iraq Campaign Medal, Global War on Terrorism Expeditionary Medal, and the Navy Sea Service Deployment Ribbon with one device.



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## BAC-7853

### Contact Information

<b>Contact Name</b>	Shannon Subryan	<b>Home Address</b>	12350 W Nevada Pl Apt 105
<b>Preferred Phone</b>	720-934-1345	<b>Home City</b>	Lakewood
<b>Preferred Email</b>	salcolteagle@gmail.com	<b>Home State</b>	CO
<b>Other Phone</b>		<b>Home Zip</b>	80228
<b>Other Email</b>		<b>County</b>	Jefferson
<b>DOB</b>	[REDACTED]	<b>Hispanic or Latino origin or Descent?</b>	No
<b>SSN</b>	[REDACTED]	<b>Race/Ethnicity</b>	Native American
<b>Gender</b>	Female	<b>Other Ethnicity</b>	
<b>Other Gender</b>		<b>Salutation</b>	

### Board Information

<b>Board Name</b>	Denver American Indian Commission	<b>Other boards or commissions served</b>	
<b>Status</b>	New	<b>Resigned</b>	
<b>Term Start Date</b>			
<b>Term End Date</b>			

### Work Information

<b>Employer</b>	Denver Human Services	<b>Work Address</b>	4685 Paoira St
<b>Position</b>	Eligibility Technician II	<b>Work City</b>	Denver
<b>Business Phone #</b>	720-944-4347	<b>Work State</b>	CO
<b>Work Email</b>	shannon.subryan@denvergov.org	<b>Work Zip</b>	80239

### Additional Information

<b>Are you a registered voter?</b>	Yes	<b>Objection to appointment?</b>	No
<b>If so, what county?</b>	Jefferson	<b>Special Information</b>	
<b>Denver City Council District No</b>	N/A		

### Education and General Qualifications

<b>Name of High School</b>	John F Kennedy High School	<b>Name of Graduate School</b>	
<b>Location of High School</b>	Denver, Co	<b>Location of Graduate School</b>	
<b># of Years Attended High school</b>	3	<b># of Years Attended Graduate School</b>	
<b>Did you Graduate</b>	Yes	<b>Did you Graduate</b>	

High School

Graduate Major

**Name of College** Community College of Denver  
**Location of College** Denver, Co  
**# of Years Attended College** 1  
**Did you Graduate College** No  
**Undergrad Major** Business Administration

**Reference Details**

**Reference Name #1** Donna Martinez **Reference Email #1** donna.martinez@ucdenver.edu  
**Reference Phone #1** 303-808-5301 **Reference Address #1**

**Reference Name #2** Sally Williams **Reference Email #2** scw303@gmail.com  
**Reference Phone #2** 303-931-8591 **Reference Address #2**

**Reference Name #3** Cory Branch **Reference Email #3** cory.branch@denvergov.org  
**Reference Phone #3** 720-944-2426 **Reference Address #3**

**Agree to a background check**

**Owner** Romaine Pacheco

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**Last Modified By** Denver Integration, 1/24/2022 9:03 AM

**Notes & Attachments**

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# Shannon Subryan

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12350 W. Nevada Pl, Apt 105, Lakewood CO 80228 | 720-934-1345 | Salcotteagle@gmail.com

01/20/2022

Denver American Indian Commission  
c/o Chairs Kristina Maldonado Badhand and Danielle SeeWalker

Dear Denver American Indian Commission:

Attending the meeting on Jan 12, inspired me to apply to become a DAIC member. I am eager to work with so many brilliant community members and would appreciate the opportunity to bring my own energy, learn and give back to our community. I recognize the commission advises the mayor and would love the opportunity to collaborate and cultivate the ideas of the Denver Indian community through the DAIC.

I am a Navajo Enrolled and Lakota Affiliated powwow dancer. Raised in the powwow circle, I understand the cultural significance of being represented in modern issues as well as honoring traditional values in community. I learned how to find my voice and speak for American Indian issues at a young age. I have since developed my passion for speaking about my lived experiences as a Navajo/Lakota Mother.

I worked 10 years in retail management. Through dedication and passion, I was promoted several times to Management and Supervisory positions. I learned effective communication skills and de-escalation tactics to support clients to a resolution. I use multiple training tactics to help navigate new associates in their positions through mentoring and coaching.

At present, I am working to provide resources to Indigenous/American Indian community through my job at Denver Human Services. To answer questions from co-workers, including what programs are available to Denver tribal members, what being a tribal member means and how that differs when someone isn't enrolled in a tribe but states they are affiliated, I am collaborating with a group in my division to provide accurate referrals to community partners. I also strive to strengthen relationships with clients by using cultural teachings from the White Buffalo Calf Woman, such as humility, compassion, and honesty.

I am a self-taught artist/beadworker. I know that beadwork doesn't come out perfectly, which has taught me patience and how to allow things to happen naturally. It takes drive and motivation to complete regalia, and I hold myself accountable for what is in my control. I apply this kind of drive and motivation to my work as well as my everyday life. I think it's important to continue to build on the foundation we have in Denver to expand and improve community projects that benefit Denver Native members.

I'm committed to supporting Indigenous communities through direct action, volunteering and advocacy. I believe my insight from the frontlines to foster culturally appropriate services and practices would be a valuable addition to the DAIC and would be honored to serve my city and my community as a member.

Sincerely,

Shannon Morning Rose Subryan

# SHANNON M. SUBRYAN

12350 W. Nevada Pl., Apt 105, Lakewood, CO 80228  
Salcotteagle@gmail.com | 720-934-1345

## PERSONAL STATEMENT

I am a Navajo Enrolled and Lakota Affiliated powwow dancer. Raised in the powwow circle, I understand the cultural significance of being represented in modern issues as well as honoring traditional values in community. I'm committed to supporting Indigenous communities through direct action, volunteering and advocacy. I would love the opportunity to collaborate and cultivate the ideas of the Denver Indian community through the DAIC.

## SKILLS & ABILITIES

I learned how to find my voice and speak for American Indian issues at a young age. I have since developed my passion for speaking about my lived experiences as a Denver Native Mother. I have worked in Denver for 10 years in retail management. Through dedication and passion, I was promoted several times to Management and Supervisory positions. I learned expert communication skills and effective de-escalation tactics to help support clients and customers to a resolution. I use multiple training tactics to help navigate new associates in their positions through mentoring and coaching.

## EXPERIENCE

### ELIGIBILITY TECHNICIAN II DENVER HUMAN SERVICES PROMOTED NOVEMBER 2021-PRESENT

I was promoted to Eligibility Tech II for my outstanding service and dedication as well as my high volume of case completions and quality of work. This promotion came with new responsibilities including adding on Adult Financial Programs that serve residents living with disabilities.

### ELIGIBILITY TECHNICIAN I DENVER HUMAN SERVICES FEBRUARY 2020-2021

Determine eligibility for Food Assistance and Medical Assistance programs. Provide referrals for community-based resources to Denver residents. I am organizing a Professional Development Speaker Series to inform DHS' Family and Adult Division about the history of the native community in Denver and about culturally specific resources available.

### PINK SUPERVISOR VICTORIA'S SECRET OCTOBER 2018-JANUARY 2020

Started as seasonal employee and was promoted to a Lead-Key holder in 12/18, to Beauty Supervisor in 6/19, then to PINK Supervisor in 09/19. Connected with customers daily to understand needs, provide aid, and collect feedback to optimize operations. Developed team members into supervisors for other stores. Conducted interviews, led performance evaluations with constructive feedback and rewarded top sales performers to attract and retain top-quality personnel. Prevented store loss using attention to detail to detect gaps for corrective action. Angel of the Month for 12/18, 5/19 & 8/19

**DEPARTMENT MANAGER- STARBUCKS KING SOOPERS  
JUNE 2016-JULY 2018**

Started at King Soopers as a part-time barista in June. Promoted to Department Manager November 2016. Maximized food quality by closely monitoring shipments, preparation, and food handling by team members. Maintained operations to Starbucks' standards, policies and procedures.

**EDUCATION | JOHN F. KENNEDY HIGH SCHOOL, DENVER  
DIPLOMA, GRADUATED 2009 SILVER HONOR ROLL-3.5 GPA**

**COMMUNITY INVOLVEMENT |** Backup singer for "Big Eagle" Lakota drum group

Volunteer, Denver Indian Health & Family Resource 2021 Wiping of Tears Ceremony, Bringing Our Children Home & Honoring Our Residential School Survivors

Participant in movements such as Every Child Matters, Residential Schools 2021, Missing and Murdered Indigenous Women 2016 and Idle no More 2012

Volunteered as founding family member and board member for 2018-2019 launch of American Indian Academy of Denver

Organized 2009 John F. Kennedy High School Powwow in my Senior year through the Native Support Club at Kennedy High School

Coordinated a fundraiser and community feed at Denver Indian Center through the Girls Leadership Group for Mother's Day Powwow 2006

**LEADERSHIP |** Youth Leadership Award at Honoring Women Warriors Gala 2006

Dancer, Denver Indian Hip-hop Group, opening ceremonies, Indigenous Games

Member of the Girls Leadership Group at Denver Indian Center 2003-2007

Denver Indian Center Mother's Day Powwow Princess 2001-2003

**REFERENCES | ROWENA ALEGRIA, CHIEF STORYTELLER  
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## BAC-7821

### Contact Information

<b>Contact Name</b>	Carla Respects Nothing	<b>Home Address</b>	1417 King St.
<b>Preferred Phone</b>	7203648436	<b>Home City</b>	Denver
<b>Preferred Email</b>	carlam77@gmail.com	<b>Home State</b>	CO
<b>Other Phone</b>		<b>Home Zip</b>	80204
<b>Other Email</b>	crespectsnothing@denverpubliclibrary.org	<b>County</b>	Denver
<b>DOB</b>	[REDACTED]	<b>Hispanic or Latino origin or Descent?</b>	No
<b>SSN</b>	[REDACTED]	<b>Race/Ethnicity</b>	Native American
<b>Gender</b>	Female	<b>Other Ethnicity</b>	
<b>Other Gender</b>		<b>Salutation</b>	

### Board Information

<b>Board Name</b>	Denver American Indian Commission	<b>Other boards or commissions served</b>	
<b>Status</b>	New	<b>Resigned</b>	
<b>Term Start Date</b>			
<b>Term End Date</b>			

### Work Information

<b>Employer</b>	Denver Public Library	<b>Work Address</b>	10 W. Fourteenth Ave. Pkwy. 80204
<b>Position</b>	Peer Navigator	<b>Work City</b>	Denver
<b>Business Phone #</b>	720-865-1111	<b>Work State</b>	CO
<b>Work Email</b>	crespectsnothing@denverpubliclibrary.org	<b>Work Zip</b>	80204

### Additional Information

<b>Are you a registered voter?</b>	Yes	<b>Objection to appointment?</b>	No
<b>If so, what county?</b>	Denver	<b>Special Information</b>	
<b>Denver City Council District No</b>	3		

### Education and General Qualifications

<b>Name of High School</b>	Little Wound High School	<b>Name of Graduate School</b>	
<b>Location of High School</b>	Kyle, South Dakota	<b>Location of Graduate School</b>	
<b># of Years Attended High school</b>	4	<b># of Years Attended Graduate School</b>	
<b>Did you Graduate</b>	Yes	<b>Did you Graduate</b>	



High School

Graduate Major

**Name of College** Community College of Denver  
**Location of College** Denver  
**# of Years Attended College** 1  
**Did you Graduate College** Yes  
**Undergrad Major** Pharmacy Technician

**Reference Details**

**Reference Name #1** Thomas Allen **Reference Email #1** tomgallen303@gmail.com  
**Reference Phone #1** 720-501-7165 **Reference Address #1**

**Reference Name #2** Lucille Echo Hawk **Reference Email #2** lechohawk11@gmail.com  
**Reference Phone #2** 303-885-5089 **Reference Address #2**

**Reference Name #3** Patrick Kills Crow **Reference Email #3** pkillscrow@difrc.org  
**Reference Phone #3** 720-495-4021 **Reference Address #3**

**Agree to a background check**

**Owner** Romalne Pacheco

**Created By** Denver Integration, 12/22/2021 8:09 PM

**Last Modified By** Denver Integration, 12/22/2021 8:09 PM

**Notes & Attachments**

**Carla Bio short.docx**

Type Attachment

Last Modified Denver Integration

Description

[View file](#)

I am from the Oglala Lakota Sioux Tribe, from Wounded Knee District on the Pine Ridge Reservation in South Dakota.

Moved to Denver in 1989 with family.

In 2014, I became sober for my family. Experiencing death and health hardships with loved ones due to addictions, 7 years sober now feeling this positive change for the better has been able to let me feel and love through my own self-strength, my love for the people, family, and my desire to help others with goals to start a non-profit organization in Sobriety Wellness cultural spirituality as a licensed Addictions counselor therapist.

Through growing life changes, I've become the voice of our Native community while also speaking up and speaking out for myself and the community. I was very surprised and honored when asked by a non-profit organization, Bayaud Enterprises Inc., to be part of the new professional speakers group called the "Speaker's Network." I was honored and grateful to be a voice for the people – respectfully and with my best intentions. It is both humbling and awakening.

Over the past 15 years, I've been a member/volunteer of our Native Community Talking Circles in downtown Denver and surrounding counties, with representation all nations. Now, through a Colorado Coalition for the Homeless grant for our own Native American Services Program, there will be a program that offers resources, housing, addiction and cultural services, and more. We have plans for a Native American Homeless Shelter, just confirmed a Native American Housing Coordinator Position, and I've been elected to serve on Metro Denver Homeless Initiative Organization, HUD/COC Board of Directors in November 2019 and currently VP of HUD Continuum of Care Committees.

I currently work as Peer Navigator with the Community Resources Department at Denver Public Library.