



togetherforbetter

Las Vegas/Clark County Library Board of Trustees

Full Name: Edward Profit **Phone Number:** [REDACTED]

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North Las Vegas, Nevada 89084

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North Las Vegas, Nevada 89084

Employer: U.S. Department of Agriculture,
Office of the Assistant Secretary of
Civil Rights **Occupation:** Federal Director

Affiliations: No active afflictions at this time.

Skills & Experience:

I bring more than 15 years of executive-level leadership, public service, and strategic program management experience within the U.S. Department of Agriculture (USDA), where I currently serve as Director of the Mission Area Liaison Division in the Office of the Assistant Secretary for Civil Rights. In this role, I lead national initiatives that strengthen access, equity, compliance, training, and community outreach across multiple agencies and institutions receiving federal support.

My professional background includes directing organizational strategy, developing policy and oversight frameworks, managing large budgets and cross-functional teams, and leading initiatives that improve access to services for diverse and underserved populations. I have extensive experience collaborating with leadership, legal counsel, educational institutions, nonprofit partners, and federal, state, and local stakeholders to implement programs that support learning, accountability, and community engagement.

My work includes oversight of Title VI and Title IX compliance, training development, Alternative Dispute Resolution (ADR), language access programs, and the expansion of educational and awareness initiatives. These experiences align well with the mission of the Library District to promote literacy, access to information, safe learning spaces, inclusion, and lifelong learning. I regularly develop strategic plans, analyze program data, evaluate outcomes, and implement improvements that increase participation, access, and service quality.

My skills include strategic planning, governance, compliance oversight, community partnership development, program evaluation, workforce training, conflict resolution, and policy development. I possess a Master's Degree in Business Administration and a Bachelor's Degree in Criminal Justice Administration, along with federal certifications in program and project management, Lean Six Sigma, mediation, and investigations.

Note: This document and accompanying materials become public record once received by Clark County.

Application Questions:

A resume or letter of interest is REQUIRED. Please attach it to this application.

"<https://clarkcountymediastorage.blob.core.windows.net/boards/2025-11-24/20251124T094026409Edward%20Profit%20Resume%20NV%202025%202.pdf>"

I certify that I am a resident of the consolidated Library District. I verify by my signature below that all statements made on this application, as well as any information attached hereto, are true and complete to the best of my knowledge. I understand that an electronic signature has the same weight and effect as a handwritten signature. Furthermore, I understand that an incomplete application and any modifications to this application will not be accepted or considered. This document and accompanying materials become public record once received by Clark County.

Yes

Signature

Edward Profit

Date

November 24, 2025

Edward Profit
1105 Alamosa Ridge Ct
North Las Vegas, Nevada 89084 United States
Mobile: [REDACTED]
Day Phone: [REDACTED]
Email: [REDACTED]

EXECUTIVE PROFILE

Strategic, results-driven federal executive with more than 15 years of leadership in civil rights compliance, investigations, policy development, Alternative Dispute Resolution (ADR), training, and organizational transformation. Proven record of advising senior federal leadership, modernizing compliance operations, strengthening agency accountability frameworks, and driving enterprise-wide change initiatives. Recognized for building high-performing teams, managing complex risk portfolios, negotiating high-impact resolutions, and aligning programs with legislative, regulatory, and strategic mandates.

Core Expertise:

Civil Rights Compliance | Title VI & IX Enforcement | Program Management | Policy & Regulatory Development | Alternative Dispute Resolution | Change Management | Risk Mitigation | Workforce Development | Acquisition Strategy | Executive Advising

PROFESSIONAL EXPERIENCE

Director

Mission Area Liaison Division

U.S. Department of Agriculture – Center for Civil Rights Operations

Washington, DC | December 2022 – Present

GS-15 | Series 0360 (Equal Opportunity Compliance Supervisor)

Provide executive leadership over USDA's Mission Area Liaison Division, directing national civil rights compliance strategy across USDA agencies and mission areas.

- Lead development and execution of multi-year strategies to strengthen Title VI, Title IX, LEP, and civil rights compliance
- Serve as senior advisor to the Office of the Secretary, OGC, DOJ, and external oversight bodies
- Direct national programs including Annual Civil Rights Training, ADR/mediation initiatives, LEP programs, Title IX compliance reviews, and SEP observances
- Oversee cross-agency coordination with Civil Rights Directors and senior agency leadership
- Manage performance frameworks to improve compliance tracking and reporting
- Supervise, develop, and evaluate senior-level staff and programs
- Lead modernization and digital transformation of compliance systems and reporting mechanisms

Senior Dispute Resolution Specialist**U.S. Department of Agriculture – Early Resolution and Conciliation Division**

Washington, DC | December 2013 – April 2022

GS-14 | Series 0301 (Senior Program Manager)

- Managed USDA ADR program achieving over a 60% resolution rate, saving more than \$1M in administrative costs
- Conducted complex mediation, fact-finding, and settlement negotiations
- Advised senior leadership on settlement strategy and systemic risk mitigation
- Developed national ADR guidance and program improvements
- Strengthened interagency cooperation with EEOC, DOJ, OPM, and FMCS

Senior Investigator / Acting Chief of Investigations**U.S. Department of Agriculture – Program Investigations Division**

Washington, DC | November 2009 – December 2013

GS-13 | Series 1860 (Equal Opportunity Investigation)

- Led investigations into discrimination, retaliation, and non-compliance under Title VI & VII
- Assigned and managed investigative caseloads as Acting Chief
- Coordinated across federal and state agencies on sensitive compliance matters
- Developed corrective action recommendations and investigative standards

ADVISORY & BOARD SERVICE**Clark County Business Development Advisory Council (BDAC)**

Alternate Member | 2017 – 2018, Clark County, Nevada

Served as an appointed Alternate Member supporting the Council's mission to advance small, minority, women-owned, and disadvantaged business participation in Clark County contracting and economic development initiatives. Provided subject-matter insight on compliance, outreach strategy, and equitable access. Supported quarterly meetings, policy discussions, and recommendations to the Clark County Board of Commissioners.

Chairman, Social and Political Action Committee**Kappa Alpha Psi Fraternity, Inc. – Las Vegas (NV) Alumni Chapter | 2024 – Present**

Lead community engagement and advocacy initiatives focused on strengthening relationships with local nonprofits, civic leaders, and business affiliates. Support program development, outreach campaigns, and service initiatives that elevate community partnerships, access to resources, and organizational visibility.

EDUCATION

University of Phoenix – Las Vegas, NV

- Master of Business Administration (MBA)

- Bachelor of Science – Criminal Justice Administration

CERTIFICATIONS & SPECIALIZED TRAINING

FAC-P/PM Level III – Federal Acquisition Certification for Program and Project Managers:

Advanced certification in program governance, lifecycle management, and federal acquisition strategy.

COR Level I – Contracting Officer’s Representative:

Training in federal contract oversight, performance evaluation, and compliance monitoring.

Lean Six Sigma – Yellow Belt:

Process improvement, efficiency analysis, and waste reduction methodologies.

National Association of Certified Mediators (NACM) – Certified Mediator:

Credentialed mediator trained in formal mediation processes, ethics standards, neutral facilitation techniques, and complex dispute resolution.

Strategic Negotiation – University of Maryland School of Law:

Advanced instruction in multi-party negotiation, conflict resolution, and high-stakes agreement strategy.

EEOC Civil Rights Investigation Course:

Training in investigative procedures, interviewing techniques, and evidentiary standards.

EEOC Legal Sufficiency Reviews Training:

Analysis of investigative files for legal adequacy and compliance.

EEOC Final Agency Decision (FAD) Writing Course:

Drafting legally defensible final agency decisions based on fact and law.

Department of Homeland Security Agile Acquisition Course:

Adaptive, iterative acquisition strategies tied to technology-driven programs.

TECHNICAL & PROFESSIONAL COMPETENCIES

- Civil Rights Law & Policy
- Executive Leadership & Strategy
- Alternative Dispute Resolution
- Title VI & IX Compliance
- Strategic Planning
- Risk Management
- Acquisition & Contract Oversight
- Workforce Development
- Program Modernization & Change Management