



# Sophie Carrillo-Mandel

Associate | Consensus Building Institute

Tel. (559) 676-2676 | scarrillomandel@cbi.org

---

## PROFESSIONAL SUMMARY

Sophie is an Associate at the Consensus Building Institute with over a decade of combined experience in facilitation services, natural resource management, and event planning. She is highly practiced in project management, logistics coordination, multi-party facilitation, and collaborative problem-solving. Ms. Carrillo-Mandel has extensive experience supporting public outreach and inter-organizational coordination to address complex natural resources and social/environmental justice issues. Prior to joining CBI, Sophie served as an Associate Facilitator and Water Program Coordinator for the Consensus and Collaboration Program at California State University, Sacramento (formerly the Center for Collaborative Policy).

## EXPERIENCE

- |              |  |  |
|--------------|--|--|
| 2021-Present | <b>Consensus Building Institute</b><br><i>Associate</i><br>Provides facilitation support and coordination services on local, regional, state, and national levels for projects diverse in terms of size, scope, complexity, topic area, and stakeholder interests. Designs and facilitates collaborative processes among diverse people, organizations, and sectors. Supports facilitation and mediation projects by writing meeting summaries, drafting stakeholders communications, coordinating meeting logistics, and providing other administrative and organizational support for collaboratives. Prepares conflict assessments, which involves protocol development, interviews, analysis, assessment writing, and background research. | Sacramento, CA   |
| 2018-2021    | <b>Consensus and Collaboration Program (CCP)</b><br><i>Associate Facilitator</i><br>Facilitated and provided facilitation services to projects with varying degrees of policy, political, and stakeholder complexity. Developed strategic agendas and facilitation plans, coordinated meeting logistics, designed and implemented conflict assessment interviews, and conducted policy research. Took detailed meeting notes in English and Spanish, produced meeting summaries tailored to specific purposes and audiences, designed and implemented post-event evaluations, and developed progress reports. Also served as Water Program Coordinator for a large water resources project portfolio.  | Sacramento, CA   |
| 2017, 2021   | <b>California Conservation Corps</b><br><i>Backcountry Camp Supervisor</i><br>Directed and supervised crews of 12-16 young adults from diverse backgrounds in completion of trail work projects and community building in a 5-month immersive  | Yosemite National Park, CA<br>Shasta-Trinity & Inyo National Forests, CA |

professional development wilderness program. Collaborated with Park and Forest resource managers to plan and implement large-scale trail projects.

- 2012-2016      **National Park Service (NPS)**      Kings Canyon, CA & West Glacier, MT  
*Backcountry Trail Laborer/Maintenance Worker*  
Planned, maintained, and constructed trails and associated structures in accordance with the NPS Wilderness Act, adapting in the field for considerations of archaeological and cultural sites, water resources, and public use.
- 2009      **Prospera**      Oakland, CA  
*Development Associate*  
Planned and executed all logistics for Prospera’s 150-attendee 15th Anniversary fundraiser dinner. Managed databases, processed donations, and conducted communications with individual and corporate donors.
- 2005-2009      **UC Santa Cruz Student Environmental Center (SEC)**      Santa Cruz, CA  
*Green Building Campaign Coordinator, Co-Chair, Earth Summit Coordinator*  
Planned and facilitated Green Building Working Group, Campus Earth Summit Planning Committee, SEC Steering Committee, and other meetings between students, staff, faculty, and local community members to promote sustainable development on campus. Planned and implemented facilitation trainings for student staff and partners.

## EDUCATION

- 2004-2008      **University of California, Santa Cruz**      Santa Cruz, CA  
*Bachelor of Arts in Language Studies, Minor in Sociology*

## TRAININGS

- 2020      **University of California, Davis**      Davis, CA  
*Introduction to Groundwater, Watersheds, and Groundwater Sustainability Plans Short Course*
- 2019      **Community at Work**      San Francisco, CA  
*Group Facilitation Skills Training*
- 2016      **University of California, Davis Collaboration Center**      Sacramento, CA  
*Conflict Resolution Professional Concentration*

## SELECTED PROJECTS

### WATER RESOURCES

**Blue Ribbon Committee for the Rehabilitation of Clear Lake**, Lake County, California, 2018-2021. In 2017, Assembly Bill (AB) 707 (Aguiar-Curry) created a 15-member committee to make recommendations to the State for rehabilitating Clear Lake, a resource critical to the economy, ecosystem, and heritage of

Lake County, a disadvantaged community. Ms. Carrillo-Mandel planned and facilitated Socioeconomic Subcommittee meetings and coordinated with tribal representatives to convene the Cultural and Traditional Ecological Knowledge Subcommittee. She supported assessment interviews with each representative to identify issues and opportunities in convening the committee. She coordinated logistics and documented outcomes of committee and Technical Subcommittee meetings. In addition, Ms. Carrillo Mandel contributed to the drafting of the committee's annual reports to the California legislature and managed website content.

**Delta Regional Monitoring Program (Delta RMP)**, Sacramento-San Joaquin River Delta, California 2020-2021. The Delta RMP is a stakeholder-directed program led by public and private entities to collect water quality data necessary for understanding San Joaquin-Sacramento Delta water quality issues. Ms. Carrillo-Mandel designed and facilitated project processes for technical subcommittees and documented meeting outcomes for the Steering and Technical Advisory Committees. As a member of the team providing interim program management for the Delta RMP, Ms. Carrillo-Mandel managed an ever-evolving action plan across the program.

**Flood-Managed Aquifer Recharge (Flood-MAR)**, California, 2018-2021. In 2017, DWR began to explore the feasibility of statewide implementation of managed aquifer recharge using winter flood waters. Ms. Carrillo-Mandel facilitated small groups and documented discussions and meeting outcomes for this effort. Over three years, she coordinated engagement activities, communication plans, and logistics for successive phases of statewide Flood-MAR engagement. These included small agricultural community listening sessions, technical research advisory committee meetings, and large public fora with over 150 attendees.

**Water Use Efficiency (WUE) Guidebooks and Work Groups**, California, 2019-2021. In 2018, AB 1668 and Senate Bill (SB) 606 established state guidelines for efficient water use and a framework for the implementation of a new legal standard to strengthen state water resiliency in the face of future droughts. Ms. Carrillo-Mandel was part of a two-person facilitation team that designed a stakeholder engagement process to introduce DWR methodology for setting usage standards and to orient users to guidebooks for reporting water use across sectors. She facilitated public workshops, coordinated logistics across the many WUE efforts, and documented comments from work group meetings and workshops with up to 400 participants.

**Sustainable Groundwater Management Act (SGMA)**, California, 2018-Present. In 2014, a three-bill legislative package, including Assembly Bill (AB) 1739 (Dickinson), Senate Bill (SB) 1168 (Pavley), and SB 1319 (Pavley) comprised SGMA, requiring local agencies to form groundwater sustainability agencies to develop groundwater sustainability plans in basins of high and medium concern. Ms. Carrillo-Mandel served as project coordinator for a team of facilitators serving 15 groundwater basins. She tracked local implementation statewide and disseminated information to ensure practitioners were informed of SGMA developments across the state.

**Sacramento Water Forum 2.0**, Sacramento, California, 2022-Present. In 1993, the City and County of Sacramento launched the Water Forum negotiations to address the challenges of competing interests on the lower American River. In 2000, Forum participants agreed to balance coequal needs for reliable water supply and preservation of ecological and aesthetic values of the river. Today, CBI is assisting the forum as it transitions to the next phase of its multi-stakeholder agreement. Ms. Carrillo-Mandel has synthesized participant comments and documented meeting outcomes for the Water Forum and its caucuses.

**Laguna de Santa Rosa Watershed Total Phosphorus Blue Ribbon Panel**, Santa Rosa, California, 2018. In 2018, the City of Santa Rosa convened a panel to identify a set of principles to support watershed-oriented, cost-effective mitigation measures to inform an alternative strategy to assure compliance with the city's National Pollutant Discharge Elimination System "no net loading of phosphorus discharge requirement" and ensure long-term uplift of the watershed's ecosystem. Ms. Carrillo-Mandel synthesized participant comments and developed an in-depth final report for the effort.

**Potter Valley Ad Hoc Committee**, Sonoma County, California, 2022. In 2018, U.S. Congressman Jared Huffman convened a diverse ad hoc stakeholder committee to develop recommendations for the future of the Potter Valley Hydroelectric Project to address co-equal goals of improving fish passage and habitat and water supply reliability in the Eel River and Russian River basins. Ms. Carrillo-Mandel has synthesized participant comments and documented meeting outcomes for this effort.

## ENVIRONMENTAL JUSTICE

**Permit Criteria for Hazardous Waste Disposal**, California, 2018-2021. In October 2015, SB 673 mandated that Department of Toxic Substances Control (DTSC) incorporate considerations for cumulative impacts and community vulnerabilities into their permit criteria for hazardous waste disposal sites. To refine their permitting framework, DTSC sought input from environmental justice advocates, impacted businesses, local regulators, and the general public. Ms. Carrillo-Mandel prepared stakeholder communication and engagement plans and analyzed comments into matrices tracking key themes to compare interests. She provided Spanish-English interpretation in small breakout groups. Ms. Carrillo-Mandel arranged logistics for meetings, including a three-day public meeting tour of California with an emphasis on engaging disadvantaged and severely disadvantaged communities.

**Conditional Exclusion for Chemically Treated Metal Shredder Residue**, California, 2019. In 2018, DTSC proposed new regulations for motor vehicle recycling facilities to add safeguards to provide enhanced protection for human health, safety, and the environment. Ms. Carrillo-Mandel documented meetings, synthesizing and tracking comments from stakeholder interest groups.

**Imperial Valley Environmental Health Leadership Summit**, Imperial Valley, California, 2019. Comite Civico annually hosts this summit as a coordinated action to cultivate partnerships and advocacy for environmental and human health concerns of disadvantaged communities within the Salton Sea Air Basin and throughout California. Ms. Carrillo-Mandel provided notetaking support of both English and Spanish portions of the program.

## CLIMATE

**New Mexico Climate Change Technical Advisory Group (TAG)**, New Mexico, 2022. In 2022 the New Mexico Department of Environment and Department of Energy, Minerals, and Natural Resources, convened the 40-member Climate Change TAG to assess climate goals and implementing actions proposed by New Mexico's Climate Change Task Force (CCTF) to help the state meet its 2030 emissions reduction goal while strengthening its economy and integrating equity principles into its climate planning. Ms. Carrillo-Mandel synthesized the outcomes of the seven topic-specific TAG meetings into a comprehensive report to inform the CCTF. She also coordinated logistics and communications to convene the group.

**Climate and Land Use Alliance (CLUA) Annual Retreat**, Santa Cruz, California 2022. CLUA is an alliance of foundations supporting policies, practices, and partnerships that halt and reverse forest loss to mitigate climate change, advance sustainable land use and development, and secure the rights and livelihoods of indigenous and forest communities. Ms. Carrillo-Mandel summarized the results of CLUA's 2022 retreat that bringing together alliance members and staff from 8 countries across North America, South America, Indonesia, and Europe.

**Farmer- and Rancher-Led Climate Change Solutions**, California, 2021. CDFA's Office of Environmental Farming & Innovation held a series of public meetings to solicit ideas for State-implemented climate change solutions from farmers and ranchers. Ms. Carrillo-Mandel supported development of work plans, agendas, and facilitation plans. She summarized the results of each meeting by theme for a final report.

**Climate Change Vulnerability and Adaptation Summit**, Lake Tahoe, California, 2019. Over three days, DWR's climate change team held two Planning for Change events: a Climate Change Vulnerability and Adaptation Summit and a Workshop designed to inspire water management and climate change technical communities to work together to achieve water resilience for California. Ms. Carrillo-Mandel documented the events in detailed meeting summaries.

## NATURAL & CULTURAL RESOURCES

**South Fork American River (SOFAR) Cohesive Strategy**, El Dorado County, California, 2022-Present. Since 2014, the SOFAR collaborative has brought together diverse local voices and utilized the best available science to promote a healthy, fire-resilient ecosystem in the South Fork of the American River Watershed. Ms. Carrillo-Mandel facilitates small group discussions, coordinates communications and logistics, and documents meeting outcomes for the Collaborative.

**Ecological Performance Measures for California Timberlands**, Sacramento, California, 2019. AB 1492 directed the Timber Regulation and Forest Restoration Program to develop a statewide ecological performance measures approach as an accountability measure for the multiple state programs that regulate timber management on nonfederal forestlands. Ms. Carrillo-Mandel provided logistical support for these hybrid online/in-person workshops. She facilitated small groups conversations and documented comments and meeting outcomes.

## ORGANIZATIONAL STRATEGY & DEVELOPMENT

**DWR Internal Plan and Planning Alignment Workshops**, Sacramento, California, 2020-2021. In 2020, DWR began a process of strategic planning for improved alignment between the California Water Plan, Central Valley Flood Protection Plan, Climate Action Plan, and Groundwater Bulletin 118 (SGMA). Ms. Carrillo-Mandel supported development of work plans, agendas, and facilitation plans for these internal DWR brainstorming and strategic planning meetings. She provided pre-meeting training in dynamic online collaboration tools and documented meeting outcomes for DWR.

## ECONOMIC & SOCIAL POLICY

**California Complete Count**, California, 2018- 2019. Ahead of the 2020 federal census, California launched a statewide effort to ensure an accurate and complete count of Californians, working through local governments, tribal governments, community-based organizations and media focused on reaching the hardest-to-count residents. As part of a large facilitation team, Ms. Carrillo-Mandel engaged with

community leaders and community-based organizations to design informational convenings and conduct outreach processes specific to the needs of vulnerable and under-reported communities around the state. Ms. Carrillo-Mandel coordinated communications and logistics, and summarized outcomes of convenings across California.