



Sophie Carrillo-Mandel

Associate | Consensus Building Institute
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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. Sophie 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

- 2022-Present **Consensus Building Institute** Sacramento, CA
Associate
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.
- 2018-2021 **Consensus and Collaboration Program** Sacramento, CA
Associate Facilitator
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. Served as Water Program Coordinator for a large water resources project portfolio.
- 2017, 2021 **California Conservation Corps** Yosemite National Park, CA
Backcountry Camp Supervisor Shasta-Trinity & Inyo National Forests, CA
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 professional development wilderness program. Collaborated with National 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 Wilderness Act and other guidance and regulations, adapting in the field for considerations of archaeological and cultural sites, water resources, and public use.
- 2004-2015 **Crossroads Recycled Lumber** North Fork, CA
Intermittent Office Manager, Marketing Coordinator, Yard Laborer
Responded to customer inventory and pricing inquiries, documented incoming inventory and outgoing shipments, managed website and social media content, wrote blog posts detailing meaningful and historic sources of inventory, sorted reclaimed lumber for size and quality, removed nails and other hardware from reclaimed lumber, operated forklifts, portable sawmills, and power tools. This is a small family business in the rural Central Sierra Nevada foothills.
- 2010-2011 **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. Compiled annual Earth Summit outcomes into UCSC Blueprint for a Sustainable Campus.

EDUCATION & TRAININGS

- 2004-2008 **University of California, Santa Cruz** Santa Cruz, CA
Bachelor of Arts in Language Studies, Minor in Sociology
- 2024 **Yolo Conflict Resolution Center** Woodland, CA
Community Mediator Certification

2020	University of California, Davis <i>Introduction to Groundwater, Watersheds, and Groundwater Sustainability Plans</i>	Davis, CA
2019	Community at Work <i>Group Facilitation Skills Training</i>	San Francisco, CA
2016	University of California, Davis Extension <i>Conflict Resolution Professional Concentration</i>	Sacramento, CA

SELECTED PROJECTS

WATER RESOURCES

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 supporting the Forum as it transitions to the next phase of its multi-stakeholder agreement. Sophie is the primary facilitator for Business and Public Caucuses. She documents meeting outcomes and coordinates logistics for Environmental and Water purveyor caucuses, three working groups (Water Supply Sustainability, Corridor Health, Flows and Operations), the Negotiating Steering Committee, and Plenary sessions, as well as weekly internal staff and consultant meetings.

Lower American River Task Force, Sacramento, California, 2022-Present. Sophie designs, facilitates, and coordinates speakers for quarterly meetings of the Lower American River Task Force, a citizen and agency body convened to discuss flood, environmental, and recreational management issues affecting the lower reach of the American River from Folsom Dam to the Sacramento River confluence. Current issues focus on ecosystem restoration efforts, Folsom Dam water control releases, and regional-statewide flood planning integration.

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. Sophie 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.

Tehama County Sustainable Groundwater Management Public Engagement, Tehama County, California, 2022-present. The Tehama County Groundwater Sustainability Agency (GSA) oversees the implementation of the Groundwater Sustainability Plans for the Red Bluff, Antelope, and Los Molinos groundwater subbasins. Sophie works closely with the GSA staff and Outreach & Engagement Ad Hoc Committee to reach diverse stakeholders throughout the mostly rural subbasins, for public education and engagement in public workshops. CBI

authored and assists in implementation of the Communication & Engagement sections of the Groundwater Sustainability Plans (GSPs).

Cosumnes Subbasin Sustainable Groundwater Management Public Engagement, South Sacramento County and surrounding areas, California, 2022-2023. The Cosumnes Groundwater Authority is a convening of seven GSAs, tasked with implementation of the GSP in the mostly rural Cosumnes subbasin. This GSP is a basin-wide plan to sustainably manage groundwater that supports the diverse urban, agricultural, Tribal, environmental, domestic, and economic uses of groundwater. Sophie has convened and facilitated the Citizen's Advisory Committee and conducted stakeholder interviews to update the GSP's Communications & Engagement Plan.

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 rural disadvantaged community. Sophie 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. For three years, she coordinated logistics and documented outcomes of committee and Technical Subcommittee meetings. In addition, Sophie contributed to the drafting of the Committee's annual reports to the California legislature and managed website content.

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. Sophie 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.

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 data necessary for understanding San Joaquin-Sacramento Delta water quality issues. Sophie designed and facilitated project processes for technical subcommittees on mercury, contaminants of emerging concern, and data management, as well as a special subcommittee designing and carrying out a legally compliant selection process for a toxicity lab. She documented meeting outcomes for the Steering and Technical Advisory Committees. As a member of the team providing interim program management for the Delta RMP, Sophie managed an ever-evolving action plan across a complex program.

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. Sophie was part of a two-person facilitation team working closely with DWR to design a stakeholder engagement process introducing methodology for setting usage standards and orienting 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. WUE efforts included Urban Water Management Plans (including Water Shortage Contingency Planning); Commercial, Industrial, and Institutional (CII) planning; Model Water Efficient Landscape Ordinance (MWELO); Landscape Area Measurement; California Drought Advisory Group; and more.

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 requirements for no net loading of phosphorus discharge and ensure long-term uplift of the watershed's ecosystem. Sophie 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. Sophie has synthesized participant comments and documented meeting outcomes for this effort.

California State Water Resources Control Board Master Services Agreement Oversight & Coordination, California, 2022-2024. Sophie managed a comprehensive agreement to provide mediation and facilitation to resolve conflicts related to water resources and plan strategically for the agency. She supported training programs as necessary to develop Board staff capacity in facilitation and collaboration. Sophie is the point of contact for a team of CBI facilitators and subconsultants.

California Department of Water Resources Master Services Agreement Oversight & Coordination, California, 2018-2021. Sophie coordinated and managed the budget for a multi-million dollar 5-year contract with DWR that included facilitation and mediation services for DWR branches and programs including California Water Plan, Sustainable Groundwater Management, Flood-Managed Aquifer Recharge, Water Use Efficiency, and Tribal Water Summit. She met regularly with Department staff for strategic planning and project coordination. In this coordinator role, she oversaw budgets and reporting for over 15 projects at one time, 30 projects over the course of the contract. She was a primary point of contact for team facilitators and subconsultants.

ENVIRONMENTAL JUSTICE

Consent Based Siting for Spent Nuclear Fuel, Nationwide, 2022-present. The U.S. Department of Energy, in collaboration with the National Laboratories, has convened a dozen community-based consortia nationwide to establish a community consent-based siting process for justly and equitably siting one or more federal consolidated interim storage facilities for spent nuclear fuel. Sophie is part of a small CBI team advising on best practices for mutual gains-based decision-making, environmental justice principles, and fostering a community of practice.

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. Over three years, Sophie was part of a two person facilitation team working closely with the DTSC team and the three primary stakeholder groups to develop and workshop a regulatory framework. Sophie 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. Sophie arranged logistics for meetings, including a three-day public meeting tour of California with an emphasis on engaging disadvantaged and severely disadvantaged communities.

Justice40 Wetland Program Development Grants Workshops, Nationwide, 2023. The U.S. EPA Enhancing State and Tribal Wetland Program conducted a series of five workshops to foster outreach on the Biden Administration's Justice40 Initiative to Tribal and State governments. Sophie provided documentation for this series of workshops.

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. Sophie 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. Sophie 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 the 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. Sophie facilitated and 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.

Farmer- and Rancher-Led Climate Change Solutions, California, 2021. California Department of Food and Agriculture'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. Sophie supported development of work plans, agendas, and facilitation plans. She summarized the results of each meeting by theme for a final report.

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. Sophie summarized the results of CLUA's 2022 retreat bringing together Alliance members and staff from eight countries across North America, South America, Asia, and Europe.

Climate Change Vulnerability and Adaptation Summit, Lake Tahoe, California, 2019. Over three days, California Department of Water Resources' Climate Change team held two all-day 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. These workshops brought together water and climate scientists from DWR, US Army Corps of Engineers, the Central Valley Flood Protection Board, and other agencies. Sophie supported the planning team and documented the events in detailed meeting summaries.

Buzzard's Bay Composting Assessment, Southern Massachusetts, 2022. In 2014, the Commonwealth of Massachusetts passed a state law banning the disposal of organic waste in landfills. While an environmental victory, the diversion of organic waste and the expansion of large-scale composting has led to water quality challenges. In the summer of 2022, Sophie interviewed large-scale composters and documented their unattributed perspectives in a report to inform future efforts to support and encourage composting while preventing nitrogen pollution in Massachusetts' coastal estuaries.

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. Since 2021, the Collaborative has focused largely on recovery efforts from the Caldor Fire. Sophie is the primary facilitator for the full Collaborative's meetings, the Biomass Working Group, and the Landscape Vision Technical Committee. She coordinates communications and logistics, and documents meeting outcomes for the Collaborative.

National Nature Assessment, Nationwide, 2023. In 2022, President Biden's Executive Order 14072 mandated a National Nature Assessment to take stock of U.S. lands, waters, and wildlife, and the benefits they provide to the economy, health, climate, environmental justice, and national security. Sophie worked closely with a Department of Interior team to convene nationwide listening sessions gathering input from the perspectives of healthcare, education, youth, business, local governments, and more, that will inform the first Assessment.

Cutting the Green Tape Taylor Tallac Case Study, California and Nevada, 2022. Given the pace and scale of restoration work that is needed to adapt to climate change and build resilience, this case study was an in-depth review of a particular restoration project's permitting process to identify lessons learned and develop recommendations to advance in the Lake Tahoe region and to inform the State of California's Cutting the Green Tape initiative for removing bureaucratic barriers to advancing ecologically beneficial projects. Sophie supported a cross-jurisdictional workshop to explore issues and streamline permitting processes as much as possible to support mutually beneficial ecological goals.

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. Sophie provided logistical support for these pre-COVID hybrid online/in-person workshops. She facilitated small group conversations and documented comments and meeting outcomes.

ORGANIZATIONAL STRATEGY, CAPACITY-BUILDING & TRAININGS

Government Nunavut Mediation Training, Iqaluit, Nunavut, Canada, 2023. Provided technical and administrative support, and facilitated role plays in the facilitation and administration of the courses *Managing Challenging Conversations with Colleagues and Communities* (16-hour training) and *Certificate in Mediation and Facilitation* (24-hour certification training) for employees of the Canadian province of Nunavut.

SGA-SCGA Shared Operations Dialogue, Sacramento, California, 2022. Sophie provided documentation and administrative support for a fast-paced sequence of meetings to explore and negotiate the potential for shared operations between the Sacramento Groundwater Authority (SGA), Sacramento Central Groundwater Agency (SCGA), and the Regional Water Authority (RWA). CBI worked closely with staff from all three agencies, as well as an ad hoc committee of the SGA and SCGA Boards to design a process and work through a suite of issues related to potential consolidation (board composition, voting, funding, etc.).

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). Sophie supported development of work plans, agendas, and facilitation plans for these internal DWR strategic planning meetings. She provided pre-meeting training in dynamic online collaboration tools and documented meeting outcomes for DWR.

Habitus Fellowship for Diversity in Negotiation, Mediation, and Conflict Resolution, Online, 2022. Since 2020 CBI and Habitus have offered a fellowship program targeting practitioners from under-represented communities to create more diverse teams, inclusive policies and external programs that bring diverse voices to the consensus-building field. In 2022, Sophie assisted in teaching an introductory course on conducting situational assessments and reporting on outcomes at the start of a facilitation or mediation.

ECONOMIC & SOCIAL POLICY

Sunnyvale Heritage Park Study Plan, Sunnyvale, CA 2024. The City of Sunnyvale's Heritage Park contains both a museum managed by the local historical society and a 13-acre privately-run apricot orchard, the last operating orchard in a city whose main industry has shifted from agriculture to tech in the last 50 years. Sophie serves as the public engagement lead on a multi-disciplinary team headed by architecture firm Page & Turnbull, conducting a study plan for the City of Sunnyvale Parks Department to identify long-term options for operating the orchard and to review concepts to expand the current museum facility, including the identification of boundary limits as the two entities have begun to compete for space. Sophie

conducted a situational assessment, interviewing and documenting perspectives of diverse stakeholders, and is working closely with the project team to plan inclusive public meetings to gather broad input to inform Sunnyvale City Council decisions.

Not Invisible Act Commission (NIAC) Field Hearings, Billings, MT 2023. The NIAC is a joint effort between the Department of Interior and Department of Justice, its purpose is to develop recommendations focused on improving intergovernmental coordination and establishing best practices for state, Tribal and federal law enforcement to bolster resources for survivors and victim's families, and combat the epidemic of missing persons, murder and trafficking of American Indian and Alaska Native peoples. In 2023 Ms. Carrillo-Mandel was part of the notetaker team documenting deeply personal testimony from dozens of victims and families from communities most affected by this epidemic. Ms. Carrillo-Mandel's responsibilities included accurately capturing details of first and secondhand accounts of traumatic incidences, including names of places and people in the Tribal languages of the Plains, Rockies, and Pacific Northwest. When necessary, she respectfully verified comments with those testifying to ensure an accurate representation of their experience and a clear record for the Commission to develop its recommendations.

Hudson Valley Affordable Housing and Land Conservation Strategy, Hudson Valley, NY 2022-2023. In 2022, a coalition of five affordable housing and five conservation nonprofits banded together to take a holistic approach to addressing climate change impacts and housing shortages in the Hudson Valley. Over 18 months, Sophie co-facilitated the group in learning about each sector's work, identifying shared interests and opportunities for collaboration, advocating together for changes in public policy, and learning through on-the-ground "test kitchen" joint ventures between the two sectors. She served as the primary facilitator for the effort's Policy Working Group.

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, Sophie 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. Sophie coordinated communications and logistics, and summarized outcomes of convenings across California.