



Abby K. Fullem

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PROFESSIONAL SUMMARY

Abby Fullem has nearly a decade of experience as a facilitator and mediator, designing and guiding processes that help people work together to take on complex challenges. With a focus on regional planning, public policy, and natural resource management, she works to strengthen collaborative capacity, promote cross-jurisdictional collaboration, support groups as they navigate conflict, and involve all affected stakeholders in decision-making.

KEY SKILLS

- **Constructive communication:** Facilitate clear conversations that draw from the wisdom of a group and result in tangible outcomes
- **Coalition building:** Convene diverse groups to identify shared interests, work through critical issues, and catalyze action together
- **Research and synthesis:** Gather information from many people and resources through assessments and write findings that advance understanding and enable informed decisions
- **Adaptability:** Tailor processes to meet project goals, adjusting quickly to match evolving needs
- **Experience working in diverse settings:** Draw from wide-ranging facilitation experience, which includes collaboration between ranchers and Tribal Nations in Arizona and Wyoming, the fishing community and State and Federal government in New England, and mental health advocates and police in California
- **Subject area expertise:** Work informed by years of experience in projects involving land use, regional planning, housing, transportation, climate adaptation, stormwater management, renewable energy, fisheries, and conservation

EXPERIENCE

2021-Present	Consensus Building Institute <i>Senior Associate, previously Associate and Graduate Student Intern</i> Mediate and facilitate multiparty public policy processes including stakeholder analysis, process design, strategic planning, collaborative network facilitation, ongoing group facilitation (e.g., working groups, commissions) and public meeting facilitation.	Cambridge, MA
2020-2024	SEEDS Community Resolution Center <i>Volunteer Community Mediator</i>	Berkeley, CA
2021-2023	Massachusetts Institute of Technology	Cambridge, MA

Research Assistant with the City Infrastructure Equity Lab
Teaching Assistant for Negotiation and Dispute Resolution in the Public Sector

- 2019-2021 **Kearns & West** San Francisco, CA
Associate
Supported and facilitated multiparty public policy processes. Primary focus on regional transportation, climate adaptation, community benefits agreements, community safety.
- 2017-2019 **Southwest Decision Resources** Tucson, AZ
Program Associate
Supported and facilitated multiparty public processes. Primary focus on watershed co-management, adaptive management, natural resource management, public land, recreation, climate adaptation.
- 2016 **Bureau of Land Management** Lander, WY
Conservation & Land Management Fellow
Collaborated with ranchers and conservation organizations on rangeland management on public land.

EDUCATION

- 2021-2023 **Massachusetts Institute of Technology** Cambridge, MA
Master's in City Planning
Master's thesis on collaboration among housing and conservation groups in the Hudson Valley, NY. Developed report on community benefits agreements for renewable energy on Tribal land through the Indigenous Environmental Planning practicum.
- 2012-2016 **Haverford College** Ardmore, PA
Bachelor of Science in Geology, cum laude

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

- 2020 **SEEDS Community Resolution Center** Berkeley, CA
Trained Mediator; completed 40 hours of mediation training per M.G.L. ch.233 § 23C

SELECTED PROJECTS

AGRICULTURE & COMMODITIES

Commonwealth of Massachusetts Commercial Fisheries Commission, 2025-present. *Co-facilitate this commission and its working groups on offshore wind and ports, and conduct a stakeholder assessment to incorporate commission member perspectives into the work plan.* The commission is intended to ensure the commercial fishing industry's perspective is present in state decision-making.

CLIMATE

City of Cambridge Port Infrastructure Working Group, 2023-present. *Co-facilitate a diverse working group of community representatives to guide priorities for infrastructure improvements to address climate-induced flooding and heat impacts.* Abby co-facilitates and executes a broad community engagement strategy to ensure improvements are responsive to community needs.

City of Somerville Climate Forward Ambassador Program, 2023-present. *Alongside the city's sustainability staff, revamped the curriculum for an education and relationship-building annual program for residents who want to understand climate change better and how they and others can make a difference at a local level.* More than 100 residents have participated in the ambassadors program, and many continue to meet together to work on climate-related initiatives.

Massachusetts Executive Office of Energy and Environmental Affairs ResilientMass Metrics, December 2023-present. *Facilitated the Commonwealth's ResilientMass Metrics initiative; designed the engagement process, developed the stakeholder engagement plan, created community engagement materials, and facilitated interactive meetings with state agency partners, external partners, and the public.*

Somerville Climate Convening, 2025. *Lead facilitated the convening of Somerville-area climate, environmental, and biodiversity justice advocates and concerned residents interested in leveraging their collective strength and taking action together.* CBI facilitated participants through discussions on growing city-wide efforts during a period of federal setbacks, strengthening conversation between the city and area advocates, and promoting justice.

COASTS & OCEANS

City of Pacifica Seawall Infrastructure Engagement, 2020-2021. *Conducted a stakeholder assessment and designed a process to educate and gather input from Pacifica residents on decaying seawall infrastructure; worked with city staff, technical consultants, and residents to redesign a proposed alternative to current infrastructure.*

Northeast Regional Ocean Council Annual Meeting, 2023-2024. *Co-facilitated and planned interactive sessions for the Northeast Regional Ocean Council's annual meeting.* This work involved collaborating with scientists, regulators, and ocean users to develop sessions and decision-making processes for the Council.

Responsible Offshore Science Alliance Advisory Council, 2022-2024. *Co-facilitated the Responsible Offshore Science Alliance's 40-person Advisory Council.* The council includes offshore wind developers, commercial and recreational fishermen, state and federal agency representatives, and others; it meets quarterly.

ENERGY

Massachusetts Executive Office of Energy and Environmental Affairs Habitat & Fisheries Working Groups on Offshore Wind, 2023-present. *Work closely with Massachusetts's office of Coastal Zone Management to coordinate quarterly working group meetings, create meeting agendas, and facilitate working group meetings with scientists, fishermen, offshore wind developers, government*

agency staff, and nonprofits to discuss important issues with regard to offshore wind development in the Commonwealth.

City of Somerville Rental Registry and Energy Disclosure Stakeholder Engagement, 2024-2025. *Facilitated a multistakeholder advisory effort to gather input on a municipal rental registry and a plan for developing energy efficiency reporting requirements for landlords.* The effort is addressing the “split incentive” challenge of supporting energy efficiency in rental units (where tenants pay energy bills that vary depending on landlords’ energy efficiency investments) in a way that accounts for climate requirements, equity, and diverse stakeholder interests. Abby facilitated a stakeholder assessment, focus groups of key parties, and public meetings.

Bureau of Ocean Energy Management Stakeholder Engagement and Communication Guidance Document Assessment and Development, 2022-2023. *Conducted an assessment of NY Bight and Carolina Long Bay offshore wind lease holders, Tribal representatives, commercial fisheries, and state and federal agencies to develop draft communications plans and progress report templates and guidance for communicating and resolving conflicts among stakeholders.* These communications plans became the model for further development of national guidance for lessees working with stakeholders in the Gulf of Mexico and west coast offshore wind lease areas.

Cornell Cooperative Extension Mid-Hudson Energy Hubs Engagement, 2023-2024. *Worked with partners to develop and implement a stakeholder engagement and equity strategy to inform the Regional Assessment and Barriers Analysis (RABA).* The outcomes from the RABA and the stakeholder engagement process were then used to develop the Equitable Engagement Plan. This work involved significant community engagement, stakeholder facilitation, and synthesis.

SitingClean Collaborative Landscape Analysis of Local Process and Community Benefits for Renewable Energy Siting Projects, 2023-2024. *Co-led the landscape assessment of improved local processes and community benefits for renewable energy siting projects.* This involved conducting over 25 interviews with key actors in 11 states, and developing recommendations for 15 large funders interested in supporting renewable energy projects siting.

HOUSING

Massachusetts Executive Office of Housing and Livable Communities – Unlocking Housing Production Commission, 2024-2025. *Supports this Commission in their development of recommendations to the Governor to increase housing production in Massachusetts.* Abby facilitates sub-committees, develops materials, and drafts the recommendations to the Governor.

Massachusetts Executive Office of Housing and Livable Communities State Housing Plan Listening Sessions, 2024-2025. *Co-lead facilitator of fourteen listening sessions across the state of Massachusetts to inform the State Housing Plan.*

Merrimack Valley Planning Commission Housing Production Plan Updates, 2023-2025. *Partners with the planning commission to design stakeholder engagement strategy and plan and facilitate regional and municipal meetings.* The goal of the process is to incorporate community input in the development of targeted short-term actions and long-term strategies to increase housing production, especially of affordable housing, in Merrimack Valley communities, and to build community support for action on housing issues.

LAND USE & TRANSPORTATION

City of Cambridge Broadway Safety Improvement Project Working Group, 2024-present. *Serve as process designer and facilitator for the Broadway Safety Improvement Project Working Group.* Abby conducted a situation assessment, selected working group members, and facilitates working group meetings to collaboratively re-design Broadway to include bicycle lanes.

City of Cambridge Cambridge Street Safety Improvement Project Working Group, 2024-present. *Serve as the process designer and facilitator for the Cambridge Street Safety Improvement Project Working Group.* Abby conducted a situation assessment, selected working group members, and facilitates working group meetings to collaboratively re-design Cambridge St. to include bicycle lanes.

Hudson Highlands Fjord Trail Public Meetings, 2024. *Served as facilitator for two contentious public meetings at which technical work was presented about a 15 mile public multi-use trail being built along the Hudson River.* Meetings were designed to share information about expected future use, how the trails would manage visitors, and what the trail would look like. Over 150 people attended each meeting, and technical staff responded to questions and shared information.

Hudson Valley Affordable Housing and Conservation Strategy, 2022-present. *Co-facilitated a coalition of six affordable housing and six conservation nonprofits banding together to take a holistic approach to addressing climate change impacts and housing shortages in the Hudson Valley.* The initial work has fostered learning about each sector's work, identifying shared interests and opportunities for collaboration, advocating for changes in public policy, and learning through on-the-ground "test kitchen" joint ventures between the two sectors. Abby serves as the primary facilitator for the effort's Policy Working Group to identify shared policy interests and develop a policy strategy. This work is financially supported by all participating organizations, The Nature Conservancy, a New York State Conservation Catalyst Grant, and private funding.

City of Cambridge Cycling Safety Ordinance Advisory Committee, 2023-2025. *Co-facilitated a working group bringing together diverse interest groups to advise the city on implementation and engagement strategies for an ambitious ordinance to rapidly expand the City's separated bike-lane network.* The group provides guidance to the city on topics such as community notification and public outreach, project evaluation and community feedback, and strategies to enhance and mitigate the potential resulting land use and traffic changes.

City of San José Reimagining Community Safety Advisory Group, 2020-2021. *Co-designed and facilitated the reimagining community safety advisory group charged with developing recommendations for San José's City Council.* The advisory group consisted of community-based organizations working on mental health, defunding the police, safety for individuals with disabilities, and school safety, as well as the police chief. This involved working closely with the City Manager and staff to coordinate the process.

Town of Arlington Forum on Artificial Turf, 2023. *Led the development and facilitation of a Town Forum on the use of artificial turf in the town.* This was a months-long consensus-seeking process with leading scientific and implementation experts to inform the town's decision about whether to adopt a ban on artificial turf. Abby worked closely with two Town commissions, the Town Manager and staff, and experts to develop the forum for Town Meeting members.

California High-Speed Rail Environmental Justice and Community Benefits Stakeholder Engagement, 2020-2021. *Co-designed and facilitated stakeholder engagement for communities experiencing environmental injustice along the planned route for the California high-speed rail.* Abby worked with community-based organizations and community members to identify community benefits projects the High-Speed Rail Authority would implement, and she worked closely with the Authority to develop a plan for distribution and implementation of community benefits projects.

NATURAL & CULTURAL RESOURCES

Altar Valley Conservation Alliance, 2017-2019. *Facilitated collaborative watershed restoration planning with the Altar Valley Watershed Working Group, a rancher alliance in the Altar Valley watershed.* Designed process and facilitated steering committee meetings, stakeholder workshops, technical plan writing process, community outreach and working groups on wildlife conservation, water resources, and cultural resources.

Arizona Cross-Watershed Network, 2017-2019. *Co-designed and facilitated development of a support network for watershed collaboratives and efforts within Arizona,* including assessment of efforts in other states and AZ-based agencies and organizations, facilitation of a statewide steering committee, and design of a collaborative governance structure and strategy. Abby supported a situation assessment to understand partner needs, coordinated meetings, developed materials, and facilitated the creation of a shared-funding structure.

Bureau of Land Management Las Cienegas National Conservation Area Biological Planning, 2017-2019. *Provided process support to this long-term, multi-stakeholder collaborative working on adaptive management of the Conservation Area.*

Bureau of Reclamation and US Fish and Wildlife Service Desert Landscape Conservation Cooperative, 2017-2019. *Co-facilitated this trans-boundary conservation project's pilot landscape in the Mojave Desert to develop a broad conservation vision, goals, and actions across a broad landscape and jurisdictions.* Abby co-facilitated and designed workshops and supported the geospatial tool creation.

Gila Watershed Partnership, 2018-2019. *Provided process support for this watershed partnership working on ranching, agriculture, tribal relations and climate adaptation.*

Santa Cruz Watershed Collaborative, 2017-2019. *Co-designed and supported the development of a watershed-wide collaborative in Greater Tucson including governance structure, large partner forums, steering committee and working groups.* Abby conducted a stakeholder assessment, developed a shared funding structure, supported strategic planning, and facilitated the green infrastructure working group.

US Forest Service Apache-Sitgreaves National Forest Heber Wild Horse Territory Collaborative Planning, 2017-2018. *Worked in partnership with Arizona State University and the National Forest to facilitate a mediated working group to develop the Heber Wild Horse Territory Management Plan.* Abby provided process support and prepared meeting materials.

US Forest Service Greater Santa Fe Recreation Partnership, 2018-2019. *Supported this recreation and restoration cross-jurisdiction partnership by facilitating mapping team, co-facilitating working group meetings, and organizing large public meetings to develop and prioritize trail projects benefiting multiple users.*

US Forest Service Southwestern Region Taking Partnerships to the Next Level, 2018-2019.

Co-facilitated a participatory capacity building and assistance initiative with 11 national forests and partners in AZ and NM to enhance their partnerships and “all hands, all lands” collaborative efforts. Began with half day assessment sessions with each Forest Leadership Team, followed by in-depth tailored support to develop place-based, cross-jurisdictional collaborative efforts (example below).

US Forest Service Tonto National Forest Forest Plan Revision, 2017-2019. *Facilitated and documented public engagement support for the revision of the Tonto National Forest’s Land and Resource Management Plan.*

STRATEGIC PLANNING & ORGANIZATIONAL DEVELOPMENT

Town of Barnstable School Committee Guidance Document Development Facilitation, 2025-present. *Serve as lead facilitator in guiding the School Committee to develop a guidance document to direct the Superintendent for the next five years. Abby conducted an assessment of key stakeholder interviews, facilitates workshops with the School Committee to determine their priorities, discuss direction, goals, and outcomes, and drafts the guidance document.*

Town of Brookline 2030 Roadmap, 2025-present. *Serve as lead facilitator in guiding the Select Board, Town Administrative team, and department heads to develop a 2030 Roadmap with key goals and actions for the Town.*

Massachusetts Municipal Association Strategic Planning, 2024-present. *Co-lead the strategic planning, design the engagement process, interview directors, develop a staff survey, facilitate two department working groups, and write the ultimate strategic plan.*

MetroWest Conservation Alliance, 2024-present. *Led the strategic planning, design the engagement process, interviewed the leadership team, developed a member survey, facilitated the annual meeting, and facilitate sub-regional meetings to inform the strategic plan.*

Cobble Hill Tenants Group Organizational Development, 2024. *Served as lead facilitator for public housing tenants group to develop charter, identify priorities, and provide facilitation training and coaching*

Massachusetts Municipal Human Resources Association Strategic Planning, 2024. *Led the strategic planning, designed the engagement process, developed a staff survey, and facilitated a member meeting to inform the strategic plan.*

SOCIAL & ECONOMIC POLICY

Regional Economic Development Center of Southern New Hampshire, Comprehensive Economic Development Strategy Visioning Facilitation, 2024-2025. *Served as project lead and facilitator in multiple regional meetings with stakeholders in southern New Hampshire to discuss regional economic and community development, and help the New Hampshire Regional Economic Development Center produce a Comprehensive Economic Development Strategy.*

SUPERFUND AND TOXIC CLEANUP

Environmental Protection Agency, Hudson River PCBs Superfund Site Community Advisory Group, 2023-present. *Co-facilitate a 25-member group of diverse interests providing input to EPA and General Electric; manage subgroups, run public workshops, and support EPA's engagement with this representative group of stakeholders.* This work concerns the implementation of the Record of Decision to dredge, dewater, and transport Hudson River sediments contaminated with PCBs from the operations of two GE manufacturing facilities.

Environmental Protection Agency, Housatonic Citizens Coordinating Council & Community Outreach, 2023-2024. *Supported facilitation of the community advisory group for the EPA GE-Pittsfield Housatonic River cleanup.* This included outreach to community stakeholders as EPA prepared for the next phase of remediation activities; it also included planning, note-taking, synthesizing, and logistical support.

Environmental Protection Agency, Fort Detrick Restoration Advisory Board Conflict Assessment, 2023. *As support facilitator, conduct conflict assessment and develop recommendations to improve functioning of the Restoration Advisory Board, which is an advisory group to the Superfund cleanup process on the Fort Detrick Army Base.*

WATER

Cities of Somerville and Cambridge Combined Sewer Overflow Control Plan, 2023-present. *Co-facilitate community engagement for a collaborative effort by the cities of Somerville and Cambridge, MA, and the Massachusetts Water Resources Authority (MWRA) to develop a joint combined sewer overflow (CSO) control plan.* This 4–5 year project includes consulting with community members at key points in the project, and the CBI team is leading on community survey design and planning and facilitating public meetings and focus groups on this technical topic. This effort includes live interpretation of meetings into up to eight languages, with a focus on impacts to environmental justice communities impacted by CSO releases.

Pioneer Valley Planning Commission (PVPC) Flood Resilience Community of Practice, 2025-present. *Coaches PVPC staff to develop a community of practice for community planners, emergency managers, municipal engineers, agriculture liaisons working on flood resilience.*

Environmental Protection Agency Charles River, Mystic River, Neponset River Watersheds Residual Designation Authority, 2023-2024. *Supported the EPA to engage key stakeholders on the development of the Residual Designation Authority permit.* This involved developing an engagement plan, supporting a series of webinars with watershed associations, municipalities, businesses, and institutions; conducting interviews and focus groups; and synthesizing feedback to draft the upcoming permit.

National Oceanic and Atmospheric Administration (NOAA) Conflict Coaching and Conflict Resolution Training, 2019-2021. *Conducted a conflict assessment, designed training on mutual gains negotiation and conflict resolution, and supported the mediation of National Oceanic and Atmospheric Administration and U.S. Bureau of Reclamation.* This work concerned drought management and endangered species during climate stress and changing political administrations.

TRAININGS, WORKSHOPS, AND SIMULATIONS CREATED

Civic Synergy Negotiation and Conflict Resolution Training, 2024. *Developed and delivered a negotiation and conflict resolution training and lesson plan for a college student program.*

Aspen Institute Future Climate Leaders Summit, 2023. *Developed a negotiation simulation, and co-developed and co-facilitated a negotiation training for the Aspen Institute's Future Climate Leaders Summit.* The simulation and training focused on environmental justice and equity concerns and opportunities in environmental policy negotiation, and using a mutual gains approach.

Personal Theories of Practice Workshop, 2022-2023. *Co-developed and co-facilitated a workshop for Masters of City Planning students to develop and hone their personal theories of practice.* This five-part workshop offered twice emphasized self-reflection, theories of change, and understanding systems of power.

Introduction to and Intermediate Facilitation Training, 2018-2019. *Supported the development and facilitation of facilitation trainings for agency staff, academics, and advocates.* The training focused on facilitation skills for environmental policy efforts and collaboration capacity building.