



Anika Reynar

Associate | Consensus Building Institute
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PROFESSIONAL SUMMARY

Anika is an Associate at the Consensus Building Institute with nearly a decade of experience in stakeholder engagement, collaborative process design, and participatory action research. Anika's work spans Canada, the United States, and Mexico, including projects with a focus on land use, affordable housing, natural and cultural resources, and social/environmental justice issues. Anika is a trained mediator per M.G.L. ch.233 § 23C.

KEY SKILLS

- **Process Facilitation:** Guides multi-stakeholder conversations, focus groups, and strategic planning efforts with active listening, careful questioning, and responsiveness to changing needs.
- **Connecting Diverse Communities:** Strong capacity for building relationships of trust with diverse communities, with sensitivity to power dynamics and cultural differences
- **Systems-Level Assessments:** Conducts comprehensive stakeholder assessments through interviews and background research, identifying key themes and interests to catalyze strategic collaboration opportunities.
- **Administrative Coordination:** Keeps collaborative processes moving forward through clear communication, careful scheduling, actionable meeting summaries, and systematic follow-through on key action items to ensure momentum and accountability.
- **Subject Area Expertise:** land use, climate adaptation, housing, coastal management, food systems, transportation

EXPERIENCE

2024-Present	Consensus Building Institute <i>Associate</i> Supports stakeholder analysis and conflict assessments, offers facilitation and mediation of natural resource and public policy dialogues, manages coalitions and partnerships, designs and facilitates public engagement processes and strategic planning efforts.	Cambridge, MA
2022-2023	Urban Resources Initiative <i>Apprentice Urban Forester</i> Worked alongside a team of formerly incarcerated adults in planting street trees. Facilitated trainings on the intersections between community forestry, climate adaptation and environmental justice.	New Haven, CT
2019-2021	Romero House <i>Refugee Settlement Worker</i>	Toronto, ON

Accompanied refugee claimant families through the settlement process, serving as the primary coordinator for legal aid, housing and employment, health care, food access, and education.

2016-2018
Winnipeg, MB

Metanoia Farmers Worker Cooperative

Farm Manager

Operated a Community Supported Agriculture business in an urban context, supplying weekly produce to 40 households. Maintained robust community relationships, including land-sharing with Indigenous seed-savers and a high-school job training program.

EDUCATION

2024 **Yale School of the Environment** New Haven, CT
Master of Environmental Management
Focus on Land Use, Equity, and Conflict Resolution

2024 **Yale Divinity School**
New Haven, CT
Master of Arts in Religion
Focus on Environmental Ethics

2017 **Canadian Mennonite University**
Winnipeg, MB
Bachelor of Arts in Social Ecology
Study Abroad in Guatemala

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

2024 **40-hour training — Community Dispute Resolution Center** Cambridge, MA
Trained Mediator

SELECTED PROJECTS

ENERGY

City of Somerville Rental Registry and Energy Disclosure Ordinance Engagement, Massachusetts, 2024.
Conducted interviews with key stakeholders, co-facilitated focus groups with tenants, landlords, climate activists, and realtors, and drafted engagement findings summary. This engagement process aimed to develop strategies to support energy efficiency in rental units in a way that accounts for climate requirements, equity, and diverse stakeholder interests.

Massachusetts Habitat Working Group on Offshore Wind, Massachusetts, Oct. 2024-Present. *Provide ongoing facilitation and support to the working group in identifying priority areas of concern and developing strategies for constructive and action-oriented conversations.* This working group aims to advance the protection of sea-floor habitat and ocean mammal health.

SOCIAL & ECONOMIC POLICY

Mount Grace Land Conservation Trust, *Affordable Housing and Conservation Collaborations*, Massachusetts, 2023. *Developed a roadmap to foster collaborations and conducted interviews with conservation and affordable housing leaders in Western Massachusetts.* This process aimed to build a comprehensive stakeholder matrix with potential collaborators and funding opportunities.

COASTS & OCEANS

The Nature Conservancy, *Advancing Living Shorelines*, Massachusetts, Sept. 2024-Present. *Convened a regional workshop and delivered a report with recommendations for advancing living shorelines across New England.*

This work brought together coastal managers, engineers, consultants, and regulators to share best practices and knowledge gaps in living shoreline implementation.

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

LAND USE & TRANSPORTATION

City of Cambridge Broadway Safety Improvement Project Working Group, 2025-present. *Supports the Broadway Safety Improvement Project Working group, preparing meeting documents and summaries, and co-facilitating working group meetings.* The project aims to collaboratively re-design Broadway Street in Cambridge, MA, to include bicycle lanes.

AGRICULTURE & COMMODITIES

Yale Tropical Resources Institute, *Agricultural Land Use Conflict in Mexico*, 2022-2024. *Led a conflict assessment of Indigenous and Mennonite farming communities engaged in natural resource conflicts in Campeche, Mexico. Delivered a report analyzing opportunities for policy advocacy and relationship building.*

Vermont Agency for Agriculture, Food and Markets, *Improving Land Access*, Vermont, Sept. 2024-Present. *Conducted a state-wide stakeholder assessment to explore opportunities for increasing alignment on strategies for improving agricultural land access across the state. Currently developing a collaborative plan for a consensus-building process on policy objectives to increase land access for new and marginalized farmers.*