



David S. Plumb

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PROFESSIONAL SUMMARY

Mediator, facilitator, trainer and researcher, with 17 years of global experience managing complex development and public policy issues in the US, Latin America and Africa.

KEY ACCOMPLISHMENTS

- Designs and facilitates dispute resolution and stakeholder engagement strategies around complex development and public policy issues, environmental and natural resource disputes globally.
- Designs and facilitates multi-stakeholder initiatives, difficult conversations, and strategic planning. Led the multi-stakeholder dialogue efforts that created Maine and Vermont's climate action plans, as well as Chile's groundbreaking Energy 2050 plan.
- Co-leads CBI's Corporate Stakeholder Engagement Practice, working with a range of public, private and civil society clients and partners.
- Designs and delivers trainings in consensus building, negotiation and conflict resolution for communities, governments, multinational corporations, and international institutions including the United Nations and the World Bank Group.
- Advises multilateral banks and organizations on accountability mechanisms and stakeholder interaction, including the Inter-American Development Bank, the World Bank's Compliance Advisor Ombudsman and the United Nations Development Programme.
- Works in a wide range of environments in the US, Latin America, Africa and Europe.

EXPERIENCE

2008-Present **Consensus Building Institute** Portland, ME; Cambridge, MA; Santiago, Chile;
Washington, DC

Senior Mediator; Director, Latin America Program; Co-Lead, Corporate Community Engagement Practice

Develop and manage programs in the US, Latin America and globally, with a focus on multi-stakeholder negotiation, public policy, international development, community engagement and the development of credible industry standards. Design and facilitate stakeholder engagement strategies in complex public policy and natural resource disputes. Facilitate difficult conversations and meetings for

a variety of organizations, working in a wide range of environments globally where community, government and corporate interests have collided, including the US, Nigeria's Niger Delta, Angola, Chile, Mexico, Guatemala and Argentina. Design and deliver trainings in consensus building, negotiation and conflict resolution.

2013-2014 **Harvard Kennedy School of Government** Cambridge, MA
Research Fellow, Corporate Social Responsibility Initiative

2007-2008 **Search for Common Ground** Washington, DC
Director, Sustainable Business Practice

Developed and led a new consulting practice that assisted corporations and their stakeholders, including local communities and advocacy groups, to find common ground and build partnerships. Designed interventions for energy companies and their stakeholders in Nigeria's Niger Delta and Angola. Led and co-led assessment missions in northern Angola and the Niger Delta.

2005-2007 **Consensus Building Institute** New York, NY
Independent Consultant

Provided expertise in mediation, facilitation, conflict assessment and training in these areas. Assisted clients including the World Bank's International Finance Corp., and a Roundtable in Guatemala working to overcome conflict between a world-class Maya archeological site, loggers, communities, environmentalists and the government.

2000-2005 **Bloomberg News** Buenos Aires & New York
Journalist, Correspondent

Reported and wrote articles published by Bloomberg's news service and hundreds of newspapers worldwide such as the New York Times, Philadelphia Inquirer and Chicago Tribune. Developed expertise in banking, investment, finance, capital markets, emerging markets. New York-based from 2003 to 2005, covering billionaire investor Warren Buffett, finance, insurance companies and fraud. Buenos Aires-based from 2000 through 2002, chronicling Argentina's political, economic, financial and social crisis. Spoke comfortably during frequent appearances on Bloomberg TV and Bloomberg Radio.

1998-2000 **Bridge News** Santiago, Chile
Correspondent

Santiago, Chile-based correspondent covering the economy, politics, business and other news.

EDUCATION

2012-2013 **Harvard University, Kennedy School of Government** Cambridge, MA
Master in Public Administration (MPA)

Area of focus: Corporate Social Responsibility, Business and Society Interactions

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| 1991-1995 | Princeton University
<i>B.A. in Political Science & Latin American Studies</i>
Graduated Magna Cum Laude. Best senior thesis prize in Department of Politics and Program in Latin American Studies. | Princeton, NJ |
| 1996-1997 | Fulbright Scholar
Affiliated with the Catholic University of Chile. Area of Research was local government and citizen participation in Chilean cities. | Santiago, Chile |

LANGUAGE

Native English and Fluent in Spanish

SELECTED PROJECTS

PUBLIC POLICY DIALOGUE AND CONSENSUS BUILDING

Atlantic Large Whale Take Reduction Team. 2021-ongoing. Co-facilitating the federal government’s Atlantic Large Whale Take Reduction Team, tasked with the difficult challenge of recommending steps to protect the endangered North Atlantic right whale from mortalities and serious injury caused by fishing gear.

Maine Offshore Wind, 2020-2023. Led the facilitation team that guided Maine’s 2-year effort to develop an [Offshore Wind Roadmap](#). The process stood up four working groups and an Advisory Committee to create recommendations around the economic opportunities of offshore wind in Maine and the pathway to address its potential impacts on fishing and wildlife. The process also included proactive stakeholder engagement. Related to this work, assisted the state to hold meaningful conversations with lobstermen and other key stakeholders around a planned Floating Offshore Wind Research Array.

Maine Climate Council, 2020-2021. Led the facilitation of the [Maine Climate Council](#), appointed by the governor to develop a Climate Action Plan capable of achieving the state’s ambitious goals for emissions reduction and resilience. The work also included designing and conducting extensive stakeholder and public engagement around the climate strategies and facilitating working groups. The resulting climate Action plan, *Maine Won’t Wait*, won regional and national awards.

Vermont Climate Council, 2021-ongoing. Facilitating the work of the Vermont Climate Council in its development and implementation of the state’s Climate Action Plan, including guiding the overall process, facilitating meetings of the council and its subcommittees, and assisting with stakeholder engagement.

BOEM Gulf of Maine Intergovernmental Renewable Energy Task Force, 2022. Leading the facilitation of BOEM’s Gulf of Maine Intergovernmental Renewable Energy Task Force, which is advising the bureau on

the wind energy leasing process in the Gulf of Maine. The Task Force is comprised of federal officials and elected Tribal, state, and local officials from Maine, New Hampshire and Massachusetts. In addition, led the facilitation of public, stakeholder and tribal meetings around the BOEM's process to identify Wind Energy Areas in the Gulf of Maine.

Envisioning the Future of the New England Groundfish Fishery. 2020- ongoing. Collaborating with a team from the Gulf of Maine Research Institute to help prepare fisheries stakeholders to be active, informed participants in defining the future of the New England groundfish fishery.

Portland Area Nitrogen Group. 2021-2022. Facilitating a stakeholder group convened by the Maine Department of Environmental Protection to recommend an approach for implementing nitrogen criteria in Portland's Casco Bay, as an important step in improving regulation of water quality.

Energía2050 – Building consensus around a new energy policy, 2013-2015, and 2020-2021. Led a team that facilitated a [large-scale initiative](#) by Chile's Energy Ministry to develop a new long-term energy policy through a participatory process. The initiative changed the course of Chile's energy sector. CBI worked again with the ministry to conduct a five-year update of the policy, using a participatory process that addressed the range of viewpoints and concerns, while incorporating shared technical data and joint learning.

Participatory Roundtable for Sustainable Hydropower, 2016-2017. Led the facilitation of the Participatory Roundtable for Sustainable Hydropower, an initiative that defined environmental and social criteria for sustainable hydropower in Chile.

ASC Aquaculture Standards 2009-ongoing: Took a lead role in assisting the Aquaculture Stewardship Council to develop and revise global standards for responsible production of salmon and other farmed seafood. Facilitated the multi-stakeholder dialogue process that created the salmon and trout standards and has facilitated the development of related standards for aquaculture feed. Currently leading technical groups charged with updated issues such as standards around sea lice, benthic impacts, welfare and greenhouse gas emissions.

New Mexico Climate Change Task Force, 2020. Worked with New Mexico's Climate Change Task Force to develop the goals and details of a plan to engage with key stakeholders and the broader public around the Task Force's efforts.

MULTI-STAKEHOLDER NEGOTIATION DIALOGUE GLOBALLY

Addressing Lithium's Social and Environmental Impacts in Chile's Atacama Desert. 2021-ongoing. Advising and co-facilitating a multi-stakeholder dialogue around water resources and sustainability challenges in Chile's Atacama watershed, home to the country's large lithium and mines, as well as copper producers. The effort involved Indigenous communities, local agriculturalists, tourism operators, public officials and other stakeholders, and aims to build a shared understanding around water

challenges in the region, leading to concrete steps to reduce the socio-economic footprint from mining and other water users.

Palm Oil Land and Development Disputes in Honduras. 2017. Brought in by the International Finance Corp. to address intense conflict over palm oil plantations in Honduras's Bajo Aguan region, CBI designed a participatory "road map" (building from broad stakeholder consultation) that aimed to address specific company responsibilities, as well as underlying structural issues of criminal impunity, land conflict, and inclusive development endemic to region. David Plumb assisted CBI colleague Merrick Hoben with this process, then co-led separate trainings for company personnel, senior government officials and leading civil society actors as part of a stepwise capacity building and joint problem-solving approach.

GE Labor Mediation Regarding Algeria, 2019-2022. Co-led a [successful mediation](#) between General Electric Co (GE) and the IndustriALL Global Union regarding labor and human rights issues in Algeria's state-owned Sonelgaz gas utility. The complaint centered around GE's business relationship with Sonelgaz and the actions the US firm should take regarding those labor and rights issues, in the context of the OECD's Guidelines for Multinational Enterprises.

Improving Social Sustainability of Salmon Farming in Chile, 2017-2020. Facilitated the work of a forward-looking group of 11 leading salmon companies in Chile that sought to improve their socio-environmental performance, based on a guide and toolkit developed by CBI, together with WWF and Dutch lender Rabobank. The companies changed the way they interacted with local fishermen and other stakeholders, committing to more participatory approaches for managing impacts and investing in the region.

Ensenada Community Dialogue to Address Water Contamination, 2019-2020. Co-designed and co-led a dialogue roundtable to address community outrage over pollution entering a pristine river by a salmon farming company. The process ended with a detailed agreement on water quality parameters, joint monitoring commitments, and protocols for address future issues. The dialogue increased trust among the actors and led to more constructive working relationships.

Ensuring Rights-compatible Dialogue Between an Indigenous Community and an Energy Project, 2016. CBI assisted an Indigenous community in southern Chile to engage in a constructive, rights-compatible dialogue with a hydroelectric project.

Mediating between a small community and large forestry company, 2014. CBI, together with Casa de la Paz, led a negotiation between a forestry company and a small community, surrounded by forestry plantations, in southern Chile. The mediation ended in an agreement on the use of herbicides near the community, strips of native forest, support for beekeepers and mechanisms to promote a long-term constructive relationship, among other issues.

Sierra Gorda Community Dialogue, 2017. Assisted Chile's Sustainability and Climate Change Agency to guide a dialogue process involving community organizations of Sierra Gorda, its municipal officials and five large nearby mining companies. The dialogue sought to achieve voluntary agreements for

coordinated action on impacts, local employment and social investment by the companies in this small mining town in northern Chile.

Meaningful dialogue with a fishing community in northern Chile, 2013-2016. Senior advisor on community engagement on an initiative seeking to build a large, innovative pumped-storage energy project near a fishing community in northern Chile, which would include the largest sea water intake in the country. Advised the initiative on how to establish and maintain a credible, transparent and participatory interaction with the community and other stakeholders. CBI also documented the experience in a [short documentary](#) that tells the story from the community's and company's perspective.

Chile Hydro Project Community Perceptions Assessment (Alto Maipo), 2013. Led an assessment team that developed a public report of community perceptions around a planned \$1.8 billion hydro project in central Chile. The purpose of the report was to create a transparent base for a more meaningful interaction between the company and a wide range of stakeholders. The report included the range of views and concerns, ideas from community members about how to improve interaction with the company, and CBI's recommendations around establishing credible dialogue to address priority issues.

Chevron Nigeria Participatory Stakeholder Evaluation, 2008. Co-led and facilitated a participatory stakeholder evaluation of Chevron's community engagement mechanisms in the Niger Delta, involving Chevron, oil-impacted communities, civil society and government representatives. All parties then invited CBI back to facilitating the renegotiation of the agreements.

Mexico Wind Industry Community Engagement, 2010-2012. On behalf of the International Finance Corp., facilitated a series of strategic conversations inside the Mexican wind industry about improving the sector's social performance and engagement with community stakeholders.

Assessment of Honduras Forest Sector Grievance/Dispute Resolution Mechanisms. On behalf of the United Nations Development Programme, led an assessment mission in Honduras to analyze the current sources of conflict in the forestry sector, potential new conflicts that may arise related to REDD+ (Reducing Emissions from Deforestation and Forest Degradation), and the mechanisms that exist to address conflicts. The report also provided recommendations for the development and strengthening of mechanisms for conflict resolution, and steps to support prevention around disputes related to REDD+ in the country. Provided similar advice to Panama's REDD+ program.

Honduras Development Partnerships, 2010. Provided independent advice and guidance to a mining company in central Honduras on building multi-stakeholder partnerships for sustainable development in the mine's area of influence.

Chevron, Richmond, Oct 2008-Jan 2009; 2011. Led an assessment of community stakeholders affected by Chevron's refinery operations in Richmond, CA. Provided coaching and advice to Chevron's community engagement staff on effective strategies for re-building the relationship between Chevron and community stakeholders. Co-led re-assessment in 2011.

TRAINING

International Finance Corp. Stakeholder Responsiveness and Engagement Training. 2019-present.

Co-designed and delivered multiple trainings, in person and online, to senior managers and professionals in at the International Finance Corp. to strengthen the multilateral bank's capacity to respond effectively to stakeholder grievances and to engage proactively with civil society organizations.

OECD National Contact Points Mediation Training, 2012-present. Assisted, through trainings, workshops and the development of a manual, the National Contact Points (NCPs) responsible for managing complaints brought in relation to the OECD Guidelines for Multinational Enterprises, a set of environmental, social and human rights good practice standards.

Lundin Mining Multistakeholder Dialogue Training, 2022. Co-designing and co-leading a training for Lundin Mining around multi-stakeholder dialogue. The company has operations or projects in Chile, Argentina, Brazil, Portugal, Sweden and the US, among other areas.

Shell Community Liaison Officers Global Training, 2011-2016. Co-developed a training course for Shell's community-facing staff globally that provides a mutual gains framework for delivering social performance at the community level, including grievance handling. Delivered the course, as a lead or co-facilitator, in Nigeria, Europe, North America and South America.

Chile Public Participation and Indigenous Consultation, 2016 - 2017. Co-led trainings for professionals from public participation unit in Chile's Environmental Review Agency on approaches to conflict prevention and management during the Indigenous Consultation process and during other public participation processes.

Dialogue training for civil society and municipal officials, 2016 - 2017. Designed and led trainings for civil society organizations, activists and municipal officials on constructive dialogue as a tool to advocate effectively for community interests in the face of development projects. The Chilean government organized the trainings for communities seeing strong interest from renewal energy project developers.

Chile Guide to Prevention, Management of Development Conflicts, 2012-2013. Working with Chile's government agency that approves Environmental Impact Assessments (Servicio de Evaluación Ambiental), co-developed a guide for conflict prevention and mitigation around development projects in Chile. In partnership with a local NGO, Casa de la Paz, also provided advice to the government agency about how to enhance its own role in preventing and managing conflict related to development projects. The guide is available here:

http://www.sea.gob.cl/sites/default/files/migration_files/guias/Guia_buenas_practicas_relaciones_actors_seia.pdf