



Sam Haas

Senior Associate | Consensus Building Institute
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PROFESSIONAL SUMMARY

Sam Haas has nearly a decade of experience working in the field of public and stakeholder engagement as a facilitator and mediator, with a focus on complex conflict resolution, development of meaningful collaborative process design, and consensus-driven decision-making. Sam has an MA in Conflict Resolution from the Josef Korbel School of International Studies at the University of Denver. Compassion and inclusivity serve as the foundation for her work, as she strives to build and sustain capacity of stakeholders to participate in decisions that will shape their lives and communities.

KEY SKILLS

- Stakeholder Engagement
- Facilitation
- Mediation
- Consensus-Building
- Collaborative and Inclusive Process Design
- Strategic Planning
- Training and Capacity Building
- Conflict Assessment and Analysis
- Budget and Timeline Oversight
- Project and Program Management

EXPERIENCE

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|--------------|---|----------|
| 2025-present | Consensus Building Institute
<i>Senior Associate</i> | Colorado |
| | <ul style="list-style-type: none">● Facilitates and coordinates projects diverse in size, scope, complexity, topic area, and stakeholder interests on local, regional, state, and national levels.● Designs and facilitates collaborative processes among people, organizations, and sectors.● Conducts conflict assessments, which involves protocol development, interviews, analysis, assessment writing, and background research. | |
| 2022-2024 | Justice & Sustainability Associates
<i>Conflict Resolution Associate</i> | Remote |
| | <ul style="list-style-type: none">● Served as project manager for multi-party policy dialogues related to sustainable and just community development● Oversaw team of project coordinators in the design, delivery, and assessment of collaborative processes; developed and adhered to project budgets and timelines | |

- 2022 **City of Greeley, Colorado** Greeley, Colorado
Public Participation and Engagement Manager
- Served on leadership team in the Communication & Engagement team, embedding strategy and best practices for community engagement in city-sponsored services and activities using the International Association for Public Participation (IAP2) framework
 - Helped develop and guide public information and marketing strategies for a variety of projects and programs and supervise a team who provide communication and engagement support to various departments
- 2021-2022 **GBSM** Denver, CO
Communications Associate
- Provided strategic communications and management consulting services to a range of public and private sector clients with a focus on stakeholder engagement, media and government relations and corporate communications
 - Developed and executed communications and media relations plans, crisis management strategies and coalition-building for municipal clients
- 2017–2021 **Peak Facilitation Group** Denver, CO
Public Participation and Engagement Manager
- Designed and facilitated community and stakeholder engagement processes for high-conflict issues for a range of clients, including local municipalities, state and federal organizations and nonprofits; projects primarily focused on natural resource management, wildlife challenges, forest restoration and watershed health
 - Managed the strategic direction of multiple short- and long-term projects, ensuring consistently outstanding communication with clients and community partners
- 2016-2017 **University of Denver Center for Inclusion and Equity Education** Denver, CO
Campus Dialogue Program Coordinator
- Served on the founding steering committee for the DU Dialogues program
 - Recruited and reviewed student, faculty and staff applications for facilitator training, and assisted in the curriculum development and coaching during the training
- 2013-2015 **Charles F. Kettering Foundation** Dayton, OH
Research Assistant
- Supported Program Officers and community partners by providing focused reviews of relevant scholarly and professional literature on the challenges facing democratic governance and deliberative decision-making

EDUCATION

- 2016 **University of Denver Korbel School of International Studies** Denver, CO
M.A. in Conflict Resolution

development. The process involved working closely with the Africatown Heritage Preservation Foundation to develop and implement this series of workshops focused on land use, zoning, and land ownership. In 2019, the Clotilda – the last known slave ship to arrive in America in 1860 – was discovered at the bottom of the Mobile River. In the 1890’s, the survivors of the slave ship founded their own town – Africatown – a few miles outside of Mobile. Today, the residents of Africatown are struggling with encroaching heavy industry, housing blight and disinvestment, and transportation and infrastructure bisecting the community.

FOREST & WATERSHED HEALTH

Upper South Platte Partnership, Golden, Colorado, 2018-2021. *Facilitated the Upper South Platte Partnership (USPP) - both the monthly meetings for the Management and Science Team (primarily composed of land managers/foresters), and the Goals, Strategies, and Funding Team (which set high-level goals and priorities). The USPP is comprised of government agencies, water providers, nonprofit organizations, fire protection districts, and academic institutions working toward sustainable and resilient landscapes, healthy forests, proactive and engaged fire-adapted communities, with efficient fire response and management. As a result of this process, the USPP set ambitious long-term goals and shifted toward a collaborative project development model that leveraged partnerships to create a landscape-scale impact in the South Platte watershed.*

WATER RESOURCES

South Platte Urban Waters Partnership, Denver, Colorado, 2018-2021. *Served as the Ambassador and facilitator of the South Platte River Urban Waters Partnership, one of 19 designated EPA Urban Waters locations. The Urban Waters program seeks to reconnect urban communities with their waterways by improving coordination among federal agencies and collaborating with community-led revitalization efforts to improve our nation’s water systems and promote their economic, environmental, and social benefits. Ambassadors are responsible for planning and facilitating quarterly gatherings of the full partnership, developing, updating, and implementing the Partnership’s strategic plan, facilitating two subgroups focused on implementation of key tasks identified in the strategic plan, working with partners to expand the Partnership’s network by engaging the existing coalitions in Denver and outreaching to potential new partners across the watershed, and participating in the national urban waters partnership network.*

Eagle River Community Water Plan, Eagle, Colorado, 2019-2021. *Facilitated the stakeholder group and community meetings of the Eagle River Community Water Plan, which intends to develop proactive management recommendations that anticipate changes to local hydrology due to population growth, climate change, and projects. The plan was developed through a stakeholder process with local conservation organizations, state and federal agencies, recreational users, commercial fishing/rafting guides, local municipalities, agricultural and other partners. The stakeholder group offered overall guidance for the plan, and the Core/Technical Working Group provided input on relevant technical data and information critical to the development of the plan. The process also involved supporting community engagement efforts with under-served areas of the community and coordinating meetings in Spanish to gather input about how residents’ values intersected with the anticipated changes (climate change, etc.), and what they would like to see in the Plan.*

STRATEGIC PLANNING, INTERAGENCY FACILITATION, & ORGANIZATIONAL MEDIATION

Colorado Parks and Wildlife Team Building and Facilitation, Colorado, 2024-2025. *Supporting several teams within Colorado Parks and Wildlife working through conflict and communication challenges.* The process involves conducting situation assessments through individual interviews with staff and working with leadership to design a series of mediations and workshops to help build trust, conflict skills, and an atmosphere of collaborative problem-solving, as well as supporting the team with conflict management and communication coaching. Through these workshops, one of the teams has developed and come to a consensus on team operating agreements for how they want to communicate, resolve conflicts, share information, and support each other.

Denver Urban Field Station, Denver, Colorado, 2020-2021. *Facilitated a focused strategic planning process for the Denver Urban Field Station, which is a collaborative research and practice unit of the USDA Forest Service Rocky Mountain Research Station, helping the core team set a long-term vision and desired outcomes and sequencing key priority actions to achieve the outcomes.* The process provided the team with clear direction while intentionally leaving space for staff to have autonomy in how their work contributes to the goals.

MUNICIPAL PLANNING & HIGHER EDUCATION

City of Denver Redistricting, Denver, Colorado, 2022. *Managed community engagement design and facilitation activities for the City of Denver's redistricting process, working directly with the four Denver City Council members of the redistricting committee to design six community meetings across the city to collect input on proposed maps.* These interactive sessions asked community members to identify what they liked and what they would change about each map, followed by group discussions on what drew people to prefer one map over the others, what their 'musts' were for choosing a map, and what their biggest concerns were about the maps they liked the least. The team developed a comprehensive report for City Council that summarized the rankings of the maps and factors important to the public, salient themes, and an overview of preferences and concerns raised.

Town of Crested Butte Comprehensive Plan Public Engagement, Crested Butte, Colorado, 2022. *Worked with the town of Crested Butte to plan a series of facilitated stakeholder workshops tied to its five-year comprehensive plan's focus areas (Our Natural Surroundings, Our Community's Look/Feel/Function, Our Ways of Moving Around and Connecting, Our Ways of Living).* The town's planning process was a community-wide collaborative effort designed to cultivate a shared vision for the Town and inform the Town council's future decision-making. Participants were selected to represent a range of interests, industries, and place-based expertise. The facilitation team developed agendas to ensure that stakeholders discussed their aspirations for the plan's focus areas and found common ground by working through tension points. The team also worked with town stakeholders to distill information and feedback into a draft comprehensive plan.

City of Boulder N. 30th Street and Folsom Street Redesign, Boulder, Colorado, 2024-2025. *Worked with the City of Boulder's Multimodal Transportation Division to plan public engagement opportunities to envision and evaluate conceptual design alternatives for N. 30th Street and Folsom St. to make them*

safer and more connected for anyone traveling. The engagement prioritized equity and the inclusion of underserved populations through facilitated focus groups for residents of lower-income housing along the corridor, including a Spanish-first meeting at a mobile home park and a group meeting at a transitional housing development for recently unhoused individuals. There were several open houses to share design alternatives with the broader public and provide de-escalation and conflict management services.

Downtown DC Action Plan, Washington, DC, 2023. *Led the community engagement activities of DC's Downtown Action Plan, a 5-year economic development strategy that recommended next steps for implementing Mayor Muriel Bowser's DC Comeback Plan with implementation, investments, policies, and actions.* The process involved working closely with the Downtown and Golden Triangle Business Improvement Districts to plan 15 different touchpoints with the community, including a public kick-off event with Mayor Bowser, two focus groups, and three steering committee meetings. The team collected approximately 750 distinct ideas and reached over 6,000 stakeholders and residents representing diverse perspectives, including small business owners, artists, property owners, government officials, and leaders of local institutions.

Emory University Police Community Partnership, Atlanta, Georgia, 2022-2024. *Served as project manager on the JSA team providing strategic advice and collaborative process design for the Emory University Police Department with the goal of building trust and developing recommendations related to data transparency, communication practices, and internal training.* The team developed an advisory committee and three working groups (data and metrics, critical response and emergency communication, policy and accreditation) to implement a pilot community partnership model with key university staff, faculty, students, and police department representatives. Besides developing and setting agendas for these groups, the project team carried out training activities for the police department focused on strategic listening and conflict resolution.