



Stacie Nicole Smith

Managing Director | Consensus Building Institute, Inc.

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PROFESSIONAL SUMMARY

Senior organizational leader with over two decades of experience as a process designer, mediator, facilitator, trainer, and researcher on a broad range of public issues in the U.S. and internationally, with particular expertise in complex, contentious multi-party disputes around substantively challenging technical issues, and 25 years of curriculum development, teaching, and training experience in negotiation, mediation, process design, and conflict resolution.

KEY SKILLS

- Designing processes to allow people to have a constructive voice in decisions that affect them and resolve disputes in ways that leave everyone better off.
- Facilitating highly complex and contentious multi-party disputes around substantively challenging technical issues, where identities, values, and interests intertwine.
- Attending to both the structure and facilitation of dialogue, to ensure it focuses on underlying goals and that perspectives of all interested and affected participants are heard and respected.
- Strong experience in a wide range of substantive areas, from environment issues (land use, water, energy), historic and cultural resources, tribal and indigenous peoples, and education

EXPERIENCE

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| 1999-present | Consensus Building Institute
<i>Managing Director (previously Senior Mediator, Senior Associate, Associate, Director of the Workable Peace Project)</i> | Cambridge, MA |
| | <ul style="list-style-type: none">● Manage (co-managed through 2022) and lead CBI's \$6+ million budget and 30+ staff and project management for projects of all sizes (\$1-600K+)● Provide assessment, process design, mediation, facilitation, consensus building, and coaching for local, state, and federal entities, communities, and non-profits nationwide● Design and teach training courses on negotiation, mediation, and consensus building for public, non-profit and private organizations● Draw from substantive expertise in community engagement, education, voluntary collaboration, environment and land use, and social and cultural resources● Direct the Workable Peace Project, a curriculum program integrating negotiation and conflict management skills into high school history courses | |
| 2008, 2013 | University of Massachusetts, Boston
<i>Adjunct Faculty, Graduate Programs in Dispute Resolution</i> | Boston, MA |
| | <ul style="list-style-type: none">● 2008: Served as co-instructor for DisRes 603: Advanced Negotiation/Mediation: Multi-Party Disputes for advanced graduate students in international relations and dispute resolution● 2013: Served as co-instructor for ConRes 603: Conflict Assessment for advanced graduate students in international relations and dispute resolution | |

1996-1999	Brooklyn International High School <i>Social Studies & Humanities Teacher</i> • Taught history and English to heterogeneous groups of 9th- through 12th-grade immigrant students at an alternative public school in New York City • Wrote all curriculum materials and integrated, hands-on projects and authentic assessment tasks for a population with limited proficiency in English • Participated in all aspects of school governance, including budgeting, scheduling, discipline, curriculum, professional development, and personnel • Mentored students for social development, academic assistance, internships, and graduation preparation	Brooklyn, NY
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EDUCATION

1996	Columbia University Teachers College <i>M.A. Concentration in Teaching of History.</i>	New York, NY
1994	Brown University <i>Bachelor of Arts</i> Graduated with honors. Independent major in American social political theory.	Providence, RI
2000	Mediation Works, Inc. Completion of 32-hour mediation training. May 1-5, 2000.	Boston, MA

PROFESSIONAL AFFILIATIONS

Association of Conflict Resolution, Environment and Public Policy Section and Education Section, Member

U.S. Environmental Protection Agency, Mediator, ADR Roster

U.S. Department of Interior, Mediator, ADR Roster

John S. McCain III National Center for Environmental Conflict Resolution, Mediator, Roster of Conflict Resolution Professionals

SELECTED PROJECTS

CULTURAL RESOURCES

National Park Service Cultural Resources, Partnership and Science Directorate, 2021-22. Co-facilitator of a strategic planning process to help the 130-person directorate to establish longer-term goals, address chronic understaffing issues, and confront climate change, diversity, changing technology regarding the cultural resources of the U.S.

Isle Royale National Park non-tribal Section 106 Consultation Process, 2015-2021. Process designer and facilitator, working with the NPS and its official consulting parties (the Advisory Council on Historic Preservation, the Michigan State Historic Preservation Office, the National Trust for Historic Preservation, Isle Royale Family and Friends Association, North Shore Commercial Fishing Museum, and the Michigan Historic

Preservation Network) to assess, convene, and facilitate a process to identify, assess impacts, and agree on mitigation for the impacted cultural resources.

Cranston Armory Reuse Planning Process, 2017-present. Facilitator and process designer for community and stakeholder engagement as part of an initiative to identify opportunities for adaptive reuse of an enormous architectural and historic landmark at the heart of a vibrant residential neighborhood in Providence, RI. Working with Utile, Inc, helped to refine and facilitate the project Steering Committee, design and facilitate public engagement, and support plan development. Resulted in RPF to award a lease for master reuse in alignment with the desires of the state and community.

Fort Hancock 21st Century Federal Advisory Committee Facilitation, 2015-2018. Facilitator of the Fort Hancock Federal Advisory Committee, which advises Gateway National Recreation Area, NPS, in its effort to preserve Sandy Hook Unit's section of the Fort Hancock National Historic Landmark District by reviving a viable, vital community in this former military base. These majestic buildings can provide a new century of service to the nation through adaptive reuse.

Long-Range Interpretive Planning for Fire Island National Seashore, 2016-2017. Process designer and facilitator of a collaborative interpretive planning process for an NPS national seashore, to develop an updated, relevant, and innovative Long-Range Interpretative Plan that meets the mission of the park, engages partners, and builds collaborative stewardship for the park's cultural and natural resources.

Strategic Planning and Long-Range Interpretive Planning for the New Bedford National Whaling Historical Park, 2014-2015. Process designer and facilitator of a collaborative planning process for an NPS historical park, to develop an updated, relevant, and innovative Long-Range Interpretative Plan and Strategic Action Plan that meets the mission of the park and brings together the interpretive expertise of NPS with the vast range of historical and cultural assets of its partners in and beyond New Bedford.

Applying Consensus Building and Conflict Resolution Methods to Heritage Place Management, 2008-2013. Author, co-editor, co-designer of a workshop and subsequent publication on the use of consensus building strategies in the field of cultural heritage management, with the Getty Conservation Institute. Worked with 8 cultural heritage practitioners to develop case studies on key process challenges and needs. Workshop proceedings published in book and on-line forms by the Getty Conservation Institute in 2016.

Cape Cod National Seashore Dune Shacks Subcommittee, 2009-2010. Co-facilitator of a Federal Advisory Commission subcommittee to develop a Preservation and Use Plan and Environmental Assessment for the Historic Dune Shack District, including 18 dwellings used by families, non-profit organizations, artists' groups, and the public. The process resulted in a unanimous agreement among the Subcommittee and acceptance by the NPS CCNS Commission on a final report that will serve as the basis for the first ever management plan.

Managing Values in Heritage Site Management for the Getty Conservation Institute, 2006-2008. Designed, researched, and wrote a didactic case study about stakeholders and values related to the Heritage site of Jerash, Jordan, to be used as an educational module for heritage site managers in the Arab world. Published as two-volume book in English and translation into Arabic, with detailed teaching notes, by the Getty Conservation Institute in 2010.

Conflict Management Workshop for the Metropolitan Museum of Art, 2005-2006. Designer and trainer for two one-day open enrollment professional development workshops for MET employees. Workshop teaches concepts and skills for managing conflict, dealing with difficult people and improving professional relationships.

COMMUNITY DEVELOPMENT AND LAND USE

Somerville Schools Construction Advisory Group, 2023-2025. Process design and facilitator supporting the City of Somerville and Somerville Public Schools in convening and supporting a community engagement

process to determine the scope, design, and location for the renovation or rebuilding of one or two public K-5/PK-8 schools.

Nantucket Short-Term Rentals Work Group, 2022-2023. Facilitator of a municipal work group to develop general and zoning by-laws for short-term rentals on Nantucket. Designed, convened, and facilitated work group process to reach consensus to develop sensible guidelines for STRs for Nantucket that meet the diverse interests of the Island's communities and can achieve broad public support at Town Meeting.

Housing Cape Cod, 2023. Facilitator of a process for the Housing Assistance Corporation of Cape Cod (HAC), working with a coalition of partners involved in the Housing to Protect Cape Cod initiative, to convene a broad set of stakeholders interested in housing issues across the Cape to build relationships, align on challenges, and explore potential State-level initiatives to increase options for solutions. Involved interviews, two half-day gatherings, and a full day follow-up meeting to begin to build alignment on possible approaches.

Walsh Property Community Planning, Truro MA, 2019-2021. Assessor, process designer, and facilitator for an advisory committee of citizen representatives from diverse sectors of the community to lead a community wide process to guide the development of plans for the use of a 70-acre area purchased by the town.

Somerville, MA, Community Forum on Policing, 2019-20. Lead designer and facilitator of a public meeting to provide residents of Somerville, MA, with opportunities to voice their thoughts on how to improve relationships with the community's law enforcement, in the wake of concerns raised about police actions toward counter-protesters at the Straight Pride Parade in Boston in the summer of 2019. One hundred participants attended the meeting at a local school and CBI generated a Report on Community Feedback. City officials responded with a number of policy and funding reforms.

Greater Lakewood NJ Community Assessment, 2018-2019. Lead assessor and facilitator to assess the situation in a diverse and rapidly growing region, to clarify the social and civic challenges facing the region and identify opportunities for developing a shared vision for the future. Working with the National Charrette Institute, interviewed over 90 people, including elected officials and agency leads at the county and township levels; business, religious, education, and community leaders from the region; and residents of Lakewood and its neighboring townships. Released a report identifying the key issues, concerns, and needs, and recommended a range of process steps for collaborative engagement to address those concerns.

Rebuilding Nicholas County Schools Assessment and Mediation Process, 2017-2018. Assessor and mediator of a consensus building effort to develop a mutually agreeable and workable plan for the rebuilding of schools in Nicholas County West Virginia. The flooding destroyed three Nicholas County public schools, which are eligible for FEMA recovery funds. The Nicholas County Board of Education and West Virginia State Board of Education sought an agreement on how to use resources available under FEMA's Public Assistance Program to proceed with the rebuilding of Nicholas County schools. Included an extensive assessment, convening and facilitation of a mediation process, design and facilitation of a public engagement workshop for over 200 members of the public. Convened by FEMA and the State of West Virginia.

Coaching for City of Newton's Needham Street Area Vision Plan, 2017-18. Provided process design and facilitation support to the Department of Planning and Development for the City of Newton as they developed and implemented a community engagement process for a Visioning Plan that would reflect a broadly shared single vision and strategy for an important area of the city. Provided process templates and advice on process design, trouble-shooting and coaching for facilitation and process challenges.

Department of Defense Office of Economic Adjustment Compatible Use Program Stakeholder Engagement and Consensus Building workshop, 2016. Designed and delivered a tailored 1-day workshop for staff at the DOD Compatible Use Program focused on stakeholder engagement and consensus building. The training will help managers and staff assist military departments and communities prevent and resolve potential conflicts by engaging effectively, developing appropriate collaborations, seeking joint gains, and reaching sustainable agreements.

San Antonio Public Housing Communication and Difficult Conversations workshops, 2015. Designed and delivered 3 1-day workshops on communication and difficult conversations for 95 staff members of the San Antonio Public Housing Authority.

East Harwich Commercial Zone Planning, 2014. Helped design and facilitate 3 community workshops to refine the zoning of 100 acres of East Harwich, MA, in context of long-standing deadlock.

Town of Norwood Downtown Summit, 2014. Designed and facilitated an energizing public Summit for the revitalization of downtown Norwood, MA, to revisit their 2008 Action Plan, prioritize next steps, and strategize implementation steps.

Plymouth Airport Advisory Group, 2009-2010. Assessor, process-designer, and mediator for the collaborative development of an airport Master Plan and proposed runway expansion. Stakeholders include airport officials, representatives from surrounding neighborhoods, local governments, and airport users. Process reached a consensus agreement on airport runway length and future expansions pending FAA approval.

Summer Street Development Mediation, 2010. Assessor and mediator for a five-meeting development mediation regarding the size, height, layout, and design of a proposed mixed use development over two lots in downtown Davis Square, Somerville. Proposal included a residential condominium building and a new VFW Function Hall. Participants included the City of Somerville, the developer, the VFW, the neighboring bank, and two groups of residential neighbors.

Lincoln Institute for Land Use Policy: Resolving Land Use Disputes Training Program, 2005-2009. Co-instructor for Regional Resolving Land Use Disputes Introductory course delivered in Portland, OR, and problem-solving clinic facilitator for yearly courses delivered in Cambridge, MA. The Program, developed and delivered in sponsorship with Lincoln Institute of Land Policy is aimed at strengthening the multi-party negotiation, mediation, and facilitation skills of land use officials, concerned citizens and developers.

Trustees of Reservations Public Visioning Sessions, 2008. Provided process input and facilitation for two public visioning sessions on the future of the new grounds and buildings of the Doyle Reservation.

Housing Voucher Summit, 2005. Co-facilitator for multi-session national policy dialogue on the future of Section 8, the primary Federal program subsidizing the cost of private rental housing. Summit was convened by the National Low Income Housing Coalition, and involved 60-70 Federal, state and local government officials, housing finance and public housing agency executives, advocates for low-income households, and program participants. Group reached near-unanimous agreement on a package of proposals to improve and sustain the Housing Choice Voucher Program.

City of Providence Waterfront Redevelopment Charrette, 2008. Facilitator of eleven sessions over four-days for public input on the future of the Providence Waterfront. Assisted a Steering Committee of diverse stakeholders in designing a process, refining the agenda, developing evaluation criteria and selecting speakers. Facilitated public input sessions, compiled and synthesized input, and presented synthesis to public at final session.

Everett Dialogue on the Changing Face of the Community, 2006-2007. Co-facilitator of a multi-party, 11-session community dialogue among public officials and immigrant community leaders in Everett, MA convened by State Senator Jarrett Barrios. Sessions designed to seek improved communication and joint outcomes on issues of mutual concern including public safety, quality of life, education, public health, economic development, and inter-group relations.

On the Rise Strategic Planning, 2006. Assessed, planned, and facilitated a one-day strategic planning meeting with a Cambridge Woman's Shelter to develop a transition plan for their first shift to a new Executive Director.

Negotiation Training for Yale School of Forestry and Environmental Studies, 2004. Designed and facilitated one-day training on Negotiation skills for graduate students of the Yale SOFES program.

Meriden Center City Advisory Group, Meriden, CT, 2004-2005. Co-conducted assessment to develop a report to city residents and the project proponent on recommendations for intensive, effective public engagement in a downtown master planning initiative. Developed, convened, and facilitated five monthly meetings of a diverse Community Advisory Group, to provide input on phase 2 planning for Center City redevelopment. Issued final report of community recommendations for downtown redevelopment.

Mediation for Results Summary Process Mediation, 2003-2004. Mediator of Eviction and Small Claims lawsuits bi-monthly in Malden and Chelsea, MA.

Assembly Square Conflict Assessment, 2003. Assessment team member, and interviewer for a Conflict Assessment of a land use and development dispute in Somerville, MA.

CRIMINAL JUSTICE

Private Prison Stakeholder Roundtable, 2022-present. Co-facilitator of dialogue between private prison leadership and external stakeholders to experiment with potentially transformational changes in policy and practice. The goal is to improve conditions and outcomes for incarcerated individuals and corrections staff, while exceeding requirements of public corrections systems, and to catalyze broader change in public incarceration systems. Roundtable participants include formerly incarcerated people now involved in criminal justice reform, former public corrections officials, criminal justice service providers, experts and advocates.

Michigan Criminal-legal Data Integration Project. 2022-present. In partnership with The Center for Behavioral Health and Justice at Wayne State University, co-designed and facilitate a cross-system data integration project involving jails, courts, prisons, public health agencies, legislators, public interest group and experts. Goals are to improve operational coordination and effectiveness, assess equity impacts, and contribute to public transparency and accountability for these systems.

ECONOMIC DEVELOPMENT

Advancing Financing and Related Public Policy Initiatives for Shared Ownership of Enterprise, 2023. Co-designer and co-facilitator of a full-day convening of ~100 organizations active in field-building relating to financing shared ownership of enterprise, to advance shared ownership models of enterprise, particularly worker ownership, through the use of finance and relevant public policy reforms. The convening provided an opportunity for participants learn from one another, map out various approaches to advancing shared ownership, and highlight areas where there is significant momentum, opportunities to fill gaps, and discuss what the field needs to scale these models with strong impact potential. Sponsored by the Rockefeller and Ford Foundations, and hosted by the Predistribution Initiative.

CLIMATE & HAZARD RECOVERY AND MITIGATION

Climate Land Use Alliance Retreats, 2018-2022. Co-facilitator for 2-4 day twice annual retreats of the Climate Land Use Alliance (CLUA), a collaborative of foundations seeking to promote viable solutions and mobilize greater funding to conserve forests and more sustainable use land as an essential part of the global response to climate change.

Assessment and Facilitation of Cape Cod's Climate Action Plan, 2019-2021. Facilitated a series of sub-regional community meetings to solicit input on planning priorities, concerns, and barriers to moving climate adaptation and mitigation actions forward throughout Cape Cod. Developed recommendations for a strategic framework and collaborative approach to address the region's contributions to and threats from climate change. Facilitated and managed a team of 5 to help convene, facilitate, and support a Cape-wide Climate Action Plan to identify, study and monitor the causes and consequences of climate change on Cape

Cod as a basis to guide and develop science-based policies, strategies and actions that governments, businesses, organizations, and individuals can pursue to improve the region's resilience to climate hazards; and mitigate climate change on Cape Cod through reducing net regional greenhouse gas emissions in support of the framework and targets established by the Commonwealth. Included 4 municipal sub-regional meetings, 12 stakeholder working group meetings (3 rounds of meetings for 4 groups), 12 community partner focus group meetings (2 rounds of 6 groups), and additional meetings as needed. Result to be a region-wide plan denoting the highest priority goals, strategies, actions, and steps.

Virgin Island Recovery Planning Coordination, 2018-2019. Facilitator and mediator working with FEMA R2, EPA R2, other federal agencies, and VI government and civil society partners to coordinate, align, and improve recovery, mitigation, and resiliency planning.

Equity in Sustainability for Providence, RI, 2016-2017. Strategic Advisor for a consultant team assisting the City of Providence to become a National model of equity and sustainability by designing and facilitating an inclusive, generative and collaborative process for City departments and community leaders to create a visionary, measurable, achievable and community-oriented sustainability plan.

Mattapoisett Preparedness and Adaptation to Extreme Weather, 2015-2016. Facilitator of citizen engagement for a collaborative effort between EPA and the town of Mattapoisett to better understand and inform the population about the risks of disruptive storm surge, hurricanes and projected sea level rise. Working with local community members, helped identify and implement citizen science and engagement activities such as collection of citizen experiences and photos from past storms, video testimonials of survivors of hurricanes, and visual markers of storm levels on utilities poles.

New Hampshire Ecosystem and Societies Study, 2015. As part of a National Science Foundation grant to understand interactions among climate, land use, ecosystem services, and society, helped to design and facilitate four "citizen jury" workshops for citizens to compare, evaluate, and come to consensus on the valuation of a range of ecosystem services under a set of variable background conditions, in the year 2100.

WWF High Level Stakeholder Dialogue on Curbing Emissions from International Aviation, 2013.

Co-facilitator for a 1.5 day workshop among fifty stakeholders and experts involved in managing global carbon emissions from the aviation sector, including government officials from developed and developing countries, aviation industry representatives, trade and tourism industry representatives, environmental NGOs, representatives from international development banks, and issue experts. Building on a previous meeting, the focus of the workshop was on ways to address greenhouse gas emissions in the global aviation sector using market-based mechanisms (MBMs) that honor global treaties and minimize competitiveness impacts.

INDIGENOUS PEOPLES

EPA Tribal Wetland Workshop, 2021-2022. Co-designer and facilitator of a 32 hour training and workshop to help Tribes to grow their capacity to regulate, manage, protect and restore wetland resources in Indian Country, by helping to build capacity and develop cross-Tribal collaboration on wetlands management in the Northern Great Plains.

Negotiation, Consensus Building, and Facilitation Training for and the First Nations Tax Commission, 2009-present. Course designer and trainer for a series of negotiation, consensus building, and facilitation training workshops for FNTC Commissioners and Staff.

Negotiation and Collaboration Workshops for First Nations Tax Administrators and Band Leaders, 2010-2019. Design and present negotiation, collaboration, and difficult conversations training for First Nations, sometime in partnership with the Tulo Center of Indigenous Economics or with the First Nations Tax Commission. Trainings vary from one half-day to two days, with materials and exercises tailored to address the key issues and dynamics of participants. Presented capacity building and simulations at an annual conference for First Nations Tax Administrators, and presented at a series of workshops on exercising First

Nation taxation jurisdiction for First Nation leaders. Conducted day-long training in Communication and Difficult Conversations for the Wasauksing First Nation.

Mock Hearing for the First Nations Tax Commission and First Nations Financial Management Board, 2009-2019. Developed and implemented a series of simulated mock hearings for the FNTC Commissioners and Staff, as well as one session in partnership with the FNFMB, to prepare them to convene hearing and review processes for disputes over First Nations taxation laws and implementation of those laws.

Bureau of Indian Affairs RPI InterTribal Organization Meeting Facilitation, 2015. Assessor and facilitator of a meeting among the Bureau of Indian Affairs and the five umbrella intertribal organizations receiving Rights Protection Implementation (RPI) program funds from the U.S. Congress to co-manage off-reservation hunting, fishing, and gathering rights, to develop an approach for allocating \$5M in special Rights Protection Implementation (RPI) funding for climate change.

No Child Left Behind Facilities and Construction Negotiated Rulemaking, 2008-2012. Co-facilitator and project manager on the convening and facilitation of a national Negotiated Rulemaking for tribal and federal interests to address funding and priorities for school renovation, repair, and construction of Bureau of Indian Affairs - funded schools, a system of 184 schools across Indian Country.

Cobell Land Consolidation Tribal Consultations, 2011. Lead facilitator and strategic advisor for 7 full-day regional tribal consultations between Native American Tribes and the US Department of the Interior to integrate tribal and individual input into the Department of Interior's \$1.9B Land Consolidation program, designed to buy back fragmented lands on tribal reservations, freeing it up for the benefit of tribal communities. Program resulted from the Cobell Settlement, the largest class action lawsuits in US history. Helped design, coordinate, and facilitate consultation sessions, and wrote report synthesizing oral and written stakeholder input to inform DOI's plan.

Bureau of Indian Education Assessment on Funding for Repair, Renovation, and New Construction of Indian Schools, 2006-2008. Co-assessor and project manager in conducting interviews with over 200 individuals, representing some 99 different schools. Issues include financing, programming, design, and construction management regarding repair of 180 Native American schools across the U.S. Co-wrote draft and final report, to prepare for a Negotiated Rulemaking as required by No Child Left Behind.

WATER RESOURCES

External Stakeholder Needs Assessment, Massachusetts, 2023-2025. Assessor, facilitator, and synthesizer for an external stakeholder needs assessment to survey and distill the technical services and capacity building experiences and needs of the MA restoration community to inform the Massachusetts Division of Ecological Restoration's Technical Service Branch (TSB) and Capacity Building Branch (CBB) in program planning and development. Conducted by the Consensus Building Institute between fall of 2023 and summer of 2025, the two-phase methodology included interviews with 70 stakeholders across municipalities, regional organizations, academic institutions, sister agencies, and private sector providers, plus virtual and in-person workshops to validate findings and generate implementation strategies. Developed a comprehensive report to present key findings and share recommendations and potential solutions to inform DER's TS and CB Branches as well as the broader restoration ecosystem in Massachusetts.

San Francisco Bay Wetlands Regional Monitoring Program (WRPM) Regulatory Alignment, 2022-present. Assessor and facilitator of a needs assessment and dialogue process to improve interagency coordination and cost-effectiveness of water quality and ecosystem monitoring, information sharing, and public access to collected data. Developed and facilitated a working group of regulatory agencies, designed and conducted a needs assessment on monitoring requirements, identifying opportunities for alignment and coordination, and

developing and vetting recommendations for improving alignment. Involves seven Federal, State, and local agencies along with project proponents.

Herring River Stakeholder Group, 2018-present. Facilitator of a representative stakeholder group chartered by the Project's partners, the Towns of Truro and Wellfleet and the NPS Cape Cod National Seashore, to serve as a conduit of stakeholder input on the Herring River Restoration Project. The project will restore the natural tidal flow to the estuary by replacing the old dike at the river's mouth with a new bridge, rebuilding two secondary dikes, elevating 1.7 miles of roads, and implementing projects to protect low-lying structures from flood waters, and will be monitoring using a comprehensive adaptive management process.

Chesapeake Bay Funders Network Regional Capacity Building Initiative. 2020-2021. Project lead and assessor of local government, non-profit organizations, and collaborative networks in two of six regions in the Chesapeake Bay watershed, one in Maryland and one in Virginia, to identify the barriers, capacity gaps, and capacity needs to facilitate effective collaboration around implementation of the Chesapeake Bay Watershed Implementation Plan. The final assessment report provided recommendations to the funders for capacity building priorities in each region that were integrated into their next round of funding.

Brewster Coastal Adaptation Strategy, 2016-17. Assessment, process designer, and facilitator of a community advisory group, the Brewster Coastal Advisory Group, to develop and publicly present a set of strategies and mechanisms to address key community vulnerabilities, issues, and priorities and to identify the community's preferred adaptation strategies. Included eight public meetings and a public visioning session to examine coastal conditions and threats (including predicted climate change impacts) and community needs, identify and refine a set of guiding principles, and explore potential strategies for applying these at both the town-wide and landing-by-landing levels. The group reached consensus on a set of guiding principles, many town-wide approaches for coastal adaptation, and a set of recommendations to guide next steps and implementation.

Three Bays Nonpoint Source Nutrient Management Problem Formulation Workshop, EPAORD, 2018. Designed and facilitated a 1.5 workshop with federal, state, regional, and local partners to identify that priority research needed to implement alternative nutrient reduction technologies and their placement in the landscape in the Three Bays watershed, and establish expectations among key stakeholders on approaches and tools to solve the nutrient problem.

Southeast New England Program for Coastal Watershed Restoration Strategic Planning, EPA, MADEP, RIDEM, 2016. Facilitated strategic planning process for a consortium of federal, state, and regional agencies and NGOs working to restore the ecological health of the southeast New England's estuaries, watersheds, and coastal waters and ensure access now in the future to resilient, self-sustaining ecosystems of clean water, healthy diverse habitats, and associated populations of fish, shellfish, and other aquatic dependent organisms. Culminated in a 1-day retreat to devise a group charter and work plans to guide actions.

Orleans Water Quality Advisory Panel, 2014-2015. Facilitator and Process Manager of a year-long process in the town of Orleans, MA, to engage stakeholders in revising the town's Comprehensive Wastewater Management Plan (CWMP) into an adaptive water quality management plan. Convened a balanced stakeholder panel of representatives and liaisons from Orleans, surrounding towns, federal and regional partners, and state and federal regulators to guide studies and assessments, define preferred approaches, seek consensus, and build widespread community support for a customized, affordable water quality management plan for the Town of Orleans. Panel reached consensus on a "hybrid" approach and set of next steps.

Stakeholder-based Identification of Sustainable Water Quality Solutions for Upper Narragansett Bay, 2014-2016. Facilitator of a multi-year effort to improve water quality and overall ecological health of upper Narragansett Bay. Developed a Project Steering Committee and a series of technical workshops to identify, evaluate, build consensus for and prioritize those management strategies offering the most potential for

contributing to the restoration of upper Narragansett Bay's water quality.

Mystic River Watershed Initiative, 2013-2016. Facilitator for EPA Urban Waters Program initiative, which convenes federal, state, and local partners to establish strategic direction and priorities, and recommend and promote key projects and actions needed to improve environmental conditions in the Mystic River Watershed in ways that also advance community and economic development.

Cape Cod 208 Area-Wide Water Quality Plan Update, 2013-2014. Assessor, Lead Facilitator, and Project Manager facilitation services for the Cape Cod Commission's 208 Area Water Quality Management Planning process. Conducted assessment focus groups to advise on an appropriate public engagement process for watershed-based solutions to the region's wastewater issues and their impacts on coastal waters, identify resources needed to conduct this process, and provide the attributes needed in facilitated discussions to maximize the effectiveness of this process. Developed and refined the stakeholder engagement process. In phase 1, facilitated and supervised a team of 3 to convene, facilitate, and support 11 watershed working groups across the Cape to develop local wastewater management solutions. Designed, facilitated, and managed a team to convene, facilitate, and support 4 sub-regional working groups in phase 2. Each group consisted of 15-30 representatives from town government, town staff, civic and environmental organizations, local business, and regional and federal partners. Helped coordinate between the Cape Cod Commission, working groups, technical consultants, and other cape-wide advisory groups.

The Nature Conservancy Great Rivers Partnership, 2012. Co-facilitator of a one-year planning process to create a global partnership to advance integrated river basin management in several the world's largest and most environmentally, economically and socially significant river basins. Partnership includes leading conservation NGOs, multilateral and bilateral development agencies, and corporations. Key planning steps include creation of International Steering Committee, definition of partnership goals, river basin recruitment and selection, global governance and global—basin partnership agreements, global network development, business planning and resource mobilization. Expected scale of investment is approximately \$250 million over 5 years.

Schoharie Watershed Project Advisory Committee Development, 2006. Assessor and facilitator for public engagement process to convene a Project Advisory Committee to assist development of a Stream Management Plan for the Schoharie and East Kill watersheds in New York State. Conducted and compiled interviews, and designed and facilitated focus group meeting to build common interests on the watershed and public involvement plans.

AGRICULTURE, COMMODITIES, AND SUPPLY CHAIN ENGAGEMENT

Deer Management Meetings, Michigan Department of Natural Resources, 2019-2021. Bovine tuberculosis (TB) in deer has been a significant issue in Michigan since 1996. Addressing this issue requires the participation of both hunters and cattle producers, among others; however, regulatory actions to date have had little demonstrable impact on the prevalence of TB in deer. Incentives for hunters to comply, and relationships and trust between hunters and regulators, are both limited. The Michigan Department of Natural Resources and Wildlife Division sought assistance from CBI to facilitate dialogue with hunters about whether and how they might constructively engage with DNR, cattle producers, and other stakeholders in deer management that advances shared interests and values in the TB area. Follow-up work will include a similar round of conversations with cattle farmers, followed by the development of an Advisory Group of all stakeholders to help improve deer management in the core TB areas.

Evaluation of Collaboration and Lesson Sharing in Agro-Commodity Sustainability Initiatives, 2016-2017. Co-evaluator in an assessment to identify and map the state of collaboration and alignment in NGO efforts to eliminate forest and peat land conversion/deforestation in commodity supply chains. Designed evaluation process, conducted ~40 interviews, and drafted and refined report of findings and recommendations to

inform funders and others in the field. Funded by the Climate and Land Use Alliance (CLUA)

Reporting Guidance for Palm Oil Commitments, 2015-16. Co-facilitator of a year-long initiative to develop shared reporting guidance for companies striving to implement No Deforestation, No Peat, and No Exploitation (NDPE) in their palm oil supply chains. Assisted diverse group of over 18 NGOs and investor organizations, with input from companies and communities, to develop guidance for common corporate reporting and supply chain engagement, in order to create consistency and clarity for companies in the palm oil value chain. Convened by CERES, funded by the Packard Foundation.

ENERGY

Massachusetts Clean Heat Commission, 2021-2022. Senior Advisor and co-facilitator the Massachusetts Commission on Clean Heat, a Commission of stakeholder representatives tasked with advising the Governor on a strategy and pathway for decarbonizing the Commonwealth's building sector in line with the mandatory emissions reduction targets. CBI is helping build alignment with stakeholders representing affordable housing, gas and electric utilities, the business community, environmental justice advocates, and others, and supporting the Commission in drafting a comprehensive final report summarizing key recommendations.

Minnesota Environmental Impact Review of Enbridge Line 3 Oil Pipeline, Minnesota, 2017. Facilitated 10 public meeting across the state involving some 1,500 participants, five tribes, and three state agencies, on the review of the state's first full environmental impact statement of an oil pipeline replacement, abandonment, and relocation proposed project. Issues included tribal rights and impacts, potential risks to the headwaters of the Mississippi, comparison to alternative forms of transportation, and greenhouse gas emissions.

Organics-to-Energy Municipal Strategy and Outreach Services, 2014-2019. Assessor, process advisor and facilitator for multiple Massachusetts municipalities interested in the development of local or regional anaerobic digestion facilities. As many citizens are unfamiliar with ADs, residents need productive and meaningful opportunities to explore the potential benefits and impacts to these technologies for their communities, and community leaders benefit from strategic and facilitative assistance as they seek to educate and engage their communities. Funded by the Massachusetts Clean Energy Center.

Northeast Wind Resource Center, 2014-2015. Third-party adviser to help the Northeast Wind Resource Center – one of 6 Department of Energy-funded regional wind energy resource centers – serve as an independent, un-biased entity to provide accurate, high-quality information in order to assist decision-makers and other stakeholders as they consider wind policies and projects. Designer, convener, and facilitator of a Resource Library Working Group consisting of a diverse combination of experts and stakeholder volunteers in land-based wind from across the Northeast, who will work to advise the NWRC Steering Committee regarding an appropriate approach and criteria for evaluation of credible, legitimate, and salient information for the NWRC Resource Library.

Mass DEP Wind Turbine Noise Technical Advisory Group, 2013-2014. Co-lead facilitator of a technical work group convened by the Department of Environmental Protection, involving municipalities, state agencies, academics, and acoustic consultants, to develop revised state regulations and policies for monitoring, modeling, permitting, and compliance determinations of noise for wind energy facilities in Massachusetts.

Falmouth Wind Turbine Options Process, 2012-13. Assessor, designer, manager and facilitator of a representative working group of stakeholders concerned about the future of the Town's two turbines in Falmouth, MA. The process met 25 times over 9 months to explore the feasibility and implications of a full range of options for addressing the concerns of neighbors while also responding to the fiscal needs and climate goals of the Town. It concluded in January 2013 with a comprehensive final report from the group to the Board of Selectmen.

Social Performance in the Community Training; Shell Royal Dutch Petroleum, 2013-2016. Co-trainer for

3-day tailored training in Social Performance and community engagement strategy and grievance management for United States and Canada-based community relations staff at Shell Royal Dutch

New England Clean Tech Symposium, 2012. Co-facilitator of a 1-day symposium of NECEC and clean technology industry leaders from across New England to discuss and develop partnerships and priority action steps for building the clean technology industry. Symposium participants committed to concrete steps to move forward together, and to continue working together on these steps and on-going action plans.

Difficult Conversations Workshop for PJM, 2012. Designer and trainer for a 1-day training on difficult conversations tailored for staff of PJM, a 700-member regional transmission organization in the mid-Atlantic, the largest such organization in the U.S., to help improve their comfort and skill in facilitating and managing difficult conversations. Interviewed staff to develop detailed case-studies of communication and collaboration challenges. Presented a framework for diagnosing what makes these hard conversations difficult, and strategies for transforming these conflict drivers into tools for improving communication and relationships.

Kingston Independence Turbine Acoustic Monitoring Study Public Engagement, 2012-2014. Designer and facilitator for public engagement on the protocols, methodology, and analysis of acoustic monitoring for the Kingston Independence Turbine in Kingston, MA, to maximize the legitimacy, credibility, and relevance of the study outcome. Coordinating stakeholder engagement in a highly contentious context.

New England Wind Forum Workshop, 2012. Planning team member, presenter, and moderator of a full-day regional workshop on Injecting Useful and Credible Information into Wind Power Siting. Presented on Joint Fact Finding, prepared break-out group facilitators, designed break-out group discussions linked to panel presentations and culminating full group discussion, and moderated all sections of the day. Resulted in prioritized action steps for improving the development, dissemination, and use of data to inform the siting of wind projects in New England.

Block Island Energy Forum, 2011. Designer and facilitator of a 1-day community energy forum, convened by the Block Island Electric Utilities Working Group to evaluate a wide range of options for reducing the high costs of electricity on the Island. Options included development of wind, solar, or co-generation resources, and/or investment in a cable connecting Block Island with the mainland to supply power.

COAST, OCEANS, AND MARINE RESOURCES

Advancing Living Shorelines Permitting in New England, 2023-2025. Assessor, process designer, and facilitator of a multi-year process with The Nature Conservancy and Northeast Regional Ocean Council (NROC) to advance the development of living shorelines in New England. Year one focused on understanding regulatory challenges and opportunities for overcoming these, and included a webinar, one-on-one interviews with key stakeholders, and a full day hybrid workshop in conjunction with NROC's 2023 Fall meeting, and a detailed final report. Year two focused on identifying challenges and best practices for monitoring and implementation, and included one-on-one interviews with key stakeholders, a full day hybrid workshop and site visit to a living shoreline, and a detailed final report. Year three focused on building capacity across the region to develop living shoreline projects, and included 3 full-day face-to-face workshops and site visits to living shorelines sites across the region.

Cape Cod National Seashore Herring Cove Subcommittee, 2012-2013. Facilitator of a Federal Advisory Commission subcommittee to develop alternatives for an Environmental Assessment for the Herring Cove Beach revetment and parking area. The process brings together a range of stakeholders and federal, state, and local policymakers with technical experts in coastal geology and engineering, to reach agreement on a long-term plan for the Herring Cove Beach revetment and parking that balances local use and values with coastal science best practices and Commonwealth and Federal policies.

Northeast Ocean Plan and Northeast Regional Oceans Council Stakeholder Engagement, New England, 2012-13, 2016. Facilitated focus group of 20 to 40 aquaculture representatives regarding their views on regional ocean planning, opportunities and concerns for the aquaculture industry, and data needs for regional marine spatial planning as well as three regional stakeholder meetings to review draft goals and objectives of the Regional Planning Board (RPB). Facilitated 5 of 9 public meetings to present and solicit input on the RPB's draft Regional Ocean Plan.

Skills for Effective Collaboration Workshop for Massachusetts Ocean Partnership, 2009. Course designer and co-trainer of .5 day workshop on collaboration skills for members of the Massachusetts Ocean Partnership, working to engage stakeholders in the development of a first-ever statewide coastal waters plan under the 2008 Massachusetts Oceans Act.

New Bedford and Fairhaven Harbor Plan Revision Scoping Workshop, 2006. Co-facilitator of one-day scoping workshop to get public input for a revision of the New Bedford and Fairhaven Harbor Plan.

Packard Foundation Marine Protected Area Assessment, 2005. Co-assessor of a multi-party process to improve Marine Protected Areas management, coordination, and planning in the Pacific Baja Region of Mexico among key conservation stakeholders. Wrote report assisting Packard and multiple conservation organizations to improve communication and coordination of conservation activities regarding MPAs in the Gulf of California.

Stellwagen Bank Marine Sanctuary Management Plan Fishermen's Caucus, 2004. Associate facilitator for a one-day strategy meeting of commercial and recreational fishermen developing key strategies for the final management planning process. Issues included role of regulation, ecosystem research, historical resources, and on-going Sanctuary management.

AIR QUALITY

Effective Community Engagement in Challenging Contexts, 2020. Co-designed and led a three-part webinar series for EPA regional staff on designing and implementing community engagement processes around difficult public issues, like air toxics. The webinars addressed topics like the rational and core principles of effective engagement, process design, and managing difficult in-the-room moments, all based on interviews with EPA staff and real case studies. Following the webinars, co-developed a comprehensive handbook for EPA summarizing best practices.

Multi-Stakeholder Summit on Radon-Safe Schools, 2018-19. Designer and facilitator of a one-day regional summit to engage current leaders and experts in both the building codes and radon arenas to share perspectives, current strategies, and goals for integrating radon testing and radon-reducing construction features for schools in the International Building Code (IBC).

National Radon Stakeholder Consensus Building Dialogue, 2006-2012. Assessor, process-designer, and mediator for multi-year national consensus building effort for federal, state, civil society, and industry groups working toward radon awareness and abatement. Goals include increasing understanding, collaborating on accelerated action, and improving relationships. Convened by USEPA.

EPA Community Leadership Initiative, 2004-2010. Consultant, facilitator, and project manager on multi-year project with EPA Office of Air to support local communities around the country in the design and implementation of effective collaborations leading to voluntary air toxics reductions. Provide training and facilitation services to support communities' efforts to put into place multi-stakeholder air toxic reduction campaigns that achieve measurable reductions from stationary, indoor, and mobile sources of air toxics. Includes the following projects:

Region 6 Radon Conference Albuquerque, NM. 2008. Co-facilitated planning group and 2-day multi-stakeholder radon conference for federal, regional, state, tribal and local governmental actors, real estate agents, industry, and academics, increase partnerships and motivate effective progress toward bold national goals.

Region 4 Asthma in Schools Conference, Atlanta, GA. 2008. Worked with EPA to convene and facilitate a 2-day regional Asthma in Schools forum for diverse stakeholders to increase school facilities, health, and educational engagement and outcomes on asthma.

National Radon Conference/Symposium, Kansas City 2006, Las Vegas, NV. 2008. Worked with EPA to develop and facilitate interactive sessions to generate discussion regarding innovative best practices for accelerating Radon action through increased testing, mitigation, and Radon Resistant New Construction for EPA HQ, EPA Regions, States, industry leaders and NGO partners.

Great Lakes Asthma Forum, Chicago, IL. 2007. Worked with EPA Region 5 to convene and facilitate a 2-day regional Asthma forum for stakeholders within the health care community (including local and state agencies, community based organizations, health care plans, and healthcare providers) seeking to increase positive outcomes regarding asthma. The forum built on proven model practices and programs in the region to equip and energize participants to accelerate the progress of their own effective programs. Facilitated diverse planning group in developing agenda, and facilitated the forum to maximize participant engagement.

Healthy Air for Northeast Denver (HAND), Denver, CO. 2006-2007. Coach and facilitator for community health and environmental advocacy group working to address air quality concerns in Northeast Denver. Helped develop a formal group charter to guide the group's process, and to provide process leadership to improve group effectiveness and efficiency.

Greater Grand Rapids Children's Environmental Health Initiative, Grand Rapids, MI. 2006. Convened and facilitated a group of state and local governmental agencies, community organizations and business coalitions to develop a comprehensive children's environmental health effort in Greater Grand Rapids. Shaped around a broad range of sources of public health outcomes and environmental risks in children, including secondhand smoke, dust mites, pests, radon, mercury, lead, pesticides, nitrates, UV rays, diesel fumes, and pollution from coal-fired power plants. Helped group to clarify and expand stakeholders, hone their goals and mission, and pursue funding. The new umbrella initiative has since received a funding from a competitive EPA program to expand their work.

EDUCATION

Common Good Collaborative, 2022-present. Facilitator of a diverse, transpartisan learning coalition of senior leaders from k-12 civic education and teacher professional development provider organizations, which meets monthly to provide an informal and confidential peer network for learning, support, modeling, and potentially coordinating around issues facing the leadership and practice of civics education.

Educating for Global Democracy, 2023. Co-facilitator of a two-day convening of 35 educational practitioners, academics, and think tank experts from the US and democracies in Europe, South America, Africa, and Asia. The goal of the forum is to engage participants to produce through collaboration an initial set of global democracy themes, a synthesis of global competency frameworks for civic and democratic citizenship, and a starting point for development of experiential pedagogical approaches to educating for global democracy.

Educating for American Democracy, 2019-2021. Facilitator of a National Endowment for the Humanities/US Department of Education grant initiative to convene a transpartisan, interdisciplinary, cross-sector coalition of influential scholars and practitioners to develop a consensus Roadmap for K-12 education in history and civics to prepare all learners to understand the value, failures, and challenges of American democracy, and to equip them with the knowledge, skills, and capacities they need to sustain a healthy, thriving republic. Involved

weekly Executive Committee meetings, monthly Steering Committee meetings, and several multi-day convenings, and culminated in a consensus report and supplemental materials for teachers, districts, states, and policy makers.

West Virginia's Voice, 2019. Designer and facilitator of eight public meetings across the state of West Virginia to elicit input on elements of public education reform being proposed by the Governor and legislature. Over 1600 attendees participated in small group discussions on funding equity, instructional quality, social and emotional supports, and school choice and innovation. Hosted by the West Virginia Department of Education.

Say Yes Guilford County Reset, 2017. Co-assessor and co-facilitator of a process between Say Yes to Education and its partners in Guilford County to address implementation challenges in the roll-out of Say Yes Guilford. Say Yes works in partnership with local partners to implement its mission to help all students succeed in school and to go on to complete a postsecondary degree, using a multi-part approach including a scholarship promise to leverage support from government and community stakeholders, who work together to provide wraparound supports (e.g., tutoring, after school programs, counseling, etc.) over time to all the public school students in the city or county. CBI team conducted assessment, designed, facilitated, and documented a 2-day meeting to identify challenges and strategies for getting back on track.

Reimagining Education, 2013. Co-facilitator of two dialogue meetings among influential education leaders, thinkers and practitioners with divergent perspectives and conflicting solutions to education policy questions, with a goal of re-imagining education and create a future where children experience extraordinary learning. The on-going process seeks to transform our national vision of children's education, define pathways to advance that vision, and agree upon joint action to make the transformation possible.

Workable Peace Curriculum Development and Training, 1999-present. Design, write, edit, and oversee development of a set of materials and exercises that integrates conflict resolution into history curricula. Design, plan, and facilitate teacher training institutes and workshops for schools across the United States, and for mixed groups of teachers in Israel and Palestine. Developed and facilitated over 20 trainings from .5-5 days for teachers, students, universities, youth programs, and summer camps across the United States and in Turkey and Israel, for Israelis and Palestinians. Includes tailored collaborations with the John F. Kennedy Library and Museum, Youth Leaders International, and Seeds of Peace. Oversee publication and implementation of the curriculum, build and maintain relationships with Workable Peace teachers, and provide resources and personalized support. Oversaw translation and adaptation of curriculum in Italian for publication in 2007.

Portland Public School Facility Reconstruction, 2009. Process design and coaching for the 21st Century School initiative (now the Office of School Modernization), to integrate public engagement in the development of a long-range plan to rehab and rebuild the school facilities for Portland Public Schools.

Collaborative Leadership Training for Schools, 2004-2006. Designer and trainer for a set of 1-12 hour workshops for school leaders, faculty, and trustees on leading collaboratively, managing conflict and building organizational consensus in public and private schools. Delivered to the New Jersey Association of Independent Schools (2004), select Massachusetts Grantees of Federal Small Learning Community grants (2004), the California Association of Independent Schools (2005), and the School of Humanities, Milwaukee (2005).

University of the Middle East Alumni Association, 2004. Lead facilitator for Alumni Association development process for 100 high school teachers and administrators from 13 countries throughout the Middle East and North Africa, to develop curriculum priorities and cooperative networks for building peace studies in their regions. Facilitation held in Toledo, Spain.

Two-part Facilitated Forum on METCO, 2003. Co-designed and co-facilitated a two-part town dialogue for Lincoln, MA on the level of the town's schools' participation in the Metropolitan Council for Education Opportunity (METCO), a voluntary school desegregation program.

HEALTH

Facilitation and Consensus Building Training for Communities That HEAL, 2021. Designed and conducted a 6-hour training for community facing facilitators and coordinators in eight communities across Massachusetts participating in a community-engaged research study led by the Boston Medical Center and funded by National Institutes of Health, with the goal of reducing opioid deaths by 40%. Tailored and delivered a 2-hour version for BMC study leadership.

New England Green Chemistry Network, 2010-2015. Co-planner, co-facilitator, and project manager of EPA's on-going NE Green Chemistry Network. Includes design and facilitation assistance for regional forums and workshops on Green Chemistry, smaller workshops, several working partnership groups to develop action plans to increase the use of Green Chemistry in multiple sectors in New England. Convened by EPA Region 1.

Negotiation and Communications Training for the World Health Organization (WHO), 2010-2013.

Co-manager, designer, and trainer of a 2-year training contract to provide face-to-face training in Advanced Negotiation Skills and Strategic Communication Skills to senior WHO staff at regional offices around the world, and an 8-week on-line training in Basic Negotiation Skills as a pre-requisite for participation in the face-to-face training.

Surgeon Panel Workshop on Identification and Treatment of Compartment Syndrome from Snakebites, 2012. Facilitator of a 1-day dialogue with a geographically diverse panel of surgeons experienced in treating snakebite victims, to reach agreements on clinical issues involved in identifying and treating Compartment Syndrome caused by snakebites in order to disseminate best practices. Resulted in a multi-author paper accepted for publication in the Journal of the American College of Surgeons.

Salt Lake City Children's Environmental Health & Environmental Justice Partnership, 2010. Facilitator for EPA Region 8 initiative to develop a geographically based, multi-media community partnership initiative to focus on improving children's environmental health in an underserved environmental justice community. Partners included several EPA programs (Children's Environmental Health, Environmental Justice), state agencies (UDEQ, UDOH), county agencies (Salt Lake Valley Health Department), local government, and community partners. Initiative achievements to date include developing and convening a core group, agreeing on a partnership structure, and planning a community health and needs assessment.

State of Epilepsy Research Collaboration, 2004. Process design and facilitation of a meeting of voluntary epilepsy organizations to explore collaboration and coordination of research and funding strategies, convened by the American Epilepsy Society.

Facilitated Discussions on Bio-Monitoring, 2003. Co-facilitated and facilitated a series of four discussions on biomonitoring and how it may impact communities for the Massachusetts Department of Public Health's State Laboratory Institute (SLI) and Bureau of Environmental Health Assessment (BEHA) and the Massachusetts Health Officers Association (MHOA).

SUPERFUND CLEAN-UP AND REMEDIATION

St. Regis Superfund Community Advisory Group, 2025 - present. Convener and facilitator of a multi-party community group of diverse and divergent interests in the St. Regis Superfund Site designed to provide and discuss up-to-date information regarding the site, share needs, concerns, and priorities, and provide input to EPA and the State of Minnesota on their investigations and regulatory actions and decisions, on a site located within the boundaries of the Leech Lake Band of Ojibwe Indians.

McLouth Superfund Site Community Advisory Group, 2019-present. Convener and facilitator of a multi-party community group of diverse and divergent interests in the McLouth Steel Superfund Site designed to provide

and discuss up-to-date information regarding the site, share needs, concerns, and priorities, and provide input to EPA and the State of Michigan on their investigations and regulatory actions and decisions.

Pike and Mulberry Superfund Site Community Advisory Group, 2020-2024. Convener and facilitator of a multi-party community group of diverse and divergent interests in the Pike and Mulberry Superfund Site designed to provide and discuss up-to-date information regarding the site, share needs, concerns, and priorities, and provide input to EPA and the State of Indiana on their investigations and regulatory actions and decisions.

Lake Sandy Jo Reuse Planning with Ecosystem Services, 2022-2024. Facilitator of an Office of Research and Development (ORD) project to elicit and integrate community involvement and ecosystem goods and services (EGS) into the redevelopment of delisted Superfund landfill in Gary Indiana. Connected community interviews, designed and facilitated a two part workshop for community members, and worked with EPA, the City, and the Developer to integrate into planning processes.

Velsicol Superfund Site Five year review and Community Involvement Update, 2022-2023. Assessor and facilitator of a process to engage the local community's perceptions about EPA's substantive and community engagement performance in the clean-up of a contaminated former chemical plant and Burn Pit site with a previously failed remedy, to inform the 5-year review and update the existing Community Involvement Plan.

Fort Detrick Superfund Site Community Involvement Plan update, Situation Assessment, and Remedial Advisory Board facilitation, 2022-2023. Assessor and facilitator of community engagement at a highly contaminated area of the Fort Detrick Army base, which was used as a proving ground for the Army's Biological Warfare program, a disposal area for chemical, biological, and radiological (CBR) material and for biological experimentation. Involves a series of process interventions to improve effectiveness of the internal team, the RAB, and the community in a context of high public distrust.

New Bedford Harbor and Aerovox Mill Superfund Cleanup, 2010-2011. Co-facilitator of monthly community engagement meetings to provide information and hear public concerns about the remediation of New Bedford Harbor and demolition of Aerovox Mill. Assist EPA in twice-monthly planning meetings, agenda and presentation development, tracking of action items.

Hudson River PCB Cleanup Community Advisory Group, Ft. Edward, NY, 2004-2005. Associate facilitator of a twenty-five member group of diverse and divergent interests to provide individual input to EPA on the implementation of the Record of Decision to dredge, dewater, and transport Hudson River sediments contaminated with PCBs from the operations of two General Electric manufacturing facilities. Assisted in agenda development, work group facilitation, group communication, meeting summaries.

Newhall Remediation Project, 2003-2004. Community co-facilitator for the investigation and remediation of toxic waste in the State Superfund site of Hamden, Connecticut. Conducted Issues Assessment and work with the Hamden Community, Connecticut DEP, and other stakeholders in determining acceptable investigation and remediation efforts as part of the Public Participation Plan.

ORGANIZATIONAL AND PARTNERSHIP DEVELOPMENT

Salata Institute for Climate, 2025 - present. Design and facilitation of a 1-day staff retreat to identify and address opportunities for organizational improvement. Helped establish staff working groups to advance key areas of need. Provided coaching and support to Senior Leadership.

Massachusetts Municipal Association Strategic Planning, 2024-25. Co-lead on design and implementation of an 8-month strategic planning process for the MMA to confirm and refine mission and goals, clarify arenas of action and priority, align organizational direction across staff and membership, and develop an implementation plan, including timeline and responsibilities.

Department of Interior Appraisal Working Group, 2023. Facilitation and process support for the DOI Office of Policy, Management and Budget for a work group composed of representatives of DOI offices involved in appraisals and land acquisition, including AVSO, BIA, BLM, FWS, NPS, USBR, and SOL. The work group purpose is to identify efficiencies in the land acquisition appraisal processes.

Massachusetts Municipal Association Board Annual Retreat, 2023 - present. Assessor, designer, and facilitator of a half-day annual retreat for executive leaders of the MMA, to prioritize top policy priorities for 2024, identify emerging issues facing MMA members, and elicit input on future Board engagement and processes.

Expansion Plan Implementation, Boston, MA, 2019-2022. Facilitate meetings of a leadership team from the Massachusetts Department of Ecological Restoration to implement the organization's expansion plan, including aligning the use of expansion resources with the organization's strategic goals, helping determine how to prioritize and allocate staff effort across a range of objectives, and integrating new position hires into the Division. Develop and implement consultation approaches to engage staff and seek their input in division planning.

Manomet Staff Retreat, 2022. Designed and facilitated a 3-day staff retreat for the 40 staff members of an international conservation organization. Worked with teams of organizational leaders to design innovative, engaging, and strategic retreat sessions that sought to develop shared learning and connection across the organization with a wide geography and set of activities.

Mosaic Governance Assembly, 2021. Provided facilitation and strategic support to Mosaic, a national participatory grantmaking effort led by a diverse Governance Assembly that includes a super-majority of grassroots and NGO representatives, working together with funder participants. Worked with the Governance Assembly to help develop and execute its grantmaking, advance relationships and trust, and explore and articulate a shared theory of change to expand impact and strengthen the infrastructure of the environmental movement.

On-line facilitation training for Stanley Center for Peace and Security, 2020. Co-designer and co-trainer for the staff of the Stanley Center for Peace and Security, a non-profit organization that convenes members of the global community to exchange ideas, foster innovation, and take collective action on policy in three areas - mitigating climate change, avoiding the use of nuclear weapons, and preventing mass violence and atrocities. Designed and conducted a tailored six-part virtual training, all interactive and designed around the specific virtual facilitation challenges faced by Stanley Center staff.

On-line facilitation training for Shift Project, 2020. Co-designer and co-trainer for the staff of the Shift Project, a non-profit firm supporting businesses to comply with the UN Guiding Principles on Business and Human Rights. Conducted a six-part virtual training, all interactive and tailored to the specific virtual facilitation challenges faced by Shift staff.

Facilitation training for Shift Project, 2019. Co-designer and co-trainer for the staff of the Shift Project, a non-profit firm supporting businesses to comply with the UN Guiding Principles on Business and Human Rights. Conducted a one-day face-to-face training followed by two virtual training sessions, all interactive and tailored to the specific facilitation challenges faced by Shift staff.

Third Way Higher Education Alliance Retreat, 2018. Designer and facilitator of an annual 2-day staff retreat for higher education staff at a Washington DC think tank to reflect on the previous year, identify goals and an action plan for the following year, and build and strengthen relationships.

Aligning Grantmaker Values and Practices, 2016-2018. Co-facilitator of a process with PEAK Grantmaking

(formerly the Grant Managers Network) to build consensus and help implement a strategy to promote greater alignment of grant making practices with Grantmaker values. Convened and facilitated Advisory Group, designed and conducted national meeting workshop, and designed and refined regional workshop to be delivered by PEAK staff for PEAK members and partners.

Negotiation Skills for Public Leaders, Public Sector Consortium, 2016-2018. Course instructor of a 2-day Negotiation Skills module of Leadership Matters course, designed to help develop public leaders to create and sustain high performing public organizations that serve the public good. Design and facilitate 1-2 courses annually for public leaders in Rhode Island and Massachusetts.

Guidestar Advisory Council, 2016. Facilitator of the first full day meeting of the GuideStar Advisory Council, a group convened to provide thoughtful, concrete advice to GuideStar's leadership team on key strategic issues. Members represent diverse stakeholders and share ideas and advice to help ensure that GuideStar's efforts to improve data innovation, collection, and distribution are responsive to and broadly aligned with key trends in the non-profit world and with its many stakeholders' interests.

Ending Youth Homelessness in America, 2015. Facilitator of meeting involving federal, state, and local agencies, funders, service providers, child welfare organizations, and advocacy groups to begin to develop goals, metrics, and structures for working together to make youth homelessness rare, brief, and non-recurring.

World Wide Fund for Nature (WWF) Evaluation of Global Arctic Program Negotiation, 2013. Co-assessor and evaluator of an challenging collaborative negotiation effort between WWF Global, multiple independent WWF national offices, the WWF Global Arctic Program, and senior national government representatives to identify lessons learned for managing collaborative global programs, balancing tensions of national office sovereignty and national government constraints, with the structural flexibility needed to achieve high impact conservation priorities in evolving contexts.

United Nations System Staff College Leadership Training, 2014-15. Facilitated 1-day Negotiation and Political Acumen training programs for the UNAIDS Women Leadership program and the UN Emerging Leaders program.

Gund Institute Advanced Facilitation Training, 2013. Co-designer and co-trainer for a 2-day advanced facilitation training for researchers at the Gund Institute for Ecological Economics at the University of Vermont, a trans-disciplinary research working on sustainability issues locally and internationally at the interface of ecological, social, and economic systems.

Arlington Alive, 2012. Planning team member and facilitator for initiative of five local organizations and committees to foster collaborative opportunities between the town of Arlington, MA, businesses, non-profits, artists and residents, that capitalize on arts and culture for the benefit of the community and local economy. Helped identify goals and plan the event, prepared local leaders to facilitate small break-out groups, and moderated the 2.5 hour forum. Led to consensus on 3 strategic priorities, and stimulated significant community momentum to implement all of them.

On-line Advanced Negotiation Course for United Nations Development Program (UNDP), 2002-2008. Co-designer, instructor, and project manager for on-going twelve-week Advanced Negotiation Course, tailored for top-level UNDP Country Office Staff, focusing on improving collaborative relationships in international development work. Starting in 2006, developed and instructed an adapted tailored course for government officials in the Caribbean. Over 300 UNDP staff and 100 Caribbean public officials have completed the course. Authored, co-directed and co-produced 40 minute simulation video and debriefing. Developed exercises for a self-paced version.

Building Better Internal and Inter-agency Agreements, Best Practices Institute, CPRD, 2008. Designed and taught a 1 day workshop on building effective collaborations agreements for participants and alumni of the University of Illinois Leadership Program for Prevention Policy Makers.

Negotiation for Orchestration, Northeast Region Real Estate and Construction Teams, McDonalds, 2008. Co-designer and trainer of 1-day negotiation course for 100 RE and Construction managers for McDonalds.

Negotiation Training for Deputy Resident Representatives, UNDP, 2007 and 2008. Developed and facilitated a .5 day (2007) and 1 day (2008) negotiation skills training for new DRRs from around the world for UNDP.

NISH Negotiation Training, Rochester, NY, 2007. Co-facilitator of 3-day negotiation and difficult people skills training for executives, managers, supervisors, marketing staff and others participating in the AbilityOne Program, formerly Javits-Wagner-O'Day (JWOD), which provides employment opportunities for people with severe disabilities by procuring Federal contracts for goods and services.

Collaborative Problem Solving Training for Public Construction projects, 2006. Co-designer and co-trainer for a series of collaboration and communication trainings for the Massachusetts Department of Capital Asset Management (DCAM), for their Project Managers in Planning, Design & Construction, and Real Estate.

Collaborative Problem Solving Process and Skill-Building for EOHHS Planning and Review Teams (PRT), 2006. Co-designed and co-led a training on collaborative decision-making and consensus building for members of the Executive Office of Health and Human Services' Planning and Review Teams (PRTs). PRTs were designed to promote interagency coordination and joint decision-making on the most challenging child service cases, to ensure children receive the case planning and action they need.

Negotiation Training for Project Team Leadership, Asian Development Bank, 2005. Co-designer and co-trainer for two 3-day courses for ADB employees and team leaders, to teach negotiation styles, strategies and tactics, and provide opportunities to develop and practice negotiation skills in the context of international development.

"Beyond Proficiency" Leadership Policy Summit, 2005. Coached organizer on process-design for Massachusetts summit of district superintendents to develop consensus on policy and programs for gifted and academically advanced students. Provided training for small-group facilitators.

Negotiation Training for UNICEF and UNFPA, 2004-2005. Co-designer and co-trainer of a series of one-to-two day negotiation skills trainings for senior program and operations managers at UNICEF and UNFPA, focusing on improving collaborative relationships in international development work.

Negotiation Training Courses for Stop & Shop, 2002-2003. Materials developer and co-trainer of three one-day and half-day negotiation and consensus building trainings for Real Estate executives, to improve public involvement in store siting and increase skill in lease negotiations.

SELECTED PRESENTATIONS AND WORKSHOPS

National Charrette Institute co-instructor, 2011-present. Faculty teaching on Tools for Collaboration at the annual National Charrette Institute Certification Training course at the Harvard Graduate School of Design.

Heritage Values and Consensus Building, 2013. Presentation on the use of collaboration and consensus building skills in cultural heritage disputes for the North Carolina Preservation Consortium Annual Conference.

Collaboration and Public Engagement in Wind Energy Siting, 2012-13. Presenter at the Massachusetts Clean Energy Center Wind Working Group, Waltham, MA; the Panel on Constructive Dialogue in Host Communities for the NECA Renewable Energy conference in Boston, MA, and at the Windpower 2013 AWEA Conference in Chicago, IL.

Shifting Sands: Finding Consensus on the Dune Shacks of Cape Cod National Seashore, 2011. Washington, D.C. Facilitator and Presenter of the Department of Interior Dialogue on Collaborative Action and Dispute

Resolution sponsored by the Office of Collaborative Action and Dispute Resolution (CADR)

Meeting and Process Facilitation: A Workshop for Group Leaders and Process Managers, 2007. One-day professional development workshop hosted by UMass Boston Graduate Programs in Dispute Resolution.

Facilitation: An Introduction for Beginners and Practitioners, 2006. Half-day workshop presentation for UMass Boston Graduate Programs in Dispute Resolution Conflict Studies Conference.

Dialogues on Diversity, JFK Museum and Library, 2003-2005. Facilitate a yearly series of dialogue workshops for diverse groups of 80-150 high school students to introduce negotiation skills and exchange views on challenging topics.

Negotiation in Education, UMass Boston Graduate Program in Dispute Resolution, 2004. Guest lecturer for Graduate level course in Negotiation on the multiple uses of negotiation and conflict resolution in the field of Education.

Summer Teacher Training Institutes, Workable Peace, Chicago, IL, 1999, 2000, 2002; Cambridge, MA, 2000, 2001, 2003; West Hartford, CT, 2003; Miami, FL, 2003; Philadelphia 2000, 2002. New York City, 2001, Delaware, 2000, Maryland, 2006; Seeds of Peace, 2007; Antalya and Istanbul, Turkey, 2000, 2001, 2002. 1-4 day training Institutes designed to improve consensus building skills and teach high school educators to implement the Workable Peace curriculum.

Teaching Conflict Resolution Through History and Role Play, J.F. Kennedy Library Teacher's Workshop, 2003; Northeast Regional Conference on the Social Studies, Boston, MA, 2001; Northeast Association for Supervision and Curriculum Development Affiliate Conference, Boston, MA, 2001, others. Conference on the Spectrum of Conflict Resolution Programs in Education, Baltimore, MD, 2002, many others. 3-hour workshop for educators on identifying and analyzing the sources of conflict, and an introduction to Workable Peace role plays.

Conflict in Social Studies in Post-Sept. 11th America, Cambridge Rindge and Latin School Social Studies Department Professional Development Series, Cambridge, MA. February-May, 2002. 5 monthly 2-hour workshops for educators integrating skills of conflict management into content on the War on Terrorism, Islam, Israeli-Palestinian Conflict, and Civil Liberties.

Educators Making a Difference, Harvard Graduate School of Education Askwith Forum, Cambridge, MA, 2001. Panel participant in 3-hour forum for educators and graduate students on strategies for dealing with today's world crisis.

SELECTED PUBLICATIONS

Perry, E., S. Smith, and K. Mulvaney (2019). *"Designing solutions for clean water on Cape Cod: Engaging communities to improve decision making."* Ocean and Coastal Management, 10.1016/j.ocecoaman.2019.104998

Field, P., T. Kansal, C. Morris, and S. Smith (2018). *Resolving Land and Energy Conflicts*. New York, NY: Anthem Press.

Meyers, D., S. Smith, and G. Ostergren (2016). Consensus Building, Negotiation, and Conflict Resolution for Heritage Place Management: Proceedings of a Workshop Organized by the Getty Conservation Institute, 1-3 December 2009. Los Angeles: J. Paul Getty Trust

Smith, S., D. Meyers, and M. Shaer (2010). A Didactic Case Study of Jarash Archaeological Site, Jordan: Stakeholders and Heritage Values in Site Management Teaching Materials. Los Angeles: J. Paul Getty Trust and the Hashemite Kingdom of Jordan.

Meyers, D., S. Smith, and M. Shaer (2010). A Didactic Case Study of Jarash Archaeological Site, Jordan: Stakeholders and Heritage Values in Site Management. Los Angeles: J. Paul Getty Trust and the Hashemite Kingdom of Jordan.

Smith, S. (2008), author and editor. Workable Peace Curriculum Series. (7 Book Series) Cambridge, MA: Program on Negotiation Books. Titles include:

- Ancient Greece and the Peloponnesian War
- Civil Rights and School Integration in the United States
- Ethnic Conflict and Genocide in Post-Colonial Africa
- Indigenous Rights and the Environment in Latin America
- Managing Conflict in the Middle East
- Religion and Nationalism in Northern Ireland
- The Rise of Organized Labor in the United States

Smith, S. and D. Fairman (2005). The Integration of Conflict Resolution into the High School Curriculum: The Example of Workable Peace, in N. Noddings (Ed.), Educating Citizens for Global Awareness, New York: Teachers College Press, p.40-56.

Smith, S. (2004) "Expanding the Contribution of Conflict Resolution in Education: Engaging All Stakeholders" ACResolution, Fall 2004, Vol.4, Issue 1, p.28-29.

Smith, S. and D. Fairman (2004) "Normalizing Effective Conflict Management through Academic Curriculum Integration: The Example of Workable Peace". New Directions for Youth Development: Negotiation: Interpersonal Approaches to Intergroup Conflict, Jossey-Bass, Summer 2004, Vol. 102, p.47-68.

Smith, S. (2004). "Negotiation Role Plays in the Classroom: Teaching for Civic Participation," Social Education, Vol. 68, Number 3, p 194-197.

Smith, S. (2004) "The Growing of America." Curriculum Unit for WGBH's World in the Balance.
<http://www.pbs.org/wgbh/nova/worldbalance/roleplay/>