



# Stephanie Horii

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## PROFESSIONAL SUMMARY

More than fifteen years of experience in facilitation services and environmental science and management. Ms. Horii is a seasoned professional in multi-party facilitation, stakeholder outreach and engagement, and collaborative problem-solving. She has conducted research on marine coastal issues on the West Coast and internationally. She is an accomplished technical writer, able to convey challenging scientific information to any audience. She has extensive experience working with government and non-profit organizations on a multitude of management and planning issues, particularly those related to water resources, marine wildlife, fisheries, endangered species, landscape/watershed planning, diverse land uses, and renewable energy.

## EXPERIENCE

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|--------------|---|-------------------------|
| 2018-Present | Consensus Building Institute (CBI)<br><i>Senior Associate Facilitator</i><br>Design, manage, and facilitate consensus-building processes for a range of. Projects often involve high-stakes conflicts related to public policy and natural resources. Manage CBI internship program.  | Sacramento, CA          |
| 2013-2018    | Collaboration and Consensus Program, Sacramento State University<br><i>Associate Facilitator and Business Development Coordinator</i><br>Managed and facilitated a wide range of policy and organizational development projects throughout California. Ms. Horii also supported CCP business development, such as managing proposal developments and creating business development materials. | Sacramento, CA          |
| 2013-2017    | Seatone Consulting<br><i>Research Associate</i><br>Seatone Consulting draws together diverse backgrounds and interests to collaboratively develop sustainable solutions. Ms. Horii worked with the primary investigator to modify a complex dataset for rapid assessment of protected areas' management effectiveness in the Bahamas and Jamaica.   | CA and Caribbean region |

## EDUCATION

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|-----------|--|-------------------|
| 2010-2012 | Bren School of Environmental Science & Management<br><i>Master of Environmental Science and Management</i> | CA                |
| 2003-2007 | University of California, Santa Barbara<br><i>Bachelors of Science, Aquatic Biology</i>                    | Santa Barbara. CA |

## SELECTED PROJECTS

### COASTS & OCEANS

**National Marine Fisheries Service Take Reduction Teams, 2021 – Present.** Co-facilitate two different multi-party stakeholder groups (known as Take Reduction Teams) tasked with providing consensus advice on strategies to reduce the incidental take of false killer whales, right whales, and other marine mammals in commercial fisheries in the Atlantic and waters of Hawaii. Most recently co-facilitated multi-day virtual Team meeting focused on identifying measures to reducing risks to right whales in gillnet and other trap-pot fisheries.

**Eelgrass Restoration Workshop, United States, 2022.** Co-facilitate an online workshop series convened by The Nature Conservancy to bring diverse backgrounds and expertise to explore creative solutions for restoring deeply threatened eelgrass populations. The deliberations generated several broadly supported pathways for helping eelgrass adapt to warming ocean temperatures.

**Rice’s Whale Recovery Planning Workshop, United States, 2021 – 2022.** Co-facilitated and supported a multi-session, interactive virtual workshop series to harness the collective expertise and ingenuity of stakeholders and experts from across the US and beyond to help NOAA Fisheries develop an effective recovery plan for the highly endangered Gulf of Mexico Rice’s whale (previously called Bryde’s whale). Ms. Horii also developed the workshop proceedings report.

**Marine Mammal Health and Stranding Response Program (MMHSRP) Review, United States, 2019 – 2020.** The National Oceanic and Atmospheric Administration Fisheries Office of Protected Resources (OPR) worked with MMHSRP staff and partners to identify priority activities for the MMHSRP to pursue in the next five years and beyond. Part of the MMHSRP review entailed surveying internal activities across the region and exploring opportunities for improvement and greater efficiencies. Ms. Horii worked with the lead facilitator to provide strategic advice to OPR staff and leadership and facilitation. For an assessment of MMHSRP external partners’ perspectives, Ms. Horii conducted interviews, analyzed online survey results, and drafted an assessment summary report.

**South Bay Salt Ponds Restoration Project, California, 2013 – 2016.** In 2003, the State Coastal Conservancy, California Department of Fish and Wildlife, and the US Fish and Wildlife Service sought strategic consultation about the largest tidal wetland restoration project on the West Coast. Ms. Horii served on the facilitation team 2013-2016 to help the Project’s collaborative public restoration planning process, education and outreach, and public meetings/workshops.

### WATER RESOURCES

**Cosumnes Subbasin Groundwater Planning and Implementation, Northern California, 2018 – Present.** During development of the Groundwater Sustainability Plan (GSP), Ms. Horii co-facilitated the Cosumnes Subbasin Working Group (consisting of seven local Groundwater Sustainability Agencies [GSAs]). The GSAs are tasked with collaboratively developing and implementing a basin-wide plan to sustainably manage groundwater that supports the diverse urban, agricultural, tribal, environmental, domestic, and economic uses of groundwater. Ms. Horii was the lead facilitator for the Outreach & Engagement Committee, that launched an intensive O&E campaign in 2021 that resulted in a substantially larger mailing list, several well-attended (100+ attendees) and interactive public workshops, and a robust stakeholder communication and engagement plan. Starting in 2022, the GSAs have been implementing their GSP and navigating new governance structures, projects planning and implementation, long-term funding mechanisms, and new dimensions of stakeholder

interests. Ms. Horii leads the facilitation team providing strategic planning and facilitation for the newly created Cosumnes Groundwater Authority Board, projects committee, citizen advisory committee, and public workshops.

**Tehama County Groundwater Subbasins (Bowman, Antelope, Red Bluff, Los Molinos, and Corning) Planning, 2019 – 2022.** During GSP development, Ms. Horii led public and stakeholder communication and engagement activities, facilitated periodic meetings among the Groundwater Sustainability Agencies to resolve challenging issues, and designed and facilitated contentious public meetings. Ms. Horii interviewed key stakeholders and potential partners to develop broad and targeted outreach strategies for this region, particularly for underrepresented groups such as Tribes, disadvantaged communities, and small well owners. She developed a county-wide stakeholder communication and engagement plan that included basin-specific information to foster coordinated outreach and engagement across and within the subbasins in the county. She drafted several informational materials tailored to specific audiences (e.g., Tribes and domestic well owners). Ms. Horii facilitated multiple complex/contentious GSA discussions, such as finalizing the GSPs' sustainable management criteria.

**Sustainable Groundwater Management Act (SGMA), Local Implementation, Local groundwater sustainability agencies, 2015 – Present.** Ms. Horii has been involved with SGMA implementation since its adoption in 2014. She has been integrally engaged in providing facilitation and planning services for the Cosumnes Subbasin and Tehama County subbasins. Since SGMA's inception, Ms. Horii participated in facilitation and mediation related to groundwater planning in counties and basins throughout the state, including Tehama County subbasins, Cosumnes, Butte, Vina, Turlock, Modesto, Upper Ventura River Valley, Salinas Valley, and Santa Cruz Mid-County. In 2015-2018, she managed a team of 10 facilitators serving 20 basins statewide, coordinating and facilitating monthly meetings for facilitators to stay abreast of local activities and disseminate information to ensure the practitioners were well informed of the new, unprecedented legislation and how implementation was unfolding across the state.

**Sustainable Groundwater Management Act Statewide Outreach and Engagement, California Department of Water Resources (DWR), State Water Resources Control Board (SWRCB), 2015 – 2018.** Supported 25+ public meetings, listening sessions, and interactive workshops statewide to educate stakeholders and receive public input on SGMA implementation. Meetings included basin boundary modification listening sessions and public meetings, groundwater sustainability plan (GSP) regulations public meetings and webcasts, SGMA best management practices public sessions, regional water sustainability summit, basin prioritization, sustainable management criteria public sessions and webinar, and data and tools webinars. Ms. Horii helped plan and facilitate in-person public meetings and webinars. She co-developed several informational materials and presentations, such as understanding SGMA requirements; forming GSAs (e.g., understanding governance options through MOUs and JPAs); and engaging stakeholders, beneficial users, and Tribes.

**Lower American River Task Force, California, 2021 – Present.** Design and facilitate quarterly meetings for the long-standing multi-stakeholder group. Since 1994, the task force has been a citizen and agency body convened to discuss flood, environmental, and recreational management issues affecting the lower reach of the American River from Folsom Dam to the Sacramento River. Current issues focus on ecosystem restoration efforts, updated guidelines to manage Folsom Dam, regional/statewide flood planning, and coordination among various organizations and agencies to implement projects.

**State Water Agencies Master Agreements Management, California, 2015 – 2021.** Served as project coordinator for master contracts with the Department of Water Resources and State Water Resources Control Board. Established systems and manage clients, internal staff, and outside sub-contractors that outlines clear protocols

and roles in a way that also adapts to entities' unique business processes. Served as liaison between clients and sub-contractors while also maintaining responsiveness to and transparency across all parties.

**Salinas River Long-Term Management Plan, California, 2018 – 2019.** Worked with the local water agency and technical consultants to develop a comprehensive, long-term management plan for the Salinas River Valley. Facilitated a stakeholder planning group and working groups to gather diverse perspectives and input to include in the management plan. Ms. Horii helped conduct a stakeholder issues assessment and contributed to meeting planning and coordination, meeting documentation, and stakeholder outreach.

**Salton Sea Management Program, California, 2018 – 2019.** The Salton Sea is a water body in the desert of Southern California that is evaporating, creating air quality public health hazard and degraded ecosystems critical for migratory birds. CBI works with the State of California and stakeholders to implement the State's Salton Sea Management Program (SSMP) that aims to address public health, ecosystem wealth, and water reliability issues. CBI facilitated multiple advisory committees of diverse stakeholders to implement the SSMP 10-Year Plan. Ms. Horii conducted stakeholder outreach, coordinated meetings logistics, and documented outcomes.

**California Executive Order (EO) B-37-16 Implementation, California, 2016 – 2017.** This Executive Order outlined several directives to make "water conservation" a California way of life." The EO directed five state agencies to engage stakeholders to develop a framework for water conservation and efficiency within less than a year. Ms. Horii served as facilitation team coordinator to manage an internal team of 5+ facilitators; organized 20+ meeting/workshops statewide; and supported the lead facilitator to provide strategic planning and facilitation support to five state agencies.

**Santa Clara Valley Water District One Water Plan, California, 2015 – 2017.** The water district sought facilitation support for a robust stakeholder engagement effort as it developed its integrated water resources master plan (One Water Plan). Ms. Horii served on the facilitation team that provided facilitation and strategic planning services for approximately bimonthly stakeholder work group meetings and quarterly agency team meetings to develop the One Water Plan framework and plan for its largest watershed.

## NATURAL & CULTURAL RESOURCES

**Amador-Calaveras Collaborative Group (ACCG), California, 2019 – 2022.** Provided facilitation support to assist with continued implementation of a collaborative process that aims to build partnerships between the Eldorado National Forest and a wide range of stakeholders and communities. CBI facilitated the main collaborative group and several of its committees, including a planning work group that vets forest management proposals seeking potential ACCG support. CBI conducted a stakeholder assessment and developed a collaborative engagement strategy, which includes collaborative capacity training. Ms. Horii recently conducted a training on facilitation to build the capacity of the group to work together more productively.

**South Fork of the American River Cohesive Strategy, California, 2018 – 2021.** Facilitated collaboration among federal, state, and local agencies; public and private land managers; and local stakeholders to address fire safety and ecosystem management and build landscape resiliency in American River Watershed of the Sierra Nevada Mountains. Ms. Horii's activities included communications committee facilitation, stakeholder outreach, website management, meeting planning, and meeting documentation.

**California Biodiversity Council, California, 2016 – 2018.** Provided day-to-day planning and program management; facilitated the Interagency Alignment Team and Executive Committee meetings; offered strategic advice to the program management team; organized biannual Council meetings/field trips for Council member

high-level executives. The Council consists of over 40 state, federal, and local governments, and aims to improve coordination and foster collaborative relationships among various resource management and environmental federal, state, and local agencies and organizations.

## ENERGY & EXTRACTIVES

**Wind Energy Impacts on Bats, United States, 2019 and 2022.** In 2019, The U.S. Department of Energy (DOE) Wind Energy Technologies Office, and the National Renewable Energy Laboratory (NREL) convened a two-day workshop focused on deterrent and curtailment strategies to minimize wind energy impacts on bats. Ms. Horii facilitated small group discussions and developed the workshop proceedings summary. In 2022, Ms. Horii assisted with meeting planning, technical logistics, and facilitation for the Bats and Wind Energy Cooperative (BWEC) 6th Science and All Committees webinar series, documented the workshop proceedings, and co-conducted focus group discussions to provide recommendations to DOE and NREL on refining BWEC scope, framework, and goals.

**Avian Solar Work Group (ASWG), United States, 2019 – Present.** The ASWG is a collaborative group of environmental organizations, academics, solar companies, and solar industry representatives that will advance coordinated scientific research to better understand how birds interact with solar facilities. Ms. Horii facilitates the work group periodically and previously worked with the lead facilitator to document complex scientific findings and discussions on issues related to avian-solar interaction.

**Potter Valley Ad Hoc Committee, California, 2018 – Present.** U.S. Congressman Jared Huffman convened a diverse ad hoc stakeholder committee to develop recommendations for the future of the Potter Valley Hydroelectric Project to inform the Federal Energy Regulatory Commission relicensing process that address co-equal goals of improving fish passage and habitat and water supply reliability in the Eel River and Russian River basins. The CBI team is facilitating diverse ad hoc committee and working groups to jointly develop potential viable solutions for the future of the Project. Ms. Horii played an integral role facilitating, coordinating, and documenting technical work groups on fisheries and water supply.

**Responsible Offshore Development Alliance (RODA), Offshore Wind and Fisheries State of the Science Workshop, United States, 2020.** NOAA Fisheries, Bureau of Ocean Energy Management (BOEM), and Responsible Offshore Science Alliance (ROSA) co-hosted an interactive multi-day virtual workshop with as many as 350+ participants with diverse backgrounds and expertise. Ms. Horii participated on the facilitation team that helped design, facilitate, and document the workshop proceedings.

**New York State Energy Research and Development Authority (NYSERDA) New York, 2020.** NYSERDA procured CBI's services to develop a customizable set of responsible siting guidelines and best practices to help inform renewable energy project proposals that align with the state's 2016 Clean Energy Standard mandating 50 percent of the state's consumed electricity result from clean and renewable energy sources. Ms. Horii helped research mitigation measures and related considerations to be included in environmental mitigation plans for proposed solar and wind energy projects.

**Altamont Pass Wind Resource Area Scientific Review Committee, California, 2013 – 2015.** The Alameda County Community Development Agency created a Scientific Review Committee (SRC) to address high levels of raptor mortality from operating wind turbines in the Altamont Pass Wind Resource Area. Ms. Horii participated on the facilitation team that provided meeting design and facilitation for all SRC meetings since 2006, as well as ongoing strategic consultation with the parties. In 2013, Ms. Horii provided website and meeting planning/logistics and developed meeting summaries.

## LAND USE & TRANSPORTATION

### **California Coastal National Monument | Cotoni-Coast Dairies Planning, Santa Cruz County, 2018 – 2020.**

CBI provided strategic planning and facilitation to the Bureau of Land Management to engage the public to explore potential public access to outdoor recreation opportunities on the nearly 6,000 acres Cotoni-Coast Dairies property in Santa Cruz County. In 2018, CBI worked closely with BLM staff to design and facilitate large, interactive public workshops (100+ participants) for constructive dialogue around shared, diverse interests and perspectives. CBI provided strategic advice on BLM's outreach strategy, planning in potentially contentious situations, and preparing BLM staff on small group facilitation. Ms. Horii provided meeting planning and coordination, meeting documentation, and small group facilitation. Ms. Horii analyzed public comments submitted throughout the planning process and developed summary reports that outlined key themes and stakeholder interests for consideration: the pre-scoping public workshops summary report (2018), scoping report/appendices (2019), and public comments summary report (2020).

**Resilient by Design (RbD) Bay Area Challenge, California, 2018.** This year-long international design competition focused on the region on creating resilience to sea level rise and flooding while addressing other regional challenges. CBI's team conducted an assessment of the process and outcomes, capturing the impacts and lessons learned with a focus on implementation. CBI facilitated strategic planning discussions for next steps, including potential governance structures, stakeholder engagement, project implementation, and collaborative partnerships. Ms. Horii was part of a team of facilitators to interview 40+ stakeholders and develop the assessment and strategic planning recommendations.

**California Transportation Plan 2040 (CTP 2040), California, 2015 – 2016.** The CTP 2040 informed stakeholders of future transportation assets, programs, projects, and financial resources to help meet the State's greenhouse gas emission reduction goals and other benefits. Ms. Horii served on a facilitation team to work with State agency staff and develop the public workshop summary and CTP 2040 report; strategic planning for engagement efforts with stakeholders and partners; and logistics for interactive public workshops held statewide.

## ORGANIZATIONAL STRATEGY & DEVELOPMENT

### **College of Education Re-Organization, California State University, Sacramento, California, 2015 – 2016.**

The College of Education had requested facilitation services as its members sought to review the progress to date in a college re-organization and to map the path forward to complete re-organization effectively. The group required strategic planning, organizational development, and conflict resolution. Ms. Horii assisted meeting facilitation and co-conducted stakeholder assessment interviews.

## ADDITIONAL SELECTED PROJECT EXPERIENCE

### COASTS & OCEANS

Santa Monica Bay Restoration Commission Workshop, 2021. Small group facilitation.

### WATER RESOURCES

**Convening Water Leaders on Water Resilience, 2019.** Meeting summary development.

**Tribal Water Summit, 2018.** Small group facilitation, note-taking.

**Folsom Dam Manual Update, 2015 – 2016.** Meeting logistics.

**Contemporary Groundwater Issues Council Annual Meetings, 2014, 2016.** Small group facilitation.

**Napa County Groundwater Resources Advisory Committee, 2013 – 2014.** Meeting summary development.

**Yosemite Valley Merced River Restoration, 2017.** Meeting logistics, webinar technical support.

## NATURAL & CULTURAL RESOURCES

**US Forest Service Region 5 Environmental Analysis and Decision Making, 2018.** Meeting planning and logistics, note-taking.

**“Building Capacity for Regional Sustainability in California” Water Summit, 2017.** Meeting logistics, meeting summary development.

**Central Valley Climate Adaptation Planning Pilot Project, 2016.** Meeting planning and logistics, meeting summary development

**Fire Use Memorandum of Understanding, 2015.** Meeting logistics, handouts and summary development.

**Rim Fire Technical Workshops, 2013 – 2015.** Small group facilitation, meeting logistics, meeting summary development.

**Sierra Cascades Dialog Sessions, 2013 – 2014.** Small group facilitation.

## AGRICULTURE

**Pest Management Advisory Committee Grant Review Meetings, 2017.** Meeting logistics, meeting summary development.

**21st Century Invasive Pest Management Symposium Series, 2013 – 2014.** Small group facilitation, meeting logistics, meeting summary development.

## LAND USE & TRANSPORTATION

**East Mount Zion Landfill Cap Revitalization Plan Community Workshop, 2020.** Technical support, summary development.

## ECONOMIC & SOCIAL POLICY

**Joint Base Cape Cod Multi-Purpose Gun Range Public Webinar, 2021.** Small group facilitation.

**California Complete Count, Census 2020, 2018.** Project management, meeting logistics.

**Community Air Protection Program Public Meetings, 2018.** Small group facilitation.

**Pesticide Use Near Schools Public Meetings, 2016.** Meeting logistics, meeting series summary development.

**Sonoma Developmental Center, 2015.** Meeting logistics coordination and supervision, meeting summary development.

## SELECTED PUBLICATIONS AND REPORTS

M.E. DuPraw, S. DiVittorio, D. Ceppos, M.D. Wylie, M. Kopell, S. Lucero, T. Carlone, M. Meyer, S. Horii. 2017. Groundwater Sustainability Plans: California's Newly-Formed Groundwater Sustainability Agencies – The Rewards of Optimizing Effective Coordination and Collaboration. The Water Report. Issue 162, August.

L.E. Dee, S.S. Horii, and D.J. Thornhill. 2014. Conservation and Management of Ornamental Coral Reef Wildlife: Successes, Shortcomings, and Future Directions. Biological Conservation. 169: 225-237.

## SELECTED TRAININGS AND PRESENTATIONS

**Facilitation, 2022.** Co-conducted facilitation training to help members of the Amador-Calaveras Consensus Group learn how to self-facilitate their meetings.

**Consensus Building, 2019 – 2022.** Conducted trainings as part of an annual leadership training series to help community leaders serving typically underrepresented interests (rural and Spanish-speaking) build their capacity to participate and collaborate in multi-stakeholder water management issues.

**Conflict Resolution, 2019.** Co-conducted training on conflict resolution for Duke University's marine planning workshop.

**CCP Brown Bag: Building Collaborative Capacity, 2017.** Presentation on rejuvenating stagnant processes with case study.

**CCP Business Development Training Workshop, 2017.** Training workshop co-design and facilitation.

**CCP Webinar and E-Engagement Tools Training, 2016 – 2018.** Webinar and other e-engagement platforms training.

**SWRCB Intermediate Facilitation Training Workshop, 2013.** Mock group facilitation review.