



# Tania Carlone

Senior Mediator  
Consensus Building Institute, Inc.  
Tel. (510) 684-0504 | E-mail tcarlone@cbi.org

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## PROFESSIONAL SUMMARY

A collaboration specialist with more than 20 years' experience in community engagement, collaborative planning and governance, organizational development, and conflict resolution in diverse settings throughout California and internationally. Substantial experience designing and facilitating inclusive water and natural resources policy environments.

## EXPERIENCE

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|---------------|---|-------------------|
| 2018- present | Consensus Building Institute<br><i>Senior Mediator</i>  | San Francisco, CA |
|               | Mediate and facilitate complex, multiparty public policy processes with a primary focus on water and natural resources planning and conflict resolution.  |                   |
| 2014- 2018    | Center for Collaborative Policy<br><i>Senior Mediator/Facilitator</i>   | Sacramento, CA    |
|               | Facilitated and mediated multi-party public policy processes in a broad range of policy areas with a focus on natural resources and land-use. Provided impartial, third party services in public involvement and decision making. Served as the Deputy Water Program Manager for a large water resources project portfolio.   |                   |
| 2011-2014     | Independent Consultant  | Berkeley, CA      |
|               | Provided facilitation and communications and engagement services in multi-party integrated regional water management planning processes as well as grant writing, strategic planning, special projects assistance, and leadership coaching for non-governmental organizations.  |                   |
| 2007-2011     | Yuba Watershed Institute<br><i>Executive Director</i>   | Nevada City, CA   |
|               | Initiated a conservation corridor program; created a wildlife monitoring project; expanded the organization's community-based forest management model in cooperation with federal agencies and private landowners in the Wildland Urban Interface; diversified a community-based natural science/history education program; convened an editorial board to publish a 20th anniversary book entitled <i>The Nature of This Place</i> , Comstock-Bonanza Press, 2010, and coordinated a regional book tour for its release. |                   |

- 2005-2007      Natural Heritage Institute      Nevada City, CA  
*Sierra Rivers Program Associate*
- Supported complex watershed restoration, planning and water policy projects; conducted research, concept development, partner cultivation and engagement, and writing of successful grant proposals to fund Sierra Rivers Program activities.
- 2001-2005      Seeds of Learning      Sonoma, CA (Nicaragua and El Salvador)  
*Executive Director*
- Managed a 25-member staff in three countries; supervised the development, implementation and evaluation of all programs, namely, school construction, learning and vocational education resource centers, teacher training, primary secondary and university scholarships, sister schools and international service learning trips; led fundraising and donor cultivation, strategic planning, financial and strategic management of this non-governmental organization.
- 1997-2001      San Domenico School      San Anselmo, CA  
*Program Director and Administrator*
- Directed a high school integrated humanities program; supervised a team of 5 teachers; facilitated the six-year accreditation process and wrote the Self-Study document and 6-year Action Plan for this K-12 independent school; developed an award-winning schoolwide sustainability program and served as the curriculum specialist on the program team; coordinated the school service learning program in partnership with national and international charitable organizations.
- 1995-1997      United States Peace Corps      Russia (Far East)  
*Volunteer and Trainer*
- Completed a three-month pre-volunteer service training program; served as a professor at a teacher training institute; collaborated with a Russian counterpart to write a text book and conducted teacher trainings in the use of video-based and multi-media teaching methodologies to aid foreign language acquisition and cultivate cross cultural understanding; acted as an advisor to the first student association on campus; served as a trainer for the successive group of forty Peace Corps volunteers.

## EDUCATION

- 1993-1995      University of San Francisco      San Francisco, CA  
*Master of Arts, Education and Organizational Leadership*
- 1988-1992      University of San Francisco      San Francisco, CA  
*Bachelor of Arts, Political Science & Peace and Conflict Studies*

## RELEVANT TRAINING

- 2018-present Monthly professional development practice sessions on facilitation, mediation, public engagement, Diversity, Equity and Inclusion, among other topical areas, Consensus Building Institute, Cambridge, MA.
- 2015 Professional Development Seminar Series (40 hours), Center for Collaborative Policy, Sacramento, CA.
- 2014 *Negotiating Effective Environmental Agreements* intensive, Concur Inc., Berkeley, CA.
- 2001-2011 Organizational Development training (50 hours) in fundraising, strategic planning, executive coaching, leadership and management, CompassPoint Non-profit Services, Oakland, CA.

## PROFESSIONAL AFFILIATIONS

[Association for Conflict Resolution](#): Member

[International Association for Public Participation](#): Member

## SELECTED PUBLICATIONS AND REPORTS

M.E. DuPraw, S. Di Vittorio, D. Ceppos, M.D. Wylie, M. Kopell, S. Lucero, T. Carlone, M. Meyer, and 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.

American Bar Association, 2019. *Environment, Energy, and Resources Law: The Year in Review, 2018*. Contributor, Chapter 25: Alternative Dispute Resolution.

## PRESENTATIONS AND LECTURES

MIT Water Summit 2018, Thirsty Cities. Cambridge, Massachusetts, 2018. Panel presentation, "Water Sharing Beyond a City's Limits."

## SELECTED PROJECTS

### Water Resources

**Water Forum Negotiations**, Sacramento, California, 2020- present. Facilitate a multi-year robust, multi-party stakeholder dialogue to renegotiate and extend the longstanding Water Forum Agreement. Facilitate multiple working groups; business, environmental, public, and water caucuses; and a negotiating steering committee. Provide strategic guidance to Water Forum staff. Conducted outreach and engagement to broaden public participation in the Water Forum negotiations reflecting the need for social equity and diverse representation of the public's interests as they relate to the Water Forum goals of providing a reliable and safe water supply for the Sacramento region's long-term growth and economic health, and preserving the fishery, wildlife, recreation, and aesthetic values of the Lower

American River.

**Groundwater Sustainability Planning Inter-Basin Coordination in North Sacramento Valley (13 subbasins)**, California, 2020- present. Facilitated inter-basin coordination dialogue among representatives from 13 subbasins in the Northern Sacramento Valley to establish a foundation for open and transparent inter-basin coordination and communication by developing tools to share and compile technical information in a consistent way; outline a process to identify and resolve issues; and establish a framework for inter-basin coordination over the GSP 20-year implementation period.

**Groundwater Sustainability Agency (GSA) Coordination in North Sacramento Valley**, Butte, Colusa, Glenn, Tehama counties, California, 2018- 2021. Facilitated the negotiation of legal agreements among thirteen groundwater sustainability agencies to collaboratively develop and implement groundwater sustainability plans in the Corning and Butte subbasins. Developed communications and engagement plans to promote the active participation of diverse stakeholders, including disadvantaged communities and tribal governments. Supported outreach and engagement activities with a focus on historically underrepresented groups and disadvantaged communities.

**Groundwater Sustainability Plan Collaboration in the Vina and Wyandotte Subbasins**, Butte County, California, 2017- 2021. Mediated agreements on governance for two multi-party groundwater agencies, including legal structure, governing board structure, voting, initial funding, and public advisory component in two priority basins under California's Sustainable Groundwater Management Act. Provided strategic consultation on countywide community outreach and engagement, including engagement with area Tribes. Facilitated more than ten public workshops to solicit input and build widespread support and understanding. Conducted situational assessment with eligible agencies and stakeholders to assess issues and design a decision-making framework on the agency formation process. Facilitated advisory groups in three subbasins charged with collaboratively developing Groundwater Sustainability Plans (GSPs).

**Sierra Valley Basin Groundwater Management**, Sierra and Plumas counties, California, 2018- 2020. Conducted a situational assessment and charted a course for the development of a Groundwater Sustainability Plan. Facilitated the development of a coordination agreement between Sierra Valley Groundwater Management District and Plumas County, the two Groundwater Sustainability Agencies in the Sierra Valley Basin. Prepared a Communications & Engagement Plan focused on building the capacity of stakeholders to participate in GSP development in this rural, severely disadvantaged area. Coordinated with Plumas County and the Plumas National Forest on a strategy for tribal engagement.

**Groundwater Sustainability Agency Formation in Shasta County**, Shasta County, California, 2016-2017. Conducted interviews with eligible agencies and key stakeholders to assess issues and identify stakeholder preferences on the formation of a Groundwater Sustainability Agency required under SGMA. Mediated conflicts among agencies and structured dialogues that led to the formation of one six-agency GSA to manage groundwater in the Enterprise and Anderson subbasins.

**Truckee River Basin Water Group (TRBWG) Assessment and Charter Adoption**, Truckee, California, 2016-2017. Completed an extensive stakeholder assessment including interviews and on-line survey and provided governance recommendations to improve the stability and enhance the effectiveness of the Truckee River Basin Water Group, a stakeholder forum comprised of local government representatives for the Town of Truckee and three counties, recreational and environmental interests, as well as state and federal agencies that coordinate on the implementation of the Nevada-California interstate Truckee River Operating Agreement (TROA). Facilitated the consensus adoption of a TRBWG charter which

defines the purpose, governance structure, roles and responsibilities, and operational principles for the group.

**Coalition to Support Delta Projects**, Sacramento, California, 2015-2016. In April 2012, this project was initiated by the leaders of the following constituencies: water exporters, environmentalists, Delta farmers, and Delta-area county governments. The Coalition's purpose was to identify worthy near-term, low-risk, and feasible Delta Projects to move forward in the planning and regulatory process. The Coalition coordinated with the Delta Conservancy, the California Department of Fish and Wildlife and California Department of Water Resources (DWR) to foster greater collaboration with existing local and regional Delta efforts to develop high level visions and identify projects for Proposition 1 funding. Provided facilitation support and strategic guidance for the Coalition.

**Santa Rosa Plain Groundwater Management**, Sonoma County, California, 2015-2017. Facilitated quarterly meetings of the Santa Rosa Plain Basin Advisory Panel (Panel), a group that advised the Sonoma County Water Agency on the implementation of the Santa Rosa Plain Groundwater Management Program. The Panel was comprised of nearly 40 members representing diverse stakeholder interests, including tribal interests. Collaborated with a project team comprised of agency staff and a technical consultant to develop a meeting framework and prepare technical presentations to inform the Panel and assist them in making informed management recommendations.

**SGMA Public Meetings and Workshops**, statewide, California, 2015-2018. Collaborated with the DWR Sustainable Groundwater Management Program (SGMP) Team to design and facilitate approximately 30 public meetings, listening sessions and interactive workshops statewide to educate stakeholders and receive public feedback on the regulatory framework for SGMA implementation, and to provide technical assistance to help groundwater basins implement SGMA locally. The meetings included: Basin Boundary Listening Sessions and public meetings, Groundwater Sustainable Plan (GSP) and Alternative Regulations webcasts and public meetings, SGMA Best Management Practices public sessions, A Regional Water Sustainability Summit, a GSP Central Valley Workshop, and Sustainable Management Criteria public sessions. Provided strategic guidance and coordinates with DWR for meeting outreach, preparation, small group facilitation and documentation of meeting proceedings.

**Lower Walnut Creek Restoration Project**, Martinez, California, 2015-2017. Conducted a stakeholder assessment to explore issues and concerns of landowners, land management and regulatory agencies in the restoration plan area. Developed a public participation program and assisted the Contra Costa Flood Control and Water Conservation District implement the program. Formed a Stakeholder Advisory Group (SAG) and facilitated discussions to reach consensus on a preferred restoration alternative for Lower Walnut Creek.

**Integrated Regional Water Management (IRWM) Capacity Building Workshop**, Statewide, California, 2014. The primary purpose of the full-day workshop was to provide tools and resources to IRWM regions, with a focus on the needs of tribes, disadvantaged communities and local agencies. The workshop was held simultaneously in Redding, Stockton, Clovis, Los Angeles and Placerville. The webcast plenary sessions were broadcast live from Stockton to remote locations throughout the state. Ms. Carlone served as the emcee for the web-cast, moderated panel discussions, facilitated discussions live in Stockton while coordinating with remote locations to address audience questions.

**Yuba County Integrated Regional Water Management Plan**, Marysville, California, 2013-2015. Facilitated a five-year plan update process of a comprehensive integrated regional water management plan in Yuba County. Conducted targeted outreach to Disadvantaged Communities and assisted

stakeholders develop integrated projects for inclusion in the plan. Following the adoption of the plan, collaborated with the Stockholm Environment Institute (SEI) to apply the Watershed Evaluation and Planning (WEAP) model as a tool for demonstrating the regional impacts of the proposed projects and actions.

**Cosumnes, American, Bear and Yuba (CABY) Rivers Integrated Regional Water Management Plan**, Auburn, California, 2011-2014. Facilitated a five-year plan update process of a comprehensive integrated regional water management plan across four counties in the foothills of the Sierra Nevada Mountains. Led targeted outreach to Disadvantaged Communities in the CABY region and assisted stakeholders to develop integrated projects for inclusion in the plan. Following the adoption of the plan.

**Lahontan Basins Integrated Regional Water Management Plan**, Lassen and Sierra counties, California, 2013-2014. Lahontan Basins is approximately 1,939 square miles including most of Lassen County and a portion of northern Sierra County. The Lahontan Basins IRWM is a shared effort by Lassen County, Honey Lake Valley RCD, Lassen Irrigation Company, City of Susanville and the Susanville Indian Rancheria to identify regional and multi-beneficial projects for the Lahontan Basins Watershed. Provided strategic guidance to the principal consultant, Dyer Engineering Associates, related to process design, community outreach, and project development. Additionally, served as a reviewer for the plan.

## Forest and Natural Resources Management

**Amador Calaveras Consensus Group (ACCG)**, Amador and Calaveras counties, California, 2018-2022. Provide neutral assessment, facilitation, mediation, and process design services for this complex, multi-party collaborative spanning the Eldorado and Stanislaus National Forests. Conducted a situational assessment and developed a Collaborative Engagement Strategy to help the ACCG refine its governance structure, policies and procedures and to acquire the tools and resources necessary to increase the group's collaborative capacity and achieve its mission to promote fire safe communities, healthy forests and watersheds, and sustainable local economies.

**California Environmental Dialogue (CED)**, San Diego, California, 2019. Designed and facilitated a 2-day dialogue with federal, state, and local agencies, private industry, and elected officials to discuss wildfire mitigation and response, including public safety power shutdowns during times of high wind and fire risk, the need for improved forestry management practices and investments, and water resiliency.

**Tahoe Central Sierra Initiative (TCSI) Comparative Resilience Workshop**, Placerville, California, 2018. Provided strategic guidance, process design, and facilitation for a 2-day workshop to identify desired landscape outcomes for the TCSI landscape and to identify methods and metrics for assessing resilience. Facilitated a working group on the second day of the workshop to draft a desired landscape outcomes proposal for the 4-million-acre landscape.

**Early Adopter Forests Team Mediation**, Vallejo, California, 2017. Interviewed Forest Service team members in the Regional Office and on the Inyo, Sierra and Sequoia National Forests to assess the functioning of the Early Adopter Forests Core Team charged with developing the environmental impact documents and forest plans for the first forests adopting the 2012 Planning Rule. Presented findings to Regional Office Ecosystem Planning executive leadership and the Core Team and recommended actions to improve the effectiveness of the Core Team and the communications between leadership and the team. Provided ongoing strategic advice to executive leadership and facilitation support for the Core Team charged with completing the Inyo Forest Plan.

**Southern Sierra Conservation Cooperative (SSCC)**, Southern Sierra, California, 2016. The SSCC is an interagency and NGO cooperative to conserve the biodiversity and key ecosystem functions of the Southern Sierra in the face of landscape scale change. Conducted a stakeholder assessment and designed and implemented an all-day reconvention meeting to establish goals and implementation actions to address climate change effects in the southern Sierra, particularly related to tree mortality.

**Sierra Cascades Dialog Sessions**, Sacramento, California, 2014-2015. Co-designed and facilitated the Sierra-Cascades Dialog. The Dialog focused on the future of the Sierra Nevada and Cascades. Dialog Sessions provided an opportunity for shared meaning, aligned actions, mutual respect, and understanding different perspectives. The quarterly meeting brought together more than one hundred public and private land managers and stakeholders to grapple with an “all lands” approach to planning and conservation and lay the foundation for Forest Plan revision. Participants represented a broad range of stakeholders including all types of government, communities, environmental, water agencies, and industry. Dialog outcomes informed future Forest Service management strategies.

**King Fire Restoration Stakeholder Workshop**, Placerville, California, 2014. The purpose of the workshop was for the Eldorado National Forest to communicate to key stakeholders and the public currently available information regarding the King Fire Restoration and to discuss possible options for the Proposed Action in this pre-NEPA phase of the project. Provided process design, agenda development and strategic advice to Forest Service staff in planning the workshop and facilitated the all-day workshop.

**Rim Fire Recovery Stakeholder Workshop**, Sonora, California, 2015. The Rim Fire burned 257,314 acres in the Stanislaus National Forest and Yosemite National Park. The large scale of high severity burning in the fire poses unprecedented challenges for recovery, restoration, and reforestation. Facilitated a workshop to receive stakeholder input on the recovery alternatives for the EIR for the NEPA process.

**Mountain Meadows Prioritization for Restoration on Public Lands in the Yuba and Mokelumne Watersheds**, Sierra Nevada, California, 2011. Facilitated meetings between the not-for-profit organization American Rivers and the Tahoe National Forest to design a protocol for assessing and prioritizing meadows for restoration on public lands in these two watersheds. While guiding the process to develop a mountain meadows health scorecard as a rapid assessment tool, assisted project partners establish an improved, collaborative process for future partnerships between the Forest Service and NGOs. Following this process, these two entities successfully pursued funding to prioritize meadows for restoration on public lands in the American River Watershed.

**Sierra Solutions for Private Meadow Restoration**, Sierra Nevada, California, 2011. Created education and outreach materials as tools to engage private property owners and ranchers in meadow enhancement and restoration solutions. Made technical and scientific content accessible and useful to the lay person through the development of a meadows primer pamphlet and accompanying brochure. Meadow restoration has represented a source of conflict between some stakeholder groups. These materials were created to address these concerns and to bring diverse parties together to seek mutually beneficial solutions to meadow impairment across the Sierra.

## Pesticide Management

**Field Fumigant Notification Workshops**, statewide, California, 2016. Facilitated workshops to collect stakeholder input on the development of new rules for field fumigant notifications. More than 200 people from a range of interests attended the workshops.

**Pest Management Advisory Committee (PMAC)**, Sacramento, California, 2015-2018. The Department of Pesticide Regulation's Pest Management Research Grant Program was established to develop practices that reduce use of high-risk pesticides and thereby the risk of unanticipated impacts on public health and the environment. The Department's Pest Management Alliance Grant program solicits and funds projects that increase adoption of effective pest management practices that reduce risks to human health and the environment. Annually, facilitated two meetings with the Pest Management Action Committee (PMAC) where the group reached consensus recommendations on grant awards for the Research and Alliance Grant Programs.

**Workshops for Restrictions on Pesticide Use Near Schools**, statewide, California, 2015. Facilitated a series of 15 workshops in six locations throughout the state to receive input from school administrators, the agricultural industry, and the public on the development of new rules for the use of pesticides near schools. DPR presented two central concepts for workshop participants to consider for the development of new regulations. The concepts focused on notification of pesticide application and consideration of restrictions such as timing of applications, distance of application from schools, types of pesticides used near schools, and methods of application. In several locations throughout the state the meetings attracted up to 200 community members. At times, workshop participants' emotions ran high. Created a safe environment for all voices to be heard and for the full range of comments and concerns to be raised.

## Air Quality & Cultural Resources

**Owens Lake Cultural Resources Task Force**, Owen's Valley, California, 2014-2015. Co-facilitated this task force which focused on four specific culturally sensitive sites in Owens Valley. The Task Force was charged with recommending to the Los Angeles Department of Water and Power and Great Basin Unified Air Pollution Control District how to balance dust control mitigation and protection of cultural resources on these four sites. The first task was to develop consensus among area tribes regarding how they would like to see that balance achieved. Second, the tribes presented their recommendation to the rest of the Task Force, considered feedback, and refined their recommendation as they deemed appropriate. The Task Force unanimously accepted the Tribes' recommendations in December 2014. The co-conveners implemented the Tribes' recommendation for these four sites in 2015.

## Land-use Planning

**Sonoma Developmental Center (SDC), Specific Plan**, Sonoma Valley, California, 2021-present. Prepared an outreach and engagement strategy with a focus on how to meaningfully engage historically underrepresented groups in the planning process. Facilitate the Project Advisory Team which consults the County planning staff on the development of the Specific Plan, provide strategic guidance on outreach, communications and engagement.

**Meeks Bay Restoration Project**, Lake Tahoe, California, 2019-2020. Worked in close partnership with TRPA, other agency staff, and Ascent to design a collaborative stakeholder engagement to develop a

suite of alternatives to support an environmental analysis that explored the range of stakeholder and public's interests and concerns. Developed an effective public outreach strategy and provided impartial mediation and facilitation services.

**Sonoma Developmental Center (SDC), Conceptual Master Plan- Study Phase,** Sonoma Valley, California, 2017- 2018. Conducted stakeholder assessment interviews with approximately 70 individuals. Collaborated with the planning firm and the State of California to assemble a Community Advisory Committee (CAC) comprised of diverse, representative interests charged with advising the Team on the site assessment findings and analysis. Facilitated the CAC and an interactive, community workshop to receive public input on the site assessment findings and analysis.