



Tania Carlone

Senior Mediator + CBI West Director | Consensus Building Institute
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Professional Summary

A collaboration specialist with thirty years of experience in collaborative planning, organizational development and management, community engagement, training, and conflict analysis and resolution; focused expertise designing and facilitating inclusive policy solutions.

Key Skills

- **Strategic thinking:** Design and lead complex, multi-party dialogues with the ability to see the broader context and create structured approaches that develop innovative solutions.
- **Leadership coaching:** Collaborate with senior leaders to provide strategic insights and candid guidance to drive effective decisions and durable agreements.
- **Dynamic facilitation:** Listen intently, clarify diverse perspectives, and weave together consensus-based agreements through responsive facilitation.
- **Inclusive engagement:** Demonstrate cultural competency with diverse groups across different contexts; extensive experience with rural communities in the United States and through international development work in Central America and Peace Corps service.
- **Subject matter expertise:** Technical knowledge across multiple disciplines with specialized expertise in water and natural resources policy in the Western United States.
- **Effective project management:** Deep experience managing large budgets, meeting deadlines, and adapting to changing circumstances while delivering results.

Experience

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| 2018-present | Consensus Building Institute
<i>Senior Mediator + CBI West Director</i> | Cambridge, MA |
| | <ul style="list-style-type: none">● Mediate and facilitate complex, multiparty public policy processes with a primary focus on water and natural resources conflict analysis and resolution; expertise in strategic organizational effectiveness and collaborative capacity building.● Serve as member of the organization's executive leadership team and as the director for CBI's practice in the Western United States based in the San Francisco Bay Area. | |
| 2014-2018 | Center for Collaborative Policy, CSU Sacramento
<i>Senior Mediator/Facilitator</i> | Sacramento, CA |
| | <ul style="list-style-type: none">● Facilitated and mediated multi-party public policy processes in a broad range natural resources, social, and economic policy areas.● Served as the Deputy Water Program Manager for a large water resources project portfolio. | |

- 2010-2014 **Independent Consultant** Berkeley, CA
Principal
- Provided a range of professional consulting services, including: facilitation, communications and engagement services, technical and grant writing, strategic planning, special projects assistance, and leadership coaching for public agencies and non-governmental organizations.
- 2007-2011 **Yuba Watershed Institute** Nevada City, CA
Executive Director
- Administered this community-based organization committed to the sustainable use of natural resources and protection of the long-term biological diversity within the Yuba River Watershed.
 - Initiated a conservation corridor program.
 - Created a wildlife monitoring project and 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 education program and convened an editorial board to publish and promote a 20th anniversary book entitled *The Nature of This Place* (Comstock-Bonanza Press, 2010).
- 2005-2007 **Natural Heritage Institute** San Francisco, CA
Sierra Rivers Program Senior Associate
- Supported complex watershed restoration, planning, and water policy projects.
 - Conducted research, concept development, partner cultivation and engagement, and development of successful grant proposals to fund Sierra Rivers Program activities.
- 2001-2005 **Seeds of Learning** Sonoma, CA
Executive Director
- Managed staff in the United States, Nicaragua, and El Salvador.
 - 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 to Nicaragua, El Salvador, Guatemala, Belize, and Mexico.
 - Led fundraising, board engagement, donor cultivation, strategic planning, financial and strategic management for this non-governmental organization.
- 1997-2001 **San Domenico School** San Anselmo, CA
Program Director, Educator 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 and served as the curriculum specialist for an award-winning schoolwide sustainability program.
- Coordinated the school service-learning program in partnership with national and international charitable organizations.

1995-1997	United States Peace Corps <i>Volunteer and Trainer</i>	Russia (Primorsky Krai, Far East)
	• Completed a three-month immersive pre-volunteer service language and cultural training program and homestay in Artyom, Russia. • Served as a professor at a teacher training institute in Ussuriysk, Russia. • Collaborated with a Russian counterpart to write a textbook 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 Peace Corps volunteers.	

Education

1993-1995	University of San Francisco <i>Master of Arts, Education and Organizational Leadership</i> <i>Professional Clear Credential in Secondary Education, Social Studies</i>	San Francisco, CA
1988-1992	University of San Francisco <i>Bachelor of Arts, Political Science</i> <i>Minor, Performing Arts</i> Concentrations in Public Administration and Peace and Conflict Studies	San Francisco, CA

Training

2024-2025	Spirit Rock Meditation Center <i>One-year intensive training program in contemplative mindfulness practice</i>	Woodacre, CA
2024	In Resonance 1:1 Leadership Coaching <i>Five-session series</i>	Calgary, CAN
2018-present	Consensus Building Institute <i>Professional development monthly practice sessions</i>	Cambridge, MA
2015	Center for Collaborative Policy, CSU Sacramento <i>40-hour Mediation Training</i>	Sacramento, CA

2014	Concur, Inc.	Berkeley, CA
	<i>Negotiating Effective Environmental Agreements 3-day intensive</i>	
2001-2011	CompassPoint Non-profit Services	Oakland, CA
	<i>40-hour intensive training in organizational capacity building</i>	

Selected Publications and Reports

T.L. Carlone, M. Rivera-Torres, 2021. Northern Sacramento Valley Interbasin Coordination Report. <https://www.buttecounty.net/1234/Inter-Basin-Coordination>.

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

WRT, August 2018. Sonoma Developmental Center Existing Conditions Assessment. Contributor, Chapter 3: Community Voice.

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.

Presentations and Lectures

MIT Water Summit 2018: Thirsty Cities. Cambridge, Massachusetts, 2018. Panel presentation, “Water Sharing Beyond a City’s Limits.”

California American Planning Association (APA) Conference, Sacramento, CA 2017. Panel presentation on “Effective Stakeholder Engagement in Complex Planning Environments.”

Selected Projects

WATER

Sacramento Valley Flood Diversion Recharge Enhancement Working Group, Sacramento Valley, California, 2025-present. Facilitate a regional working group co-convened by the California Department of Water Resources (DWR) and the Northern California Water Association (NCWA) to engage local, state, and federal agencies to collaboratively develop actionable solutions to advance flood diversion and recharge activities in the Sacramento Valley.

North Sacramento River Corridor Interbasin Coordination, Sacramento Valley, California, 2025-present. Facilitate interbasin dialogue among representatives from 17 agencies from 7 groundwater subbasins in the Northern Sacramento Valley to enhance coordination and resolve cross-boundary issues building upon work completed under a prior contract (2020-2022) where

CBI developed the Northern Sacramento Valley Inter-Basin Coordination Report which established an Interbasin Coordination Framework for Sustainable Groundwater Management Act (SGMA) implementation.

Water Forum Negotiations, Sacramento, California, 2020-2025. Facilitated a 5-year robust, multi-party stakeholder dialogue to renegotiate the longstanding Water Forum Agreement, now known as Water Forum 2050. Facilitated four interest-based caucuses, and multiple working groups, and large plenary workshops focused on negotiating all elements of the agreement. Provided strategic guidance to Water Forum staff. Mediated on the successful resolution of divergent issues. Conducted outreach and engagement to broaden public participation in the Water Forum negotiations reflecting the need for 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.

Salinas River Operations Habitat Conservation Plan, Salinas, California, 2023-present. Conducted a stakeholder assessment for the Salinas River Operations Habitat Conservation Plan (HCP) with a focus on reservoir reoperations. Facilitate a Stakeholder Planning Group and Technical Advisory Committee that's advising the Monterey County Water Resources Agency on a preferred reservoir reoperation alternative.

Pacific Institute (PI) Strategic Plan, Oakland, California, 2023-2024. Worked closely with PI's staff and a board committee to design an effective and dynamic strategic planning process grounded in a comprehensive assessment. Facilitated staff and board discussions about how to embed Diversity, Equity, and Inclusion into the fabric of the organization's external work and define the organization's approach to advocacy and partnerships grounded in PI's Theory of Change. Facilitated executive leadership meetings to develop an actionable plan and align on the approach to growth management.

Groundwater Sustainability Agency (GSA) Coordination in North Sacramento Valley, Butte, Colusa, Glenn, Tehama counties, California, 2018- present. Facilitated the negotiation of legal agreements among thirteen groundwater sustainability agencies to collaboratively determine new forms of governance and to develop groundwater sustainability plans in the Corning and Butte subbasins. Developed communications and engagement plans to promote the active participation of diverse stakeholders. Supported outreach and engagement activities with a focus on historically underrepresented groups and disadvantaged communities. Continue to provide facilitation services supporting collaborative implementation of the Butte Subbasin Groundwater Sustainability Plan among 11 GSAs, including facilitation of a steering committee, manager committee, and advisory board comprised of elected representatives from all participating agencies.

Groundwater Sustainability Planning Inter-Basin Coordination in North Sacramento Valley (13 subbasins), California, 2020- 2022. 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 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.

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.

Groundwater Sustainability Agency Formation in Shasta County, Redding, 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.

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.

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.

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.

NATURAL & CULTURAL RESOURCES

San Francisco Regional Collaboration on Bird Conservation, National Audubon Society, San Francisco Bay Area, California, 2025- present. Conducted an initial stakeholder assessment of San Francisco Bay Area bird conservation organizations to inform the design of a collaborative dialogue that aims to build a coalition to share critical data on bird trends to inform a comprehensive understanding of conservation groups' impact on bird consideration in the region.

Beahrs Environmental Leadership Program, UC Berkeley Rausser College of Natural Resources; Berkeley, California, 2025. Designed and taught a one-week training module on Collaborative Leadership and Conflict Transformation in this certificate program for mid-career environmental leaders from around the world at the Rausser College of Natural Resources, a national and global academic leader in natural and social sciences.

San Diego Regional Water Board, Tribal Beneficial Uses, San Diego, California, 2024. Collaborated with San Diego Water Board staff to build their internal capacity and create a work plan to enhance tribal engagement in the region through their Tribal Working Group. The purpose of the Working Group is to incorporate Tribal Tradition and Culture (CUL) and Tribal Subsistence Fishing (T-SUB) beneficial uses to surface waters in the San Diego region in consultation with Tribes. This collaborative work will become the basis for an amendment to the San Diego Water Board's Basin Plan to designate the beneficial uses.

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.

Meeks Bay Restoration Project, Lake Tahoe, California, 2019-2020. Worked in close partnership with TRPA, other agency staff, and Ascent to design collaborative stakeholder engagement to develop a suite of alternatives to balance habitat restoration goals with sustainable recreation opportunities and to restore species of value to the Washoe Tribe of Nevada and California. Developed an effective public outreach strategy, conducted a situational assessment and provided impartial mediation and facilitation services.

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.

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.

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.

CLIMATE

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. Carlone was part of a team of facilitators to interview 40+ stakeholders and develop the assessment and strategic planning recommendations.

LAND USE & TRANSPORTATION

City of Palo Alto, Downtown Housing Plan, California, 2024-present. Conducted a stakeholder assessment and completed an interview findings report for this three-year planning process. Conduct community outreach and engagement, including design and facilitation of focus groups, design and implementation of surveys in English and Spanish. Facilitate the Community Advisory Group (CAG) for this area plan focused on increasing housing production in Palo Alto's downtown and implementing the policies and programs consistent with the City's Comprehensive Plan and the 2023-2031 Housing Element.

City of Petaluma, Strategic Planning, Petaluma, California, 2022-2023. Designed and facilitated a strategic planning process to clarify objectives and priorities for a cohesive Community Development Department and to outline an implementation plan to bring the planning, building, code enforcement, and housing divisions under one departmental umbrella. Facilitated a city-wide cross-department strategic planning workshop.

Sonoma County Shared Government Services, Sonoma Valley, California, 2022-2024. Conducted an assessment and facilitated inter-agency discussions between the City of Sonoma and County of Sonoma to explore possible opportunities to improve government services in Sonoma Valley. Developed an outreach and communications strategy to guide subsequent phases of the effort to engage the community in discussions about shared government services and possible annexation.

Sonoma Developmental Center (SDC), Specific Plan, Sonoma Valley, California, 2021-2022. Prepared an outreach and engagement strategy with a focus on how to meaningfully engage historically underrepresented groups in the planning process. Facilitated the Project Advisory Team which consulted the County planning staff on the development of the Specific Plan, provided strategic guidance on outreach, communications and engagement.

A Vision for Eldridge, Sonoma Valley, California, 2019. Facilitated a community workshop of 200 participants to receive feedback on a proposed vision statement and guiding principles to inform the development of a Specific Plan for the Sonoma Developmental Center. Collaborated with the SDC Coalition, the convener of the workshop, to design the workshop and incorporate community input to finalize the community vision

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.

Transform SDC Community Vision, Sonoma Valley, California, 2015-2017.

Facilitated a community visioning process for the future of the Sonoma Developmental Center in close collaboration with the Sonoma Land Trust, the backbone organization for the SDC Coalition, a group using a Collective Impact model for community organizing. Designed and orchestrated a community visioning workshop for 300 people, provided strategic guidance and facilitation and mediation support to the Coalition during the Sonoma Developmental Center closure process.

SOCIAL & ECONOMIC POLICY

Monterey County Community Wellness Collaborative; Monterey County, California, 2023-2024. Facilitated a multi-sector and inclusive collaborative of diverse interests, including academia, agriculture, business, government (county, local, and state), health care systems, mental health service providers, youth, families, law enforcement, and others to bolster the importance of mental health and a culture of prevention and care with ready access in Monterey County. Provide strategic guidance and co-facilitate the Steering Committee in coordination with the Community Foundation of Monterey County.

California School Board Association (CSBA), Statewide, 2023. Designed and facilitated two faculty trainings and a student school board member session at the annual CSBA conference on conflict de-escalation and consensus building in response to increasing calls for assistance by membership in navigating the frequent conflicts at school board meetings across the state.

Oakland Metro Chamber of Commerce Strategic Plan, Oakland, California, 2023.

Conducted a situational assessment and reported findings from confidential interviews to the board president and executive director to inform the approach to a strategic planning board retreat. Designed and facilitated an all-day strategic planning retreat and one follow up meeting to finalize the Chamber's 2023-2026 strategic plan focused on securing the economic future of the community and to enhance the quality of life in the City of Oakland.

Sierra Harvest Strategic Plan, Nevada City, California. 2019-2020.

Facilitated board and staff workshops to develop the 2020-2024 strategic plan for this community-based organization whose mission is to educate, inspire, and connect Nevada County families with fresh, local and seasonal food.

ENERGY

Bureau of Ocean Energy Management (BOEM) Pacific Region Office of the Environment Staff Retreat, Camarillo, California. 2019. Completed a conflict assessment through confidential interviews with all staff members in the Office of the Environment which then informed the approach to a staff retreat aimed at promoting team-building to envision options for organizational change. Following the retreat, collaborated with senior leadership to prepare an actionable plan to implement recommendations from the staff retreat.

AGRICULTURE & COMMODITIES

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.

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.

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.