

### CAREER SUMMARY

Natural resource management planning specialist, trainer and facilitator with experience in multi-party stakeholder engagement, public policy development, strategic planning, and conservation program design, implementation and evaluation. Fluent in a range of resource management topics. Proven leadership in:

- Multi-party facilitation/consensus building
- Conservation planning/capacity development
- Science integration and adaptive management
- Visioning and strategic planning
- Protected area design/development/evaluation
- Program design/management/evaluation

### RELEVANT CONSULTANCIES

- **Facilitation Support to Optimize Fishery Independent Surveys for Future Ecosystem-Based Management in the Gulf of Mexico** (*Gulf States Marine Fisheries Commission, 2019 – present*)
- **Facilitation of Klamath River Re-initiation of Section 7 Consultations – Hydrology Team.** (*Department of Interior, US Bureau of Reclamation*)
- **Design/Facilitation of a Klamath Basin Coalition of Tribes and Stakeholders** (*Department of Interior, local funders, 2019 – present*)
- **Design/Facilitation Support for the Southern California Offshore Aquaculture Interagency Working Group,** (*NOAA Fisheries, 2020 – present*)
- **Design/Facilitation of a Seaweed as an Alternative Livestock Feed Workshop** (*World Wildlife Fund, 2019 and 2020*)
- **Design/Facilitation of Groundwater Management Planning in Siskiyou County, California** (*Siskiyou County Groundwater Sustainability Agency, 2018 – 2020*)
- **Design/Facilitation of a Workshop on Vegetation Type Conversation in Western US Forests** (*United States Geological Survey, 2019*)
- **Design/Facilitation of Aquaculture Gear/Protected Species Interaction Workshop** (*NOAA Fisheries, 2018 – 2019*)
- **Mid-Term Evaluation of the Caribbean Marine Biodiversity Program** (*Alter-Modus International, 2017 – 2018*)
- **Facilitation Training for Staff of the Atlantic States Marine Fisheries Commission** (*Atlantic States Marine Fisheries Commission, 2018*)
- **Process Design/Facilitation/Mediation, California, USA** (*Senior Mediator, Sacramento State University Consensus and Collaboration Program, 2009 – 2020*)
  - Biennial NOAA Fisheries/State Directors Meetings (2014 – 2019)
  - Public Input on the California Wildlife Conservation Board Strategic Plan (2019)
  - United States Forest Service Strategic Planning and Public Engagement (2018 – 2020)
  - Sustainable Groundwater Management Planning in Sonoma County, California (2011 – 2019)
  - San Francisco Bay Nutrient Management Strategy (2014 – 2015)
  - Spiny Lobster Fishery Management Plan (2011 – 2013)
  - Dungeness Crab Task Force (2009 – 2010)
- **Training in Key Principles and Practices of Participatory Planning** (*Coral Reef Alliance, 2017*)
- **Capacity Assessment and Management Effectiveness Evaluation – Jamaica Fish Sanctuary Network** (*The Nature Conservancy, 2017*)

- **Development of Peer-Reviewed Paper on Climate Change Impacts to Mangroves in Caribbean Small Island Developing States** (*Centre for Environment, Fisheries and Aquaculture Science, 2017*)
- **Design/Facilitation Support for Aquaculture Planning in California Waters** (*NOAA Fisheries and California Department of Fish and Wildlife 2015 – 2016*)
- **Planning and Facilitation Support for a National Workshop on Artificial Reefs in US Waters** (*NOAA Fisheries and Atlantic States Marine Fisheries Commission, 2015 – 2016*)
- **Design/Facilitation of Mesoamerican Reef Leadership Program Training Series, Central America** (*Fondo Mexicano para la Conservación de la Naturaleza, 2015 – 2016*)
- **Workshop on Offshore Aquaculture in the Southern California Bight** (*National Oceanic and Atmospheric Administration/Long Beach Aquarium of the Pacific, 2015*)
- **Management Effectiveness Evaluation – The Bahamas Protected Area Network** (*Bahamas Environment, Science and Technology Commission, 2014*)
- **Program Design/Launch of the Caribbean Marine Protected Area Manager Mentorship Program** (*United Nations Environment Program – Caribbean Environment Program, 2013*)
- **Program Design of the Biodiversity and Protected Areas Management Program, Insular Caribbean** (*International Union for Conservation of Nature – Mesoamerica, 2013*)
- **Training in MPA Management Planning, Monitoring and Assessment of Management Effectiveness** (*Bahamas Environment, Science and Technology Commission, 2013*)
- **Stakeholder Assessment and Visioning Workshop: Boundary Expansion of the Gulf of the Farallones and Cordell Bank National Marine Sanctuaries** (*SeaWeb, 2012-2013*)
- **Strategic Assessment and Capacity Building: Governance and Marine Resource Management Planning in Montserrat and Anguilla** (*Fauna and Flora International, 2012*)
- **Assessment, Visioning and Strategic Planning: Sustainable Tourism Practices in the Soufriere Marine Management Area** (*Soufriere Marine Management Association, 2012*)
- **Training and Capacity Building: Training of Trainers in Marine Protected Area Management** (*United Nations Environment Program – Caribbean Environment Program, 2011*)
- **Facilitation, Public Engagement and Training: Cruise Tourism Viability Assessment and Tour Operator Train-the-Trainers Program** (*The Belize Tourism Board, 2010–2011*)
- **Conceptual Planning: Design of a “Limits of Acceptable Change” Study Concept in the Pitons Management Area World Heritage Site** (*International Union for Conservation of Nature, 2010*)
- **Regional Strategy Development: Wider Caribbean Lionfish Control/Management Initiative** (*Reef Environmental Education Foundation, 2010*)

#### *EMPLOYMENT EXPERIENCE*

- **The Coral Reef Alliance (CORAL), San Francisco, California, USA, International Program Manager** (2003 – 2009)
- **National Oceanic and Atmospheric Administration (NOAA) Marine Debris Program, Honolulu, Hawaii, USA, Dive Team Leader/Scientist** (2001 – 2002)
- **Haleakala National Park, Maui, Hawaii, USA, Park Ranger** (1998 – 2001)
- **Hawaii Day-Use Mooring Program, Maui, Hawaii, Project Manager/Fundraiser** (1994 – 2000)
- **First Mate/Deckhand, Maui, Hawaii, Multiple Tour Boats,** (1994 – 1998)

#### *SELECT FACILITATION, MEDIATION AND TRAININGS*

Designed and facilitated the following workshops, participatory planning meetings and trainings:

- *Klamath Basin Coalition of Tribes and Stakeholders* (Ten meetings, 2019 – present)
- *Development of Sustainable Groundwater Management Memorandum of Understanding between Siskiyou County and the Karuk Tribe,* (Seven meetings, 2018 – 2020)

- *Seaweed as an Alternative Livestock Feed Workshop* (Two day workshop convened by the World Wildlife Fund, 2020)
- *Workshop on Vegetation Type Conversation in Western US Forests* (Two day workshop jointly convened by the US Geological Survey, University of Arizona and EcoAdapt, 2019)
- *Offshore Aquaculture/Protected Species Interactions Workshop* (Four day meeting jointly convened by NOAA Fisheries and the Hubbs Seaworld Research Institute, 2019)
- *Groundwater Sustainability Planning Meetings* (40+ meetings in Sonoma County and Siskiyou County for the California Department of Water Resources, 2018 – 2020)
- *Training in the Core Elements of Facilitation, Conflict Management and Consensus Building* (Training for the Atlantic States Marine Fisheries Commission staff, 2018)
- *NOAA Fisheries-State Directors Strategic Planning Meetings* (biennial meetings, 2014/2016/2018).
- *Training in Key Principles and Practices of Participatory Planning* (Professional development workshop for the Coral Reef Alliance, 2017)
- *Jamaica Fish Sanctuary Network Capacity Building and Management Effectiveness Evaluation Workshop* (Network evaluation and subsequent professional development workshop, 2017)
- *California Shellfish Initiative* (Strategic planning workshops, 2016/2017).
- *Aquaculture in the Southern California Bight* (Two multi-day stakeholder workshops, 2015/2016).
- *National Artificial Reef Workshop* (Two-day workshop in Washington D.C., 2016).
- *Mesoamerican Reef Leadership Program Training Series* (Four workshops on resource governance, economic valuation and participatory planning, 2015–2016).
- *Santa Rosa Plain Groundwater Management Planning* (Basin Advisory Panel/Technical Advisory Committee, (60+ meetings, California, 2012–2016).
- *Nutrient Management Science Program in the San Francisco Bay* (Steering Committee, Planning Subcommittee and Nutrient Technical Workgroup meetings, 2015).
- *Southern Sierra Integrated Regional Water Management Planning* (Southern Sierra Regional Water Management Group, six meetings, California, 2013–2014).
- *Bahamas Protected Area Network Management Effectiveness Evaluation* (Workshop design, facilitation and evaluation, 2014).
- *Marine Protected Area Management Planning, Monitoring and Assessment of Management Effectiveness* (Capacity building training, Bahamas, 2013).
- *Regional Mentorship Workshop for Senior Caribbean Marine Protected Area Managers* (Strategic planning workshop, Dominican Republic, 2013).
- *Open Space Credit Policy Evaluation* (Facilitation of working group and public consultations, four meetings, California, 2013).
- *Spiny Lobster Fishery Management Planning* (Facilitation/mediation of the Spiny Lobster Advisory Committee, nine meetings, California, 2012–2013).
- *Marine Sanctuary Boundary Expansion Planning* (Public consultation with Advisory Councils of the Gulf of the Farallones and Cordell Bank National Marine Sanctuaries, California, 2013).
- *MPA Manager Mentorship Sessions*. (4<sup>th</sup> International Tropical Marine Ecosystem Management Symposium, 2012).
- *Visioning and Strategic Planning in the Soufriere Marine Management Area* (Strategic planning workshop with SMMA Board of Directors and stakeholders, St Lucia, 2012).
- *UNEP-CEP/CaMPAM Training of Trainers Course in Marine Protected Area Management* (Two-week training course for twenty managers from eight Caribbean countries, Belize, 2011).
- *Participatory Planning, Facilitation and Conflict Management* (Training of Trainers Course Module for French and Dutch Marine Protected Area Managers, Guadeloupe, 2011).
- *The Basics of Facilitation* (Training session with marine protected area managers from 20+ countries at the 4<sup>th</sup> International Tropical Marine Ecosystem Management Symposium).

- *Tour Operator Quality Assurance Training of Trainers Course* (Two trainings with select industry leaders in San Ignacio and Belize City, Belize, 2011).
- *A Social Viability Assessment of Cruise Tourism in Southern Belize* (Six public consultation meetings in Placencia, Punta Gorda and Dangriga, Belize, 2010–2011).
- *Transport and Fate of Deepwater Hydrocarbon Releases in the Gulf of Mexico Oil Spill Workshop* (Workshop with industry scientists, Texas, USA, 2010).
- *Regional Lionfish Strategy Workshop* (strategic planning workshop, Cancun, Mexico, 2010).
- *California Dungeness Crab Task Force* (Five meetings across central California, 2009–2010).
- *Forging Collaboration Between Marine Protected Area Managers and Local Mooring Buoy Initiatives* (Conservation Planning Meeting, Placencia, Belize, 2009).
- *Sustainable Marine Recreation and Conservation in Action Workshops* (24 workshops in seven countries, 2003 – 2009).
- *Train the Trainers Program on Sustainable Marine Recreation* (Mexico and Belize, 2008).
- *Strengthening the Roatan Marine Park Association through Community Collaboration* (Conservation Planning Meeting, Roatan, Honduras, 2008).
- *Sustainable Tourism Sessions* (3<sup>rd</sup> International Tropical Marine Ecosystem Management Symposium, 2006).

#### *COUNTRIES OF EXPERIENCE*

Anguilla, The Bahamas, Belize, Dominican Republic, Costa Rica, Fiji, Grenada, Guadeloupe, Guatemala, Honduras, Jamaica, Mexico, Montserrat, Micronesia, Palau, St. Kitts and Nevis, St Lucia, St. Vincent and the Grenadines, and the United States.

#### *EDUCATION AND PROFESSIONAL AFFILIATIONS*

- Bachelor of Arts, History – California State University, Chico (1993)
- Certified Professional Facilitator (CPF) – International Association of Facilitators
- Marine Protected Area Planning – Florida International University
- Roster Member – UNDP RSCA Climate Change and Resilience Experts
- Roster Member – National Roster of Environmental Dispute Resolution and Consensus Building Professionals, U.S. Institute for Environmental Conflict Resolution
- Member – Association for Conflict Resolution
- Member – Caribbean Marine Protected Area Managers Network and Forum Expert Group
- Member – Accord 3.0 Network of Collaboration Specialists
- Certificate in Public Participation – International Association of Public Participation
- Negotiation Training – Strauss Institute for Dispute Resolution, Pepperdine University

#### *AWARDS*

- Best Global Environmental Initiative of the Year for the ICRAN Mesoamerican Reef Alliance (2005). Awarded by *Scuba Diving* magazine.