

**Rebecca Bryson
Associate
CONCUR, Inc.**

HIGHER EDUCATION

- 1998** **Kennedy School of Government, Harvard University, Cambridge, MA**
Master in Public Policy with concentration in Political and Economic Development.
- 1991** **Stanford University, Palo Alto, CA**
Bachelor of Arts in International Relations

PROFESSIONAL EXPERIENCE

2000-Present **Associate, CONCUR, Inc.**

Mediate complex, multiparty environmental disputes and facilitate collaborative public review processes for government agencies. Extensive experience in strategic planning, mediation, facilitation, team-building and training. Design and conduct professional training workshops to develop collaborative problem solving, communication, and mediation skills.

Work with a range of state and federal agencies, such as: U.S. EPA, U.S. Army Corps, U.S. Fish and Wildlife Service, National Marine Fisheries Service, California Fish and Game Department, California Regional Water Quality Control Board, Santa Clara Valley Water District, 15 cities in Santa Clara County, and the San Jose Redevelopment Agency. Issues range from flood control to water supply and habitat restoration.

Selected Projects:

Guadalupe River Flood Control Project

CONCUR managed and co-facilitated the Guadalupe River Flood Control Project Collaborative, responsible for developing an agreement on a flood control and mitigation plan for the Guadalupe River in downtown San Jose. This three-year multiparty negotiation focused on balancing the flood control needs of the city against the protection of endangered fish habitats

Guadalupe River Flood Control Project Adaptive Management Team

The Guadalupe River Flood Control Project has a prior history of collaboration, which culminated in its redesign from a trapezoidal channel bypass tunnel and successful construction of the project, along with a suite of early implementation items to mitigate remaining impacts on the river corridor. In Summer 2010, CONCUR convened a scientific panel and facilitated a series of meetings designed to resolve disputed issues surrounding the effectiveness of mitigation measures implemented to-date for the Guadalupe River Flood Control Project. Experts in riparian vegetation, geomorphology and fisheries management served on the Science Panel. CONCUR designed the joint fact-finding process the Panel used to clarify and narrow the disputed issues. The Panel's deliberations resulted in full agreement on the findings and recommendations for each disputed issue, including improved metrics for anadromous fish rearing and spawning habitat and improved methods to monitoring vegetative cover and bank stability. With CONCUR's facilitation, the Science Panel's report was accepted by Management Committee comprised of senior management, policy and legal staff for the Santa Clara Valley

Water District, the RCD and NHI. The Committee reached agreement on the desired framework for resolution of the disputed issues and directed the Science Panel to further refine its recommendations; the full AMT will consider these recommendations at their annual meeting in Spring 2011.

Coastal and Marine Spatial Planning Workshop in Hawaii

CONCUR conducted a one-day workshop in Honolulu, Hawaii, focused on effective community participation in Coastal and Marine Spatial Planning (CMSP) efforts. The August 2011 workshop was presented by the Western Pacific Regional Fishery Management Council (WPRFMC), one of eight regional fishery management councils tasked with developing management plans to govern fishing activity in U.S. waters. CMSP is an approach to addressing the conflicts among the various existing and future uses of the coastal and marine environment. It is also one of the nine strategic actions in the National Ocean Policy, established by President Obama with an executive order in 2010. Though the role of all eight councils in CMSP is not yet defined, the WPRFMC is keenly interested in supporting local input into CMSP. For that reason, the August 5 workshop – offered to approximately 40 fishermen, indigenous community members, and Council staff – highlighted the critical role of negotiation in CMSP, emphasizing the essential need to articulate interests and exploring ways to organize and mobilize data and information for effective planning. In planning and executing the workshop, CONCUR drew on its extensive experience facilitating and structuring CMSP efforts with fishing and indigenous communities in California and on the East Coast.

Port of Oakland Maritime Air Quality Improvement Plan (MAQIP)

Facilitator. Throughout 2007 and 2008, CONCUR facilitated the Port of Oakland Maritime Air Quality Task Force, a body created to engage stakeholders in developing the Port of Oakland's Maritime Air Quality Improvement Plan (MAQIP). The Maritime Air Quality Improvement Plan was an effort to cost-effectively reduce air pollution from the port and CONCUR was unanimously chosen by a broad-based selection committee to design and facilitate the planning process. The Task Force that CONCUR facilitated included local residents, environmental groups, business interests, elected leaders, public agencies, and others. CONCUR worked in close coordination with the Port's technical consultants to provide accessible technical information to a wide range of stakeholders and to provide opportunities for stakeholders to interact with the Port's technical consultants. After much collaboration with, and input from, the Task Force, the Port released its Final Draft Maritime Air Quality Improvement Plan (MAQIP) on October 31, 2008. The MAQIP was presented to the Board of Port Commissioners' Maritime Committee for review the following January 29th, 2009. Staff then completed a final round of consultation with the Task Force Co-Chairs and with an interagency group. The final version of the adopted Plan references both the volatile US and global economies and its impact on the Port's finances and overall business, as well as the aim to accelerate a suite of early implementation measures.

Santa Clara Valley Water Resources Protection Collaborative

Rebecca facilitated a Collaborative process between the Santa Clara Valley Water District 15 cities, the County and several environmental/community interest groups to address land use issues near streams and the potential impact to water resources. This project involved managing both a Policy Team and 4 Technical Work Teams to develop jointly agreed upon Guidelines and Standards and Implementation Framework to protect water quality and quantity in the County.

Tahoe Research and Science Consortium (TRSC)

CONCUR was selected by the U.S. Army Corps of Engineers in June 2004 to work with the U.S. Environmental Protection Agency, the Tahoe Regional Planning Agency and other federal, state and local entities to design a process for coordinating Lake Tahoe-focused science- and research-related activities. The effort is intended to assist those entities needing to prioritize and coordinate among research, monitoring, evaluation and outreach activities in support of the high-profile Tahoe Basin management goals. CONCUR helped participants develop an

Agreement-in-Principle on a process model for integrating science and management objectives into a coordinated research and science program. That Agreement-in-Principle was formalized as an MOU in August 2005, and in turn has been instrumental in the work of the recently-established Lake Tahoe Science Consortium. Founding members of the consortium include UC Davis, the Desert Research Institute of Nevada, University of Nevada, Reno, USGS and the US Forest Service Pacific Southwest Research Station.

Clean Estuary Partnership

CONCUR was responsible for strategic planning and stakeholder involvement activities for the Clean Estuary Partnership (CEP). CEP was a 5-year collaborative effort between the Regional Water Quality Control Board, dischargers and environmental groups to guide the development of Total Maximum Daily Loads (TMDLs) for the San Francisco Bay Delta.

Sharing Water Project in the Okavango Delta

CONCUR teamed with the Natural Heritage Institute and several African partners to facilitate the Sharing Water project and provide training in negotiation and joint fact-finding to 50+ participants from Angola, Botswana and Namibia. The project was designed to promote long-term sustainable management of the Okavango/Cubango Delta through the use of joint fact-finding, a shared data management system, and a transparent, participatory decision-making model.

Humboldt Independent Science Review Panel

Rebecca facilitated the activities of the Independent Scientific Review Panel in Humboldt County, CA. The Science Panel was convened by the North Coast Regional Water Quality Control Board to address issues related to logging, sedimentation and the associated impacts on beneficial uses. The Panel produced two reports, including a review of Pacific Lumber's Company's Habitat Conservation Plan, and the results were integrated into the development and implementation of TMDLs in five watersheds.

Eden Again

Rebecca facilitated an international team of scientists convened by the Eden Again Project to provide advice on the technical aspects of restoring the Tigris-Euphrates marshland in Iraq. CONCUR designed a stakeholder outreach strategy to ensure that local stakeholders have a voice in how the marshlands and their cultural heritage is preserved and restored.

CPUC Plan B

Rebecca organized and led a series of public workshops to review progress and elicit public input throughout development process for "Plan B", the California Public Utilities Commission's alternative water supply contingency plan for the Monterey Peninsula.

Shoalwater Bay Situation Assessment

CONCUR conducted 35 confidential interviews and conducted a situation assessment for the Shoalwater Bay Tribe in Washington State to analyze prospect for future collaboration between the Tribe and local community to address issues related to water quality, coastal erosion, and community development.

Westlands Water District

CONCUR worked with team charged with evaluating the economic effects of a proposal to buy back and retire land in the Westlands Water District as a means of settling long-term water supply and drainage disputes with the Bureau of Reclamation. Conducted stakeholder interviews and presented the results at public meetings.

- 1998-2000 World Bank, Private Sector Development Department, Washington, DC**
Consultant. Developed internal business plans and grant proposals. Assessed best practices for increasing investment in Asia and Africa. Designed national reform strategies and recommendations. Established and supported local implementation task forces.
- Developed domestic capacity building and leadership training initiatives for improving the management and performance of Asian firms.
 - Designed innovative tripartite mechanisms for improving labor-management relations.
 - Devised strategies to develop a competitive, sustainable tourism industry in Southern Africa through cross-country collaboration and community participation.
- 1997 Council for Scientific and Industrial Research, Pretoria, South Africa**
Internal Management Consultant. Developed strategic management model. Designed human resource policy and performance management system.
- Devised and implemented strategies for developing employees by creating focus groups, team-building initiatives, and leadership development programs.
- 1994-1996 Showtime Networks, Inc., New York, NY**
Senior Team Coordinator. Executed a reengineering effort to restructure the Financial Services Department into a team-based environment. Developed and led team-based training and development initiatives across departments and produced training manual for other divisions.
- Directed task force that devised management structures, communication procedures and corresponding performance evaluation model.
 - Served as Chair of the Organizational Development Committee
- 1992-1993 Volunteers in Asia, Beijing, China**
Program Supervisor. Managed program and led training institute for recent college graduates to teach English at Chinese universities.

ADDITIONAL PUBLICATIONS AND EXPERIENCE

- 2000 - 2007** Trainer/Mediator/Facilitator *East Bay Community Mediation*, Oakland, CA.
- 2001** *CONCUR Mediates End to Flood Control Stalemate in Silicon Valley*, **Northern California Mediation Association Newsletter**, Winter 2001, No 58. Co-authored with S. McCreary.
- 2001** *Applying Mediation Tools to Integrated Coastal Zone Management*. Co-authored with S. McCreary, et. al. **Coastal Management Journal**, Volume 29, Number 3, 2001.
- 2001** *Using Independent Scientific Review to Strengthen Public Participation in Environmental Decision-Making in the Pacific Rim*. with S. McCreary and R. Atkinson. Presented at the Third Conference on Participatory Design and Planning for the Pacific Rim. Ching-Be, Matzu Island, Taiwan, May 28-30, 2001.