



Judie Talbot

Facilitator, Mediator, Trainer

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Discipline/Specialty

Collaborative Stakeholder Processes

Public Outreach and Engagement

Training for Facilitation, Interest-based Negotiation and Leadership Development

Education

Masters Program, Applied Anthropology, focus in Conflict Management, University of Arizona

B.A., Cultural Anthropology, Minors: Natural Resources, Political Science, Humboldt State University

Professional Affiliations

American Water Resources Association

International Society for Ecological Economics

National Coalition for Dialog and Deliberation

US Institute for Environmental Conflict Resolution, Practitioner Roster

Ms. Talbot brings fifteen years of experience to organizing and facilitating collaborative efforts and public involvement programs, including advisory committees, working groups, public meetings and workshops, conferences, and strategic planning retreats. Her projects encompass all phases of stakeholder engagement: strategic planning; assessments and process design; joint fact-finding; facilitation of meetings, workshops, and technical panels; development, prioritization and implementation of recommendations; public outreach; and meeting logistics. Her experience also entails creating tailored materials for press releases, announcements, brochures, and content for briefings, newsletters and websites.

Ms. Talbot's projects involve working with diverse interests and constituencies on challenging issues which often entail sensitive content. Sponsor and participants associated with her endeavors include representatives of corporations, non-profit organizations, academic institutions, under-served communities, elected officials, as well as local, State, Tribal and Federal agencies.

Experience

2015 - Present: Institute for Environmental Negotiation, Charlottesville, VA

Facilitator for place-based planning and policy initiatives addressing natural resource and development issues, including water resources, recreation, transportation, sustainability and environmental education. Trainer for facilitation skills, interest-based negotiation and leadership development.

2002 - 2015: Consultant/Facilitator, Minden, NV

Independent consultant for dispute resolution on contentious projects: water quality TMDLs, woody biomass energy proposals, public workshops for the BLM, and mediation of contracting clauses. Efforts include use of online options for participation, and a process emphasis on identifying options for evaluating solutions and trade-offs to address multiple interests.

2000 - 2013: Center for Collaborative Policy, Sacramento, CA

Facilitator and mediator for public policy efforts: regulatory negotiations, consensus-based legislative proposals, strategic planning, statewide regional outreach, joint fact-finding, public workshops and advisory committees. Involved in expanding capacity for greater Tribal engagement and enhanced participation of disadvantaged community interests in California water planning. Strong emphasis on meeting facilitation and logistics, research and document production, project management, and contract oversight.

SELECT PROJECT EXPERIENCE

WATER RESOURCES POLICY AND PLANNING

California Water Plan: Update 2005, Update 2009, Update 2013, Update 2018

2001-present. The California Department of Water Resources convened a 45-member advisory committee to define water resource issues, identify water management strategies, and evaluate planning options. Ms. Talbot is a key member of the facilitation team providing outreach and engagement services to support a consensus-seeking process. Her involvement includes the following:

- stakeholder identification and selection of Public Advisory Committee members
- facilitator for project team and public scoping sessions
- facilitator for regional outreach throughout 12 hydrologic regions/areas in California, facilitating design team meetings, outreach, and public workshops in each region
- co-facilitator for the Tribal Advisory Committee and California Tribal Water Summit
- author for a new Resource Management Strategy on *Culture and Water*, and for the *Process Guide* which describes the collaborative process used to develop content for Update 2013
- meeting logistics coordinator – venue selection, meeting and hotel rooms, transportation arrangements, catering and food and beverage orders, audio-visual support, event registration, webinar support, and meeting summaries

Key content areas addressed water supply, water quality, flood management, treatment technologies, environmental stewardship, agricultural and urban water uses and efficiencies, near coastal resources, and climate change. For additional information see www.waterplan.water.ca.gov.

Santa Clara River Nutrient Total Maximum Daily Load (TMDL)

The Los Angeles Regional Water Quality Control Board sponsored a collaborative process to develop an implementable TMDL for nitrogen compounds to comply with Section 303(d) of the Clean Water Act. Twenty stakeholders met with Regional Board staff on a monthly basis to develop numeric targets and narrative objectives, interim and final waste load allocations (WLAs), and a phased implementation plan to achieve targets, objectives, and WLAs. The Stakeholder Committee selected a preferred modeling approach and funded data acquisition, calibrations, and modeling simulations. Special studies regarding site-specific objectives and the water effects ratio were also agreed upon as part. Ms. Talbot provided strategic planning, process design, and guidance on stakeholder composition, a communication plan, and structuring of dialogue and negotiations among parties with a contentious history. The TMDL was submitted and approved by the State Board and the US EPA, without opposition.

Integrated Storage Investigation Program

Ms. Talbot managed a year-long collaborative process with 20 stakeholders regarding groundwater transfer projects and policy in northern California. This effort was established by the Butte County Department of Water and Conservation to address issues associated with implementation of groundwater management ordinances regulating both extraction of groundwater for use outside the county and substitution of groundwater for surface water transferred outside the county. The educational phase of the stakeholder process focused on researching, preparing and organizing informational presentations and surfacing issues and interests. The initial phase concluded with the formation of a Water Advisory Committee to develop Basin Management Objectives within each sub-basin. Since the initial stakeholder process, the county has established an Environmental Monitoring Program and updated the Basin Groundwater Model.

MEDIATION AND REGULATORY NEGOTIATION

Burning Man Law Enforcement Levels

2006. For the 2007 Burning Man event, Ms. Talbot mediated negotiations between the BLM, Pershing County Sheriff and Burning Man sponsors. The issues revolved around levels of law enforcement (specifically the proportion of BLM and local officers) and the transition of law enforcement contracting responsibilities from BLM to event sponsors. After satisfactorily resolving these matters, the parties moved forward on preparing budgets and contracts for the 2007 event.

Regulatory Negotiations – Off-Highway Motorized Recreational Vehicle Program

As part of the OHMVR Roundtable (described previously), facilitated negotiations with twelve stakeholders to develop regulations, which were adopted, to accompany consensus legislation reauthorizing the State's OHV program. The group reviewed and revised existing state code, identified outdated or conflicting code, and developed new regulations to address expanded program areas.

ENVIRONMENTAL COMPLIANCE AND PERMITTING

Moapa Cement Plant EIS

This commercial project involved an interdisciplinary team with representatives from the Bureau of Land Management, U.S. Environmental Protection Agency Region 9, Bureau of Indian Affairs, Federal Highways Administration, Nevada Department of Transportation, U.S. Army Corp of Engineers, and the Moapa Band of Paiute Indians. The project included a proposed cement plant, quarry operations, and the addition of a new interchange on the interstate. Ms. Talbot served as the EIS coordinator, where she researched, drafted, edited, and negotiated text regarding the technical processes, affected environment, and direct, indirect, and cumulative impacts. She also designed and facilitated scoping meetings and public hearings.

Transmission Upgrade Project, Utah

This public involvement process was associated with the permitting of almost 40 miles of transmission line upgrades in rural and suburban settings in the Salt Lake City area. Jurisdictional entities included a military reservation, two counties, and eleven municipalities. Ms. Talbot coordinated the public involvement plan, organized five public open house meetings, wrote and edited content for project newsletters and information on electro-magnetic fields, and established comment tracking forms and procedures.

NATURAL RESOURCES/RECREATION POLICY AND PLANNING

Off-Highway Motorized Recreational Vehicle (OHMVR) Roundtable

The OHMVR Division of California State Parks initiated a process involving 35 stakeholders to develop recommendations for off-highway vehicle recreation. As co-facilitator of this five-year effort, Ms. Talbot worked with Roundtable members representing resource agencies (BLM, USFS, State Parks), law enforcement (BLM, USFS, California Highway Patrol, county sheriffs), environmental interests, county government, motorized recreation (manufacturers, retail, 4WD, motorbikes, quads and snowmobiles) and non-motorized recreation (equestrian, hiking/trails, dispersed camping, hunting, mountain biking and cross-country skiing). Roundtable members succeeded in developing consensus-based legislation to reauthorize the OHMVR program. The effort resulted in numerous accomplishments: review and reallocation of funding streams, updating OHV registration options, consensus statements to industry on responsible advertising, completion of a fuel tax survey and a noise study, outreach and training on responsible riding, revision of the grant application process and modification of match requirements for local government, and updated soil standards for trails.

California Biodiversity Council (CBC) – Agency Integration Workshop

Ms. Talbot co-facilitated a two-day workshop of the CBC to optimize protection of natural resources in California through improved agency alignment and integration. The CBC members, representing state, federal and local entities, described and prioritized resource conservation trends. Ensuing discussions focused on current and preferred responses to trend priorities. Participants also reviewed four large-scale planning efforts, identifying and prioritizing integration opportunities, data sharing, and strategies for overcoming barriers to implementation. The workshop concluded with a discussion of formal and informal governance approaches to improving program and policy integration.

STRATEGIC PLANNING

Update of the State Water Boards' Strategic Plan

The California Water Boards updated their strategic plan using a highly collaborative approach, involving a two-day Stakeholder Summit and a subsequent two-day Staff Summit – each with approximately 130 participants. Discussions focused on: key trends, preferred program responses, and programmatic performance measures. As co-facilitator for this effort, Ms. Talbot designed and facilitated nine regional workshops that provided information and collected feedback on key strategic plan elements. Workshop participants also discussed which issues benefited from a consistent statewide approach and which issues required flexibility to adapt and respond to regional variation.

Sierra Nevada Conservancy – Strategic Plan and Grants Guidelines

Facilitated workshops conducted in to identify priorities and refinements for the Strategic Plan, especially five-year Strategic Goals and Programmatic Goals. Participants emphasized the importance of natural resource functions in the Sierra for statewide water supply as well as local economies. Priorities were identified for each of five programmatic areas. Also facilitated a subsequent series of workshops focused on grant guidelines for project evaluation and eligibility, partner assistance, and funding allocation formulas.