



## Molly Mayo

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### Meridian Institute, Senior Partner

2000 - Present

25 years of experience in the facilitation, collaborative decision making and alternative dispute resolution field. Demonstrated expertise facilitating policy dialogues, interactive convenings and strategy development processes. Substantive expertise in the areas of water and watersheds; fisheries and marine conservation; climate change and energy; environmental cleanup and waste management; agriculture and biotechnology; biodiversity and natural resources management; mining; and security. Prior to joining Meridian, served as an independent facilitation and mediation consultant focused on local and regional water quality issues.

Designs and facilitates collaborative processes that help diverse parties identify critical issues, build relationships and trust, construct innovative solutions, and implement durable decisions. Strength is in collaborative processes that address interdisciplinary and cross-sectoral challenges at the local, state, national, and international levels and engagement of leaders from government agencies, industry, nongovernmental organizations, and international institutions. Also assists organizations in strategy development and planning.

Serves as a Senior Partner at Meridian, involved in the overall management of Meridian's team, business systems, facilitation practice and strategy. Responsible for working with clients and team members to manage effective teams. Selected project highlights are summarized below:

- Project Director and lead facilitator for a coalition-led effort to advance sustainable fisheries management policies and practices in Indonesia and the Western Pacific. Working with foundation partners, NGOs, government leaders from the Ministry for Marine Affairs and Fisheries and industry representatives to accelerate the reform of fisheries management. Communications, financing, capacity building and coalition development are priority areas of focus.
- Lead-facilitator for the Indonesia Marine Funders Collaboration. Responsible for coordination across foundations working to align strategies to promote marine conservation and sustainable fisheries management in Indonesia.
- Project Director and lead facilitator for three related projects on advancing opportunities at the nexus of food, water and energy development. NSF funded

*Innovations at the Food, Water Energy Nexus*; DOE and EPA funded *Energy-Positive Water Resource Recovery*; and a joint agency project to create a *National Water Resource Recovery Test Bed Facility Network* and Directory. Providing facilitation support to collaborative efforts led by NSF, EPA, WERF and DOE to address the water-energy nexus by advancing technologies to recover resources (including water and energy) from urban wastewater, including the design and facilitation of four workshops with multiple breakout sessions and the coordination of a steering committee and planning team.

- Co-lead for *Charting New Waters*, an intensive multi-year effort funded by the Johnson Foundation to bring together government, businesses, and NGOs to more effectively address the looming crisis that threatens America's freshwater resources and systems and the health of communities. Included deep-dives into the intersection of water and other sectors, including the energy-water nexus, climate, agriculture and food production. Particular focus on nutrient management, which focused on the intersection with agriculture practices and food waste.
- Project Director providing facilitation, coordination and strategy support to the Bill and Melinda Gates Foundation (BMGF) Agricultural Development Team on the revision of their strategy. Developed clear targets and priorities for sustainable food systems, impacts of climate on agriculture and food systems, alleviating poverty in Africa and South Asia through agricultural productivity growth.
- Project Director for a CDC funded "consequential public engagement" project to co-create advice to influence public health decision-making by designing and facilitating a series of interactive public convenings to support the development of the Seattle, King County policy on Medical Service Prioritization During an Influenza Pandemic.
- Lead facilitator working in partnership with Kofi Annan, the African Union and BMGF to design and facilitate the *High-Level Dialogue on Harnessing Innovation for African Agriculture and Food Systems* in Addis Ababa, Ethiopia, in 2013 and 2014.
- Project manager and facilitator for DHS critical infrastructure protection, Sector Coordinating Council effort, worked with industry leaders to create the organizational structure, governance and systems for a cross-agency, sector council.

Please see <http://merid.org/staff/mmayo> for a full list of projects completed.

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## Previous Experience

### Independent Consultant

Denver, Colorado 1998–2000

#### *Facilitator and Mediator*

Provided neutral, third-party facilitation and conflict resolution services for environmental and public health projects and other local and regional multi-party

decision-making processes. Facilitated community-based watershed groups.

### Colorado Center for Environmental Management

Denver, Colorado 1994–1998

#### *Associate*

Designed and facilitated stakeholder involvement and collaborative decision-making processes for environmental cleanup and technology development projects. Planned and facilitated focus groups, meetings, and workshops. Developed training curriculums and educational materials. Managed politically sensitive and controversial projects.

*Community Relations Specialist*  
Coordinated public involvement, community relations, risk communication, and public education projects for environmental and public health projects. Designed/coordinated open houses, public meetings, focus groups, presentations, telephone hotlines, newsletters, etc.

### Woodward-Clyde Consultants

Denver, Colorado                      1992–1994

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## Education

### Colorado College

B.A., Political Science and Economics  
1990