



Bryant is Executive Director of The Langdon Group and a recognized senior level facilitator that specializes in working with diverse groups of interest-holders on a range of issue to resolve conflict and develop collaboratively supported decisions. He is an experienced project manager and public facilitator with the ability to reach people at varying levels of interest and involvement, resulting in balanced participation and consensus-based decisions.

Bryant joined The Langdon Group in 2005 and helped lead its growth from a team of two in one office to 20 in multiple locations. His focal areas include renewable energy, water, transportation, species management, recreation, wildfire, and superfund cleanup. The following provides a selection of project examples in these categories from the last 10 years.

RENEWABLE ENERGY

Idaho Renewable Energy Strategy | Bureau of Land Management (2022-2023). A landscape-scale strategy will be developed by BLM-Idaho in collaboration with its land management partners and the public to assist applicants as they propose renewable energy projects. In this way, proposals can be focused on areas that are more viable, where necessary energy production resources are available and have the least amount of resource conflicts. In doing so, applicants will have the tools necessary to propose more environmentally sound projects, which will increase the efficiency of the application process. To assist internal and external audiences in understanding how the BLM processes renewable energy applications, identify areas with resource conflicts for consideration by applicants, and inform the public how they can participate in the analysis, Bryant designed a series of community meetings and facilitated them in Idaho Falls, Twin Falls, Boise and online, designed to enhance understanding and correct misinformation regarding the BLM's responsibilities as a federal multiple-use land manager. The goal of this facilitated effort is to ensure that the renewable energy application process is communicated consistently to both internal and external stakeholders and gather valuable public input about resource values and landscape concerns, for future applicants' consideration.

Water Rights Retirements and Agrivoltaics | Eureka County, Nevada (2023). Water users in Diamond Valley, a groundwater basin in Nevada where over-appropriation and over-use of groundwater have resulted in declining groundwater levels (Berger et al. 2016), developed a Groundwater Management Plan (GMP). The goals of the GMP include stabilizing groundwater levels in Diamond Valley by reducing consumptive use while preserving the socioeconomic structure of the region and maximizing viable land uses of private land. Water use cannot balance without taking some irrigated land out of production. At the same time, energy development, which is one of the largest drivers of land use change in North America (Trainor et al. 2016), could significantly impact biodiversity and other conservation values in Nevada. Through a stakeholder assessment and facilitated community meetings, Bryant led a strategy to determine the viability of meeting the goals of the GMP while avoiding or minimizing impacts from new energy development through the concurrent, permanent retirement of private property groundwater rights while transitioning all or portions of formerly irrigated agricultural lands to photovoltaic solar systems (i.e., agrivoltaics).

Lava Ridge Wind Project EIS, Idaho | Bureau of Land Management (2022). Bryant led an effort to gather valuable insight from the Japanese-American community connected to the Minidoka World War II Incarceration historic site, operated by the National Park Service, in Idaho. Input gathered informed how the BLM and this environmental justice community work together throughout the EIS to preserve the history of the site, as it relates to the

Registrations and Positions

Roster Specialist | US Institute for Environmental Conflict Resolution
Advisory Board | University of Idaho McClure Center for Public Policy Research
Advanced Practitioner Team Steering Committee | Oregon Consensus, National Policy Consensus Center (2015-2016)
Leadership Council | ACR Environment and Public Policy Section (2006-2008)

Education

M.A., Communication
Washington State University | 2002
B.S., Journalism/Mass Communication
University of Idaho | 1998

Certifications and Awards

Top 40 under 40 | Idaho Business Review, 2015
Contributing Author | Environmental Conflict Management, 2014
NCI Charrette Systems | National Charrette Institute, 2015
The Mediation Process | CDR Associates, 2007
Systematic Mediation Strategies | Pepperdine University, 2005
Public Participation Certification | IAP2, 2004

Work History

The Langdon Group
Boise, Idaho | 2005-Present
Idaho Transportation Department
Boise, Idaho | 2003-2005
Continental Basketball Association
Boise, Idaho | 2001-2003
Washington State University
Pullman, Washington | 2000-2001
US Forest Service
Lowman, Idaho | 1997-1998
Lewiston Morning Tribune
Lewiston, Idaho | 1997-1998



proposed Lava Ridge Wind Project .

Designated Leasing Areas Siting Forum | Southern Nevada District Office, Bureau of Land Management (2018). As part of the District Resource Management Plan update, Bryant led a team of facilitators charged with working with a diversity of stakeholders to identify locations on which to site wind and solar development in areas with the highest generation potential and fewest resource conflicts. Potential conflicts included critical desert tortoise habitat, Off-highway-vehicle (OHV) racing and recreation, mining, tribal and historical interests. Four TLG facilitators provided plenary and breakout facilitation in two sessions. Participants included energy developers, environmental/conservation groups, OHV recreation users and concerned citizens.

WATER

Wolf Creek Reservoir EIS, Colorado | Bureau of Land Management (2023). The Rio Blanco Water Conservancy District (RBWCD) has applied for a right-of-way to use public lands managed by the BLM's White River Field Office (WRFO) in Colorado, to construct and operate a new off channel; water reservoir known as the Wolf Creek Reservoir. Bryant was selected to lead a situation assessment (SA) prior to the EIS, that elicited input from a wide range of potentially affected interests; evaluated prospects for collaboration among Cooperating Agencies as well as collaboration with other potentially affected interests; and proposes an engagement plan for meaningful involvement of the diverse group of potentially affected interests at different stages of the process.

Harney Basin Groundwater Rule Making | Oregon Water Resources Department (2023-2024). Bryant is currently contracted with the National Policy Consensus Center (NPCC) and working directly with OWRD to provide impartial third-party facilitation services for the OWRD Division 512 rulemaking in the Harney Basin. Bryant is tasked to meaningfully engage, coordinate, time manage and guide the Rules Advisory Committee towards goals identified for the rulemaking, while being mindful that rulemaking is a legal process where decision-making authority rests with OWRD and the Oregon Water Resources Commission. Through this process Bryant is building relationships with all parties including farmers, special interest groups, law makers, and concerned citizens to bring their issues and concerns to the conversation with the goal of finding win-win solutions that will reduce water usage through changing practice, water rights retirement, and the Conservation Reserve and Enhancement Program (CREP), while maintaining agriculture as a viable component of the regional economy.

Groundwater Impacts Best Management Practices for Unsewered Subdivisions | Idaho Department of Environmental Quality (2023-current). The IDEQ Groundwater Program is initiating a project designed to help protect groundwater used for drinking water from impacts due to subdivisions with individual subsurface sewage disposal systems. The objectives of this project include providing consistent information to local governments responsible for land use planning so they can make more informed decisions regarding subdivision development and developing best management practices (BMPs) that prevent significant degradation of groundwater quality. Bryant and his team is contracted to provide situational assessment and facilitation services to identify regulatory issues and concerns at multiple levels of government, and help draft BMP's and guidance for potential policy change.

Groundwater Cooperative Agreement and Education Committee | Idaho Department of Environmental Quality (2019-2020). Bryant's team led an assessment among seven state agencies, two federal agencies, health district and University extension to develop a functional and useful Groundwater Protection Interagency Cooperative Agreement, last updated in 2008, and develop strategy for a successful, action-oriented Groundwater Education Committee. TLG continues to work with IDEQ and these efforts in a facilitation role.

Urban Waters Stormwater Program – Nampa, Idaho | Environmental Protection Agency (2015-2024). Indian Creek, which flows through Nampa, Idaho, is a tributary of the Snake River. EPA has awarded the City of Nampa two grants, a small Urban Waters grant and a Special Project Environmental Justice Grant to develop a public education and outreach campaign on stormwater management focusing on the Hispanic community (the Boise/Nampa/Caldwell area is home to one of the fastest-growing Hispanic populations in Idaho). The Langdon Group was selected by the EPA to manage Nampa's Stormwater Program Team in working to increase the community's awareness and participation concerning stormwater impacts on water quality in Indian Creek and other local water bodies. Bryant and his team are working closely with the City and community members to facilitate an advisory committee and implement community lead programs including youth educational programs, demonstration rain garden, informative videos, Hispanic community engagement, educational materials and interpretative signage.



TRANSPORTATION

Airport Master Plans | Multiple Agencies/Locations (current). Bryant is the J-U-B ENGINEERS public involvement lead on airport master plan updates (MPU) throughout the west. MPU's are a key component to planning and funding airport improvements in coordination with the Federal Aviation Administration. Bryant works with stakeholders through situation assessments, facilitated technical advisory committees, community focus groups, surveys, public workshops and online engagement to craft community supported recommendations for airport facility and commercial services growth.

ChindenWest: U.S. 20/26 Improvements | Idaho Transportation Department (2018-2023). U.S. 20/26, or Chinden Boulevard in Ada County, is one of the few east-west commuter routes that connects Boise, Eagle, Meridian and Star. The corridor continues on to connect to Interstate 84 in Canyon County and Caldwell. The majority of U.S. 20/26 is a two- and three-lane rural highway. As the land around the roadway develops, U.S. 20/26 is becoming a busy urban corridor, with plans to widen the highway to an urban, lane-divided, median arterial. Bryant managed and designed the public involvement/engagement efforts from preliminary design through construction, over a six-year schedule. As the primary point-of-contact, TLG implemented a range of outreach tools and techniques including, agency-property owner mediation, multi-agency coordination and facilitation, public meetings, website design and management, social media and video animation.

Rachel Road Alignment Study | Richland, Washington (2016-2017). TLG was selected through a competitive process to lead a roadway alignment study through an environmentally sensitive nature preserve in the Tri-Cities. As Project Manager, Bryant conducted a situational assessment of stakeholders, organized and facilitating regular Community Advisory Committee (CAC) meetings, organized and facilitated public meetings at key project milestones and worked with the CAC to reach consensus on a publicly supported preferred alignment for recommendation to the Richland City Council. The recommendation was unanimously approved. This project involves a history of controversy surrounding the potential connection of two roadways with a heightened level of interest from area conservation and neighborhood organizations. TLG helped answer the question: How does the community maintain and potentially enhance the natural benefits of a nature preserve while providing roadway connectivity and sufficient emergency access to a new school and surrounding neighborhoods? Kennewick School District Superintendent, Dave Bond said the following about the process: *"Thanks again for your leadership in working with the CAC and developing a process that reached a recommendation for the Richland City Council. You did a great job of bringing varied interests together to achieve the goal of finding a road alignment that most could support. You had a tough task, and you did it extremely well. Well done!"*

Sister-Agency Partnering/MOU Development | Idaho Dept. of Fish & Game/Idaho Transportation Department (2014). The last Memorandum of Understanding (MOU) between IDFG and ITD was approved in April 2004 covering a broad array of topics. Through a Strategic Highway Research Program (SHRP) grant, the two agencies were provided the opportunity to take a fresh look at roles, responsibilities and how to best work together. The two agencies hired Bryant to lead the process for TLG. "World Café" style workshops of ITD District and IDFG Region staff were held in three regions of the state. Workshops also included representatives from the Federal Highway Administration, Local Highway Technical Assistance Council (LHTAC) and US Fish and Wildlife Service (USFWS). All attendees participated in the three morning session topics and in the afternoon participants selected two of the four topics that were most relevant to their job and interests. The workshops produced 175 pages of flipchart notes. Input ranged from general observations to specific MOU recommendations and resulted in the development and execution of the current MOU. The project was accepted for presentation at the 2017 International Conference on Ecology and Transportation.

State Route 531 Widening – Arlington Airport RPZ Analysis | Washington State Department of Transportation (2015). WSDOT has a project in Snohomish County to increase capacity on SR 531, reduce congestion, and improve safety by widening from two to four lanes. As part of this project, work will include installing sidewalk and bicycle lanes, upgrading four intersections by building two lane roundabouts, and reserving space for transit pullouts. As part of the project the highway passes through the Arlington Airport Runway Protection Zone. Bryant led the stakeholder engagement and partnering effort for the J-U-B Engineers team. Specifically, Bryant conducted a situational assessment through key-stakeholder interviews and facilitating a partnering meeting of the FAA, WSDOT, City of Arlington and Arlington Airport that resulted in alternative preferences and through a message mapping exercise, public communication protocols.

Public Outreach Planner | Idaho Transportation Department/Utah Department of Transportation (2011-2017). Bryant managed the project that designed and implemented an online tool – the Public Outreach Planner – for determining the appropriate level of public involvement needed during the planning phase of transportation projects for the Idaho and Utah



Departments of Transportation. Designing and customizing a public outreach tool that was reflective of the department's interests and culture required a multi-faceted effort and a diverse range of skills:

- **Outreach**—Bryant organized, presented and facilitated meetings and workshops with executive staff, subject matter experts, designated track experts, district planners, district engineers and groups of staff from each of the six districts. At key milestones, the project team worked with those people who are intended to benefit from the POP, to refine, edit and update the tool to make it reflective of their needs, thus increasing the likelihood that it will be used and embraced by the department.
- **Coordination**— Bryant worked closely with department executive staff and subject matter experts to be sure information within the POP and existing ITD processes spoke the same language. This ensured the POP was effectively integrated into the way each department does business and considered all federal requirements, included NEPA. Development of the Emergency & Disaster Track also required outside coordination with the Idaho Bureau of Homeland Security and Federal Highway Administration to be sure all departments were coordinated and communicating the same messages.
- **Web & Graphic Design**—It was critical that the POP seamlessly integrated into each department's website and existing processes. TLG wrote the content and designed the POP website and tracking workbook from scratch, coordinating closely with IT staff throughout. In Idaho, TLG also wrote and designed the new ITD Guide to Public Involvement to be more graphical and interactive than the previous static version. Users can now link directly to specific sections of the book and retrieve examples of past public involvement efforts through thumbnail links within the document.

The POP received recognition from the American Council of Engineering Companies as an Idaho Chapter Excellence and National Recognition awards winner, winner of the American Planning Association Idaho Chapter Gem Award, and from ITD as an Excellence in Transportation Award winner. It has been featured in presentations at the Transportation Research Board Annual Meeting, The International Association for Public Participation North American Conference and the Western Association of State Highway Transportation Officials Annual Conference. In 2017, as part of TLG's contract to update ITD's communication process and policy, [TLG updated and modernized the POP.](#)

Intersection Traffic Study | Spokane International Airport (2014-2015). The Airport Drive Couplet and Spotted Road provide direct access for both freight and passengers to and from the Spokane International Airport and Airport Business Park. Previous studies have identified that the intersections of Inbound and Outbound Airport Drive at Spotted Road have a high accident severity rate. This study evaluates the intersection for additional safety and capacity improvements for short, intermediate and long term needs. Bryant managed coordination and communication with the key stakeholders and the general public. This featured key stakeholder meetings with nine different agencies or businesses with specific interest in the improvements early in the process; Newsletter and E-Newsletter communication; media outreach; door-to-door meetings throughout the project area with 30 impacted property owners and businesses; information stations in each airport concourse; a public open house and facilitation of the steering committee that ultimately used the public input to select a preferred alternative for airport commission approval.

SPECIES MANAGEMENT

National Wild Horse and Burro Program | Bureau of Land Management (2019-current). Bryant is lead facilitator for the National Wild Horse and Burro Program Advisory Board, state and national Motorized Vehicle Hearings and the multi-day BLM State Leads meetings. He is also leading the BLM's efforts to evaluate and assess the adoption incentive program. The board, representative of various interests, meets twice per year for multiple days, developing recommendations to the BLM regarding the program. The recommendation crafting process and public interest/comment are key component to successful meeting management. Motor Vehicle Hearings occur annually to receive public comment concerning the use of motorized vehicles for the management of on-range horses and burros. State leads meetings bring in all Wild Horse and Burro Program team members from the national office, 10 western states and the Eastern States Region to collaborate on key decisions regarding policy, regulations, budget, communication, staffing and research.

Lahontan Cutthroat Trout Stakeholder Engagement | US Institute for Environmental Conflict Resolution (2018-2019). The Lahontan Cutthroat Trout (LCT) is an endangered species native to lakes and streams throughout northern Nevada, eastern California and southern Oregon. The LCT Management Oversight Advisory Group is engaged in the process of developing a vision for recovery for the species. Potential future LCT habitat is located in active grazing allotments on the Humboldt-Toiyabe National Forest. Bryant designed and conducted an assessment to investigate situation dynamics, stakeholder interest, sources of conflict and barriers to effective collaboration and is working with the agency partners to implement an effective stakeholder engagement strategy.



Sage Grouse Conservation Management Plan | Bureau of Land Management (2015-2016). At the request of the Bureau of Land Management (BLM), Bryant was hired to conduct a situational assessment of the BLM's Greater Sage Grouse (GRSG) Conservation Management Plan efforts across the eight primary GRSG western states. The findings and recommendations provided by the assessment helped inform development of BLM's stakeholder engagement strategy to support GRSG implementation on-the-ground. Bryant's team worked as a neutral third-party to conduct over 100 conversations with BLM state office employees and a diversity of stakeholders to assess the status, accomplishments, questions and concerns of the GRSG local working groups (LWG) and related, locally-based stakeholder efforts, and provide recommendations on how to effectively work with partner agencies and local communities moving forward. Bryant also provided facilitation services for the two-day, Idaho federal family workshop of approximately 120 federal employees including BLM, USFS, USGS, USFWS, NRCS, DOI-Washington Office and Office of the Solicitor, for the purpose of fostering understanding and education in preparation for implementation of the plan.

RECREATION

South Fork of the Walla Walla Area of Critical Environmental Concern Management Plan EA | Bureau of Land Management (2021-current). The purpose of the South Fork of the Walla Walla (SFWW) Area of Critical Environmental Concern (ACEC) Management Plan Revision Environmental Assessment (EA) is to evaluate actions that provide public recreational access through Bureau of Land Management (BLM) managed land to the US Forest Service (USFS) trail network in the Walla Walla Ranger District, Umatilla NF. The EA will develop and analyze alternatives associated with repairing damage caused in the 2020 flood events, to the trailhead access road from Harris Park (Umatilla County), the trailhead itself, and the trail, as well as evaluate options for recreational use on the trail. In the spring of 2020, a catastrophic flood occurred. The road accessing the SFWW trailhead, the trailhead and trail were severely damaged including complete washouts of the trailhead access road and near where the trail transitions from BLM administered land to the Umatilla NF. The region is also the ancestral land of the Confederated Tribes of the Umatilla Indian Reservation (CTUIR), who have been working in the area to restore riparian habitat and reintroduce spring chinook salmon. Bryant is supporting the Environmental Assessment effort as a third-party neutral mediator, working closely with all impacted stakeholders through one-on-one conversations, a comprehensive stakeholder assessment and community meetings to identify alternatives and work towards a solution agreeable to all parties. He is also facilitating the cooperating agency meetings consisting of five federal agencies, three state, one local and the CTUIR.

National Park Overflight Advisory Group | National Park Service/Federal Aviation Administration (2018-2022). Bryant was lead facilitator for the National Park Overflight Advisory Group (NPOAG) and authored a 15-year review assessment of the group's accomplishments and recommendations for their advancement. The NPOAG includes commercial air tour operators, environmental and tribal representatives. They provide continuing advice and counsel with respect to commercial air tour operations over and near national parks. Bryant managed discussion and recommendations at the every-nine-month meetings and subcommittee work that occurs between.

Lake Lowell/Deer Flat National Wildlife Refuge Access Plan, Idaho | Western Federal Lands (2016). Lack of bicycle and pedestrian access has been an issue for visitors of the Deer Flat National Wildlife Refuge in Canyon County, Idaho. Mobile meetings, stakeholder assessment, advisory committee workshops, and public interactive GIS analysis helped inform the plan. Through a facilitated effort, agencies met on a regular basis to monitor progress and evaluate implementation. The successfully executed public outreach and agency collaboration resulted in project implementation before the plan was finalized/adopted.

WILDFIRE

Harney County, Oregon Wildfire Collaborative | National Policy Consensus Center (2016-2020). Bryant contracted with NPCC, in coordination with the BLM, USFWS and High Desert Partnership to provide facilitation and management of this diverse group of stakeholders. The purpose of the collaborative is for the group to reach consensus on specific, achievable, tangible and measurable steps to be taken by all entities (both public and private) to reduce the potential for and impact of mega-fires in Harney County. The Collaborative's efforts consist of three process phases: Suppression, Prevention and Restoration. Bryant helped successfully lead the group through a pilot project EA that will evaluate the effectiveness of fire breaks using a range of different tools in a Wilderness Study Area to protect critical Sage Grouse habitat and developed a second pilot project focused on wider landscape restoration for wildfire resiliency.



Targeted Grazing for Fuels Reduction | Bureau of Land Management (2016-2018). Bryant served as lead facilitator of an interagency/interdisciplinary team exploring ways to implement, support, and fund a program to strategically reduce fuels so to reduce wildfire threats in or near sage-grouse habitat using livestock, in the western United States. The use of livestock in managing fuels require coordination with state governments, tribes, landowners, cattlemen and the conservation community. In addition to regular facilitation of the targeted grazing team, Bryant conducted a situational assessment to identify the needs, interests, concerns and issues of a cross-section of interests from across the great basin region (Oregon, Idaho, Nevada, California, Utah). Bryant organized, managed logistics and facilitated an all-day workshop of over 80 stakeholders to better understand the issues and develop recommendations for future engagement efforts and implementation. The workshop featured presentations, panel discussion, facilitated small-group “World Café” conversations and small-group strategy development from a mock scenario.

Umatilla Forest Collaborative Group | Umatilla National Forest, US Forest Service (2015-2016). The Umatilla Forest Collaborative Group (UFCG) is a diverse group of stakeholders working to develop and promote balanced solutions to improve and sustain ecological resiliency and local community socioeconomic health in and near the Umatilla National Forest (UNF). Members engage in landscape-scale and project-level analysis and planning to support the US Forest Service in reaching its management objectives on the UNF. As lead facilitator, Bryant conducted the planning and management of the monthly collaborative meetings; assisted the group in identifying and building zones of agreement on forest management options; fostered constructive communication within the collaborative; lead the development of consensus-based decisions on NEPA projects, wildfire mitigation strategy, and advances external communication and outreach. Bryant also coordinated with USFS staff and scientists to assist in developing and translating data for collaborative understanding and discussion. Bryant successfully guided the collaborative to their first consensus decision on a NEPA project and helped select and develop the next project with the USFS, specifically designed for collaborative guidance.

SUPERFUND

Butte Priority Soils Superfund Remedial Design and Remedial Action | Butte-Silver Bow and Atlantic Richfield Company (2021-2023). Butte, Montana has one of the richest, most colorful histories in the nation. The role this community played in the world’s copper industry is considered critical to understanding the history of the United States. Today, Butte includes the largest National Historic Landmark District in the country, as well as one of its largest superfund sites. The Atlantic Richfield Company (AR) and Butte-Silver Bow (BSB), as Settling Defendants (SDs) to the Butte Priority Soils Operable Unit (BPSOU) Consent Decree (CD), have committed to design, build, operate and maintain the remedy for abandoned mining sites and historic mining wastes described in the CD. This includes a commitment to develop and submit a Community Engagement Plan (CEP) to the Environmental Protection Agency (EPA) for review and approval, in consultation with the Montana Department of Environmental Quality (DEQ). Bryant and his team, as part of the AR/BSB team, conducted a situational assessment, consisting of over 70 interviews, drafted and prepared the CEP. TLG is helping lead the execution of the efforts described in the CEP, including facilitation and management of an advisory committee charged with identifying the preferred repository for mine wastes and impacted soils; stakeholder focus group management and facilitation; and a multi-faceted community engagement program that will grow and evolve in response to community interest and need through the completion of all work. When complete the remediated areas will become part of the Silver Bow Creek Conservation area, a public space for natural features, recreation, concerts, and events.

Idaho National Laboratory Citizens Advisory Board | US Department of Energy (2010-current). Bryant is contracted with the Department of Energy (DOE) as the lead facilitator for the Idaho National Laboratory (INL) Site Environmental Management (EM) Citizens Advisory Board (CAB) quarterly meeting. The CAB is a federally-appointed citizen panel that provides advice and recommendations to the U.S. DOE. The CAB members come from a wide variety of backgrounds and include EPA, IDEQ, environmentalists, natural resource users, INL workers, representatives of local government, health care, higher education, business, the Shoshone-Bannock tribe and the general public. Bryant is responsible for consensus building and mediation to make specific recommendations for where federal dollars are spent on the Idaho Cleanup Project.