

THE WILLIAM D. RUCKELSHAUS CENTER

UNIVERSITY OF WASHINGTON



Kelsey Gray Facilitator

Kelsey Gray was an Organizational Development Specialist, Washington State University Extension, and Western Regional Institute Community Oriented Public Safety (WRICOPS) Team Leader. Dr. Gray worked for Washington State University from 1975 till 2008. Her background encompasses over 30 years of experience with local governments, Tribal nations, environmental organizations, and statewide associations for Washington's cities and counties, law enforcement agencies and health care organizations. In addition to providing statewide leadership for strategic management and planning, she also consults in the areas of staff development, change management, organizational development, problem solving, mediation, conflict resolution, and the organization of public involvement programs. Gray's work has been supported by grants from numerous extramural sources, including the W.K. Kellogg Foundation, Northwest Area Foundation, U.S. Environmental Protection Agency, and the U.S. Department of Justice.

KEY AREAS OF EXPERTISE

Facilitation/Mediation
Citizen Participation
Strategic Planning
Organizational Development
Local Government Education
Training
Collaborative Problem Solving

EDUCATION AND TRAINING

BA, Washington State University, 1971
MS, University of Arizona, 1974
PhD, Gonzaga University, 1984

HONORS AND AWARDS

WSU Sahlin Faculty Excellence Award, 1996
Phi Beta Kappa
Phi Kappa Phi

Selected Project Experience

Agriculture and Critical Areas, 2010-present: Lead facilitator to the Center's facilitation team for this project that has led to a landmark agreement and state legislation on how to collaboratively protect and enhance environmentally critical areas on agricultural land, while preserving a strong farm economy.

Native Species Recovery Project 2007–2008: Designed and implemented the public participation project for the Kalispel Tribe using a collaborative decision-making process provided a structured approach to decision making to meet bull trout recovery needs. The Project's design was based upon consultation with the local community, environmental groups, Tribal interests and State agency needs.

Natural Resource Leadership Academy (NRLA) 2002 – 2008: Provided natural resource regulatory personnel with knowledge and skills around locally based collaborative solutions to natural resource stewardship issues. Training program included collaborative dispute resolution, facilitation, and leadership development skills.

Oregon Natural Resources Conservation Service 2007 – 2008: Planning, training and facilitating courses on facilitating effective group decision making and conflict.

South Puget Intertribal Planning Agency Strategic Planning Retreat 2008: Led a strategic planning session with agency staff from five Tribes.

Worker Compensation 2006: Through the William D. Ruckelshaus Center, worked with business, labor and the state government as they struggled through issues surrounding workers' compensation policy. Provided the opportunity to create a greater mutual understanding of the issues, obstacles and possibilities through a safe, neutral forum for the parties to explore the issues and context in which progress might be made.

Selected Project Experience, continued

Washington State Legislator Training 2006: Through the William D. Ruckelshaus Center provided training for newly elected legislators in the areas of dispute resolution and collaborative problem solving. The goal of this effort was to provide newly elected officials insight into their new roles and provide an opportunity to identify resources available to them.

Western Regional Institute for Community Oriented Public Safety 1996 – 2006: Consulted with over 60 police agencies within a five-state area of Idaho, Montana, South Dakota, Washington, and Wyoming in the areas of advanced Community Policing training and technical assistance, conflict mediation, and Homeland Security.

Washington State Attorney General Office 2005: Through the William D. Ruckelshaus Center taught skills and tools for applying key negotiation concepts to complex issues.

Northwest Area Foundation – Lake Roosevelt Forum. 1990-1997: Established and facilitated the Lake Roosevelt Forum to provide a locus for discussion directed toward the consensual coordination of member actions to ensure the resolution of significant regional issues affecting Lake Roosevelt. Outcomes included the development of both a vision and interlocal agreements among agencies responsible for the management of the resource; increased understanding of environmental mediation issues; and better working relationships among the following management entities: Spokane Indian Tribe, Colville Confederated Tribes, Upper Columbia River Counties (7 counties), National Parks Service and Bureau of Reclamation.



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