

ABBY YOUNG

(415) 416-5697 • ayoung7590@yahoo.com • LinkedIn: <https://www.linkedin.com/in/abby-young-22505a4/>

Over twenty-five years' experience building successful environmental protection programs in the public sector. Proven ability to develop and deliver technical assistance programs in greenhouse gas (GHG) analysis and mitigation to local governments. Accomplished team leader skilled in motivating staff and achieving results.

EXPERTISE

Strategic Vision and Planning: Led multiple teams through strategic planning and organizational visioning processes.

Team Management: Experience building high-performance teams and allowing them to excel by providing positive motivation, empathetic support and professional growth opportunities.

Climate Program Leader: 27 years' experience developing ground-breaking climate protection programs, tools and planning resources for local governments.

CEQA Innovation: Co-led the development of pioneering CEQA Thresholds of Significance for Climate Impacts in 2010 and 2022, with first-of-its-kind supporting guidance for local climate action plans.

Approach to Leadership

Build high-achieving teams and maximize their performance by providing guidance and motivation, prioritizing feedback and professional development for staff.

PROFESSIONAL EXPERIENCE

Bay Area Air Quality Management District

2007 – Present

Climate Protection Manager (2016 – Present)

Provide strategic direction for high-performing team to develop and implement innovative and high-value programs supporting regional climate protection goals.

- Manage and provide direction to a team of up to 6 staff on conceptualizing and developing strategic frameworks for many of the Air District's high priority climate programs, including work with stakeholders and inter-divisional collaborations.
- Lead staff in effort to re-imagine how the Planning and Climate Protection Division delivers service and support to local governments, to maximize efficiency to staff, value to local governments, and integrate climate protection with air quality and public health goals.
- Lead staff in developing a framework for integrating equity into the Division's climate work, including developing guidance for local governments to integrate equity into local climate action planning.

- Led development of a Regional Climate Protection Strategy (2017 Clean Air Plan) for the Bay Area, including developing the concept and approach for the Strategy, creating outlines and timelines, coordinating and overseeing work products, coordinating work across Air District sections and divisions, and reporting on progress to agency executives and Board of Directors.
- Conceptualized and led the development and implementation of a \$4.5 million Climate Protection Grant Program supporting local policy innovation and building decarbonization.
- Develop staff resource allocation plans, annual budgeting, staff work reviews and performance evaluations.

Principal Environmental Planner (2007 – 2016)

Served as key staff in leading the development and implementation of regional agency's climate protection program for eight years.

- Led a stakeholder outreach effort to inform the 2017 Clean Air Plan; identified and assembled multi-stakeholder expert groups from the nine economic sectors reflected in the State 2017 Scoping Plan Update; led a staff team in coordinating work with each group to develop GHG gap policy analyses for each economic sector.
- Developed goals, objectives, structure, and implemented Climate Protection Grant Program providing \$3 million to fund local climate planning and innovative GHG mitigation programs.
- Coordinated Air District's 2009 and 2018 Climate Summits, including developing content, identifying and securing speakers, managing vendor contracts and overseeing event logistics.
- Led efforts to provide policy, planning and technical assistance to 110 Bay Area local governments, including: training in conducting community-wide GHG inventories; developing GHG Plan Level Guidance used by local governments throughout the state; providing ongoing assistance to local government staff and consultants on quantifying GHG emissions and developing local climate action plans.

ICLEI – Local Governments for Sustainability

1995 – 2006

Director of Strategic Planning (2005 – 2006)

Director, Cities for Climate Protection Campaign-US (1999 – 2005)

Program Coordinator, Cities for Climate Protection Campaign-US (1995 – 1999)

Served in three positions with progressively increasing responsibility for this U.S. operation of an international local government membership association dedicated to curbing global warming and promoting sustainable development.

- As part of senior management, provided general oversight, strategic direction and risk management.
- Led organization's long-range development strategies, developing short- and long-term strategic plans, identifying role of specific programs within these plans.
- Participated in strategic planning sessions of non-profits, funders, and governmental agencies to develop strategic approaches to influence state and federal climate policy.

- Managed all aspects of the program development process: conceptualized and designed new programs, developed goals and objectives, secured funding, trained staff, monitored and measured results.
- Assisted in the development of the first municipal software to quantify community-wide GHG emissions, upon which current municipal GHG protocols are based.
- Conceptualized, planned and executed ten national conferences for local governments on climate protection planning.

U.S. Department of Energy

1994 – 1995

Policy Analyst

Developed U.S. Government policies for the promotion of energy projects and reforms in Latin America, focusing on energy efficiency and renewable resources.

- Drafted portions of the U.S. Government Energy Initiative presented by President Clinton at the 1994 Summit of the Americas.
- Wrote funding proposal to the Inter-American Development Bank to enact programs and policies adopted by the 1994 Summit of the Americas.
- Coordinated development of successful U.S. proposal of action for the Central American Alliance for Sustainable Development.

EDUCATION AND PROFESSIONAL TRAINING

Master of Arts – International Economics, International Energy and Environmental Policy

Johns Hopkins University, School for Advanced International Studies
Washington, DC (1994)

Bachelor of Arts – Political Science

University of California, Santa Barbara (1988)
Regents Scholar || Graduation with Honors

Universidad Nacional Autonoma de Mexico, Mexico City

Independent research project and intensive language study (1987)

Professional Training Courses (partial list)

- *Air District Leadership Development Program*
- *Situational Leadership*
- *PowerSpeaking®*
- *Supervisory Skills for the First Line Supervisor/Manager*
- *Project Planning & Controlling for Success*
- *CEQA: A Step-by-step Approach*