



2019 FEB 28 PM 12:54  
OFFICE OF THE  
SECRETARY

MURIEL BOWSER  
MAYOR

FEB 28 2019

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
John A. Wilson Building  
1350 Pennsylvania Avenue, NW, Suite 504  
Washington, DC 20004

Dear Chairman Mendelson:

In accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), and pursuant to Title IV, section 401 of the Human Rights Act of 1977, effective December 7, 2004 (D.C. Law 15-216; D.C. Official Code § 2-1404.01), which established the District of Columbia Commission on Human Rights ("Commission"), I am pleased to nominate the following person:

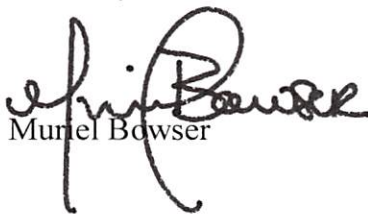
Mr. Mark Herzog  
4535 Alton Place, NW  
Washington, DC 20016  
(Ward 3)

for reappointment as member of the commission, for a term to end December 31, 2021.

Enclosed you will find biographical information detailing the above nominee's experience, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of this nomination for confirmation. Please do not hesitate to contact me, or Steven Walker, Director, Mayor's Office of Talent and Appointments, should the Council require additional information.

Sincerely,

  
Muriel Bowser

  
Chairman Phil Mendelson  
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Chairman Phil Mendelson, at the request of the Mayor, introduced the following resolution,  
which was referred to the Committee on \_\_\_\_\_.

To confirm the reappointment of Mark Herzog to the District of Columbia Commission on  
Human Rights.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
resolution may be cited as the "District of Columbia Commission on Human Rights Mark  
Herzog Confirmation Resolution of 2019".

Sec. 2. The Council of the District of Columbia confirms the reappointment of:

Mr. Mark Herzog  
4535 Alton Place NW  
Washington, DC 20016  
(Ward 3)

as a member of the District of Columbia Commission on Human Rights, established by section  
401 of the Human Rights Act of 1977 (D.C. Law 15-216 ; D.C. Official Code § 2-1404.01), for a  
term to end December 31, 2021.

Sec. 3. The Council of the District of Columbia shall transmit a copy of this resolution,  
upon its adoption, to the nominee and to the Office of the Mayor.

Sec. 4. This resolution shall take effect immediately.

# MARK E. HERZOG

## EXPERIENCE

### **THE CAPITAL CONSULTING AND COACHING FIRM**

*Washington, D.C. (December 2013 - Present)*

#### **Organizational Consultant and Certified Executive Coach**

- Works with non-profits, associations, universities, and global law firms to develop short- and long-range strategic plans for adaptation and growth.
- Converts strategic plans into business plans with measureable objectives (metrics) and timelines.
- Designs and implements innovative service delivery initiatives.
- Develops and implements fundraising strategies.
- Evaluates programs and recommends improvements for their service delivery, resource allocation, infrastructure support, and systems efficiencies.
- Plans and facilitates professional retreats to train, strengthen, and motivate staff, executive committees, and boards.
- Develops customized evaluative tools.
- Conducts upward reviews and 360 reviews.
- Evaluates and (re)designs succession plans.
- Provides certified leadership coaching to executives and managers, including workload management, productivity, stress management, supervision skills, relationship management, presentation skills, and business/donor development.

### **D.C. BAR PRO BONO PROGRAM**

*Washington, D.C.*

**Associate Director** (*April 2004 – December 2013*)

**Supervising Attorney** (*April 1994 – April 2004*)

- Supervised all pro bono civil litigation that provided legal services to more than 7000 clients annually, primarily in the areas of housing, family law, public benefits, consumer, probate/estate administration, and bankruptcy.
- Designed and implemented new models of delivering pro bono civil legal services to address unmet needs of people living in poverty, working collaboratively with the courts, law firms, other legal services providers, community-based organizations, D.C. Bar Sections, voluntary bar associations, and the D.C. Access to Justice Commission.
- Served as lead staff and advisor on D.C. Bar committees (most recently the Family Law Task Force and Limited Scope Representation Working Group) that developed innovative strategies to significantly expand access to justice for D.C.'s low- and moderate-income communities.
- Supervised managing and staff attorneys, paralegals, law students, and administrative assistants.
- Prepared program budgets for approval by the D.C. Bar Board of Governors.
- Raised significant funds annually from law firms, corporations, individuals, and foundations.
- Developed communication strategies to raise the visibility of program activities.
- Participated in board and committee recruitment and development.
- Developed and oversaw program technology (e.g., probono.net/dc and LawHelp.org/DC), systems (e.g., case and volunteer management system), policies (e.g., professional conduct compliance), and procedures (e.g., case review and acceptance).
- Served on local and federal court committees.
- Acted as executive director in the absence of the executive director.

### **D.C. LAW STUDENTS IN COURT**

*Washington, D.C. (August 1992 – May 1994)*

**Adjunct Professor of Law / Supervising Attorney**

- Instructed and supervised third year law students in civil proceedings before D.C. Superior Court and in bankruptcy proceedings before the U.S. District Court for the District of Columbia.
- Prepared materials and lectured on civil law and procedure and trial advocacy techniques.

## **O'DONNELL, RAMIS, CREW & CORRIGAN**

*Portland, OR (April 1991 – December 1991)*

### **Contract Attorney**

- Assumed partner's caseload consisting of complex business, commercial real estate and general civil litigation.
- Conducted client meetings, researched and wrote legal memoranda, prepared pleadings, participated in discovery and provided representation at settlement conferences, pre-trial hearings and arbitrations.

## **BUILDING SERVICE 32B-J LEGAL FUND**

*New York, NY (February 1990 - January 1991)*

### **Attorney**

- Administered the litigation department for pre-paid legal fund with over 75,000 members.
- Supervised attorneys in criminal and real estate matters.
- Represented members in termination of employment proceedings.

## **THE LEGAL AID SOCIETY OF NEW YORK**

*New York, NY (September 1986 - January 1989)*

### **Senior Associate, Criminal Defense Division**

- Defended indigents in Criminal and Supreme Court at arraignments, motion hearings, plea negotiations, suppression hearings and trials. Maintained a high caseload of major felonies.

## **EDUCATION**

### **THE GEORGE WASHINGTON UNIVERSITY LAW SCHOOL**

*Washington, D.C.*

J.D. Received May 1986

### **UNIVERSITY OF FLORIDA, SCHOOL OF ACCOUNTING**

*Gainesville, FL*

B.S. in Accounting (Minor in Psychology) Received December 1982

Graduated with High Honors in Accounting

## **OTHER PROFESSIONAL ACTIVITIES**

**D.C. Access to Justice Commission** – Commissioner (February 2011 – Present); Member, Courts Committee (2009 – Present).

**International Coach Federation** – Member (2014 – Present); Metro DC Charter Chapter Member (2014 – Present).

**D.C. Consortium of Legal Services Providers** – Member, Steering Committee (2012 – 2013); Member (1993 – 2013).

**Whitman-Walker Health, Inc.** – Member, Legal Services Advisory Committee (2011 – Present); Steering Committee Member, *Going the Extra Mile* (2014 - Present); Member, Board of Directors (1998 – 2002); Vice-Chair, Board of Directors (1999 – 2001); Chair, Legal Services Operating Committee (1994 - 2002); Chair, GLBT Community Center Task Force (1999 – 2002); Volunteer Attorney and Mentor (1992 - 2008); Co-Author, *Debtor's Rights and Bankruptcy Issues, AIDS Advocacy Training Manual*.

**Gay, Lesbian, Bisexual and Transgender Attorneys of Washington** - Co- President (2005 – 2006); Member, Board of Directors (2003 – 2006); Chair, Strategic Planning Committee (2004 – 2006); Chair, Public Services Committee (1999 – 2006); Member (1997 – 2008).

**Washington Council of Lawyers** – Member, Board of Directors (2004 – 2008); Member (1997 – Present).

**Volunteer Lawyers for the Arts, New York, NY** - Volunteer Attorney (1989-1991).

## **HONORS & AWARDS**

### **LGBT Bar Association of the District of Columbia Community Service Award (*December 2015*)**

### **Jerrold Scoutt Prize (*May 2012*)**

Recognizes outstanding legal services lawyers in our community and is one of the highest honors available solely to public interest lawyers in the District of Columbia.

### **Whitman-Walker Health, Inc.**

Outstanding Achievement Award (*2000*); Outstanding Volunteer Mentor (*1996*).

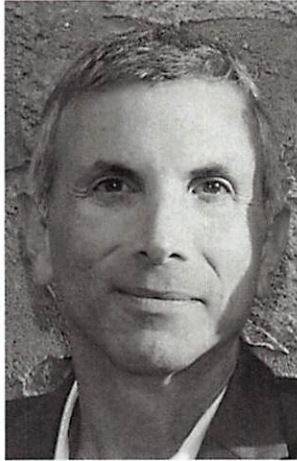
### **D.C. Bar Pro Bono Program Awards**

Frederick B. Abramson Award (2014, 2009, 2007, 2004, 1998, 1994); D.C. Bar, Best Bar Project Award (2013, 2011, 2010, 2006, 2005, 2002, 1999); John Carroll Society Pro Bono Legal Service Award (2001); ABA LAMP Distinguished Service Award (2001); Pro Bono Students America Award (1997); ABA Harrison Tweed Award (1994).



Executive Office of the Mayor - Office of Talent and Appointments  
John A. Wilson Building | 1350 Pennsylvania Avenue, Suite 600 | Washington, DC 20004

## Mark Herzog



Mr. Mark E. Herzog is an Organizational Consultant and Certified Executive Coach with The Capital Consulting and Coaching Firm, and current member of the Commission on Human Rights.

From 1994 to 2013, Mr. Herzog was the Associate Director of the DC Bar Pro Bono Program and was instrumental in its transformation from an outmoded lawyer referral service to one of the most effective and innovative pro bono programs, receiving local and national recognition. In his capacity as Associate Director, he supervised the delivery of civil legal services to the residents of the District of Columbia.

Mr. Herzog currently serves on the DC Access to Justice Commission, an appointment by the chief judge of the DC Court of Appeals. He is a former vice-chair and member of the board of directors of Whitman-Walker Health, a former co-chair of the LGBT Bar Association of the District of Columbia (formerly GAYLAW), and a former board member of the Washington Council of Lawyers. He has received numerous awards for his service to the community.

A Ward 3 resident, Mr. Herzog graduated from the George Washington University Law School and the University of Florida with a Bachelor of Science in Accounting.



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
Executive Office of Mayor Muriel Bowser



Office of the General Counsel to the Mayor

**To:** Alana Intrieri, Steve Walker  
**From:** Betsy Cavendish  
**Date:** October 3, 2018  
**Subject:** Legal sufficiency review of Resolutions nominating Dr. John D. Robinson, Dr. Alberto Figueroa-Garcia, Mark Herzog, Eleanor Collinson, and Gunther Sanabria to the Commission on Human Rights

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**This is to Certify that** this office has reviewed the above-referenced legislation and found it to be legally unobjectionable. If you have any questions in this regard, please do not hesitate to call me at 202-724-7681.

A handwritten signature in black ink that reads 'Elizabeth A. Cavendish'. The signature is written in a cursive style.

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Elizabeth Cavendish