



MURIEL BOWSER
MAYOR

DEC - 3 2019

2019 DEC - 3 PM 2:45
OFFICE OF THE
SECRETARY

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 in accordance with 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), I am pleased to nominate the following person:

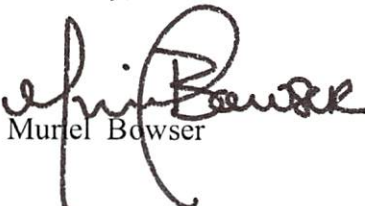
Ms. Karen Mulhauser
319 7th Street NE
Washington, DC 20002
(Ward 6)


for reappointment as a public member of the Commission on Human Rights, for a term to end December 31, 2022.

Enclosed, you will find biographical information detailing the experience of the above-mentioned nominee, 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 Ms. Karen Mulhauser to the Commission on Human Rights.

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

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

Ms. Karen Mulhauser
319 7th Street NE
Washington, DC 20002
(Ward 6)

as a member of the 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, 2022.

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.

Karen Mulhauser

Ms. Mulhauser, President of **Mulhauser and Associates**, has been providing consulting services to nonprofit organizations, grantmakers and candidates since 1988. In addition to effective consulting services, she brings many years of leadership experience as CEO of three national nonprofits and as a board member of over 35 nonprofit organizations. She brings expertise in management assistance, board/staff relations, strategic and program planning and evaluation, public affairs, meeting planning and facilitation, and coalition building.

She works in partnership with clients to assess their needs, and to design and or implement programs to meet those needs. (See below for a list of client services and clients.)

As founder and President of **America's Impact** in 2002, a nonpartisan political committee that identifies leaders with principled foreign policy positions and supports candidates for Congress, she lead an outreach effort to involve U.S. citizens who understand global interdependence and want to restore an appropriate U.S. leadership role through political activity. She coordinates **Trusted Sources**, a voter engagement effort to increase voter participation of 501 c-3 nonpartisan organizations. She has been involved in several presidential campaigns and served as Senior Advisor to Obama for America to coordinate outreach to women in the Washington, DC region.

Employment History Prior to Consulting: Ms. Mulhauser was the Director of the **Center for Education on Nuclear War** and an affiliated coalition, **Citizens Against Nuclear War (CAN)**. The Center was a 501 (C) (3) organization that supported various international security projects. CAN was a 501 (C) (4) coalition of over 60 national membership groups whose primary concerns were issues other than peace or arms control but were committed to freezing the production of nuclear weapons. She started both groups in 1982 to institutionalize a commitment to arms control. During this time, she also started and chaired **Women for a Meaningful Summit** to create forums for women to be heard on international security and foreign policy issues during the Reagan /Gorbachev summit meetings. She coordinated WMS's program to bring delegations of women to Geneva in 1985, Iceland in 1986, the US in 1987 and Moscow in 1988 with the goal of involving more women in the global security debate. She now serves as an active member of the US Civil Society Working Group for Women Peace and Security which has the same goal and chairs its special initiative to prepare the administration to understand the UN Security Council Resolution 1325 and the U.S. National Action Plan for Women Peace and Security.

From 1975-1981, Ms. Mulhauser was the Executive Director of the **National Abortion Rights Action League** and before that was the Director of the Washington office of NARAL. As Executive Director, she increased membership from less than 7,000 to almost 140,000,

the budget from a few hundred thousand dollars to over \$4,000,000, guided the planning process to develop chapters and a model national grassroots organizing, started the NARAL Political Action Committee and the educational NARAL Foundation. She was asked to represent NARAL or debate the abortion issue by all major print and electronic media.

A graduate of Antioch College in 1965 with some graduate study at Tufts University, she was trained as a biochemist and worked at Boston University and Albert Einstein Colleges of Medicine as a research associate. She taught high school chemistry and physics at the Cambridge School of Weston from 1967-1970, where she also created a course on the social responsibility of scientists for students committed to careers in the sciences, and she initiated sex education programs.

From 1970-1973, she worked for Seattle Planned Parenthood as a trainer for family planning personnel in federally funded clinics in Washington, Oregon, Idaho, and Alaska. There she lead discussions with groups of doctors, nurses, social workers and administrators on subjects of program administration, contraceptive technology, counseling techniques, management and attitudes toward sexuality.

Throughout her work experience, Ms. Mulhauser has believed that collaborative activities and coalitions are valuable to achieving an issue or programmatic goal. Whether on women's issues with abortion rights activities, in the arms control community, with groups concerned with international humanitarian and development assistance and multilateralism or with support for candidates, she has played a lead role in bringing together groups and individuals with diverse strategies and tactics, but with common goals. This approach to collaboration inspired her to form a support group of women executive directors in the early 1970s that lasted over 6 years providing a safe environment to share concerns and learn from each other's experiences.

Similarly, after she started her own business, she started and still convenes Consulting Women, a network of over 880 self-employed DC area women and manages the marketing web site www.consultingwomen.com.

Volunteer activities

Ms. Mulhauser has been deeply committed to voluntary service throughout her life. She has served on over 35 nonprofit boards of directors. Current board involvement: Chair of UN Association of the USA and Antioch College Alumni Board. She serves on the Civil Society Working Group for Women Peace and Security and chairs the Advisory Council of Women's Information Network. Since 1994, WIN has named the annual **Karen Mulhauser Award** for a woman who has done the most to mentor and support young, pro-choice, Democratic women.

Former board involvement includes: American Forum, American Public Health Association-Population Section Council; Antioch University Trustee; Association for Women in Development (AWID); British American Security Information Council; Center for Population Options; City at Peace, JumpStart – DC; Choice USA, Nuclear Weapons Freeze Campaign; Peace and Security Implementation Team, Public Allies; Public Education Center (National Security News Service); Women's Foreign Policy Campaign; National Abortion Federation; Scoville Peace Fellowship; Voters for Choice, Women for a Meaningful Summit (Chair); Women's Edge and Women's International Network for Development and Democracy in El Salvador. She was President of Planned Parenthood of Metropolitan Washington, and of the Antioch Alumni Association. She has been listed in Who'sWho in Emerging Leaders, Who'sWho in the East, Who'sWho of American Women, and Who's Who in International Women.

Examples of Client Services

I. Strategic Planning, Management Assistance and Board Staff Development

- *ASHOKA* contracted with Ms. Mulhauser to assist in future planning and developing a job description for a senior level position followed by advertising and hiring to fill the position.
- *British American Security Information Council (BASIC)* asked her to work with all staff in the Washington and London offices to help create comprehensive systems to improve communications and decision making processes, as well as to build team working relationships.
- *Citizens Democracy Corps* needed assistance with planning and definition of a senior position. This involved staff interviews to define the job and candidate recruitment and selection.
- *The Consumer Health Foundation* which was created in the early 1990s when The Group Health Association of Washington was purchased by Humana, asked Mulhauser to assist an interim board in planning how foundation resources were to be dispersed.
- *The George Meany Archives* contacted with Mulhauser to facilitate a lengthy staff assessment and facilitate several meetings to define ways to communicate better and to coordinate activities when appropriate.
- *National Charities Information Bureau* recruited her to work with its board and CEO to develop an implementation plan consistent with a previously drafted strategic plan.
- *League of Women Voters USA* received management assistance and strategic planning facilitation to help integrate various program areas and to develop plans for international programs.
- *Peace Child* asked Mulhauser to facilitate a five-month planning process and prepare the organization to hire a new CEO.
- *Physicians for Social Responsibility* sought guidance in getting ready for, and leading a strategic planning process.
- *Religious Coalition for Reproductive Choice* asked her to coordinate a year-long strategic planning process to develop a plan to strengthen its field and grassroots efforts.
- *The Campaign for the Fair Sentencing of Youth* needed a facilitator to work with its steering committee as it planned to transition from a fiscal sponsorship relation to being an independent 501 c-3 nonprofit.
- *Vietnam Veterans of America Foundation* contracted with her to develop a program and fundraising plan.
- *Women's Action for New Directions (WAND)* asked her to assist develop a five-year plan and was approached to help again after five years.

II. Program Evaluation

- *The Carnegie Corporation of New York*, as Mulhauser's first client in 1988, asked for a year-long comprehensive review of its grantmaking for development education. This involved interviews with grantees and other PVOs (private voluntary organizations) and NGOs (nongovernmental organizations), to assess the effectiveness of the Corporation's grantmaking and to learn the breadth of activities to educate Americans about the developing world. The final report made extensive recommendations for future program support.

- *CARE* contracted with Mulhauser to assess attitudes of board members, corporate supporters and staff across the organization's program and marketing areas, about how best to incorporate various advocacy approaches into CARE's overall strategic plan.
- *InterAction* asked Karen to provide an analysis of responses from representatives of various *InterAction* constituencies regarding the impact of *InterAction*'s programs in recent previous years. Her report provided a supplement to *InterAction*'s overall report to the Gates Foundation.
- *Religious Coalition for Reproductive Choice* asked her to lead an evaluation of the impact of its 2006 Spiritual Youth for Reproductive Choice Summit on behavior and activities based on ideas and lessons learned at the Summit. This was followed by a six-month follow up evaluation.
- *The Forum of Regional Association of Grantmakers* asked Mulhauser to research its members' attitudes and those of their member organizations about "Non Profit America", a concept to involve grantseekers and grantmakers in public policy work and to take advantage of new communications technologies to do so.
- *The International Women's Tribune Centre* asked her to coordinate a comprehensive external evaluation of the organization's programs, publications and strategies during 1987-1997.
- *Women's Policy, Inc.* needed assistance with program evaluation and strategic planning and asked Mulhauser to interview Members of Congress and staff as well as representatives of women's organization to assess how best to provide services that advance the agenda of the Congressional Caucus on Women's issues.

III. Program Design and Implementation

- *Alliance for a Global Community -- InterAction* asked her to work with the staff to design plans to coordinate outreach to domestic organizations across various sectors and involve them in efforts to educate people in this country about the relevance of the developing world and to build a constituency to support global humanitarian and sustainable development assistance. She served as part-time staff as the plans were implemented over 2 1/2 years.
- *Antioch College* hired Karen to start and maintain a Co-op Community in the Washington, DC area which involved identifying several co-op employers, placing students in positions and planning and implementing an academic course on "Learning to be Change Agents", to understand how policy is made and how citizens can help shape national, local and international policies.
- *Citizens for Eleanor Holmes Norton* is the campaign to re-elect Ms. Norton to Congress. As a personal friend, Mulhauser urged her to run for Congress in 1990 and was involved until 2002 as manager of her re-election campaigns.
- *InterAction* became familiar with Mulhauser during her consultancy with the Carnegie Corporation of New York and asked her in 1989 to work with the Washington policy staff to design plans to educate *InterAction* members about basic civic and public policy impact activities, and to involve them in Congressional education efforts.
- *The League of Women Voters* at the national level asked her to help with organizational development and with planning of its international programming.
- *Ploughshares Fund* involved her in the research and preparation of educational materials to be shared with the media.

- *The State Issues Forum of the Center for Policy Alternatives* was coordinated by Mulhauser for almost three years, and involved the recruitment of its nonprofit member organizations interested in collaborating to inform and lobby state legislators. Most work was focused on activities with the National Conference of State Legislators.
- *The W.K. Kellogg Foundation* asked her to design and implement a week-long Washington, DC program for a class of Fellows. The program focused on how federal, state and local policies are drafted and how citizens and non-governmental organizations are able to influence public policy.
- *The YWCA of the USA* contracted with Karen to design a national and grassroots strategy to educate constituents about the electoral process, how to learn of candidates' positions on issues and how to become involved in candidate support activities.
- *USAID*-- From summer 2001 to June 2004, she was the Chief of Party for the Management Systems International contract with US Agency for International Development to support the establishment and development of the **Global Development Alliance** Secretariat.

IV. Meeting facilitation

- *The Association of Governing Boards* asked her to design and co-lead a seminar for University Presidents and Chairs of Boards of Trustees on the importance of appropriate trusteeship including recruitment and orientation of new board members in the context of the institution's overall strategic and operational plans.
- *Children's Express* needed assistance with the facilitation of a staff retreat at which long term program plans were considered and developed.
- *Population Action International* sought her assistance to build staff coherence during a time of significant senior staff turnover.
- *The Positive Woman*, a DC network of women who had become HIV positive asked her to facilitate a planning process to design fundraising and education program plans.
- *Public Voice*, a nonprofit organization concerned primarily with food related policies asked Mulhauser to facilitate a day-long meeting of industry and advocacy groups to learn results of new research data and address policies that had resulted in few and expensive inner city shopping locations, policies that negatively impact on people living in poverty.
- *Religious Coalition for Reproductive choice* asked Karen to facilitate its three-day Board/Staff/Council retreat.
- *Republican Pro Choice Coalition* asked for her assistance in shaping its direction after the 2000 election and the start of the anti-choice Bush administration.
- *Washington Women's Foundation* had completed a comprehensive strategic planning process and asked Mulhauser to assist with the development of operational plans and board development through a transitional period.
- *The Winston Foundation* asked her to prepare for and facilitate a board meeting to decide how it would spend out its final resources over the following three to four years.

V. Conference Program Planning and Implementation

- *The Academy for Educational Development*, through a contract with the Women and Development Office of USAID, asked Mulhauser to work with donor partners including the World Bank, InterAmerican Development Bank, the European Commission, UNICEF, The Lewis Preston Foundation and others, to coordinate planning for an International Conference on Girls' Education. The conference was designed to focus international attention on the documented value of girls' education in improving the economy of developing countries and brought together representatives from dozens of countries.

- *The Association for Women in Development* asked her to be Program Chair and to coordinate program planning for its 1996 Forum that brought together 1,300 people from 90 countries to learn how countries were progressing with efforts to hold governments accountable for commitments to the Platform for Action that emerged from the Fourth World Conference for Women in Beijing.
- *International Center for Research on Women* recruited Mulhauser to coordinate the planning process for a major conference to mark the end of its four-year PROWID contract with USAID designed to conduct research and program development with women's initiatives in 42 developing countries.
- *The International Development Conference* asked her to be Program Chair for the 1995 international conference, which brought 1,500 people from around the world to Washington to prepare for the World Summit on Social development.
- *The International Women's Health Coalition* contracted with her to coordinate program planning for the May 1997 symposium on A Woman's Lens on Foreign Policy which brought together over 200 concerned individuals to consider economic, reproductive health, human rights and environment foreign policy "through a woman's lens".
- *National Council of Women's Organizations* convened its first national Women's Equality Summit and Congressional Action Day in March 1999 and asked Mulhauser to organize all aspects, including press, grassroots outreach, program design, and venue selection. This was done in two months' time and involved First Lady Hillary Rodham Clinton, Sec. Alexis Herman, Sec. Donna Shalala, Member of Congress and others.
- *The National Education Association* recruited Mulhauser to design a conference for its members on peace education that preceded its annual RA (Representative Assembly) which traditionally brought together 8,000 to 10,000 members.
- *National Public Radio* asked her to coordinate a series of sessions on international issues for one of its annual meetings of public radio efforts nationwide.
- *Wider Opportunities for Women, WOW* asked for advice and assistance in planning and organizing its 1999 conference, Pathways Out of Poverty.

VI. Fundraising contracts

AIDs Action Foundation, Ark Foundation for Africa, Center for Population Options (now Advocates for Youth), Democrats 2000, 21st Century Democrats, The End Hunger Network, Independent Action, International Development Conference, The Jimmy Carter Work Project of DC Habitat for Humanity, No Neck Monsters Theater, Co., Older Women's League, Peace Action, Physicians for Social Responsibility, Planned Parenthood Federation of America, Ploughshares Fund, Religious Coalition for Abortion Rights, Women's Action for New Directions and United Progressives for Victory.



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

Karen Mulhauser



Ms. Karen Mulhauser is the President of Mulhauser and Associates.

Mulhauser has been providing consulting services to nonprofit organizations, grant makers, and candidates since 1988. In addition to effective consulting services, she brings many years of experience as CEO of three national nonprofits and as a board member of over 35 non-profit organizations. Karen served as the Executive Director of NARAL in the 1970s and was Chair of the Planned Parenthood Metropolitan Washington Board of Directors in the 1980s. While at NARAL, she helped increase membership from 7,000 to almost 140,000 as well as increase the budget from a few hundred thousand dollars to over 4 million dollars. Additionally, Karen served as Senior Advisor in the Obama for America campaign from 2007-2008. Most recently,

Karen became involved in efforts to advance gender equality and advocate for survivors of sexual assault.

A Ward 6 resident, Ms. Karen Mulhauser received a Bachelor of Arts from Antioch College.



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



Office of the General Counsel to the Mayor

To: Gianelle Rivera, Steve Walker
From: Betsy Cavendish
Date: November 24, 2019
Subject: Legal sufficiency review of Resolutions nominating Teri Janine Quinn, Timothy Thomas, Karen Mulhauser, Ali Muhammad, Clifton Lewis, and Motoko Aizawa to the Commission on Human Rights

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.

Elizabeth Cavendish