

MARGOT PUBLICKER KOSBERG

72 Fresh Pond Parkway

Cambridge, MA 02138

Work: (617) 661-3000

EXPERIENCE

Legal Practice

1985-Present Private Practice, Cambridge, MA

1971-1972 Associate, Langenbach, Reynolds, Pierce & Wilkinson, Boston, MA

Government/Public Service

1987-1989 President, Cambridge Family and Children's Service, Cambridge, MA

1981-1985 Commissioner, Massachusetts Commission Against Discrimination, Boston, MA

1980-1981 Consent Decree Monitor (Culbreath v. Dukakis), U.S. District Court, Boston, MA

1977-1981 General Counsel, State Office of Affirmative Action, Boston, MA

1979-1980 President, Massachusetts Association of Women Lawyers, Boston, MA

1974-1977 Hearings Officer, State Division of Hearings Officers, Boston, MA

1973-1974 Director, Consumer Complaint Division, Executive Office of Consumer Affairs, Boston, MA

Teaching

1973-1974 Visiting Lecturer, Economics Department, University of Massachusetts, Harbor Campus

ACCOMPLISHMENTS

Leadership

Developed and executed civil rights policy for the Commonwealth (1981-85).

Created and chaired statewide Multi-Cultural Awareness Task Force to combat racial and anti-Semitic violence (1983-85).

Oversaw the implementation of a federal consent decree imposed on five state agencies affecting minority hiring, training and promotions (1983-85).

Initiated long-range planning process for social service agency, which resulted in clarified mission; redesignation of geographic service area and restructuring of governance procedures (1987-88).

Headed women's bar association: increased membership by 20%; instituted referral service and speaker's bureau; collaborated with other bar associations (1979-80).

Selected one of "Massachusetts' Ten Best Bureaucrats, The Real Paper, November 20, 1974.

Administrative/Managerial

Directed state civil rights agency with \$2 million budget, four branch offices, and 60 employees (1981-85).

Managed division which resolved 2,000 consumer complaints through the use of college and law student volunteers applying mediation techniques (1973-74).

Served as appointing authority; responsible for the creation and implementation of agency personnel policy (1981-85).

Instituted innovative investigatory techniques resulting in significant backlog reduction despite severe budgetary cutbacks (1981-85).

Communications

Designed and implemented public awareness campaign which increased agency visibility by 30% (1981-85).

Designed and implemented consumer awareness campaign (1973-74).

Legal

Consulted to business and law firms in the affirmative action and equal employment opportunity fields (1985-present).

Represented clients in civil rights and consumer actions (1985-present).

Rendered judgment, including detailed findings, conclusions and appropriate awards of relief in over ninety administrative cases (1981-85).

Drafted affirmative action guidelines and assisted ninety-two state agencies in the development and approval of their affirmative plans (1977-81).

Conducted hearings and issued detailed decisions in over 200 Rate Setting Commission and Civil Service Commission appeals (1974-77).

Finance/Development

Oversaw creation and implementation of \$1.8 million budget (1987-89).

Drafted legislative budget submissions; testified before legislative subcommittees on budgetary issues (1981-85).

Increased private fund-raising through special events, individual and foundation giving by 300% (1987-present).

ADMITTED TO BAR

Supreme Judicial Court of Massachusetts, 1971.

U.S. District Court, District of Massachusetts, 1972.

EDUCATION

Certificate, 1982, "Evidence," National Judicial College, Reno, NV

Certificate, 1982, Program for Senior Executives in State Government, Kennedy School of Government, Cambridge, MA

Certificate, 1981, "Administrative Law-Procedure," National Judicial College, Reno, NV

J.D., 1971, Boston University School of Law, Boston, MA
Honors: Family Law Book Award

B.A. in Political Science, 1968, Case Western Reserve University, Cleveland, OH,
Cum Laude



CITY OF CAMBRIDGE

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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

25.

June 28, 1993

To The Honorable, the City Council:

I am very pleased to announce the appointment of Margot Kosberg as the new Executive Director of the Human Rights Commission. Ms. Kosberg has had extensive experience in the field of civil rights enforcement and brings a breadth of knowledge and experience to the City. She served as a Commissioner of the Massachusetts Commission Against Discrimination from 1981 until 1985.

Ms. Kosberg will begin working for the City on July 19. Attached is a copy of her resume.

Very truly yours,

Robert W. Healy
City Manager

Consent Agenda # 25 A 39

Appointment of the Executive Director
of the Human Rights Commission effective
July 19, 1993.

In City Council,

June 28, 1993

Placed on file