



2017 SEP 18 10:09:07

OFFICE OF THE  
MAYOR

MURIEL BOWSER  
MAYOR

SEP 18 2017

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 section 1072 of the Commission on Fathers, Men, and Boys Establishment Act of 2014, effective February 26, 2015 (D.C. Law 20-155; D.C. Official Code § 3-731), I am pleased to nominate the following individual:

Dr. Elsie L. Scott  
56 S Street NW  
Washington, D.C. 20001  
(Ward 5)

for reappointment as a member of the Commission on Fathers, Men and Boys, for a term to end September 19, 2021.

Enclosed you will find biographical information detailing the experience of Dr. Scott, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of these nominations 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,

A handwritten signature in black ink, appearing to read "Muriel Bowser".  
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 Elsie L. Scott to the Commission on Fathers, Men, and  
Boys.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
resolution may be cited as the "Commission on Fathers, Men, and Boys Elsie L. Scott  
Confirmation Resolution of 2017".

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

Dr. Elsie L. Scott  
56 S Street NW  
Washington, D.C. 20001  
(Ward 5)

as a member of the Commission on Fathers, Men, and Boys, 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 section 1072 of the Commission on Fathers, Men, and  
Boys Establishment Act of 2014, effective February 26, 2015 (D.C. Law 20-155; D.C.  
Official Code § 3-731), for a term to end September 19, 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.

## **ELSIE L. SCOTT, PH.D.**

### ***CAREER SUMMARY***

Dr. Scott has had a diversified career working in Federal, local, nonprofit and educational settings. She is an experienced policy analyst, researcher, trainer, program developer, university professor, and nonprofit and local government manager.

### ***WORK EXPERIENCE***

**Howard University, Director, Ronald Walters Center for Leadership and Public Policy, Washington, DC,**  
October 2012-Present

**Duties and Accomplishments:** Establish the Center (write the proposal, identify advisory council members, find funding), run the daily operations of the Center.

**Congressional Black Caucus Foundation, Washington, DC**

**-President & CEO,** February 2007-October 2012 (**Interim President** - July 2006-February 2007)

**Duties and Major Accomplishments:** Led and managed staff of 35+; led the daily operations; managed fund raising for \$11 million+ budget. Successfully oversaw Annual Legislative Conferences, attracting over 10,000 attendees each year; managed the payoff of building; produced a balanced budget each year; increased income over budget during economic downturn; instituted enhancements to fellowship program; created Emerging Leaders internship and expanded the scholarship programs; oversaw the launch of the AVOICE digital library project.

**-Vice President, Research and Programs,** October 2005-July 2006

**Duties and Accomplishments:** Managed all research and programmatic staff; developed and implemented programs; managed the budget; assisted in fund-raising; oversaw outside advisory boards; conducted research; prepared papers and briefs. Successfully managed the rollout of national black health project.

**Transportation Security Administration, Department of Homeland Security, Supervisory Management Analyst, Office of Transportation Security Policy, Arlington, VA,** July 2004-September 2005

**Duties and Accomplishments:** Planned, organized and implemented programs and activities designed to help the public understand security policies. Served on teams that developed and evaluated policies. Developed an Outreach Education Program to engage national organizations in helping to educate the public concerning travel security policies; developed special outreach initiatives to groups such as Hispanics, women and African Americans.

**Detroit Police Department, Director, Training Bureau, and Provost of the Law Enforcement Academy, Wayne County Community College, Detroit, MI,** August 2002-June 2004

**Duties and Accomplishments:** Served on the Executive Staff of the Chief of Police, managing the Training Bureau that consisted of the Police Academy, Audio-Visual Unit, and Police Community Services Unit. Managed the Bureau's budget, prepared training plans, developed programs, managed staff (primarily sworn personnel), and oversaw training compliance with the DOJ Consent Decrees. Established the Training Bureau, established training protocols for coordinating training for all Department personnel, oversaw the development of Department's goals, vision statement and objectives, managed federal grants, coordinated the Citizens Academy and crime prevention programs and activities. Served as the liaison between the Police Department and the College and represented the Chief on the state police standards commission.

**Metropolitan Police Department, Washington, DC**

**-Executive Director, District of Columbia Police Training and Standards Board,** October 2000-August 2002

**Duties and Accomplishments:** Established the office of the Executive Director (drafted operating rules, helped select Board members, provided orientation for Board), served as the administrator of the daily operations of the Board; developed plan for implementing hiring and training standards for the MPD; reviewed proposed training courses, conducted research on current training practices, and prepared a five-year strategic plan.

Resume - Elsie L. Scott - 2

**-Assistant Executive Director for Corporate Support, January 1999-September 2000 (Interim Director, Business Services Division, Metropolitan Police Department November 1999-August 2000)**

Duties and Accomplishments: Assisted in the management of the Human Services, Business Services, Criminal Justice Information and Information Technology Divisions of the Police Department and supervised the Legislative Liaison unit. As Interim Director: managed the daily operations of Fleet Services, Evidence Control, Equipment and Supplies, Security Officers Management Branch and Adult Processing Departments.

**-Senior Executive, June 1998-January 1999**

Duties and Accomplishments: Participated in strategic planning and organizational development and conducted special projects for the Chief of Police. Completed an assessment of the Office of Recruitment, worked with a team to prepare the departmental reorganization plan. Completed a re-engineering report on the disciplinary system and prepared legislation that established a police standards board.

**Center for Public Safety, Inc., Consultant, Washington, DC, August 1996-June 1998**

Duties and Accomplishments: Assisted law enforcement agencies in the development and implementation of management plans and training programs; provided training for police and housing authority staff. Completed Community Policing Management Plans for nine housing authority police departments; trained police officers from throughout the country in community policing; assisted in the recovery efforts in St. Petersburg, FL after the urban uprising; helped educate housing authority staff, police officers and residents concerning the President's One Strike Policy; helped housing police prepare for accreditation; assisted in the development of housing police department in the US Virgin Islands; provided law enforcement technical assistance as requested by HUD.

**Booz-Allen & Hamilton, Consultant, McLean, VA, December 1996-January 1998**

Duties and Accomplishments: Helped conduct study of the Metropolitan Washington, D.C. Police Department (MPD); reviewed and helped re-engineer human resources functions of the MPD; designed a training program for the MPD's new operating model and helped conduct the training.

**University of Central Florida, Associate Professor of Criminal Justice, Orlando, FL, August 1995-August 1996**

Duties and Accomplishments: Taught graduate and undergraduate courses, advised students

**New York City Police Department, Deputy Commissioner of Training, New York, NY, January 1991-August 1995**

Duties and Accomplishments: Served as member of the Police Commissioner's executive staff. Supervised staff and managed a major division that included faculty, counselors, staff and trainees. Administered training budget; was responsible for the development, implementation, monitoring and evaluation of entry level, in-service and executive training programs for uniform and civilian personnel; oversaw the Department's Recruitment Section and Police Cadet Corps. Integrated community policing into all aspects of the recruit curriculum; developed a precinct-specific cultural awareness training program; guided the development and implementation of a women's action plan for the Department; expanded civilian training; expanded in-service training; oversaw the establishment of a sergeant's academy, chaired the Commissioner's re-engineering committee on discipline.

**Center for Public Safety, Inc., Consultant, Washington, DC, March 1995 - August 1996 (part-time)**

Duties and Accomplishments: Developed and reviewed community policing plans and training programs; conducted police training.

**Carroll Buracker & Associates, Consultant, Harrisonburg, VA, October 1994-96 (part-time)**

Duties and Accomplishments: Developed and reviewed community policing plans, policies, and training programs; served on assessment panels for selecting law enforcement supervisory and executive personnel.

**National Organization of Black Law Enforcement Executives (NOBLE), Washington, DC**

**-Executive Director, November 1985 - January 1991**

Duties and Accomplishments: Managed national office with a staff of about 10 persons, a membership of about 2,000, and a \$1 million budget. Raised funds, conducted police training, developed and implemented programs, provided technical assistance to law enforcement agencies, and represented the organization before Congress, at conferences and seminars.

## Resume - Elsie L. Scott - 3

Instituted a fellowship program; made the organization financially solvent; increased the membership; brought national exposure to the organization.

**-Program Manager**, October 1983 - November 1985

Duties and Accomplishments: Directed research and technical assistance projects. Wrote funding proposals, supervised staff, and conducted police training. Prepared training programs on hate violence and victim assistance.

**Howard University, Research Associate and Assistant Professor, Washington, D.C.** February 1981 - June 1983

Duties and Accomplishments: Conducted research on criminal justice topics, wrote funding proposals, taught graduate courses in urban studies. Published research on contemporary racial violence.

**North Carolina Central University, Assistant Professor of Criminal Justice, Durham, NC** August 1979 - December 1980

Duties and Accomplishments: Taught undergraduate courses, advised students.

**St. Augustine's College, Assistant Professor & Director of Criminal Justice Program, Raleigh, NC** August 1977 - December 1980

Duties and Accomplishments: Developed and directed undergraduate program, advised students, taught courses.

## *EDUCATION*

Southern University, Baton Rouge, LA  
B.A., Political Science

University of Iowa, Iowa City, IA  
M.A., Political Science  
Thesis: "Federal Judges and Political Change in Louisiana"

Atlanta University, Atlanta, GA  
Ph.D., Political Science  
Dissertation: "The Politics of the Police in Predominantly Black Cities"

## *PUBLICATIONS*

**"The Midterm 2014 Election: A Look at the Black Candidates for Congress"**. Ronald W. Walters Leadership and Public Policy Center, 2015.

"The Congressional Black Caucus and Criminal Justice Policy" in **The Conscience of the Congress: How the Congressional Black Caucus Changed America**, Stephanie Jones, ed., 2012.

"Criminal Justice" in *Continuing the Legacy: A Salute to the Congressional Black Caucus of the 110<sup>th</sup> Congress*, Herbert Lowe, ed., 2008.

*Poverty, Race and Policy*. Congressional Black Caucus Foundation, 2006.

"Managing Municipal Police Training Programs with Limited Resources," **Police Chief**, October 2005.

## Resume - Elsie L. Scott - 4

"Remember Those Who Have Gone Before" in *Sister to Sister Devotions*, Suzan Johnson Cook, ed., 1995.

*Women of the NYPD: A Historical Perspective*. New York: New York Police Department, 1995.

"Reducing the Involvement of African American Males in the Criminal Justice System: A Policy Paper" in *African American Perspectives on: Crime Causation, Criminal Justice Administration and Crime Prevention*, A.T. Sulton, ed., 1994.

"Community Policing Training" in *Policing America: Methods, Issues, Challenges*, K. Peak, ed., 1993.

"Cultural Awareness Training," *The Police Chief*, November 1993.

"The Politics of the Police in the 1990's: Race Related Issues," *National Political Science Review*, III, 1991.

"Bias Crimes" (sidebar) in *Local Government Police Management*, B. Geller, ed., 1991.

*Minority Community Victim Assistance*. National Organization of Black Law Enforcement Executives, 1990.

*Racial and Religious Violence: A Model Law Enforcement Response*. National Organization of Black Law Enforcement Executives, 1986.

*Racial and Religious Violence: A Law Enforcement Guidebook*. National Organization of Black Law Enforcement Executives, 1986.

*Violence Against Blacks in the United States, 1979-1981*. Howard University, Institute for Urban Affairs, 1983.

### ***PROFESSIONAL AFFILIATIONS AND APPOINTMENTS 1995-***

Five-Fifths Agenda for America, Board of Directors, 2012-

Police Foundation, Board of Directors, 2009-

Phylon Journal, Editorial Board, 2014-

National Coalition on Black Voter Participation, Board of Directors, 2008-

Public Safety Leadership Council, 2009-2010

International Association of Chiefs of Police (Co-Chair, Education and Training Committee, 2002-2005; Civil Rights Committee, 1991-1993)

National Center for Women and Policing, Advisory Board, 1995-2005

John H. Scott Memorial Fund, Board of Directors, 1981- (President, 2004-2008)

Michigan Commission on Law Enforcement Standards (MCOLES), 2002-2004

International Association of Directors of Law Enforcement Standards and Training, 2001-2002

## Resume - Elsie L. Scott - 5

National Organization of Black Law Enforcement Executives, Executive Board, 1991-1993; Education and Training Committee, Co-Chair, 1993-2000

National Conference of Black Political Scientists (President, 1980-81)

Citizens Advisory Panel, Immigration and Naturalization Service, U.S. Dept. of Justice, 1995-97

Working Committee, Black Community Crusade for Children, Children's Defense Fund, 1992-98

Peer Review Panel, National Institute of Justice, U.S. Department of Justice, 1993-97

Editorial Board, Management and Training Journal, 1993-1995

Peer Review Panel, Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice, 1989-96

### ***PROFESSIONAL PRESENTATIONS 2004-***

September 2014, Speaker, International Black Women's Congress, Virginia Beach, VA

March 2014, "African Americans and the Police System in the United States", Paper Presented at the National Conference of Black Political Scientists (NCOBPS), Wilmington, Delaware

February 2014, Keynote Speaker, Black History Month, White House Communication Agency, Alexandria, VA

November 2013, Speaker, Women in Government and Politics Conference, London, England

November 2013, Speaker, Women Acting on Change, Washington, DC

February 2013, Black History Month Speaker, "The Congressional Black Caucus: Forty+ Years of Serving as the Conscience of the Congress", Hood College, Frederick, MD

August 2012, "Where Philanthropy and Policy Intersect", Head and Heart Philanthropy Summit, Martha's Vineyard, MA.

June 2012, Commencement Speaker, Evergreen College, Tacoma, WA

April 2012, "Where do we Go from Here as Women and as Leaders of Women's Organizations?", Delta Sigma Theta Sorority International Conference, San Juan, PR

November 2011, Keynote Speaker, Southern University Civil Rights Commemoration Conference, Baton Rouge, LA

June 2011, Instructor, Board Development course, DC Nonprofit Leadership Series, Washington, DC

June 2011, Speaker, 40 Years of the War on Drugs Conference, Washington, DC

May 2011, "Great Expectations" Panelist, Odyssey Business Network Retreat, Naples, FL

April 2011, Speaker, "Wrong Place, Wrong Time", NAACP Youth Conference, Denver, CO

## Resume - Elsie L. Scott - 6

December 2010, Panelist, World AIDS Panel, World Festival of Arts and Culture, Dakar, Senegal

August 2009, Panelist, "An Early Analysis of the Impact of the Obama Administration on Black America and the Role of Black Leadership," A. Philip Randolph Institute Annual Conference, Phoenix, AZ

March 2009, Speaker, Advocacy in Action Conference, Delta Sigma Theta Sorority, Delta Days Conference, National Harbor, MD

March 2009, Panelist, "NCOBPS Then, Now, and Later: A Retrospective and Prospective Analysis," 40<sup>th</sup> Anniversary Conference, National Conference of Black Political Scientists, Houston, TX.

December 2008, Panelist, "Behind the Cycle: A National Summit to Advance an Integrative Approach to Justice Reform," Bethesda, MD

November 2008, Panelist, "The Black Agenda and the 2008 Presidential Election: The Challenges and Opportunities Ahead," Institute of the Black World Conference, New Orleans, LA

March 2008, "Public Engagement Strategies", National Association for Equal Opportunity in Higher Education, Washington, DC

February 2008, "Empowering African Americans for a Changing Nation: Information, Advocacy and Action", Delta Sigma Theta, Delta Days Conference, Washington, DC

February 2008, Black History Month Speech, Goodard Space Center, Greenbelt, MD

February 2008, Keynote speaker, Black History Month Program, Office of Management and Budget

February 2008, Black History Month Speech, Springbrook High School, Rockville, MD

January 2008 – Panelist, "The Making of the MLK Holiday Bill, Woodrow Wilson Center, Washington, DC

July 2007, Keynote Speaker, NOBLE Civil Rights Breakfast Speech, Fort Lauderdale, FL

April 2007 – Panelist, "Combating Poverty", Council on Foundations, Seattle, WA

February 2007 – Social Equity Leadership Conference, Richmond, VA, "Social Equity: Putting Solutions into Practice" Panel

February 2007 – Speaker, "Women in Policing," Clearinghouse on Women's Issues, Washington, DC

September 2006 – Howard University, Political Science Department, Constitution Week Speaker

April 2006 – North Carolina Central University, Criminal Justice Department, Alumni Recognition Banquet Speaker

January 2006 – Martin Luther King Holiday Speaker, U.S. Department of Agriculture, Washington, DC

August 2005 – Keynote Speaker, National Association of Black Women Law Enforcement Executives, Landover, MD



Resume - Elsie L. Scott - 7

September 2004 – Keynote Speaker, Sixth Annual Community Policing Conference, “Creating a Culture of Integrity”, Detroit, MI

June 2004 – Recruiting and Retaining Service-Oriented Police Officers, National Conference on Preventing Crime in the Black Community, Orlando, FL



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

## Dr. Elsie L. Scott



Dr. Elsie Scott is the Director of the Ronald Waters Center for Leadership and Public Policy at Howard University, and current member of the Commission on Fathers, Men and Boys (CFMB).

Dr. Scott has had a diverse career working in federal, local, nonprofit and educational settings. From 2005-2012 she worked with the Congressional Black Caucus Foundation (CBCF) and served in various capacities such as president and chief executive officer and as the organization's vice president for research and programs. She has also served as the executive director of the National Organization of Black Law Enforcement Executives (NOBLE) and Deputy Commissioner of Training for the New York City Police Department.

Dr. Scott has also held senior and supervisory roles in the police departments of Detroit and the District of Columbia and with the U.S. Department of Homeland Security. She has taught Political Science, Urban Studies and Criminal Justice at several universities, including Howard University, Rutgers University, the University of Central Florida and North Carolina Central University.

A Ward 5 resident, Dr. Scott obtained a Bachelor of Science in Political Science from Southern University, a Master of Arts in Political Science from the University of Iowa, and a Doctor of Philosophy in Political Science from Atlanta University.



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



Office of the General Counsel to the Mayor

**To:** Lolita S. Alston, Steve Walker  
**From:** Betsy Cavendish  
**Date:** July 11, 2017  
**Subject:** Legal sufficiency review of Resolutions re-nominating George L. Garrow, Jr., Elsie L. Scott, and Ivory A. Toldson as members of the Commission on Fathers, Men, and Boys

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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 cursive script that reads 'Elizabeth A. Cavendish'.

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Elizabeth Cavendish