

September 29, 2022

To: Joan
Emily

From: Karen

Re: **Government Alliance on Race and Equity (GARE)**

At the recommendation of Colleen Brathwaite and members of the Westchester Women's Agenda, Westchester County became a member of GARE in March 2022.

GARE's Mission: GARE works to achieve racial equity within public sector employment and advance opportunities for all.

What does GARE offer its members?

It's important to note that GARE is primarily a peer-to-peer network for state, county, and municipal governments that provides its members with opportunities to share successes and challenges in their efforts to advance racial equity, connect with other government sector employees who are working on similar issues, and provide a forum for discussion. GARE offers webinars on timely topics and encourages its members to develop Racial Equity Plans for their workforce. They have developed white papers to assist governments in implementing racial equity plans.

Implementation

Representatives from the County Executive's office, Human Resources, Human Rights Commission, and Office for Women have:

- Reviewed the resources GARE offers
- Participated in several informational webinars
- Spoken with GARE staff, and
- Beta-tested a new training module for GARE

We are currently working on a three-pronged implementation approach to advancing racial equity within the county workforce. The first prong relates to reviewing and analyzing workforce data and identifying areas of under-utilization. The second prong relates to developing a racial equity plan for the county workforce. The third prong is outward facing and relates to expanding outreach efforts to ensure OFW programs and services take into account diversity and equity.

Memo September 2014 Mat

David Devine



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, *Freedom of Information* Matthew Burgess, 2015-06-19 *Freedom of Information A Practical Guide for UK Journalists* is written to inform instruct and inspire journalists on the investigative possibilities offered by the Freedom of Information Act Covering exactly what the Act is how to make FOI requests and how to use the Act to hold officials to account Matt Burgess utilises expert opinions relevant examples and best practice from journalists and investigators working with the Freedom of Information Act at all levels The book is brimming with illuminating and relevant examples of the Freedom of Information Act being used by journalists alongside a range of helpful features including end of chapter lists of tips and learning points sections addressing the different areas of FOI requests text boxes on key thoughts and cases interviews with leading contemporary journalists and figures working with FOI requests Supported by the online FOI Directory www.foidirectory.co.uk *Freedom of Information A Practical Guide for UK Journalists* is a must read for all those training or working as journalists on this essential tool for investigating researching and reporting

Doubletalk Chuck McCutcheon, David Mark, 2016-02-02 The only time most Americans care anything about politics is during the presidential election cycle This quadrennial flood of posturing and blame once confined to the July conventions and the November election has spread like a greasy lake across the landscape and calendar of our politics From the first exploratory rumblings of the hopefuls sometime after the midterm elections to the tsunami of Super Tuesday the political language of the presidential election has become a reflecting pool of our polity *Doubletalk* casts a warm ray of sunlight on the campaign trail as an add on to last year's *Dog Whistles Walk backs and Washington Handshakes* with over 100 new terms phrases and epithets combining wit humor truth and dubious taste and propriety

Reconceptualising Unaccompanied Child Asylum Seekers and the Law Jennifer L. Whelan, 2022-09-30 Unaccompanied child asylum seekers are amongst the world's most vulnerable populations and their numbers are increasing The intersection of their age their seeking asylum and separation from their parents creates a specific and acute triple burden of vulnerability Their precariousness has long been recognised in international human rights law Yet human rights based responses have been subordinated to progressive global securitisation of irregular migration through interception interdiction extraterritorial processing and immigration detention Such an approach necessitates an urgent paradigm shift in how we comprehend their needs as children the impact of punitive border control laws on them and the responsibility of States to these children when they arrive at their borders seeking asylum This book reconceptualises the relationship between unaccompanied child asylum seekers and States It proposes a new conceptual framework by applying international human rights law childhood studies and vulnerability theory scholarship in analysing State obligations to respond to these children This framework incorporates a robust analysis of the operation and impact of laws on vulnerable populations a taxonomy for articulating the gravity of any consequent harms and a method to prioritise recommendations for reform The book then illustrates the framework's utility using Australia's

treatment of unaccompanied children as a case study This book illuminates key learnings from human rights law childhood studies and vulnerability theory and transforms them into a new roadmap for law reform As such it will be a valuable practice based resource for practitioners non government organisations advocates policymakers and the general public interested in advocating for the rights of vulnerable populations as well as for academics researchers and students of human rights law refugee law childhood studies and vulnerability studies U.S. Military Detention Operations in Post-Abu Ghraib Iraq

Jeffrey Meriwether, 2018-02-22 Detention operations are vital to U S military doctrine and crucial to the success of combat and recovery missions This book shows that the image of abuse from Abu Ghraib were but one small harmful element in an overwhelmingly successful detention mission in Iraq It focuses on the subsequent developments and successes explaining the standard rule of law approach taken by the U S military and examining the work in Iraq of such leaders as Major General John D Gardner and Major General Douglas M Stone Overall the text moves away from the Abu Ghraib scandal to illuminate a largely unknown successful development in the U S detention operations Following the Abu Ghraib scandal of 2003 2004 the U S Department of Defense scrambled to recover its reputation and that of its troops As the Bush Administration sought to redefine torture military judge advocates consistently challenged such moves arguing in favor of the Geneva Conventions humanitarian practices By 2006 Department of Defense policy stipulated full respect for and use of the Geneva Conventions This development was indeed a victory for American support for rule of law in Iraq as well as an affirmation of standard practices in the detention command Task Force 134 Pressures of war however continued to present their own challenges

Remembering the Rescuers of Victims of Human Rights Crimes in Latin America Marcia Esparza, Carla De Ycaza, 2016-12-20 This book explores the significance of remembering the rescuers denouncing human rights crimes as well as protecting and sheltering targeted victims including the dead during the Cold War state violence in Latin America In light of newly unearthed archival evidence testimonial memories and the continued mobilization of human rights groups to preserve Cold War memory this timely book moves beyond the victim perpetrator dichotomy and its discursive studies to focus on those whose moral courage and righteous acts were beacons of hope in the midst of extreme violence Remembering Latin American righteousness a term used in Holocaust literature is important in recognizing that those who resisted human rights violations and protected victims yesterday are those who often keep the collective memory of that past alive today

Violence and the state Matt Killingsworth, Matthew Sussex, Jan Pakulski, 2015-11-01 In providing a counterweight to the notion that political violence has irrevocably changed in a globalised world Violence and the state offers an original and innovative way in which to understand political violence across a range of discipline areas It explores the complex relationship between the state and its continued use of violence through a variety of historical and contemporary case studies including the Napoleonic Wars Nazi and Soviet eliticide the consolidation of authority in modern China post Soviet Russia and international criminal tribunals It also looks at humanitarian intervention in cases of organised violence and the

willingness of elites to alter their attitude to violence if it is an instrument to achieve their own ends The interdisciplinary approach which spans history sociology international law and International Relations ensures that this book will be invaluable to a broad cross section of scholars and politically engaged readers alike **Library Information Systems**

Joseph R. Matthews, Carson Block, 2019-11-11 Information systems are central to libraries and managing information systems is critical to serving library communities Both a textbook for LIS courses and a handbook for practitioners this volume thoroughly addresses modern libraries challenges of integrating information technology Written by Joseph R Matthews and Carson Block both experts on library information systems this book describes the evolution of library information systems their enabling technologies and today s dynamic IT marketplace It explains specific technologies and related topics including standards and standards organizations telecommunications and networks integrated library systems electronic resource management systems repositories authentication and link verification electronic resources and nextgen library systems Readers will also learn the latest about information systems management covering technology planning basic technology axioms the impact of technology on library services system selection and implementation system usability and general technology management The final section considers current trends and future developments in LIS including those related to mobile devices and apps as well as the growth of digital libraries *Fragmented Citizens* Stephen M. Engel, 2019-06-01 A sweeping historical and political account of how our present day policy debates around citizenship and equality came to be The landmark Supreme Court decision in June 2015 legalizing the right to same sex marriage marked a major victory in gay and lesbian rights in the United States Once subject to a patchwork of laws granting legal status to same sex couples in some states and not others gay and lesbian Americans now enjoy full legal status for their marriages wherever they travel or reside in the country For many the Supreme Court s ruling means that gay and lesbian citizens are one step closer to full equality with the rest of America In *Fragmented Citizens* Stephen M Engel contends that the present moment in gay and lesbian rights in America is indeed one of considerable advancement and change but that there is still much to be done in shaping American institutions to recognize gays and lesbians as full citizens With impressive scope and fascinating examples Engel traces the relationship between gay and lesbian individuals and the government from the late nineteenth century through the present Engel shows that gays and lesbians are more accurately described as fragmented citizens Despite the marriage ruling Engel argues that LGBT Americans still do not have full legal protections against workplace housing family and other kinds of discrimination There remains a continuing struggle of the state to control the sexuality of gay and lesbian citizens they continue to be fragmented citizens Engel argues that understanding the development of the idea of gay and lesbian individuals as less than whole citizens can help us make sense of the government s continued resistance to full equality despite massive changes in public opinion Furthermore he argues that it was the state s ability to identify and control gay and lesbian citizens that allowed it to develop strong administrative capacities to manage all of its citizens in matters of

immigration labor relations and even national security The struggle for gay and lesbian rights then affected not only the lives of those seeking equality but also the very nature of American governance itself Fragmented Citizens is a sweeping historical and political account of how our present day policy debates around citizenship and equality came to be *The Trickle-Down Delusion* John Seip, Dee Wood Harper, 2016-05-02 From inside the book Since 1980 the economy has been growing and productivity has been growing but trickle down values that we the American people promote pursuant to the Republican Party's conservative ideology have rigged the economy to continuously upwardly redistribute those revenues attributable to our increased productivity yielding a productivity wage disconnect resulting in increased concentration of income and wealth at the top in corporations and among older Americans beneficiaries of income from Social Security pensions and investments and continuing income due to delaying retirement and the lowest percentage of GDP attributable to wages and highest attributable to profits since World War II But trickle down has not only distorted our economic thought it has also distorted our political thought our sociology and our concept of the rule of law The result has been that the trickle down policies promoted by the Republican Party are undermining our economy democracy institutions and health For further discussion contact author at johnjseip gmail com *Democracy Betrayed* William W. Keller, 2017-01-01 A vital and important look at the rise of a security state that is transforming the nature of our democracy In the aftermath of 9 11 in lockstep with booming technological advancements a new and more authoritarian form of governance is upplanting liberal democracy The creation of the Security Industrial Complex an internal security state within the state fueled by tech companies private security firms and the Intelligence Community to the tune of 120 billion a year is intruding on civil liberties to an unprecedented extent Politicians tolerate it some citizens welcome it thinking it may be the way to keep America safe in a time of uncertainty and terrorism But how real is this threat and is it worth the loss of our individual privacy As a society we have yet to comprehend the meaning of universal digital interconnection its impact on our psychology and its transformation of our government and society America is at a crossroads in contending with a security goliath allowing the beginnings of a police state and the conversion of our liberal democracy to a secure democracy one where government overreaches tramples on civil liberties and harnesses great advancements in technology to spy on the populace Keller walks us through what these changes can mean to our society and more importantly what we can do to halt our march toward intrusive and widespread surveillance An urgent wakeup call for a country in crisis *Democracy Betrayed* is a timely and deeply important book about the future of America **Letters from the Globemaster Families** Michael Rocereta, 2015-07-28 Letters from the Globemaster Families The Lost C 124 of Mount Gannett Alaska gathers evidence and presents the most likely description of the final flight of a United States Air Force troop transport plane carrying fifty two servicemen The Globemaster C 124 crashed into the side of Mount Gannett Alaska Sixty years later a glacier yielded up both the wreckage and remains of some of the crash's victims Michael Rocereta uses his two decades worth of experience as an instrument rated private pilot his

education as a geologist and his experience investigating accidents to guide his research presentation and conclusions regarding the accident Letters from the Globemaster Families uses as introductions to its chapters the correspondence of relatives as they write about their desires to know the details of the airplanes crash and their loved ones deaths This approach provides a personal counterbalance to the technical details covered in the chapters themselves The book concludes with a collection of short biographies of the servicemen a glossary of terms and acronyms a selected bibliography and an index No matter whether you appreciate the work of a solid investigation regional history of Alaska military history or the resolution that individuals can feel when they come to closure then Letters from the Globemaster Families The Lost C 124 of Mount Gannett Alaska will deliver a focused narrative of a tragic event that spans the decades

Communication Technologies for Vehicles Jaizki Mendizabal, Marion Berbineau, Alexey Vinel, Stephan Pfletschinger, Hervé Bonneville, Alain Pirovano, Simon Plass, Riccardo Scopigno, Hasnaa Aniss, 2016-05-23 This book constitutes the proceedings of the 10th International Workshop on Communication Technologies for Vehicles Nets4Cars Nets4Trains Nets4Aircraft 2016 held in San Sebastian Spain in June 2016 The 13 papers presented together with 2 keynote papers 2 invited papers and 1 demo paper in this volume were carefully reviewed and selected from 17 initial submissions The contributions are organized in topical sections named road rail and air

Tucson David Devine, 2025-08-28 At the 250th anniversary of Tucson's official founding on August 20 1775 the city is now an environmentally attractive if economically poor major college town with a large military base onto which numerous rapidly growing suburban communities have been grafted Tracing Tucson's history since the 1854 Gadsden Purchase brought Southern Arizona into the United States this book's second edition contains significant updates and revisions including extensive coverage of the 2015-2024 period Tucson has a remarkable American history and this book describes many of its highs and lows including its longstanding ethnic diversity and racial divides the contentious battle that secured the University of Arizona for the community its important ceremonial traditions and social customs and the significant challenges it faces going forward Additionally recollections of many of those who have helped make Tucson such a memorable place are included along with a review of the major accomplishments and shortcomings that Tucson has experienced since 1854

Axis of Resistance Tim Anderson, 2020-01-01 his book Axis of Resistance towards an independent Middle East follows the author's 2016 book The Dirty War on Syria It examines the end of the war on Syria and the wider elements of the regional conflict in particular the prospects for a democratic Palestine the character of the Resistance and the role of Iran It draws attention to these broad leitmotifs underpinning each particular history that are key to understanding both the parts and the whole A single essentially colonial impetus drives each particular US aggression from Libya to Afghanistan These hybrid wars utilize propaganda offensives economic siege warfare terrorist proxies direct invasions and military occupations followed by repression via client states The aim is to keep resistance forces fragmented Just as each aggression forms part of a broader Washington strategy similarly the integration of the resistance in particular

remains critical to its success The Resistance has a common character but no idealized personality or ideology However the common features are a demand for popular self determination and for accountable social structures that serve broad social interests Western policy has been worse than a crime it s been a blunder Tim Anderson s epic study shows what a crime what a blunder it has been And how ugly the monster which now stalks the land My land your land the whole of humanity It is a must read GEORGE GALLOWAY British politician Axis of Resistance will take its place alongside the few books worth reading on how and by whom the flickering lights of the imperial twilight of the West in the Middle East were finally extinguished DR JEREMY SALT Middle East historian former professor Melbourne Universit National Security, Public Health: Exceptions to Human Rights? Myriam Feinberg,Laura Niada-Avshalom,Brigit Toebes,2017-10-02 The book deals with the complicated relationships between national security and human rights and between public health and human rights Its premise is the fact that national security and public health are both included in human rights instruments as exceptions to the human rights therein sanctioned yet they can arguably be considered as human rights themselves and be equally valuable The book therefore asks to what extent the protection of the individual could or should be overridden to enable the protection of the national security or public health of the general public Both practice and case law have shown that human rights risk being set aside when they clash with the protection of national security or public health Through theoretical analysis and practical examples the book addresses the conflicts that arise when the concepts of national security and public health are used and abused and other rights including freedom of speech procedural freedoms individual health are violated as a consequence It provides many interesting findings on the values that states are ready to protect and forego to ensure their safety which can contribute to the ongoing debate on the protection of human rights This book was originally published as a special issue of The International Journal of Human Rights *Slingshot* Lauren Cohen Bell,David Elliot Meyer,Ronald Keith Gaddie,2015-10-29 Incumbents don t lose So how did nationally prominent House Majority Leader Eric Cantor lose a primary battle to college professor David Brat an unknown political rookie In *Slingshot The Defeat of Eric Cantor* authors Lauren Cohen Bell David Elliot Meyer and Ronald Keith Gaddie take advantage of exceptional behind the scenes access to the Brat campaign to explain the challenger s victory They examine the essential need for elected officials to maintain strong support in their home districts and just how Cantor s focus on climbing the party ranks in Washington contributed to his loss They also show how local rules of the game particularly voter mobilization in this case affect elections and they explore the continuing impact of the Tea Party and its role in the factionalism of current Southern politics This is a book that needed to be written Eric Cantor s defeat was not only shocking but it runs against everything we teach in our election courses By extracting the lessons from Cantor s defeat *Slingshot* helps to inform our more general understanding of campaigns elections Professor Kirby Goidel Texas A M University *Materiality and Architecture* Sandra Loschke,2016-03-17 Once regarded a secondary consideration in recent years materiality has emerged as a powerful concept in architectural discourse and

practice Prompted in part by developments in digital fabrication and digital science the impact of materiality on design and practice is being widely reassessed and reimagined Materiality and Architecture extends architectural thinking beyond the confines of current design literatures to explore conceptions of materiality across the field of architecture Fourteen international contributors use elucidate the problems and possibilities of materiality based approaches in architecture from interdisciplinary perspectives The book includes contributions from the professions of architecture art architectural history theory and philosophy including essays from Gernot B hme Jonathan Hill and Philip Ursprung Important immaterial aspects such as presentation agency ecology and concept are examined deepening our understanding of materiality s role in architectural processes the production of cultural identities the pursuit of political agendas and the staging of everyday environments and atmospheres In depth illustrated case studies examine works by Herzog de Meuron Zaha Hadid and Lacaton Vassal interspersed with visual essays and interviews with architects such as MVRDV providing a direct connection to practice Materiality and Architecture is an important read for researchers and students with an interest in architectural theory and related fields such as art art history or visual and cultural studies

Desegregating Dixie Mark

Newman, 2018-10-04 Winner of the 2020 American Studies Network Book Prize from the European Association for American Studies Mark Newman draws on a vast range of archives and many interviews to uncover for the first time the complex response of African American and white Catholics across the South to desegregation In the late nineteenth and first half of the twentieth century the southern Catholic Church contributed to segregation by confining African Americans to the back of white churches and to black only schools and churches However in the twentieth century papal adoption and dissemination of the doctrine of the Mystical Body of Christ pressure from some black and white Catholics and secular change brought by the civil rights movement increasingly led the Church to address racial discrimination both inside and outside its walls Far from monolithic white Catholics in the South split between a moderate segregationist majority and minorities of hard line segregationists and progressive racial egalitarians While some bishops felt no discomfort with segregation prelates appointed from the late 1940s onward tended to be more supportive of religious and secular change Some bishops in the peripheral South began desegregation before or in anticipation of secular change while elsewhere especially in the Deep South they often tied changes in the Catholic churches to secular desegregation African American Catholics were diverse and more active in the civil rights movement than has often been assumed While some black Catholics challenged racism in the Church many were conflicted about the manner of Catholic desegregation generally imposed by closing valued black institutions Tracing its impact through the early 1990s Newman reveals how desegregation shook congregations but seldom brought about genuine integration

Crossing Continents Duncan Campbell-Smith, 2021-05-13 For almost a hundred years from the 1860s the City of London s overseas banks financed the global trade that lay at the core of the British Empire Foremost among them from the beginning were two start up ventures the Standard Bank of South Africa which soon developed a

powerful domestic franchise at the Cape and the Chartered Bank of India Australia and China This book traces their stories in the nineteenth century their glory days before 1914 and their remarkable survival in the face of global wars and the collapse of world trade in the first half of the twentieth century The unravelling of the Empire after 1945 eventually forced Britain's overseas banks to confront a different future The Standard and the Chartered alarmed at the expansion of American banking determined in 1969 on a merger as a way of sustaining the best of the City's overseas traditions But from the start Standard Chartered had to grapple with the fading fortunes of its own inherited franchise badly dented in both Asia and Africa and with radical changes in the nature of banking Its British managers steeped in the past proved ill suited to the challenge By the late 1980s efforts to expand in Europe and the USA had brought the merged Group to the brink of collapse Yet it survived and then pulled off a dramatic recovery Standard Chartered realigned itself just in time with the phenomenal growth of Asia's emerging markets many of them in countries where the Chartered had flourished a century earlier In the process the Group was transformed Trebling its workforce it brushed aside the global financial crisis of 2008 and by 2012 could look back on a decade of astonishing growth Recent times have added an eventful postscript to a long and absorbing history Crossing Continents recounts Standard Chartered's story with a wealth of detail from one of the richest archives available to any commercial bank The book also affords a rare and compelling perspective on the evolution of international trade and finance showing how Britain's commercial influence has actually worked in practice around the world over one hundred and fifty years

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