

...rowing support for our
...students have endured
...last 16 months of time
...ates. The efforts to make
...High School graduation
...nt paid off—it is always
...our community rally
...s.

...you to all our local
...the Croton Free Library
...isplayed congratulatory
...Croton Lions Club for the
...hanging behind our
...a huge thank you to
...izing car decoration kits
...ester Balloon Company
...venue with such style.

...to everyone who helped
...visible and wonderful: the
...partments kicked off the
...houses of worship rang
...celebratory atmosphere
...dership was instrumental
...all of our ideas. The
...school district staff,
...cially CHHS Principal
...remendous thought and
...end events and made it
...We all cheered on the
...it was wonderful to both
...ch!

...re thanks,
...e, Adora Lam Byfield,
...ne Gardos, Co-Chairs,
...graduation Committee,
...f the parent volunteers

...Croton Free Library re-
...mic access it's been great
...again—and new ones.
...ck that you continue to
...e building but look for-
...t the library being very
...s a year ago. We're hav-
...y 17, our first ever Sum-

...han our Book and Bake
...sweep through and fill

...onation we will provide
...ree Library canvas bag
...h as many books as you
...to finding your summer
...gems we'll have two
...ood available for pur-
...ci will be on hand with
...and R&A Ice Cream
...akes and slushies.

...continue to host our chil-
...outside (and on-line) for
...under 12 who cannot yet
...adults and teens we will
...ramming indoors again
...hs. And mark your cal-
...of-the-summer concert
...Peter Calo on Saturday,

...so brought back our
...ame this year... for all
...your reading time, meet
...prize. You can sign up
...rary or just visit croton-
...mer to participate.

...er hours begin after the
...a we will be closing at 3
...losed Sunday and open-
...Monday. See our library

To the editor:

Many in the Village of Croton are familiar with the "Slow Down Croton" campaign. It incorporates a logo with a snail to suggest that everyone travel more slowly along the village's streets and to be sure to obey the speed limits.

The campaign has utilized a number of media to get its message out, including benefiting from space in *The Gazette*. This campaign is being revived with a new tag line, "Do Your Part."

This addition to the slogan aims to get the message to everyone who uses the village's streets and by-ways that the pavement is a shared resource. If you are driving, the intent of the campaign remains the same. It asks that drivers observe speed limits and pay attention to others who are also entitled to space on the street.

In asking everyone to do their part the campaign's increased message is that if you are heading out to along our streets you should be aware of your surroundings. As the old AAA slogan goes, "Watch out for the other guy."

- Pedestrians: If you are going out at night, wear light-colored clothing and carry a light to make yourself more visible. When crossing streets, cross at the corner and look both ways before stepping off the curb. If there is a traffic signal with a pedestrian button, push it to change the signal in your favor. And, cross at the green, not in between. Walk on the left side of the street facing on-coming traffic should you need to walk where the village has not yet provided a sidewalk. Parents of small children need to keep an eye on their little ones, hold hands when crossing street, and instill safety lessons as you go.

- Bicyclists: Always wear a helmet when you ride your bicycle. Maintain the reflectors that should have been installed when you bought your bicycle. If you ride early or late in the day, augment your safety with reflective clothing, and add lights to the front and rear of the bicycle. Observe the same traffic rules as motor vehicles, including staying on the right side of the road in the same direction as car traffic. Use hand signals to indicate when slowing or turning. Cars and trucks are bigger than you, so be cautious when you are unsure of the driver's intentions.

- Drivers of motorized vehicles: Always drive like today is your road test. Wear your seat belt, and have all passengers "click-it" too. Obey speed limit signs, and slow down when pedestrians and bicyclists are sharing the street. Come to a complete stop at all stop signs. Yield to pedestrians who are crossing or about to cross the street. Check the street behind you before opening doors into traffic; cyclists may be approaching. In busy places be considerate of other drivers who may be entering the road, turning, or parking. Use your turn indicators so others around you will know where you intend to drive. And do not tailgate the vehicle in front of you.

These are just a few things for you to do your part and "Slow Down Croton."

Marc Albrecht, Member, and on behalf of the Village of Croton-on-Hudson Bicycle-Pedestrian Advisory Committee

To the editor:

On July 4th, 1776, the Continental Congress declared our independence and created our country on the revolutionary basis of liberty and equality. On the Fourth of July, we are grateful for the

most responders and essential workers who continue to serve our community over this long weekend.

Brian Pugh, Mayor, Village of Croton-on-Hudson

To the editor:

Croton is woke.

We have a village Diversity & Inclusion Committee and our Croton-Harmon school district is busy "leveraging the brilliance" of our community to ensure "anti-oppressive pedagogy." If someone deviates from the norm in Croton, they are quickly and firmly dealt with: maybe just a private ultimatum from the mayor to take down a flag, maybe pelted in the street with eggs and water bottles, on occasion it is even necessary to insert a bill of attainder into the Village Code to take down a flag.

However harshly Croton deals with minority viewpoints, it is all for a good cause. We are a diverse community of minorities, and committed to even greater diversity as we move forward. Well, except for one uncomfortable fact: we don't practice what we preach (and enforce). Hate has no home here, but hypocrisy is a different story.

The top two appointed positions in Croton are village manager and village treasurer. When those positions became vacant, the Board of Trustees chose to replace the two retiring female occupants (one a woman of color) with two white male replacements.

Now I assume that Mayor Pugh and I share a vested self-interest in making sure that white guys get jobs, but unlike Mr. Pugh, I also think that it is important to have a diverse workforce—particularly when the taxpayers are footing the bill.

Croton has never been shy about paying top dollar for talent. The budgeted base salaries for fiscal year 21-'22 are village manager (\$180,000), village engineer (\$171,907), police chief (\$165,000), superintendent of public works (\$164,424) and village treasurer (\$137,751). Add in pension and bennies, and you are talking way over a million dollars in spending.

Is it really that difficult to find a diverse workforce? Ms. King was overqualified and commensurately overpaid. Her replacement is 30 years old. Not 30 years work experience... 30 birthday cakes. I am sure he is a nice guy and all, but if the job qualifications to be selected can be met at that level, there should have been no difficulty in the Board of Trustees obtaining a large and diverse applicant pool.

Benchmarking against the available pool is standard nowadays for any major human resources department. If the powers that be in Croton spent less time silencing political speech and devoted that time to rooting out systemic racism, benchmarking applicant pools would be a good place to start. As a municipal corporation, Croton should have a written policy that has defined criteria to maximize the diversity of the applicant pool. There should also be sufficient transparency to assure that the process is not rigged to favor a particular outcome.

In the case of the candidate pool for jobs in public administration, Bureau of Labor Statistics data show that almost half of your national applicant universe is female. Black and Latino [*sic*, the feds didn't get the "latinX" memo] employees in the public administration field are over-represented (17.5 and 13.1 percent, respectively) relative to both their workforce participa-

tion. today are only 8.4 percent of the population.

Invoking "systemic racism" commonly used to shut down discussion. In the case of the hiring selection process of the Village of Croton's Board of Trustees, it is a fair framework for an analysis.

I am not saying that the Board of Trustees should hire on the basis of color or race. I am saying that it is a statistically improbable that in the New York area the Board of Trustees can on white males to fill the top slots. If we address systemic racism, it is not so to "leverage the brilliance" of our community and spout buzzwords of wokeness.

Eradication of "systemic racism" in Croton means changing, well, "system" used in Croton. That starts with knowing how a qualified random applicant pool should look in terms of gender and ethnic composition. If the pool doesn't significantly, then ask the question why.

If tradition dictates a certain system of posting and winnowing of candidates, the outcome of that system does not reflect the diversity of the relevant job classification, that is a classic definition of systemic racism. Re-do the search after you fixed the bias in the posting and selection process.

In 2021, there is no excuse for Croton's municipal workforce becoming less diverse. There is nothing wrong with joining diversity committees and putting up lawn signs to denounce systemic racism. There is something wrong when a village talk one thing but do the opposite.

Paul Steinberg, Croton-on-Hudson

'Letters' concludes on page 2

Blood drive Saturday in Croton

A blood drive is scheduled for Saturday, July 3 from 10 a.m. to 4 p.m. at the Community Room at the Croton-on-Hudson's Stanley H. Kellerhouse Municipal Building, 1 Van Wyck Street.

Donors are asked to use the parking lot on the building's side. The New York Blood Center, the Croton Community Blood Program and the Village of Croton-on-Hudson are sponsoring the drive.

To remain in compliance with federal guidelines for social-distancing, appointments are preferred, though walk-ins will be welcome if capacity permits. Donors must bring a photo ID and wear a mask.

To sign up, call 800-933-2272 or go on-line to: nybc.org/donate.

Our Lady of Mt. Carmel issues funding appeal

The Society of Our Lady of Mount Carmel in Verplanck is asking the community for help to reach a milestone.

The organization, known as Our Lady of Mount Carmel since 1922—with the exception of last year's cancellation due to the coronavirus pandemic—hopes to celebrate 100 years of existence this summer. A Go Fund Me site has been set up to help the group make this possible.

The five-night Italian festival has been the non-profit organization's annual fund-raiser. In addition to last year's cancellation, the organization, located at 1000 N. 10th St., Verplanck, N.Y., is