

## **Princeton Racial Equity Impact Assessment Toolkit**

### **Background:**

On June 8, 2020, Princeton's Mayor and Council passed Resolution 20-195 declaring racism a public health crisis, and by doing so made a commitment to review all of the municipality's budgets, programs, activities, policies, guidelines, and procedures through a racial equity lens<sup>1</sup>. The Princeton Civil Rights Commission (CRC) thus developed a Racial Equity Impact Assessment Toolkit to fulfill that commitment. Recognizing anti-Black racism and the significant inequities experienced by people of color due to institutional and structural racism, in its pilot phase, the toolkit will specifically focus on racial equity. It can later be expanded to other inequities.

### **What is the Racial Equity Impact Assessment Toolkit?**

The Racial Equity Impact Assessment Toolkit provides a systematic examination of how the proposed or existing implementation of particular budgets, programs, activities, policies, guidelines, or procedures will impact different racial and ethnic groups. The goal of the Racial Equity Impact Assessment Toolkit is to prevent structural and institutional anti-Black racism and also to minimize adverse consequences to historically marginalized communities thereby addressing long-standing racial inequities in Princeton.

### **Why is the Racial Equity Impact Assessment Toolkit necessary?**

Equity is a community value that is important to Princeton. We recognize that racial disparities exist in our society. Nationally, White people have ten times the median wealth of Black people, while in New Jersey the difference is fifty times greater, and the Princeton population presents a similar picture<sup>2</sup>. Structural and institutional racism contribute to these disparities, and Princeton's history of residential and educational segregation is a factor. The toolkit is designed to address these disparities so that when the municipality is making decisions, we are being intentional and thoughtful about the potential negative impact on historically marginalized communities.

### **How will the Racial Equity Impact Assessment Toolkit help achieve racial equity goals?**

The toolkit reinforces Princeton's commitment to recognizing, preventing, and addressing institutional racism in Princeton. These goals will be achieved by identifying new options (such as: prioritizing goals, strategies, initiatives, collaborations, outreach, representation, and resources) for remedying and achieving meaningful change towards implicit bias and institutional racism.

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<sup>1</sup> Racial equity lens means paying disciplined attention to race and ethnicity while analyzing issues.

<sup>2</sup> Source: *Reclaiming the American Dream: A Report by the NJ Institute for Social Justice*.

## **When should the Racial Equity Impact Assessment Toolkit be used?**

The Racial Equity Impact Assessment Toolkit should be used prior to enacting new budgets, programs, policies, or decisions and should be used to inform decision-making much like environmental impact statements, fiscal impact reports, and workplace risk assessments. It is the Civil Rights Commission's recommendation that the Racial Equity Impact Assessment Toolkit also be applied to Princeton municipality's existing goals, budgets, programs, policies, activities, guidelines, and procedures. Ultimately, it is the Civil Rights Commission's goal that using a racial equity lens becomes second nature when developing goals, budgets, programs, policies, activities, guidelines, and procedures.

## **Where is the Racial Equity Impact Assessment Toolkit presently being used?**

The United Kingdom has used Racial Equity Impact Assessments for over a decade. In the United States, they are increasingly used in cities and counties including in King County and Seattle in Washington, St. Paul in Minnesota, and the states of Colorado, Iowa, Connecticut, and Virginia.

## **Princeton Racial Equity Impact Assessment Toolkit:**

1. Why is this program/policy needed? What gap or need does it fill?
2. What resources (human and capital) are needed to execute this program/policy?
3. Who is developing the proposal for this program/policy?
4. Who will execute the program or implement the policy?
5. How will the intent of the program/policy be communicated to those responsible for execution?
6. How will training be provided to staff to ensure the effective implementation of the program/policy's racial equity impact?
7. What are the goals and hoped-for outcomes of this program/policy?
8. What is the near-term and long-term timeline?
9. Who is the intended beneficiary of this program or policy?

10. What unintended consequences could result, including possibly worsening disparities?
11. Who may be burdened by it? Does this policy/program create economic or other hardships for community members?
12. To address possible adverse impacts, what are some potential solutions to ensure that this program or policy is equitable? What strategies could be implemented to circumvent unintended consequences?
13. How will we consult stakeholders during the development phase of this program/policy? (Please see Exhibits B&C.)
14. How was stakeholder input incorporated into the development of the program/policy?
15. After stakeholder input, do the changes to the program/policy require any changes in (human and capital) resources? If yes, please provide details.
16. What measurements are in place to ensure progress is being made towards the sustainability of equity goals for this program/policy and how frequently will progress be reported?
17. What needs to be communicated to the community once this process is complete?

**Exhibit A:**

**Resources to ensure the successful implementation of the Racial Equity Impact Assessment Toolkit:**

It is the CRC's recommendation that municipal staff and appointed and elected officials, including board and commission members, receive ongoing racial equity and implicit bias training to ensure the successful implementation of the Racial Equity Impact Assessment Toolkit. Here are some resources that might be considered for the training:

Organization	Time commitment	Cost	Contact or website
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Princeton Civil Rights Commission in conjunction with the New Jersey Attorney General's Civil Rights Division	Depending on which program, 2 hrs, 4 hrs., 8 hrs, or weekend	Free of charge	Tommy Parker: <a href="mailto:tommy@princeton.edu">tommy@princeton.edu</a> ; <a href="#">Princeton Civil Rights Commission</a> ; <a href="#">Citizen Services</a> (NJ Attorney General's office)
Witherspoon-Jackson Historical and Cultural Society: African American History Tour of Princeton	1 ½ to 3 hrs	\$10.00 per person	Shirley Satterfield <a href="https://princetonwjhcs.org/">https://princetonwjhcs.org/</a>
Not in Our Town Princeton	2--1 1/2 hour sessions	Free of charge	<a href="mailto:info@notprinceton.org">info@notprinceton.org</a>
Cultural Bridges to Justice	Varies	Varies	<a href="https://culturalbridgestojustice.org/">https://culturalbridgestojustice.org/</a>
Princeton Public Schools	Self-paced		
Dr. Nathalie Edmond	Varies		<a href="mailto:drnatedmond@mmco.unselingcenter.com">drnatedmond@mmco.unselingcenter.com</a>
Beyond Diversity	2-day online, 4-day in person, or tailored to client	2-day \$100	856 235-2664 or <a href="mailto:info@beyonddiversity.org">info@beyonddiversity.org</a>
Center for the Study of White American Culture	Saturdays, 4 to 6 hours	\$95	<a href="mailto:contact@euroamerican.org">contact@euroamerican.org</a> .
People's Institute for Survival and Beyond	2 1/2 days	\$350 per person; \$175 Student rate; scholarships, sliding scale and group rates available	<a href="http://www.pisab.org/">http://www.pisab.org/</a>
White Awake	1 - 3 day; study groups continue over months	Sliding scale \$80 - \$240 fee for course; No one turned away for lack of funds	<a href="https://whiteawake.org/">https://whiteawake.org/</a>
Transforming White	Permanent access to	\$500	<a href="mailto:twpinfo@racialequityt">twpinfo@racialequityt</a>

Privilege	20 modules, with detailed lesson plans		<a href="http://ools.org">ools.org</a>
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**Exhibit B:**

***Possible ways to secure community and municipality staff inputs:***

- a. Town Halls/Listening Tours
- b. Focus Groups
- c. Surveys
- d. Other \_\_\_\_\_

**Exhibit C:**

***Suggested List of Potential Community Stakeholders to Consult:***

Clergy Association and individual faith communities  
 Social/political groups  
 Witherspoon Jackson Neighborhood Association  
 Witherspoon-Jackson Historical and Cultural Society  
 Witherspoon-Jackson Development Corporation  
 Princeton Mutual Aid Network  
 LALDEF  
 Unidad Latina en Accion NJ  
 Elks Club  
 Civil Rights Commission  
 Human Services Commission  
 Not in Our Town Princeton  
 Bayard Rustin Center for Social Justice  
 HiTops  
 Parent groups--Black Parents Affinity Group, Asian Parent Affinity Group, PTOs  
 Student groups--school-based, Corner House, Princeton Youth Advisory Committee  
 Y's (Princeton Family YMCA, Princeton YWCA)  
 Sustainable Princeton Star Neighborhoods  
 Princeton University--Community Affairs  
 Princeton Theological Seminary