

MASON, GRIFFIN & PIERSON

A PROFESSIONAL CORPORATION
COUNSELLORS AT LAW

MEMORANDUM

To: Princeton Mayor and Council

From: Trishka Waterbury Cecil, Esq.
Municipal Attorney



Date: October 24, 2025

Re: Resolution regarding the implementation of a racial equity toolkit

On December 14, 2020, a subcommittee of Princeton's Civil Rights Commission presented to Mayor and Council their report on a proposed Racial Equity Impact Assessment Toolkit. That subcommittee then worked with the Administrator's Office to formulate recommended guidelines for implementation of a racial equity toolkit. At its most recent meeting, Princeton's CARES Committee voted unanimously to recommend that the Mayor and Council approve the implementation of the Racial Equity Toolkit that was presented to Council in 2020.

To that end, the October 27, 2025 Mayor and Council agenda includes a resolution developed by the CARES Committee that:

- Reaffirms the Mayor and Council's commitment to principles of equality and freedom for all people regardless of race, religion, sexual orientation, gender, ability, national origin, and other protected classes.
- Declares racism unjust, advocates equal rights for all, and affirms Princeton's commitment to implementation of the Racial Equity Toolkit.
- Directs Princeton's municipal departments to use all available tools to work to (a) eliminate racial and social disparities across key indicators of success, including health, criminal justice, the environment, employment, and the economy; (b) promote racial and social equity in the delivery of municipal services; and (c) include implementation of equity tools in budget, program, and policy decisions, including review of existing programs and policies.

Please contact me at (609) 436-1211 or trishka@mgplaw.com with any questions or concerns.