

# PROMOTING DIVERSITY IN LAW ENFORCEMENT RECRUITING AND HIRING PLAN



Lacey Township  
Police Department

Forked River, New Jersey

## INTRODUCTION:

In order to provide the highest and most effective level of service to those who live in and visit Lacey Township, the Lacey Township Police Department strives to employ a workforce that reflects the diversity of our community. By working to ensure all members of our community are represented, our members can effectively and equitably interact with those within our community regardless of race, religion, ethnicity, or sexual orientation.

The Lacey Township Police Department is subject to the provisions of New Jersey Statutes Annotated 4A and NJ Civil Service Title 11A et seq. and municipal ordinance in all facets of the recruitment and selection process. The Chief of Police is responsible for the Recruitment Plan.

Lacey Township is an equal opportunity employer in all facets of the personnel process.

## GOALS and OBJECTIVES:

The goal of the Lacey Township Police Department Recruitment Plan is to attract the most highly qualified individuals to pursue a career with the Lacey Township Police Department. The objective is to achieve an overall composition of department personnel that reflects the diversity of the population represented within the community, through various recruiting activities. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, to ensure people of all backgrounds have an equal opportunity to pursue a career with the police department. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

## MONITORING PROCESS:

The Lacey Township Police Department will analyze the demographics of our law enforcement officers to determine if there is a substantial disparity between the racial, ethnic, and gender representations within the law enforcement ranks as compared with the demographics of the community. This shall be done at least annually.

## IDENTIFYING UNDERREPRESENTATIONS:

Any demographic group for which there is a substantial disparity, in terms of less representation on the police force, should be considered an "underrepresented" group. This shall be determined during the periodic review. In determining whether a disparity is substantial, the police department will consider whether reducing the disparity would help achieve the goal of the police force reflecting the diversity of the community, thereby making the police force more effective at promoting public safety.

## ADDRESSING UNDERREPRESENTATIONS:

Should an underrepresentation be identified through the periodic review, the underrepresentation may be addressed by some or all of the actions listed in the following comprehensive recruitment plan. The means of underrepresentation shall not include quotas or any other legally impermissible provisions.

Due to the wide variety of recruitment options available and the particular resources required for each, a concrete time line for implementation has not been established; however; efforts to address an identified underrepresentation shall begin promptly and shall be a priority for the police department.

## CURRENT DEMOGRAPHICS:

The following table represents the demographics of the population of Lacey Township, along with the demographic make-up of sworn police personnel as of June 1, 2022.

<b>LACEY TOWNSHIP POLICE DEPARTMENT</b>						
<b>Data is based on the 2020 Census Count</b>	<b>POPULATION</b>		<b>CURRENT SWORN OFFICERS TOTAL</b>		<b>CURRENT SWORN OFFICERS FEMALE</b>	
<b>RACE / ETHNICITY</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>WHITE</b>	25605	88.52	41	93.2	0	0
<b>BLACK or AFRICAN AMERICAN</b>	261	.9	2	4.5	0	0
<b>HISPANIC - ANY RACE</b>	2000	6.96	1	2.3	0	0
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	55	.2	0	0	0	0
<b>ASIAN</b>	340	1.1	0	0	0	0
<b>NATIVE HAWAIIAN OR PACIFIC ISLANDER</b>	5	.02	0	0	0	0
<b>SOME OTHER RACE ALONE</b>	659	2.3	0	0	0	0
<b>TOTAL</b>	<b>28,925</b>	<b>100</b>	<b>44</b>	<b>100</b>	<b>0</b>	<b>0</b>

## RECRUITMENT ACTIVITIES:

### Action - Enhanced Local Recruitment Efforts:

Identify and maintain contact with local minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations.

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs in the Lacey Township School District.
- Utilize School Resource Officers to identify school social clubs or organizations that cater to specific demographics, and engage with the groups to provide recruitment information.
- Provide information to local organizations regarding upcoming New Jersey Civil Service Commission entry level testing opportunities, and organize meet and greets within the local community to connect potential candidates with various test prep providers.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Utilize the Lacey Township Police Department website and social media to attract qualified candidates to the agency.
- The following information should prove useful when participating in recruitment activities:
  - Recruitment/informational brochures
  - Agency organizational chart
  - Current contractual agreements
  - Training catalogs
  - Demographic data
  - General Employment Applications

### Action - Law Enforcement Specific Academies:

- Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer Training program.
- Work with the above academies/schools to recruit eligible students early on.
- Utilize the New Jersey Civil Service Law Enforcement Lateral Transfer process to seek qualified candidates from underrepresented groups.

### Action - Social Media/Advertisements

- Advertise on the Lacey Township Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

### Action - Removing Barriers for Potential Applicants

- Assess hiring eligibility requirements that may hinder certain groups from beginning or successfully completing the application process, such as internet access, assistance with acquiring personal documents or information, discussing disqualifying background criteria with school age students, etc.

### Action - Establishment of Mentoring Programs

- Establish a mentorship program to provide support to potential candidates in preparation for the application, testing, and hiring process. This may include:
  - Providing support for resume review
  - Providing support for physical training requirements
  - Provide local resources that may be helpful in enhancing the candidates future employability
- Appoint a Lacey Township Police Officer as a liaison for the New Jersey Civil Service Commission Mentoring Program (P.L. c.235) to assist underrepresented law enforcement applicants through the civil service application and selection process, and to help address obstacles unique to their circumstances.

## ANNUAL REVIEW, EVALUATION AND REPORTING

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan which shall include performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.
- N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency report certain law enforcement applicant data annually by January 31<sup>st</sup> for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring" in Paragraph III.

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

- The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>