

## IN COMPLIANCE WITH NEW JERSEY ATTORNEY GENERAL GUIDELINES

In order to most effectively serve the communities of New Jersey, it is important for law enforcement agencies to strive for workforces that reflect the diversity of the jurisdictions they serve and that can effectively interact with all community members. With this need in mind, in October 2020 the Legislature passed a law requiring each law enforcement agency in New Jersey to establish a program designed to ensure every agency was “comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting.” N.J.S.A. 52:17B-4.10 et seq. (the “Act”). The Act directed the Attorney General to develop these Guidelines to ensure its uniform application.

These Guidelines describe the process by which each agency shall establish a program to (1) identify underrepresented groups and (2) take action to address any underrepresentation. Additionally, in accordance with the Act, these Guidelines set forth procedures for the collection and reporting of demographic data regarding recruiting, hiring, promoting, and other personnel actions concerning law enforcement officers in New Jersey.

### **PURPOSE:**

Long Beach Township Police Department shall conduct an annual review of the diversity of its Officers to ensure that there is no inequality between the racial, ethnic and gender of its Officers and the Community they serve. Long Beach Township will also implement a “Program” with the goal of addressing any racial, ethnic or gender discrepancies or underrepresentation.

### **DATA FROM THE 2020 U.S. CENSUS**

According to the 2020 U.S. Census, Long Beach Township has a total population of 3,153 residents, with 95% being Caucasian, 1% Hispanic and 4% are registered as two or more races. 54% of residents are female and 73% are between the ages of 40 and 79. The median age is 64 yrs old.

Long Beach Township Police Department has 36 sworn officers, 2 of which are white females, 2 Hispanic males and the remainder are white males. Our underrepresented groups are white and Hispanic females.

### **ADDRESSING THE UNDERREPRESENTED GROUPS**

IN AN EFFORT TO ADDRESS THE ISSUE OF UNDERREPRESENTATION, LONG BEACH TOWNSHIP WILL ESTABLISH A SYSTEM OF RECRUITMENT THAT FOCUSES ON THE UNDERREPRESENTED GROUPS, ALL WHILE NOT DISCRIMINATING AGAINST OTHERS.

SPECIFICALLY BY:

- POSTING OUR EMPLOYMENT PROCESS ON SOCIAL MEDIA SITES AND IN LOCAL NEWSPAPERS.
- POSTING FLYERS AT LOCAL HIGH SCHOOLS AND COLLEGES.
- ATTENDING/SPONSORING JOB FAIRS AT LOCAL HIGH SCHOOLS AND COLLEGES.
- STAYING IN CONTACT WITH COMMUNITY GROUPS.

IN MARCH OF 2022 LONG BEACH TOWNSHIP BEGAN TAKING STEPS TO TARGET UNDERREPRESENTED GROUPS BY SIGNING UP FOR A SOCIAL MEDIA RECRUITING PLATFORM (HANDSHAKE) THAT TARGETS COLLEGES IN THE TRI-STATE AREA (NJ, PA AND DELEWARE). OUR APPLICATION AND HIRING PROCESS WILL GO OUT TO THE 12+ COLLEGES THAT WE HAVE SIGNED UP FOR.

LONG BEACH TWP HAS BEEN IN CONTACT WITH THE NEW JERSEY WOMEN IN LAW ENFORCEMENT GROUP (NJWLE) REGARDING THE RECRUITMENT OF WOMEN INTO OUR DEPARTMENT.

IN 2023 SEVERAL LONG BEACH TOWNSHIP OFFICERS (MALE AND FEMALE) ALSO ATTENDED MULTIPLE COLLEGE RECRUITING JOB FAIRS.

IN 2024 LONG BEACH TOWNSHIP WILL CONDUCT A REVIEW OF ITS APPLICATION AND RECRUITMENT PROCESS TO ENSURE THAT OUR AGENCY IS STRIVING TOWARDS THE GOAL OF PROMOTING DIVERSITY IN LAW ENFORCEMENT.

NOTE- ALL 2020 CENSUS STATISTICS CAN BE FOUND AT:

<https://censusreporter.org/PROFILES/06000US3402941250-LONG-BEACH-TOWNSHIP-OCEAN-COUNTY-NJ/>