

2022

Promoting Diversity in Law Enforcement

In order to 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 can effectively interact with all community members. With this need in mind, in October 2020, the New Jersey Legislature passed a law requiring each law enforcement agency in the State 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:

The Beach Haven Police Department shall conduct an annual review of the agency, with the goal to reflect the diversity of the population of the community which we serve. The Beach Haven Police Department shall make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity.

Review of Census Data:

The Borough of Beach Haven has a total population of 1027 residents, with a population of 88% white, 10% Hispanic or Latino, and 2% identifying as other. The median age is 58.6 years old with 54% of the population being between the ages of 18-64. The male-female breakdown is 53% female. In comparison with the Beach Haven Police Department demographic report, 2022, Beach Haven has 13 full time officers, 10 white males and 3 white females. In comparison to the census data from 2020, the underrepresented groups are defined as females and Hispanics, both males and females.



To address the underrepresentation, the Beach Haven Police Department must increase the local recruitment efforts. During the hiring phases the Beach Haven Police Department shall:

- contact local high schools and colleges
- contact the community groups
- raise awareness of the hiring process through flyers, social media platforms
- appear at community events and college job fairs
- advertise in local newspapers

During the year 2022, the Beach Haven Police Department will update its application and hiring process, making sure the application does not discriminate or disqualify any persons. The oral review board during the hiring process will be reviewed, making sure staffing of the oral board and background officers are equally represented within our borough's demographics.

In the calendar year 2023, the Beach Haven Police Department program, Promoting Diversity in Law Enforcement, will be reviewed and updated in accordance with the New Jersey Attorney General Guidelines.

Note: Census date can be located at:

https://nj.gov/state/dos-reports-2020-census-report.shtml

https://censusreporter.org/profiles/16000US3403940-beach-haven-nj/

James L. Markoski

Chief of Police

06/14/22

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5												
6 1)29	Ocean County	482,600	44,406	438,194	427,484	401,838	13,619	393	9,363	88	2,183	10,710
1 3402903940	Beach Haven borough	927	72	855	846	843	2	o	0	0	1	

1 P6. GROUP QUARTERS POPULATION BY MAJOR GROUP QUARTERS TYPE

2 County and Municipalities

3 Universe: Population in group quarters

4 Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

5			Total		Institut	ionalized Pop	pulation		Noninstitutionalized Population			ation
6			Group		Correctional			Other		College		Other
:7	State/County/	-	Quarters		facilities	Juvenile	Nursing	institutional		student	Military	noninstitutional
8	Municipality Code	Areaname	Population	Total	for adults	Facilitles	facilities	facilities	Total	housing	quarters	facilities
9												
10	1)29	Ocean County	6,937	5,262	206	3	4,905	148	1,675	484	15	1,176
15	3402903940	Beach Haven horough	1		nl	0	0	o.	1	ol	o	1

1 H1. OCCUPANCY STATUS

County and Municipalities

3 Universe: Housing units

4 Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

5	·			Occupano	y Status
6			Total		
7	State/County/		Housing		
8	Municipality Code	Areaname	Units	Occupied	Vacant
9					
10	1)29	Ocean County	294,429	238,812	55,617
15	3402903940	Beach Haven borough	2,600	485	2,115