



**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 data 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**

1 **P1. POPULATION BY RACE AND HISPANIC OR LATINO ORIGIN**

2 **County and Municipalities**

3 Universe: Total population

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

			Race										
			One race										

1 **P2. HISPANIC OR LATINO, AND NOT HISPANIC OR LATINO BY RACE**

2 **County and Municipalities**

3 Universe: Total population

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

State/County/ Municipality Code	Areaname	Total Population	Hispanic or Latino	Not Hispanic or Latino	Race							
					One race							Two or more races
					Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	
34029	Ocean County	637,229	66,329	570,900	554,099	520,578	17,649	523	11,339	111	3,899	16,801
3402903940	Beach Haven borough	1,027	102	925	909	906	2	0	0	0	1	16

1 **P3. RACE FOR THE POPULATION 18 YEARS AND OVER**

2 **County and Municipalities**

3 Universe: Total population 18 years and over

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

State/County/ Municipality Code	Areaname	Total Population	Race							
			One race							Two or more races
			Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	
34029	Ocean County	482,600	454,639	410,485	14,402	1,593	9,490	106	18,563	27,961
3402903940	Beach Haven borough	927	895	849	4	1	0	0	41	32

# P4. HISPANIC OR LATINO, AND NOT HISPANIC OR LATINO BY RACE FOR THE POPULATION 18 YEARS AND OVER

## County and Municipalities

Universe: Total population 18 years and over

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

State/County/ Municipality Code	Areaname	Total Population	Hispanic or Latino	Not Hispanic or Latino	Race							
					One race							Two or more races
					Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	
1029	Ocean County	487,600	44,406	438,194	427,484	401,838	13,619	393	9,363	88	2,183	10,710
3402903940	Beach Haven borough	927	72	855	846	843	2	0	0	0	1	9

# P6. GROUP QUARTERS POPULATION BY MAJOR GROUP QUARTERS TYPE

## County and Municipalities

Universe: Population in group quarters

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

State/County/ Municipality Code	Areaname	Total Group Quarters Population	Institutionalized Population					Noninstitutionalized Population			
			Total	Correctional facilities for adults	Juvenile Facilities	Nursing facilities	Other institutional facilities	Total	College student housing	Military quarters	Other noninstitutional facilities
1029	Ocean County	6,937	5,262	206	3	4,905	148	1,675	484	15	1,176
3402903940	Beach Haven borough	1	0	0	0	0	0	1	0	0	1

# H1. OCCUPANCY STATUS

## County and Municipalities

Universe: Housing units

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

State/County/ Municipality Code	Areaname	Total Housing Units	Occupancy Status	
			Occupied	Vacant
1029	Ocean County	294,429	238,812	55,617
3402903940	Beach Haven borough	2,600	485	2,115