



# RARITAN TOWNSHIP POLICE DEPARTMENT

## Recruitment Plan

### Goal:

The Raritan Township Police Department intends to attract qualified individuals for a career in law enforcement. The department prioritizes a recruitment and selection process that is diligently focused on identifying and reducing the presence of substantial disparities to achieve a diverse workforce, in terms of people of color and gender diversity. Conclusively the department's goal is to achieve a structure of law enforcement officers that is representative of the population of the community served. The department is governed by N.J.S.A. 40A:14-118 et. seq. and Ordinances of Raritan Township regarding recruitment initiatives and appointment. The Raritan Township Police Department is an Equal Opportunity Employer.

### Comparative Analysis to identify Substantial Disparity for Underrepresented Group(s) is as follows:

(source:

<https://www.census.gov/quickfacts/fact/table/raritantownshiphunterdoncountynewjersey/RHI825219#RHI825219>):

Race / Ethnicity/	Service Population		Sworn Officers					
	#	%	# Male		# Female		Total	Percentage
American Indian or Alaska Native	46	0.19%	0	0.00%	0	0.00%	0	0.00%
Asian	1711	7.24%	1	2.94%	0	0.00%	1	2.78%
Black or African American	656	2.78%	1	2.94%	0	0.00%	1	2.78%
Hispanic or Latino (any race)	1406	5.95%	2	5.88%	0	0.00%	2	5.56%
Native Hawaiian or other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White (non Hispanic)	19390	82.05%	29	85.29%	2	6.45%	31	86.11%
Two or more races	422	1.79%	1	2.94%	0	0.00%	1	2.78%
Total	23631	100.00%	34	94.44%	2	5.56%	36	100.00%



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Gender	Service Population	
	#	%
Male	11083	46.90%
Female	12548	53.10%
Total	23631	100.00%

In review, a determination is made that there is currently a substantial disparity existing, between the department's sworn officers in correlation to the population of Raritan Township, for the following underrepresented groups:

### **Females:**

Female Population in Raritan Township: 53.1%  
Female Sworn Officers: 5.56%

### **Asian:**

Asian Population in Raritan Township: 7.24%  
Asian Sworn Officers: 2.78%

### ■ Recruitment Initiative Actions:

#### 1) Training:

All officers, including those selected to serve as part of the recruitment initiative will be trained in implicit and explicit bias.

#### 2) Standardized Forms:

The department currently utilizes Facebook, the department website, and Police App for recruitment initiatives. Application and Personal History Statement forms and documents will be standardized to reduce subjective responses.

#### 3) Strategic Community Outreach and Engagement:

Law enforcement officer organizations will be contacted to expand accessibility to underrepresented groups with the goal of soliciting a greater applicant pool of from those underrepresented groups. Additionally this strategic community outreach and engagement will also serve as engaging community stakeholders as well as consulting a diverse hiring team to assess what barriers to the application process exists for underrepresented groups and developing solutions to overcome those barriers.



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- **Predictive Barriers & Solutions:**

Publicly posted applicant resources on department website:

- 1) Application submission challenges and circumstances such as technical or equipment availability issues. The department will make alternative methods available such as onsite resume submission at headquarters.
- 2) Resume assistance – the Department of Labor and Workforce Development  
<https://www.nj.gov/labor/career-services/tools-support/resume/>

- **Program Review:**

- 1) Annually the Chief of Police, or their designee, shall analyze the Recruitment Plan:
  - i. Number of applicants comparative to the underrepresented groups, as determined by the comparative analysis;
  - ii. Number of appointments comparative to the underrepresented groups, as determined by the comparative analysis;
  - iii. Effectiveness of reducing substantial disparity for identified underrepresented groups;
  - iv. Redesign of the Recruitment Plan as determined.