

"The Program"

As Mandated by the Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring," at the direction of Deputy Chief White, Sergeant Pedro Martinez and I analyzed the diversity makeup of the Weehawken Police Department and the residents of the Township of Weehawken.

The purpose of the analysis is to:

- (1) identify underrepresented groups and
- (2) take action to address any underrepresentation.

In addition, we analyzed the Diversity makeup of The Weehawken Police Department by Rank.

The Weehawken Police Department is committed to ensuring Diversity is reflected in the Department and its Ranks.

Additionally, we analyzed the Diversity of applicants from January 1, 2022, to December 30, 2022.

The following analysis is regarding the Diversity of current Officers. The analysis of applicants will follow.

I used the data provided by the United States Census Bureau to determine the Diversity of the population of the Weehawken Township. The information provided by the Census Bureau as of 2020.

Data provided by the United States Census Bureau:

Weehawken Township:

Total population as of 2020: 17,197

"White alone" 7,537 (43.82%)

"Hispanic or Latino" 5,655 (32.88%)

"Asian alone" 2,594 (15.08%)

"Black or African American" 685 (3.98%)

"American Indian and Alaska Native alone" 15 (0.087%)

"Native Hawaiian and Other Pacific Islander alone: 7 (0.04%)

" Some other Race alone" 132 (0.76%)

Male Population Estimate 7,430 (50.35%)

- In the Sex and Age Data, the Total Population is listed as 14,756
- There is no data on the Female or non-binary population.

After obtaining the diversity data of the Weehawken Township, I entered the diverse makeup of the Weehawken Police Officers into the reporting form provided by the A.G.

I entered the year of birth, gender, race, ethnicity, whether the Officer was eligible for promotion, and whether the Officer was promoted between January 1, 2022, to December 30, 2022.

I included Lieutenant Weyer and Captain Roa.

Summary of Data:

Total Officers(all ranks): 57

Male: 55 (96%)

Female: 2 (4%)

Ethnicity/ Race;

"White alone" - 23 (40.3%)

"Hispanic or Latino -33 (58%)

"Asian" - 1 (1.7%)

Sergeants: 8

Males: 8 (100%)

Females: 0

Ethnicity/Race;

"White alone" - 4 (50%)

"Hispanic/Latino" - 4 (50%)

Lieutenants: 10

Males: 10 (100%)

Females: 0

Ethnicity/Race:

"White alone" - 7 (70%)

"Hispanic/Latino - 3 (30%)

Captain: 2

Males: 2 (100%)

Females; 0

Ethnicity/Race:

"White alone" - 1 (50%)

"Hispanic/Latino" -1 (50%)

Deputy Chief: 1

Male: 1

Ethnicity/Race: - "White alone."

I, along with Sergeant Martinez, analyzed and compared the data from the United States Census Bureau to the demographics of the Weehawken Police Department.

The results reveal that overall the Weehawken Police Department reflects most residents' Diversity. - "White and Hispanic/Latino." Diversity continues in the Sergeant's Rank, falls slightly unlevel in the Lieutenant's rank, and is equal in the Captain's Rank.

Although Diversity is reflected in the Ranks, it is evident that there are no Female supervisors.

In addition, the analysis identified the following **underrepresented groups**.

We determined that there is a substantial ethnic disparity in the representation of the **Asian Community. Our Asian community makes up 15.08% of the population; however, the Asian community is represented by one Officer within the Weehawken Police Department.**

In addition, there is a substantial gender disparity in the representation of the female population. **Currently, only two female officers account for only 4% of the Department. In comparison, females account for nearly 50% of the people in our community.**

As such, the Asian Community and the female population are "underrepresented" groups in the Weehawken Police Department.

Sergeant P. Martinez and I analyzed the applicants.

Lieutenant White provided me with two certifications of eligibility for appointment lists. **The first list is dated 06/23/222, and the other is 11/17/22.**

The first list has eight individuals, and the second list has 14 individuals; the results of the State-issued Civil Service entry exam scores rank the individuals. Unfortunately, the civil service commission does not obtain or provide us with the individual's age, ethics, or gender. As a result, only the abovementioned information of the individuals that the Department hired was entered.

The following is the summary:

Total applicants: 22

Total applicants appointed (hired): 6 (27%)

Total applicants Not appointed: 16 (73%)

Total Males: 20 (91%)

Total Female: 2 (9%)

Race/ Ethnicity

Asian: 0

Black or African American alone: 1 (5%)

White alone: 7 (32%)

Hispanic/ Latino 14 (64%)

Applicants Appointed (hired)

Male: 5 (83.3%)

Female: 1 (16.6%)

Race/Ethnicity

Asian: 0

White alone: 0

Hispanic/Latino: 6 (100%)

Analyzing the Applicant's makeup, it is clear that the Hispanic/Latino community is taking and passing the Civil Service entry exam; however, it is also evident that the female population and the Asian community are not.

To help achieve the Weehawken Police Department's goal of reflecting the Diversity of the community, the Weehawken Police Department will establish a Program to address the two underrepresented groups.

Raising awareness about the police officer testing and hiring process through flyers, social media advertising, job fairs, community events, and partnering with the CSC. In addition, the social media posts will inform the public of our Department's commitment to Diversity. Finally, the post will include the contact information of the Weehawken Police Department's Public Safety Director and Deputy Chief. It will encourage the public to contact the Director or Chief if they have questions.

The Weehawken Police Department will seek out community leaders to better understand the factors affecting the underrepresented groups in the application process.

The Weehawken Police Department will survey our Officers to request their input regarding methods to address the two underrepresented groups.

The Weehawken Police Department will Establish a mentorship program for applicants from underrepresented groups that provide support for resume review and physical training requirements preparation, as well as mentorship for current Officers seeking Promotions—in addition, working with the CSC's mentoring Program for applicants according to P.L. 2021,c.235. The Weehawken Police Department's Training Bureau will establish the abovementioned mentorship program.

The Weehawken Police Department will partner with community stakeholders, including law enforcement organization affinity groups or the CSC itself, to identify and encourage free civil service test preparation programs and to encourage diverse potential applicants to attend.

The Weehawken Police Department will revise the Program as needed to ensure its goal is achieved.

Lastly, the Deputy Chief's Office will conduct an annual review and evaluation of this Program. The Deputy Chief will present their findings to the Director of Public Safety.

