

2023 end-of-the-year Diversity Summary Report

Per the 2022 Diversity analysis report I completed, the information from the United States Census Bureau regarding the Population of the Township of Weehawken is the same.

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%)

I will attach a copy of the 2022 analysis report with the information I obtained from the United States Census Bureau.

Although the information regarding the Township of Weehawken did not change, the Weehawken Police Department had the following changes from 2022 to 2023.

As of December 31, 2023:

Summary of Data:

Total Officers (all Ranks) 62

Male: 59 (95%)

Female: 3 (4.8%)

Ethnicity/Race

White alone: 24 (38%)

Hispanic or Latino: 37 (59%)

Asian: 1 (1.6%)

Summary by Rank

Patrol Officers: 40

Male: 37 (92.5%)

Female: 3 (7.5%)

Ethnicity/Race;

"White alone" - (22%)

"Hispanic/Latino" - (77%)

Sergeants: 10

Male: 10 (100%)

Female: 0

Ethnicity/Race

"White alone" - (60%)

Hispanic/Latino" (40%)

Lieutenants: 6

Male: 6 -(100%)

Female: 0

Ethnicity/ Race

"White alone" - (66%)

"Hispanic/Latino" (33%)

Captains:

Male: 5 (100%)

Female: 0

Ethnicity/Race

"White alone" - (80%)

"Hispanic/ Latino" (20%)

Deputy Chief:

Male:1 (100%)

Female:0

Ethnicity/ Race

"White alone" - 1 (100%)

"Hispanic/Latino" - 0

Per the 2022 analysis, the Weehawken Police Department identified two underrepresented groups: The Asian Community and the female population.

The Asian Community represents 15.08% of the population of the Township of Weehawken. Currently, we have one Asian Officer who represents 1.6% of the Weehawken Police Department.

In addition, the female population represents nearly 50% of the Township of Weehawken. Currently, the Weehawken Police Department has three female officers, representing 4.8% of the Police Department, an increase of 0.8% compared to 2022.

As mentioned in the 2022 analysis report:

"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."

Per Chief White and Director Welz, to meet the goals mentioned above, the Weehawken Police Department created and posted a notice advising our residents of the upcoming Civil Service exam on the Weehawken Townships Website. - Copy attached to this report.

In addition, the Department is developing a recruitment video to encourage our residents to take an interest in a career with our Department.

Our agency plans to participate in Career Day at the Weehawken High School in 2023 to inform and recruit viable candidates.

The training bureau has established mentorship programs for the underrepresented applicants and applicants, which aim to help applicants achieve the department's and Police academy's physical training requirements. In addition, the Department will implement a mentorship program for current Officers seeking promotions.

Lastly, our Department continuously evaluates the abovementioned to ensure that we are meeting our goals.