



New Jersey State Parole Board
Promoting Diversity in Law Enforcement Recruiting and Hiring

Pursuant to N.J.S.A. 52:17B-4.9 to -4.12 and the December 2021 Attorney General Guideline, “Promoting Diversity in Law Enforcement Recruiting and Hiring,” the New Jersey State Parole Board (NJSPB) has established a program to identify and address underrepresentation of racial and/or ethnic groups within its law enforcement officer ranks. The NJSPB seeks to recruit and hire candidates who are reflective of the community served – the State of New Jersey. Ensuring diversity within law enforcement officers is a top priority for the NJSPB in fostering trust, promoting community engagement, and effectively addressing the diverse needs and concerns of all citizens, ultimately enhancing public safety and upholding the principles of equity and justice.

Demographic information on over nine million residents of the State of New Jersey is available through the United States Census Bureau. The most recent data available for the State is from year 2023 (Vintage 2023 Population Estimate Program). Below the demographic information of the population throughout New Jersey is compared to the 446 law enforcement officers at the NJSPB at year end 2024.

| | State of New Jersey | New Jersey State Parole Board |
|--|---------------------|-------------------------------|
| <i>Gender</i> | | |
| Male | 49.2% | 69.9% |
| Female | 50.8% | 30.0% |
| <i>Race and ethnicity</i> | | |
| White alone | 70.4% | 50.9% |
| Black alone | 15.5% | 19.5% |
| Hispanic or Latino | 22.7% | 24.9% |
| Asian alone | 10.6% | 2.7% |
| American Indian and Alaska Native alone | 0.8% | 0.6% |
| Native Hawaiian and Other Pacific Islander alone | 0.1% | 1.3% |
| White alone, not Hispanic or Latino | 52.0% | data not captured |
| Two or more races | 2.5% | data not captured |

Given the above, underrepresented law enforcement groups within the NJSPB include females, those who identify as Asian alone, and those who identify as American Indian and Alaska Native alone. The NJSPB is committed to the recruitment and hiring of individuals who identify with one

or more of these groups, as well as those who identify as Black and/or Hispanic, to ensure that our law enforcement officers continue to reflect the demographic makeup of the State.

NJSPB Recruitment Plan

The NJSPB's Law Enforcement Training and Recruitment Unit, Office of Administrative Services, and Community Affairs Unit have developed a recruitment plan to increase candidate diversity. The plan includes a five-pronged approach including: 1. Career and internship fair participation, with emphasis on Historically Black Colleges and Universities (HBCUs); 2. College and high school classroom visits; 3. An internship program within the NJSPB; 4. Participation in county-wide Reentry Task Forces; and 5. Enhanced social media presence.

The NJSPB's Law Enforcement Training and Recruitment Unit is responsible for most recruitment activities. The Law Enforcement Training and Recruitment Unit is made up of eight sworn staff members, including one Lieutenant and one Sergeant, with additional Parole Officers throughout the State serving as local representatives at recruitment events. Members of this Unit regularly participate in law enforcement career recruitment events, as well as general career fairs and internship fairs, the latter also attended by Community Affairs Unit staff. In affirming its commitment to the recruitment and hiring of diverse persons, the NJSPB will continue to attend events at HBCUs, both in-State and out-of-State, and look to increase participation at Asian American recruitment events.

The NJSPB's Community Affairs Unit assists with career and internship fair participation in several ways. First, Community Affairs Unit staff may join Law Enforcement Training and Recruitment Unit officers at such events. Second, the Community Affairs Unit regularly establishes new and maintains current professional relationships with career counselors at colleges and universities in New Jersey and in surrounding states. Third, the Community Affairs Unit creates flyers, brochures, and other information material to be shared with interested applicants, and takes photos and videos at events that aid in the development of additional recruitment materials. A brochure specific to females in law enforcement will be developed that highlights physical fitness standards, work-life balance, and achievements of current NJSPB female parole officers.

In addition to career and internships fairs, members of the Law Enforcement Training and Recruitment Unit and Community Affairs Unit visit high school and college classrooms to educate students on the roles of Parole Officers and answer questions about the experiences of law enforcement officers today. Further efforts will be made to visit classrooms of elementary and middle school students, as exposure and education at these earlier stages is a recognized component of best practices in law enforcement recruitment.

Full-time university or college students attending school in New Jersey or living in New Jersey have the opportunity to intern with the NJSPB during the Spring, Summer, and Fall semesters. The internship program recruits a diverse group of students each semester, and provides an opportunity for female and minority candidates to receive informal mentorship from a Parole Officer, often a Lieutenant, as they prepare for a career in the law enforcement field.

Furthermore, Parole Officers and Community Affairs Unit staff participate in county-wide Reentry Task Forces. Here, NJSPB staff build partnerships with community reentry organizations, faith-

based organizations, local libraries, local law enforcement agencies, and other service providers to assist with increasing diversity through recruitment.

Finally, the NJSPB has established social media accounts on Facebook, Instagram, and LinkedIn to increase agency visibility and reach, showcase the agency's culture and mission, and allow for current employees and followers to share career openings. The latter mechanism results in increased reach through professional referrals, and may also lead to more qualified applicants for the Parole Officer Recruit position. Underrepresented law enforcement officers within the NJSPB (females, Asian only, and American Indian and Alaska Native only) will be featured on social media to target potential applicants who identify with these groups.

NJSPB Hiring Plan

The NJSPB follows the hiring requirements of Title 4A of the New Jersey Administrative Code. Accordingly, all competitive titles are filled with candidates who have successfully passed the appropriate open competitive and/or promotional examination and whose names are listed on the certified lists provided by the New Jersey Civil Service Commission. Where no certified list of candidates exists, a candidate hired in a competitive title must successfully pass the appropriate examination administered by the Civil Service Commission.

Hiring requirements for individuals in positions are title specific. Parole Officer Recruit candidates must hold a four (4) year degree from an accredited college and meet all of the requirements listed on the Civil Service Commission's job specification. Candidates selected from the certified list must then pass an extensive background investigation conducted by the NJSPB's Background and Licensing Section.