



## 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 (NJSBP) has established a program to identify and address underrepresentation of racial and/or ethnic groups within its law enforcement officer ranks. The NJSBP 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 NJSBP 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 2024 (Vintage 2024 Population Estimate Program). Below the demographic information of the population throughout New Jersey is compared to the 466 law enforcement officers at the NJSBP at year end 2025.

	State of New Jersey	New Jersey State Parole Board
<i>Gender</i>		
Male	49.2%	69.7%
Female	50.8%	30.3%
<i>Race and ethnicity</i>		
White alone	69.6%	50.6%
Black alone	15.6%	18.0%
Hispanic or Latino	23.5%	27.0%
Asian alone	11.1%	2.6%
American Indian and Alaska Native alone	0.9%	0.4%
Native Hawaiian and Other Pacific Islander alone	0.2%	1.3%
White alone, not Hispanic or Latino	50.8%	data not captured
Two or more races	2.6%	data not captured

Given the above, underrepresented law enforcement groups within the NJSBP include females, those who identify as Asian alone, and those who identify as American Indian and Alaska Native alone. The NJSBP 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 locations and/or universities with diverse student and/or applicant populations; 2. College 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 ten sworn staff members, including one Lieutenant and two Sergeants, 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 colleges and universities known for their diverse student populations, including Historically Black Colleges and Universities (HBCUs). In 2025, the NJSPB increased its participation at Asian American recruitment events; this will continue in 2026.

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. In 2025, the NJSPB procured a production company to create recruitment and related videos and to take updated, professional photographs of Parole Officers and civilian staff. The Community Affairs Unit will utilize these visual media tools to update the NJSPB's website and all recruitment materials.

In addition to career and internships fairs, members of the Law Enforcement Training and Recruitment Unit and Community Affairs Unit visit college classrooms to educate students on the roles of Parole Officers and answer questions about the experiences of law enforcement officers today. Additional efforts will be made to make outreach to graduate students (in the fields of Criminal Justice, Criminology, Psychology, and Social Work) and recent college graduates, as these students meet the eligibility requirements for Parole Officer Recruit. Understanding that exposure and education at earlier stages in education is a recognized component of best practices in law enforcement recruitment, the NJSPB will make efforts to visit and educate high school and middle school students on the role of Parole Officers within the State of New Jersey.

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.

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. The NJSPB will be developing a female-specific, statewide Re-entry Task Force, which can further assist in recruiting female candidates.

Finally, the NJSPB has established social media accounts on Facebook, Instagram, and LinkedIn to increase agency visibility and to 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. Further, the NJSPB will create a YouTube account to expand its visibility and reach in 2026.

#### *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.