



## **2023 Gloucester County Prosecutor's Office** **Recruitment Strategy**

### **Recruitment Goal:**

Attract qualified and diverse candidates for employment as a law enforcement officer that are representative of the overall available workforce in Gloucester County regarding ethnic, cultural, racial, and gender makeup. A review of the current data reveals that females are the only underrepresented group in the GCPO law enforcement staff as defined by the Attorney General Guidelines for Diversity Recruitment. The GCPO will also seek to continue to diversify its sworn law enforcement staff by recruiting Black, Hispanic or Latino and Asian applicants even though not meeting the definition of underrepresented groups pursuant to the Attorney General Guidelines.

### **Current Demographics of Gloucester County based on US Census data July 1, 2021:**

White Alone.....	74.5%
Black Alone.....	10.4%
Hispanic or Latino.....	7.3%
Two or More Races.....	4.1%
Asian alone.....	3.1%
American Indian.....	0.1%
Female.....	51.4%

### **Gloucester County Prosecutor's Officer Demographics based on January 1<sup>st</sup> 2023:**

White Alone.....	78%
Black Alone.....	11%
Hispanic or Latino.....	8%
Two or More Races.....	3%
Asian alone.....	0.0%
American Indian.....	0.0%
Female.....	19%

**Underrepresented groups identified in 2022 analysis:**

1. Female

**Plans of action completed in 2022:**

1. The GCPO collaborated with Community Partners including Gloucester County Women in Law Enforcement group for purposes of recruitment and retention efforts of female applicants/officers, Black applicants/officers and Hispanic or Latino applicants/officers. Employment vacancies for sworn law enforcement staff were sent to all GCPO community partners and posted on GCPO social media to maximize and expand the applicant pool. These efforts resulted in an increase of the percentage of the GCPO investigative staff who are female.
2. The GCPO prioritized and gave preference to applicants who are fluent and proficient in reading and writing the Spanish language. This effort resulted in an increase of the percentage of the GCPO investigative staff who are Hispanic or Latino and who are fluent in Spanish.
3. The GCPO, in conjunction with the Gloucester County Chief's Association, created a diversity recruitment website and related marketing materials for all law enforcement agencies in the county. This was completed and became an available resource to prospective applicants in early 2023.

**Underrepresented groups identified in 2023 analysis:**

1. Female

**Plans of action for 2023:**

1. On February 1, 2023, The GCPO, in conjunction with the Gloucester County Chiefs Association, launched a diversity recruitment website for all law enforcement agencies in the county to provide employment vacancies, testimonials of law enforcement officers from diverse backgrounds and a social media campaign in an effort to advertise the law enforcement profession in the county. The launch included an interview with law enforcement stakeholders that was published on nj.com to announce its creation.
2. The GCPO will continue to collaborate with community partners including, but not limited to, clergy members, school officials, and special interest groups in providing education and outreach about the law enforcement profession. The education and outreach will be performed by a diverse group of members presently employed by the GCPO. Additionally, GCPO has partnered with Rowan University to host law enforcement mentoring and recruitment events that promote diversity.
3. The GCPO will continue to engage in discussions with members of the identified underrepresented groups who are presently employed in law enforcement to learn about the

challenges said groups face in entering the law enforcement profession and what steps can be taken to remove or reduce the identified challenges.

4. The GCPO had previously adopted a hiring policy that formalized the GCPO hiring process that includes the participation of the GCPO Diversity Council in the hiring process. The hiring policy includes standardized questions for all applicants. Upon the conclusion of a hiring process the GCPO will analyze the demographics of the applicant pool and determine what steps, if any, are needed to further address or modify the identified plans of action. For the time period ending December 31, 2022, a review of the demographics of the investigative GCPO staff revealed that females were the only group that qualify as underrepresented in the GCPO pursuant to the Attorney General Guidelines. A review of the 2022 Applicant Data for GCPO hiring announcements revealed the applicant pool was 41% female. As previously noted, our 2022 efforts resulted in an increase of the percentage of the GCPO investigative staff who are female, but the underrepresentation still exists.