



OAKLYN POLICE DEPARTMENT

Program to promote Diversity in Law Enforcement Recruitment and Hiring

MISSION STATEMENT:

To promote public safety; to prevent, suppress, and investigate crimes; to provide emergency and non-emergency services; to create and maintain strong community partnerships; to adapt a multi-disciplinary approach to solving community problems; and to develop and promote a diverse, professional workforce.

GOALS AND OBJECTIVES:

The goal of the Oaklyn Police Department Recruitment and Hiring Plan is to attract qualified individuals to pursue a career with the Oaklyn Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough through the department's recruiting activities. The Oaklyn Police Department will make a good faith effort to meet the specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Oaklyn Police Department is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS: Borough of Oaklyn

DATA BASED ON 2020 CENSUS RACE / ETHNICITY	POPULATION		CURRENT SWORN OFFICERS		CURRENT SWORN FEMALE OFFICERS	
	#	%	#	%	#	%
White	3536	89.27%	14	98.9%	1	1%
Black / African	117	2.95%	0	0%	0	0%
Hispanic – Any Race	361	7.48%	1	1%	0	0%
American Indian / Alaska Native	8	.20%	0	0%	0	0%
Asian	81	2.04%	0	0%	0	0%
Native Hawaiian / Pacific Islander	0	0%	0	0%	0	0%
Other Race	49	1.24%				
Two or More Races	172	4.29%	0	0%	0	0%
TOTAL(S)	3943	-	15	-	1	1%

***Oaklyn Gender Ratio:
 Female 2,023 – 51.07%
 Male 1,938 – 48.93%

RECRUITMENT ACTIVITIES:

ACTIVITY 1: Identify and maintain contact with local minority organizations and social support groups including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations.

ACTIVITY 2: Attend community and school events including, but not limited to, Civic Association events and Career Days.

ACTIVITY 3: Post future openings for sworn positions on the Borough and Oaklyn Police Department websites, social media outlets, newspapers, and by any other means that become available.

ACTIVITY 4: When applicable, contact police academies and obtain a list of eligible officers.

ANNUAL REVIEW, EVALUATION, AND REPORTING:

The Chief of Police, or Designee, shall conduct an annual review of the Recruitment Plan and shall, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revise the Recruitment Plan accordingly if the goals and objectives are not met.

N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st from the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring” in Paragraph III.

RESOURCES:

<https://worldpopulationreview.com/us-cities/oaklyn-nj-population>

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xisx>