



## **Ocean County Prosecutor's Office Diversity Recruitment Plan**

Pursuant to the Attorney General's Guidelines on Promoting Diversity in Law Enforcement Recruiting and Hiring, issued on December 2, 2012, the Ocean County Prosecutor's Office (OCPO) has established a program to identify underrepresented groups and address any under representation within our law enforcement staff. The Attorney General's Guidelines were issued in accordance with N.J.S.A. 52:17B-4.10 et seq., which requires each law enforcement agency in New Jersey to establish a program to ensure that each agency is comprised of law enforcement officers who reflect the diversity of the population of the communities they serve.

In an effort to identify underrepresented groups within OCPO law enforcement staff, OCPO utilized the demographic data compiled by the United States Census Bureau, dated December 10, 2020, as it pertains to Ocean County. That data reported that the population of Ocean County is approximately 640,000, who identify as:

- 83.9% White
- 9.5% Hispanic
- 2.8% African American
- 1.91% Asian
- 1.89% Other

OCPO assembled the demographic information relative to our law enforcement staff in accordance with the Attorney General's Guidelines: the data revealed that OCPO's law enforcement staff is 65% male and 35% female – who identify as follows:

- 90% White
- 5% Hispanic
- 2% African American
- 3% Asian/Other

Although OCPO has achieved some acceptable diversity relative to the demographics of Ocean County, this agency is committed to equal employment opportunities for all and continues to recruit candidates to further improve the diversity of our office. OCPO's objective is to improve our diversity to align as closely as possible to the demographics of the communities we serve.

In furtherance of attempting to recruit and hire a diverse staff, the Prosecutor and the members of the Community Outreach team continue to participate in community events and speaking at schools in an effort to educate potential candidates about careers in law enforcement. Partnering with several colleges and universities, OCPO maintains a robust internship program, and will continue to utilize that program to recruit new and diverse candidates.