

# Essex County Prosecutor's Office Recruitment Program & Statistics

## Goals and Objectives

The goal is to attract qualified individuals from diverse backgrounds to pursue a law enforcement career with the Essex County Prosecutor's Office. The objective is to achieve an overall gender, racial, and ethnic composition at the office that reasonably parallels the population of Essex County through the implementation of effective recruiting strategies. The effectiveness of the program shall be gauged through analysis to determine the existence of any under-represented demographic groups within the office as compared to that of Essex County, coupled with subsequent implementation of remedial strategies to correct any substantial disparities identified. The recruitment process is ever changing and serves as a crucial role in attracting both qualified and diverse candidates who can contribute towards accomplishing the mission of the Essex County Prosecutor's Office.

## Equal Employment Opportunity Statement and Policy

The Essex County Prosecutor's Office is an equal employment opportunity employer. It is policy of the office to provide equal employment opportunity without regard to age; gender; race; color; national origin; ethnicity; creed or religion/religious beliefs; marital status; parental status; sexual orientation; gender identity; gender expression; LGBTQ+ status; liability for service in the armed forces; disability; partisan political, familial or social affiliation; other non-merit based factors; or any protected class listed in the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq. This policy extends to all employment activities including, but not limited to selection; assignments; training; transfer; promotion; and salary.

## Recruitment Strategies

To recruit and hire a diverse staff, the Essex County Prosecutors Office has participated and will continue to participate in job fairs at our local colleges and universities to speak with potential candidates interested in various areas of law enforcement. In addition, Essex County Prosecutors Office participates in a 3-week Summer Youth Academy with the City of Newark, the City of East Orange and the Essex County Sheriff's Department. The goal is to establish relationships with Essex County's younger citizens.

## Demographic Analysis

An annual demographic analysis shall be completed at the conclusion of each calendar year and a report submitted to the Prosecutor and Chief of Detectives by January 31<sup>st</sup> of the following year.

- The analysis shall compare current demographics of law enforcement personnel to that of the population of Essex County posted by the United States Census Bureau, citing any disparities in percentages between the groups.
- Demographic categories shall be classified as follows:

### Race

- American Indian or Alaska Native
- Asian Alone
- Black or African American Alone
- Native Hawaiian or Pacific Islander
- White Alone-Not Hispanic or Latino
- Two or more races

### Ethnicity

- Hispanic or Latino

### Gender

- Female
  - Male
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- Any substantial disparity identified, which is defined as any group under-represented at the Essex County Prosecutor's Office by greater than 25% shall be cause for the implementation of revised and/or additional recruiting strategies by the Community Outreach & Recruitment Unit within a six (6) month period, towards remediation of the difference.

## Program Review and Revision

Upon completion of each annual Demographic Analysis, this Recruitment Program shall be examined for effectiveness towards accomplishing the cited goal and primary objective and revised accordingly to incorporate different and/or new strategies, as warranted.

*The following table reflects demographic data for sworn law enforcement personnel employed by the Essex County Prosecutor's Office as of June 1, 2024, as well as the latest available data for the County of Essex. The end column on the right indicates representation differences in percentages at the office as compared to the population of Essex County.*

<b>Classification</b>	<b>Detectives by # (119)</b>	<b>Detectives by %</b>	<b>Essex County Population (849,477) by %</b>	<b>Difference by %</b>
Male	94	79 %	48.7%	Over 30.3%
Female	25	21%	51.3%	Under 30.3%
White Alone - Not Hispanic or Latino	66	55.4%	30.4%	Over 25.0%
Hispanic or Latino	21	17.6%	24.6%	Under 7.0%
Black or African American Alone	29	24.3%	35.5%	Under 11.2%
Asian Alone	1	0.8%	6.0%	Under 5.2%
Two or More Races	1	0.8%	12.6%	Under 11.8%
American Indian or Alaska Native	0	0	.4%	Under .4%
Native Hawaiian / Pacific Islander	1	0.8%	0%	Over 0.8%