

Frenchtown Police Department Recruitment Diversification Program

GOALS:

The Frenchtown Borough Police Department is an equal opportunity employer. That being said, we embrace the goal of promoting diversity within our ranks, particularly as it relates to color and gender disparities. Our future recruitment goals will focus on outreach to historically underrepresented populations in law enforcement to enhance our ability to hire officers who reflect the diversity of the community that we serve. This will help to ensure our goal of improving our organizational culture through an ongoing commitment to community policing, procedural justice, and cultural inclusivity.

IDENTIFYING UNDERREPRESENTATION:

Currently, the Frenchtown Borough Police Department is comprised of three sworn members. All are identified as male and two are white and one is multi race. (See Appendix A, Annual Summary of Law Enforcement Diversity: Current Officers Summary). When comparing the Current Officers Summary of our Department with the 2024 Census Reporter statistics for the Borough of Frenchtown (See Appendix B, Census Reporter), we have identified the following substantial disparity:
Female Representation in Community: 50% of Frenchtown Borough population
Female Representation in Department: 0.00% of the Frenchtown Borough Police Department.

RECRUITMENT INITIATIVES AND STRATEGIES:

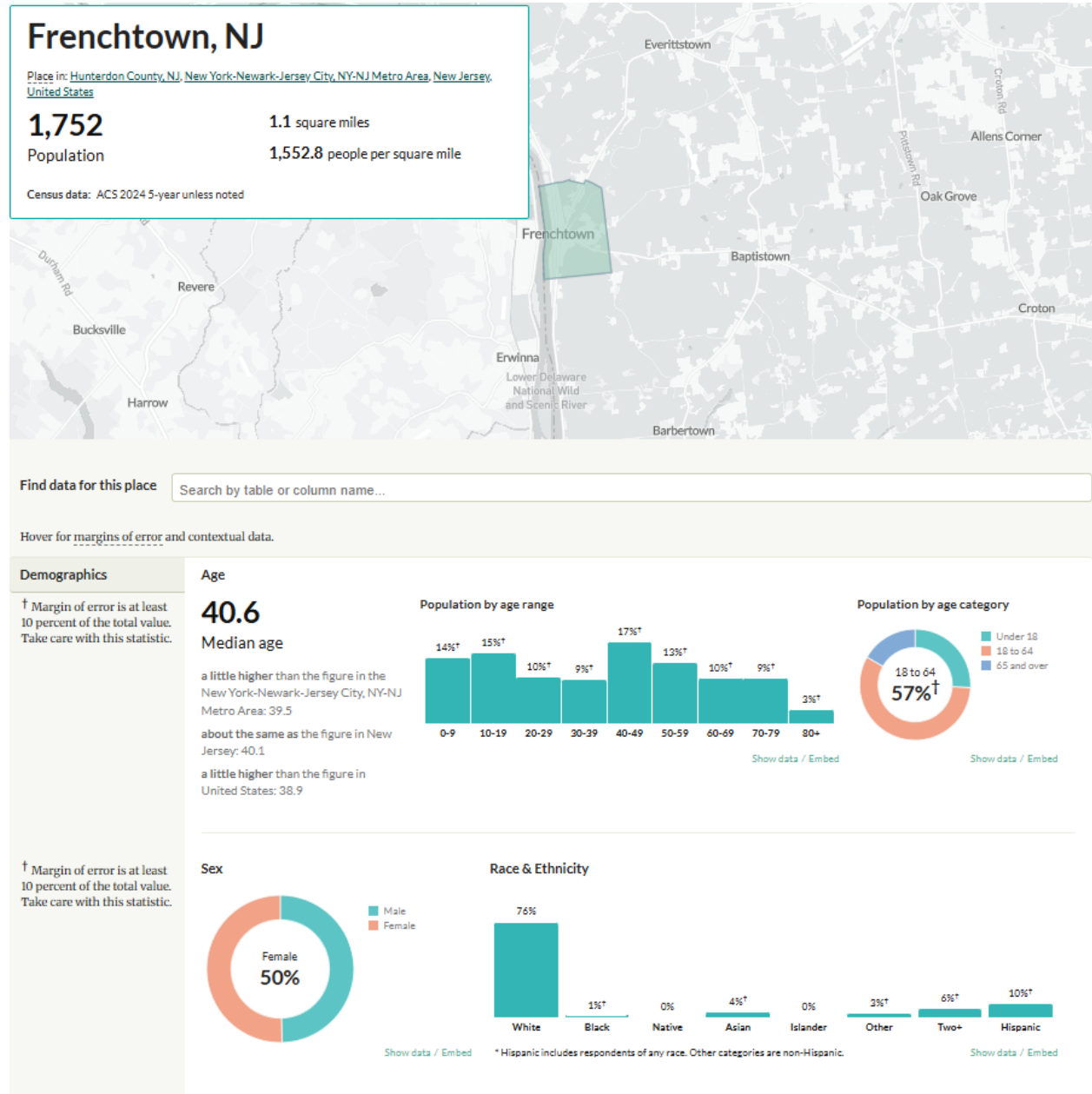
The following recruitment initiatives and strategies will be implemented to support our diversification goals:

- 1) Training: Department employees involved in the recruitment and hiring of police officer candidates will receive training on implicit and explicit bias.
- 2) Standardized Forms: The department utilizes Police App for recruiting initiatives. Applications and other required documents will be standardized to reduce subjective responses.
- 3) Strategic Community Outreach and Engagement: Law enforcement officer organizations will be contacted to expand accessibility to the identified underrepresented group.
- 4) Community Stakeholders: Department employees involved in the recruitment and hiring of police officer candidates will connect with community stakeholders for underrepresented
- 5) groups in order to better understand the factors affecting those groups in the application process.
- 6) Ensuring Access: Department employees involved in the recruitment and hiring of police officer candidates will work to overcome barriers such as lack of internet connectivity by providing access to the application process via computers at the department and/or mobile laptops.

PROGRAM EVALUATION:

The Department will review the Recruitment Diversification Program annually to determine:

- 1) the effectiveness of reducing the disparity of underrepresented groups in the ranks; and
- 2) the need for changing goals to meet newly identified underrepresented groups, as determined by future Census data.



Agency Name:
Year:

Hunterdon- Frenchtown Police Department
01/01/2025 - 12/31/2025

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
Total Officers		3	-
Total Officers Eligible for Promotion		2	67%
Total Officers Applied for Promotion		0	0%
Total Officers Promoted		0	0%
Gender	Total Male	3	100%
	Total Female	0	0%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	0	0%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	2	67%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	1	33%
Age	Total 18-29	1	33%
	Total 30-39	2	67%
	Total 40-49	0	0%
	Total 50-59	0	0%
	Total 60-69	0	0%
	Total 70+	0	0%