



## TOWNSHIP OF MULLICA

### POLICE DEPARTMENT *Brian J. Zeck, Chief of Police*

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### Recruitment Program

#### Introduction:

The Mullica Township Police Department seeks to recruit qualified candidates who reflect the diversity of the population of Mullica Township. Members of the Police Department are continuously monitoring and attending Job/Employment Fairs in order to engage with young candidates who wish to pursue a career in law enforcement. In addition, we work with colleges and universities throughout the state to broaden our search for prospective candidates.

#### About:

The recruitment program was established in 2022 in compliance with the NJ Attorney General's Guideline, Promoting Diversity in Law Enforcement Recruiting and Hiring. In order to ensure that the Mullica Township Police Department is hiring the most diversified officers that represent the community, we examined the most recent US Census along with the department's gender/diversity make up. It was determined that based on our Police Diversity Data report, the Mullica Township Police Department is slightly under represented in the categories of females and people of color.<sup>1</sup>

#### Goal:

The goal of the Mullica Township Police Department will continue to recruit diversified officers whom best represent the community in which they serve. The following is a list of actions taken by the department to ensure the goal is met.

- Recruiting efforts throughout the state to include college and university job fairs
- Recruiting in areas of the state with a greater minority makeup
- Removing certification and education from minimum requirements
- Utilizing a digital application format, available to anyone with a smart phone/computer
- Advertising the hiring process online, with social media and with educational institution of color
- Outreach to local organizations of ethnic representation

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<sup>1</sup> The attorney General's Guidelines refers to "people of color" when referring to racial and ethnic diversity.