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Jonathan Potter  
Police Chief

**2023**

## **In Accordance with the Attorney General Guidelines**

# **PROMOTING DIVERSITY IN LAW ENFORCEMENT**

In order to most effectively serve the communities of New Jersey, it is important for Law Enforcement agencies to strive for workforces that reflect the diversity of the jurisdictions they serve and that can effectively interact with all community members. With this need in mind, in October 2020, the Legislature passed a law requiring each Law Enforcement agency in New Jersey to establish a program designed to ensure every agency was “comprised of Law Enforcement Officers who reflect the diversity of the population of the community the agency is charged with protecting.” N.J.S.A. 52:17B-4.10 et seq. (the “Act”). The Act directed the Attorney General to develop these guidelines to ensure its uniform application.

These guidelines describe the process by which each agency shall establish a program to:

- (1) Identify underrepresented groups, and
- (2) Take action to address any underrepresentation.

Additionally, in accordance with the Act, these guidelines set forth procedures for the collection and reporting of demographic data regarding recruiting, hiring, promoting, and other personnel action concerning law enforcement officers in New Jersey.

### **Purpose:**

The Ship Bottom Police Department shall conduct an annual review of the agency, with the goal to reflect the diversity of the population of the community which we serve. The Ship Bottom Police Department shall make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity.

### **Review of Census Data:**

According to the most recent Census for the State of New Jersey (2020), combined with data collected from censusreporter.org, the Borough of Ship Bottom has a total population of 1,098 residents, with a population of 98% White and 2% Hispanic. The median age is 62.6 years old and 53% of the population is between the ages of 18 and 64. The male-female breakdown is 52% Female. In comparison with the Ship Bottom Police Department demographic report for calendar year 2022, the Ship Bottom Police Department has twelve Full-Time Police Officers, all being White Males. In comparison to the most recent Census data, the underrepresented groups are identified as White Females and Hispanic Males and Females.



To address the underrepresentation, the Ship Bottom Police Department must increase the local recruitment efforts. During hiring process, the Ship Bottom Police Department shall:

- Contact local High Schools and Colleges
- Contact community groups
- Raise awareness of the hiring processes through flyers and social media
- Appear in community events, including College job fairs
- Properly advertise in local newspapers

During the year 2022, the Ship Bottom Police Department updated its application and hiring process in an effort to make sure the application does not discriminate or disqualify any persons. The oral review board during hiring processes was reviewed and board members were assigned in accordance to the gender, race, and/or ethnicity of the applicant.

In calendar year 2023, the Ship Bottom Police Department agencies program, Promoting Diversity in Law Enforcement, will be reviewed and updated in accordance with the New Jersey Attorney General Guidelines.

Census Data located at:

<https://nj.gov/state/dos-reports-2020-census-report.shtml>

<https://censusreporter.org/profiles/16000US3467110-ship-bottom-nj>

A handwritten signature in black ink, appearing to read "Jonathan N Potter". The signature is written over a horizontal line.

Jonathan N Potter  
Chief of Police

January 16, 2023

**P1. POPULATION BY RACE AND HISPANIC OR LATINO ORIGIN**

**County and Municipalities**

Universe: Total population

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Race									Hispanic or Latino (of any race)	Not Hispanic or Latino (of any race)	18+
			One race											
			Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	Two or more races				
34029	Ocean County	637,229	594,877	534,036	19,079	2,257	11,526	129	27,850	42,352	66,329	570,900	482,600	
3402967110	Ship Bottom borough	1,098	1,055	998	2	1	13	0	41	43	72	1,026	982	

**P2. HISPANIC OR LATINO, AND NOT HISPANIC OR LATINO BY RACE**

**County and Municipalities**

Universe: Total population

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Hispanic or Latino	Not Hispanic or Latino	Race							Two or more races
					One race							
					Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	
34029	Ocean County	637,229	66,329	570,900	554,099	520,578	17,649	523	11,339	111	3,899	16,801
3402967110	Ship Bottom borough	1,098	72	1,026	1,006	988	1	1	11	0	5	20

**P3. RACE FOR THE POPULATION 18 YEARS AND OVER**

**County and Municipalities**

Universe: Total population 18 years and over

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Race									Two or more races
			One race									
			Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race			
34029	Ocean County	482,600	454,639	410,485	14,402	1,593	9,490	106	18,563	27,961		
3402967110	Ship Bottom borough	982	957	921	1	0	11	0	24	25		

**P4. HISPANIC OR LATINO, AND NOT HISPANIC OR LATINO BY RACE FOR THE POPULATION 18 YEARS AND OVER**

**County and Municipalities**

Universe: Total population 18 years and over

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Hispanic or Latino	Not Hispanic or Latino	Race							Two or more races
					One race							
					Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	
34029	Ocean County	482,600	44,406	438,194	427,484	401,838	13,619	393	9,363	88	2,183	10,710
3402967110	Ship Bottom borough	982	43	939	928	916	1	0	9	0	2	11

**P5. GROUP QUARTERS POPULATION BY MAJOR GROUP QUARTERS TYPE**

**County and Municipalities**

Universe: Population in group quarters

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Group Quarters Population	Institutionalized Population				Noninstitutionalized Population				
			Total	Correctional facilities for adults	Juvenile Facilities	Nursing facilities	Other institutional facilities	Total	College student housing	Military quarters	Other noninstitutional facilities
34029	Ocean County	6,937	5,262	206	3	4,905	148	1,675	484	15	1,176
3402967110	Ship Bottom borough	0	0	0	0	0	0	0	0	0	0

**H1. OCCUPANCY STATUS**

**County and Municipalities**

Universe: Housing units

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Housing Units	Occupancy Status	
			Occupied	Vacant
34029	Ocean County	294,429	238,812	55,617
3402967110	Ship Bottom borough	1,938	549	1,389