



# Mantua Township Police Department

Proudly serving Mantua Township and Wenonah Borough



**Darren E. White**  
Chief of Police

**William D. Murphy**  
Lieutenant

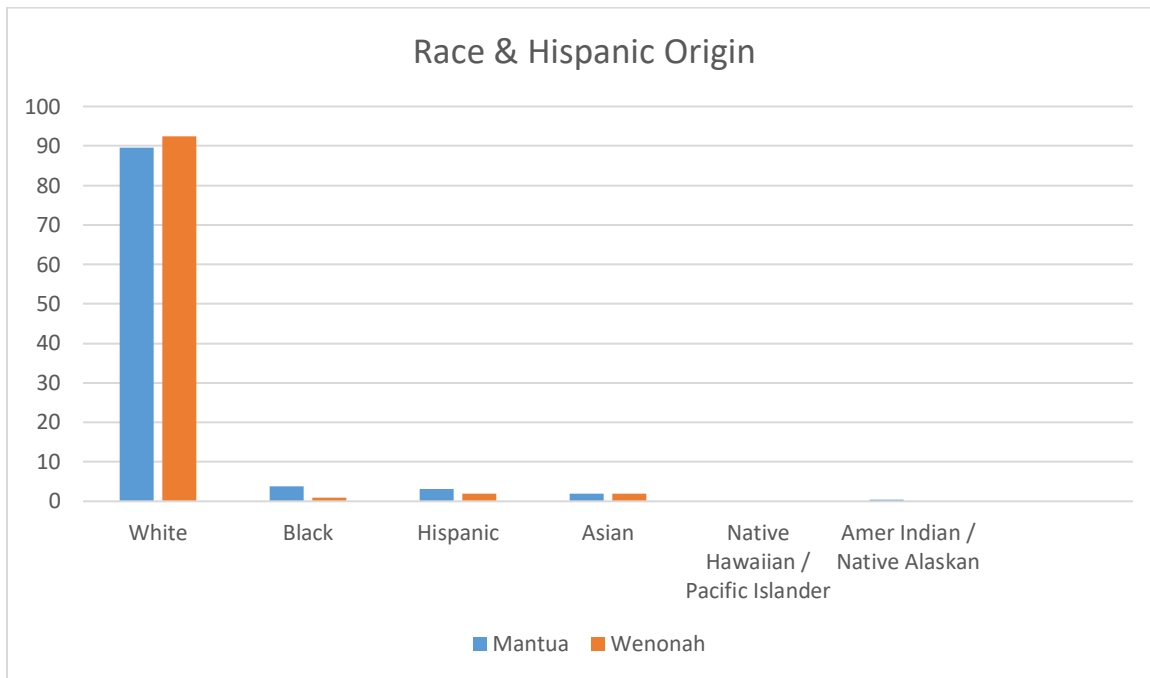
405 Main Street  
Mantua, NJ 08051  
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**Brian L. Grady**  
Captain

**Shaun J. Butler**  
Lieutenant

## Promoting Diversity in Law Enforcement Recruiting and Hiring Program

**GOAL AND OBJECTIVES:** The goal of the Mantua Township Police Department (MTPD) Recruitment Plan is to attract qualified individuals who wish to pursue a career with the Mantua Township Police Department. The objective is to achieve an overall racial and gender composition of the department comparative to the service population of the Township through the department's recruiting activities. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.



**GENERAL:** The Mantua Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq, New Jersey State Association of Chiefs of Police (NJSACOP) accreditation best practices, and municipal ordinances in all facets of the recruitment and selection process. The Mantua Police Department recruits from a candidate pool open to all residents of New Jersey with special consideration given to candidates familiar with Mantua Township and Wenonah Borough



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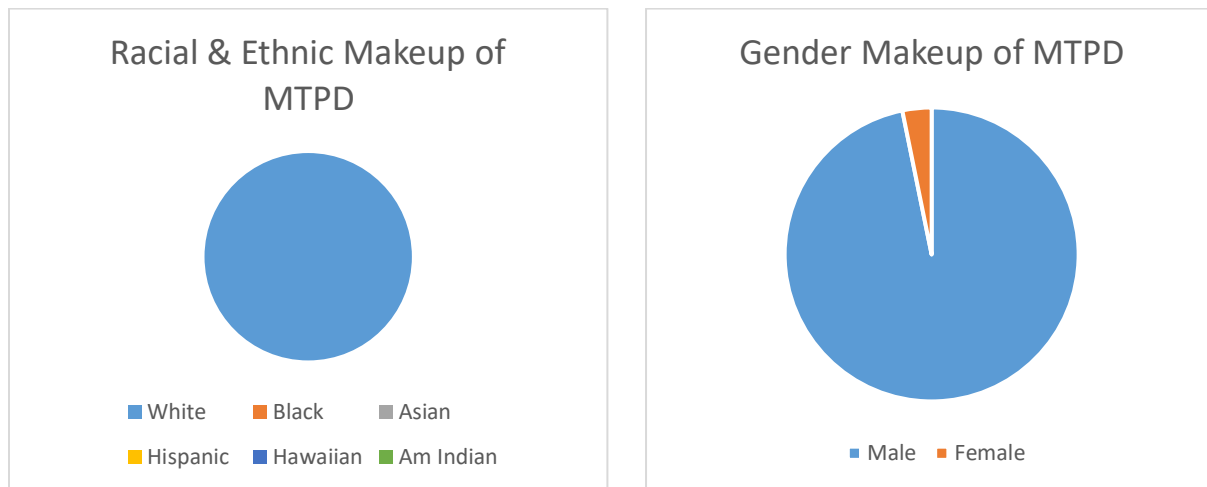
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The racial, ethnical and gender makeup of the MTPD are depicted as follows:



There is an approximate 10% disparity of the racial makeup of the MTPD compared to the relevant population of our two towns, with specifically the largest underrepresented groups being of Black and Hispanic descent. They are approximately 3% each of our total population.

In order to address the misrepresentation of those two groups, the MTPD will address the problem in several ways.

1. The MTPD shall actively participate in the Gloucester County Law Enforcement Diversity Recruitment Initiative. This website was developed to be a central point of access for all law enforcement employment opportunities in Gloucester County. The website is sponsored by several various civic and minority groups, including the Gloucester County NAACP, the National Organization of Black Law Enforcement Executives (NOBLE), and the Puerto Rican Action Committee of Southern New Jersey and the DOT Organization. <https://gloucesterpolicerecruitment.org/our-sponsors/>
2. The MTPD may participate in various local recruitment events that are held in anticipation of a hiring.
3. The MTPD shall advertise in the local newspaper, township/borough newsletter, at veterans groups, churches, local police academies, community/civic organizations, on



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social media and our township website, at community buildings, shopping areas, educational institutions, and the municipal complex of our recruitment flyer.

4. These recruitment initiatives shall be started at our next planned recruitment event.
5. The MTPD has an active Explorer Post that fosters and enhances an interest in law enforcement that could be used as a pipeline program for recruitment.
6. Recruitment initiatives shall be a consistent function of the police department through our interaction with the public, outreach initiatives, and social media posts. Hiring initiatives shall begin whenever we are actively searching to fill a position.
7. All MTPD officers regularly review the policy on Biased Based Policing as part of our accreditation process.
8. The MTPD may use PoliceApp.com for their hiring processes which centrally advertises police-related positions nationwide and uses a standardized application process.
9. The MTPD has a policy approved by the New Jersey State Association of Chiefs of Police (NJSACOP) Accreditation Board that addresses, in part, the recruitment and selection of personnel that reflect the diversity of the population. The Chief of Police is designated as the person responsible for implementation of this recruitment plan. The Chief of Police may delegate certain tasks and responsibilities, at his discretion, to employees who are familiar with and will consistently follow MTPD Standard Operating Procedure Volume 3 Chapter 13 for the selection of new candidates. These designees shall be monitored by a member of the MTPD Administration.

## EVALUATION, ANNUAL REVIEW AND REPORTING:

The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan and/or policy accordingly if the goals and objectives are not met.

N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring" in Paragraph III:

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruitingand-Hiring.pdf>

The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>