



## **MERCHANTVILLE POLICE DEPARTMENT**

1 WEST MAPLE AVENUE  
MERCHANTVILLE, NJ 08109

Phone: (856) 662-0507

Fax: (856) 662-0896



**RICHARD J. GRASSIA, JR**  
Chief of Police

### **DIVERSITY IN LAW ENFORCEMENT RECRUITING & HIRING 2023 REPORT**

According to the demographic data which was provided by the U.S. Census website: <https://data.census.gov/cedsci/> regarding the Borough of Merchantville it shows that the female population is at 49.21% and the male population is 50.79%. The 49.21% presents an underrepresented group. Additionally, the borough is comprised of a 3.18% Asian population. Due to an unexpected resignation this is now an underrepresented group. In an effort to further diversify the police department the Merchantville Police Department posts all job opportunities on our Social Media pages, notifies both Gloucester and Camden County Police Academies, and sends out Police notification alerts which get dispersed to all Camden County police agencies and programs in addition to all other municipalities in the state. As for new goals and programs the Merchantville Police Department will now be sending our job opportunities out to several social media platforms such as, Women in Law Enforcement, (NABLEO) National Association of Black Law Enforcement Officers, and (NAWLEE) National Association of Women, in order to extend the range of having more candidates apply for the open positions within the Police Department. Along with posting our job opportunities online our officers have recently started a new program which includes the Barrington, Lawnside, and Haddon Heights Departments, in a new outreach program at the Haddon Heights High School where students of all genders, races, and lifestyles, can speak with officers on a personal level and learn about the criminal justice system in hopes of having a better understanding of the career. Officers will be assigned to a team of classroom, they then would organize to meet with the team and/or class through the coach or teacher of that group and mentor the students to help answer any questions related to our line of work, and give them the opportunity to see if this is the career path, they may be interested in.