



## Diversity Hiring Report

*Submitting Agency: NJ Department Of Human Services*

*Year: 2025*

### **Agency Factsheet**

#### **Application Processes**

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? Yes

Agency hiring method(s): Non-Civil Service Examination List, Waiver Hire

Application process element(s): Formal Application, Interview Board, Preference for Veteran Applicants, Drug Testing, Medical Exam, Psychiatric Exam

#### **Promotional Methods**

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? Yes

Do Civil Service Regulations apply to all ranks? Yes

Promotional method(s): Civil Service Promotional Examination Certified List, Promotional Interview



## Diversity Hiring Report

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### All Applicants: Summary

Summary Type	Number	Percentage of Total
<i>Total Applicants</i>	2265	N/A
<i>Total Applicants Appointed</i>	12	0%
<i>Total Applicants Not Appointed</i>	1636	72%
<i>Direct Hire Applicants</i>	0	0%
<i>Transfer Applicants</i>	0	0%
<i>Waiver Applicants</i>	0	0%
<i>CSC Exam Exempt Direct Hire Applicants</i>	0	0%



## Diversity Hiring Report

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### **All Applicants: Demographic Summary**

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	1699	75%	0	0	0
	Total Female	533	23%	0	0	0
	Total X/Non-Binary	1	0%	0	0	0
Sexual Orientation	LGBTQ+	63	2%	0	0	0
	Non-LGBTQ+	2026	89%	0	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	0	0%	0	0	0
	Total Black or African American	0	0%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	1	0%	0	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	754	33%	0	0	0
	Total 18-29	1387	61%	0	0	0
Age	Total 30-39	695	30%	0	0	0
	Total 40-49	103	4%	0	0	0
	Total 50-59	42	1%	0	0	0
	Total 60-69	2	0%	0	0	0
	Total 70+	0	0%	0	0	0



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### **All Applicants: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	1	0	0	548
<i>Female</i>	0	0	0	0	0	0	0	206
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	1	0	0	754

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	1043	332	0	0	0	0	0	1	0	0	491
<i>Age 30-39</i>	520	167	1	0	0	0	0	0	0	0	217
<i>Age 40-49</i>	81	21	0	0	0	0	0	0	0	0	24
<i>Age 50-59</i>	38	4	0	0	0	0	0	0	0	0	17
<i>Age 60-69</i>	2	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



## Diversity Hiring Report

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### **All Applicants: Sexual Orientation Demographics**

LGBTQ+ Status	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>LGBTQ+</i>	12	50	1	0	0	0	0	0	0	0	21
<i>Non-LGBTQ+</i>	1604	422	0	0	0	0	0	1	0	0	677

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	42	17	3	1	0	0
<i>Non-LGBTQ+</i>	1247	631	90	36	1	0



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### **Appointed Applicants: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	1	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	1
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	1	0	0	1

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	9	2	0	0	0	0	0	1	0	0	1
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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### **Appointed Applicants: Sexual Orientation Demographics**

	<b>Male</b>	<b>Female</b>	<b>X/Non-Binary</b>	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>LGBTQ+</i>	1	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	8	2	0	0	0	0	0	1	0	0	1

	<b>Age 18-29</b>	<b>Age 30-39</b>	<b>Age 40-49</b>	<b>Age 50-59</b>	<b>Age 60-69</b>	<b>Age 70+</b>
<i>LGBTQ+</i>	1	0	0	0	0	0
<i>Non-LGBTQ+</i>	10	0	0	0	0	0



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### **Not Appointed Applicants: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	0	0	0	404
<i>Female</i>	0	0	0	0	0	0	0	148
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	552

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	753	244	0	0	0	0	0	0	0	0	359
<i>Age 30-39</i>	374	119	1	0	0	0	0	0	0	0	162
<i>Age 40-49</i>	54	19	0	0	0	0	0	0	0	0	15
<i>Age 50-59</i>	27	4	0	0	0	0	0	0	0	0	13
<i>Age 60-69</i>	1	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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### **Not Appointed Applicants: Sexual Orientation Demographics**

	<b>Male</b>	<b>Female</b>	<b>X/Non-Binary</b>	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>LGBTQ+</i>	7	33	1	0	0	0	0	0	0	0	15
<i>Non-LGBTQ+</i>	1156	313	0	0	0	0	0	0	0	0	496

	<b>Age 18-29</b>	<b>Age 30-39</b>	<b>Age 40-49</b>	<b>Age 50-59</b>	<b>Age 60-69</b>	<b>Age 70+</b>
<i>LGBTQ+</i>	25	13	2	1	0	0
<i>Non-LGBTQ+</i>	912	451	66	27	0	0



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### Not Appointed Applicants – Reasons

Reason	#	% of Total Not Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	0	0%
Defer	0	0%
Did not meet minimum qualifications	0	0%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%
Unknown	2	0%
Failed Background check- other	0	0%
Failed Drug Test	1	0%
Interview Panel Recommendation	349	21%
Other	1111	67%
Physical Qualification Exam	3	0%
Residency Requirement	0	0%
Written Exam	2	0%



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### **Not Appointed Applicants – Reasons by Gender & Race**

#### **Male Applicants**

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	97
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0



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	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Other</i>	0	0	0	0	0	0	0	263



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### **Female Applicants**

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	37
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	1
<i>Other</i>	0	0	0	0	0	0	0	100



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### **X or Non-Binary Applicants**

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0



## Diversity Hiring Report

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### **Current Officers: Summary**

		<b>Number</b>	<b>Percentage of Total</b>
	Total Officers	63	N/A
	Total Officers Eligible for Promotion	6	9%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
Gender	Total Male	51	80%
	Total Female	12	19%
	Total X/Non-Binary	0	0%
Race/Ethnicity	Total American Indian/Alaska Native	0	0%
	Total Asian	3	4%
	Total Black or African American	3	4%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	51	80%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	6	9%
Age	Total 18-29	51	80%



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	<b>Number</b>	<b>Percentage of Total</b>
Total 30-39	3	4%
Total 40-49	9	14%
Total 50-59	0	0%
Total 60-69	0	0%
Total 70+	0	0%



## Diversity Hiring Report

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### **Current Officers: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	3	0	45	0	0	3
<i>Female</i>	0	3	0	0	6	0	0	3
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	3	3	0	51	0	0	6

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	42	9	0	0	3	3	0	42	0	0	3
<i>Age 30-39</i>	0	3	0	0	0	0	0	3	0	0	0
<i>Age 40-49</i>	9	0	0	0	0	0	0	6	0	0	3
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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### **Officers Eligible for a Promotion: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	3	0	0	3
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	3	0	0	3

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	6	0	0	0	0	0	0	3	0	0	3
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



## Diversity Hiring Report

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### **Officers who Applied for a Promotion: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	0	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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### **Officers Promoted: Gender, Race, & Age Demographics**

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	0	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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### **Officers Promoted**

<b>Demographic</b>	<b>Promoted to Sergeant</b>			<b>Promoted to Lieutenant</b>			<b>Promoted to Captain</b>					
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
<b>American Indian/Alaska Native</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Asian</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Black or African American</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Native Hawaiian/Pacific Islander</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>White</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Two or More Races</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Race</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Hispanic or Latino</b>	0	0	0	0	0	0	0	0	0	0	0	0