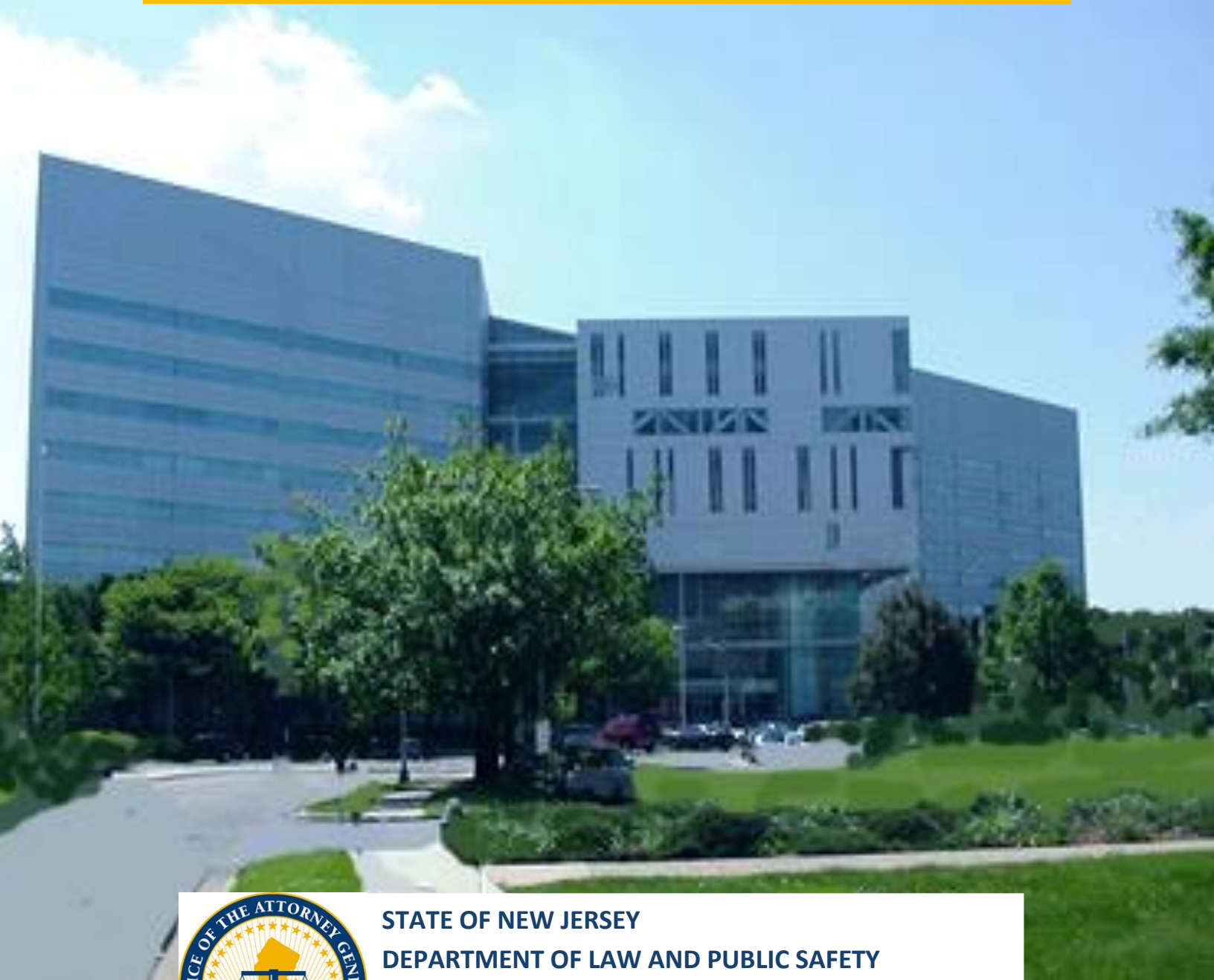

2021

Workforce Demographics



STATE OF NEW JERSEY

DEPARTMENT OF LAW AND PUBLIC SAFETY

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

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2021 DEMOGRAPHIC OVERVIEW

This report analyzes the demographic information about the full-time employees of the Department of Law and Public Safety, as is reflected in employee self-reported personnel data at the end of 2021. While we recognize that there are myriad dimensions of diversity, data collected in our records is limited to race/ethnicity and gender.

The LPS workforce is comprised of 7,874 individuals.

GENDER

- + **5,143 or 65% are Male**
- + **2,728 or 35% are Female**
- + **3 or 0% are Non-binary**

RACE/ETHNICITY

- + **5,315 or 68% are White**
- + **1,325 or 17% are Black/African-American (Black)**
- + **860 or 11% are Hispanic/Latino/Latina (Hispanic/Latino)**
- + **260 or 3% are Asian-American (Asian)**
- + **86 or 1% are Two or More Races**
- + **24 or 0% are American Indian/Alaskan Native (AI/AN)**
- + **3 or 0% are Native Hawaiian/Other Pacific Islander (NH/OPI)**
- + **1 or 0% is Some Other Race**

+ 10% (783) have attorney titles, such as Assistant Attorney General or Deputy Attorney General. Of those 783 attorneys:

- **78% work in the Division of Law**
- **15% work in the Division of Criminal Justice**
- **3% work in the Office of the Insurance Fraud Prosecutor**
- **2% work in the Division of Gaming Enforcement**
- **1% work in the Division of Alcoholic Beverage Control**
- **1% work in the Office of the Attorney General/Administration**

+ 45% (3,534) are sworn police. Among our sworn police members:

- + 82% work in the NJ State Police**
- + 11% work in the Juvenile Justice Commission**
- + 4% in the Division of Criminal Justice**
- + 1% in the Office of the Insurance Fraud Prosecutor**

+ 45% (3,567) are civilians, i.e. they are neither sworn police, nor in job titles that require them to be admitted to the bar of New Jersey as attorneys.








ABOUT THE DATA

Data reflects employees' self-reported information about their gender and race/ethnicity in the department's personnel records as of the end of the year 2021, i.e. as of the final pay period of 2021. It is a snapshot in time and does not reflect the ebbs and flows of personnel metrics during the course of the year.

Data about gender and race/ethnicity is self-reported by employees as part of their initial on-boarding and/or as may be updated during the course of their employment. The accuracy of the data as self-reported by employees and/or as entered into the human resources information database has not been confirmed.

There are three gender categories: female, male and non-binary. The non-binary category was added in 2019 and employees have since been provided with an opportunity to update their gender information.

Data about race and ethnicity is consistent with the categories established by the federal government for standardized reporting. (See, *OMB Revisions to the Standards for the Classification on Federal Data on Race and Ethnicity*, [97-28653.pdf \(govinfo.gov\)](#))

-  White
-  Black or African-American
-  Hispanic or Latino
-  Asian
-  American Indian or Alaskan Native
-  Native Hawaiian or Other Pacific Islander
-  Two or More Races

The category *Hispanic/Latino* is considered an ethnicity (not race) and includes people of any race. As reported herein, *race categories do not include people identified as Hispanic/Latino*, thereby avoiding counting any individuals twice. Example: someone who identifies as both Hispanic/Latino and White is reported only in the category "Hispanic/Latino" and is not counted in the category "White." Among the 860 employees

identifying as Hispanic/Latino, race was reported as 57.7% White, 21.4% Other/Unknown, 8.3% Asian, 4.9% Black, 4.9% AI/AN, 2.4% Two or More Races; 0.5% NH/OPI.

Data about specific divisions, offices or commissions track with personnel records and may not correspond with employees' actual assignments, e.g. employees may be actually detached or assigned to other organizational units within the department or outside of the department.

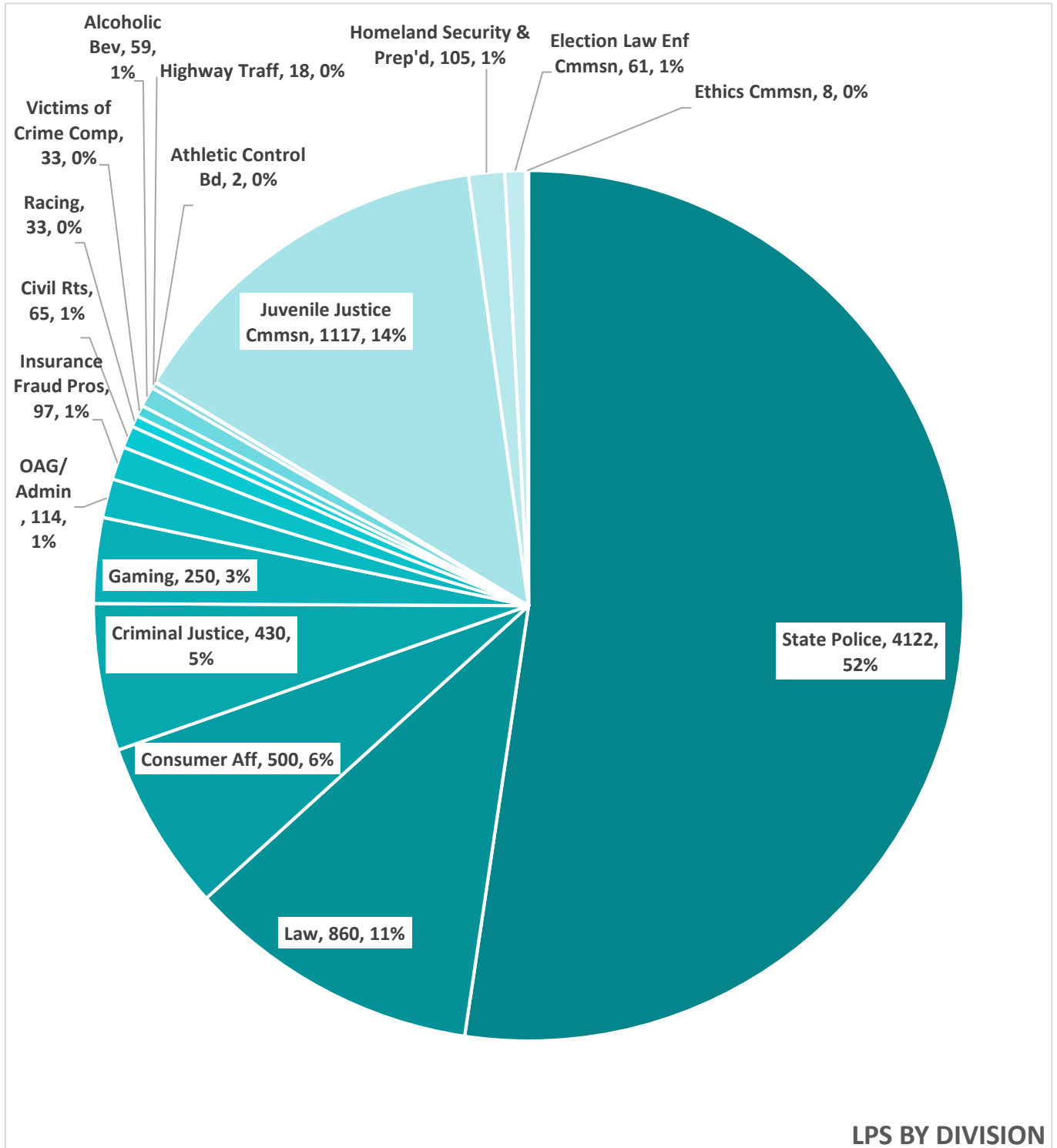
NOTES:

Employees who wish to confirm their gender identity on the New Jersey Personnel Management Information System (PMIS) may do so by logging into the State employee portal at NJ.Gov and selecting the "Gender Survey" in the section "Civil Service Commission Applications.

Employees may view their own personal data as maintained in PMIS with regard to gender and ethnicity, by using the NJGEID application available via <https://info.csc.state.nj.us/NJGEID/>. In the NJGEID application, ethnicity is reflected in the field "Ethnic Code" with either a "Y" meaning Yes, the employee is Hispanic/Latino; or an "N", meaning No, the employee is not Hispanic/Latino. Gender is reflected in the field "Gender" with any of three codes: F-Female, M-Male, or X-Non-Binary.

LPS BY DIVISION

(Total # = 7,874)



LPS BY DIVISION

LPS Workforce Distribution by Division

DIVISION <i>(by size of workforce)</i>	#	Headcount as a % of Total LPS
State Police	4,122	52.3%
Law	860	10.9%
Consumer Affairs	500	6.4%
Criminal Justice	430	5.5%
Gaming	250	3.2%
OAG/Admin	114	1.4%
Insurance Fraud Prosecutor	97	1.2%
Civil Rights	65	0.8%
Racing	33	0.4%
Victims of Crime Compensation Office	33	0.4%
Alcoholic Beverage Control	59	0.7%
Highway Traffic Safety	18	0.2%
Athletic Control Board	2	0.0%
<i>"in but not of" entities below:</i>		
Juvenile Justice Cmmsn	1,117	14.2%
Homeland Security & Prep'd	105	1.3%
Election Law Enf Cmmsn	61	0.8%
Ethics Cmmsn	8	0.1%
TOTAL	7,874	100.0%

DEPARTMENT-WIDE DATA

Overall, the representation of women and of people of color in the department is at levels below their representation in the overall labor force nationally and in New Jersey. This is attributable to fact that almost half of the LPS workforce is made up of police officers – a job historically held by White males in the U.S. Notably, of the department’s 7,874 full-time employees, 3,524 or 45% are sworn police officers. The remaining 4,350 or 55% are civilians.

Gender. Female representation **overall at LPS is 35%**, significantly below the estimated 47% in the national labor force and 48% for New Jersey for women in the work force.

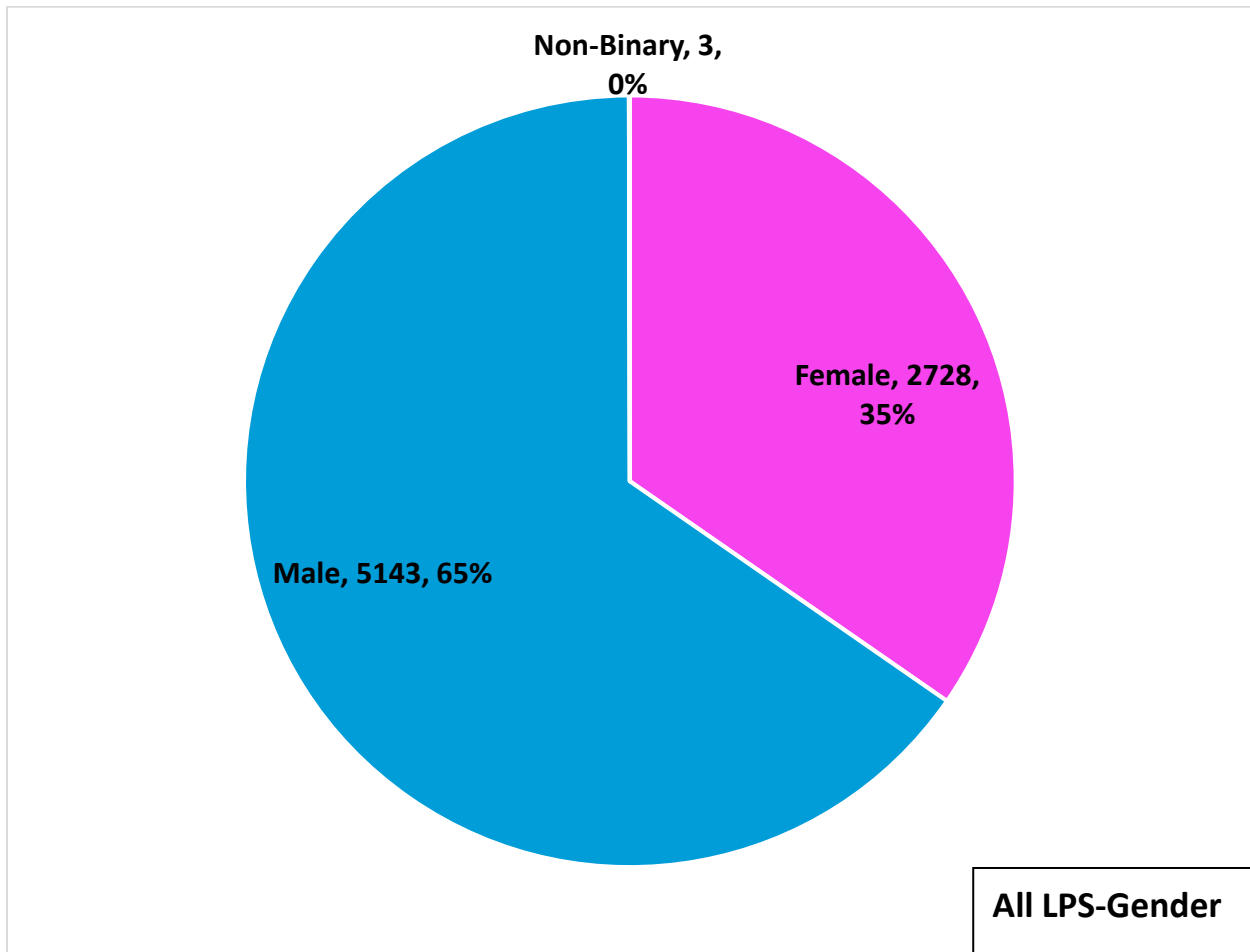
Race/Ethnicity. The representation of people overall at LPS **in the non-Hispanic White category, is 68%**, contrasted with 61% nationally and 57% within New Jersey.

Civilian/Police. By separately reporting the demographic data for civilian (non-police) and police employees in the table below, we see that among **LPS civilian employees, women are 56%**, and people identifying as **non-Hispanic White are 64%**. Among **LPS Police personnel, women are 8%** and people identifying as **non-Hispanic White ae 72%**.

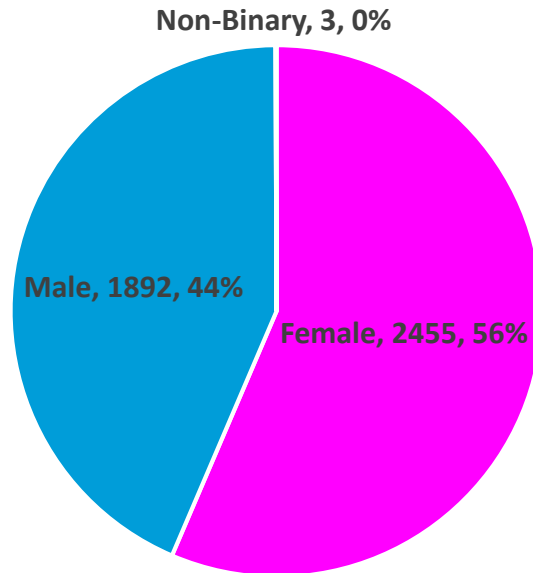
	White	Black	Hispanic/ Latino	Asian	Two or More Races	Female	Male	Non- Binary
All LPS	68%	17%	11%	3%	1%	35%	65%	0%
LPS Civilian	64%	23%	8%	4%	1%	56%	44%	0%
LPS Police	72%	9%	15%	3%	1%	8%	92%	0%

Department-Wide: Gender

Department-wide – Gender (Civilian and Sworn Police)

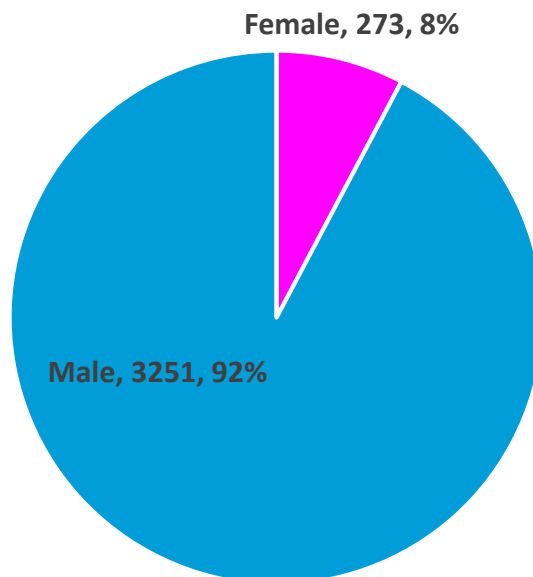


Department-Wide – Gender – Civilian (non-police)



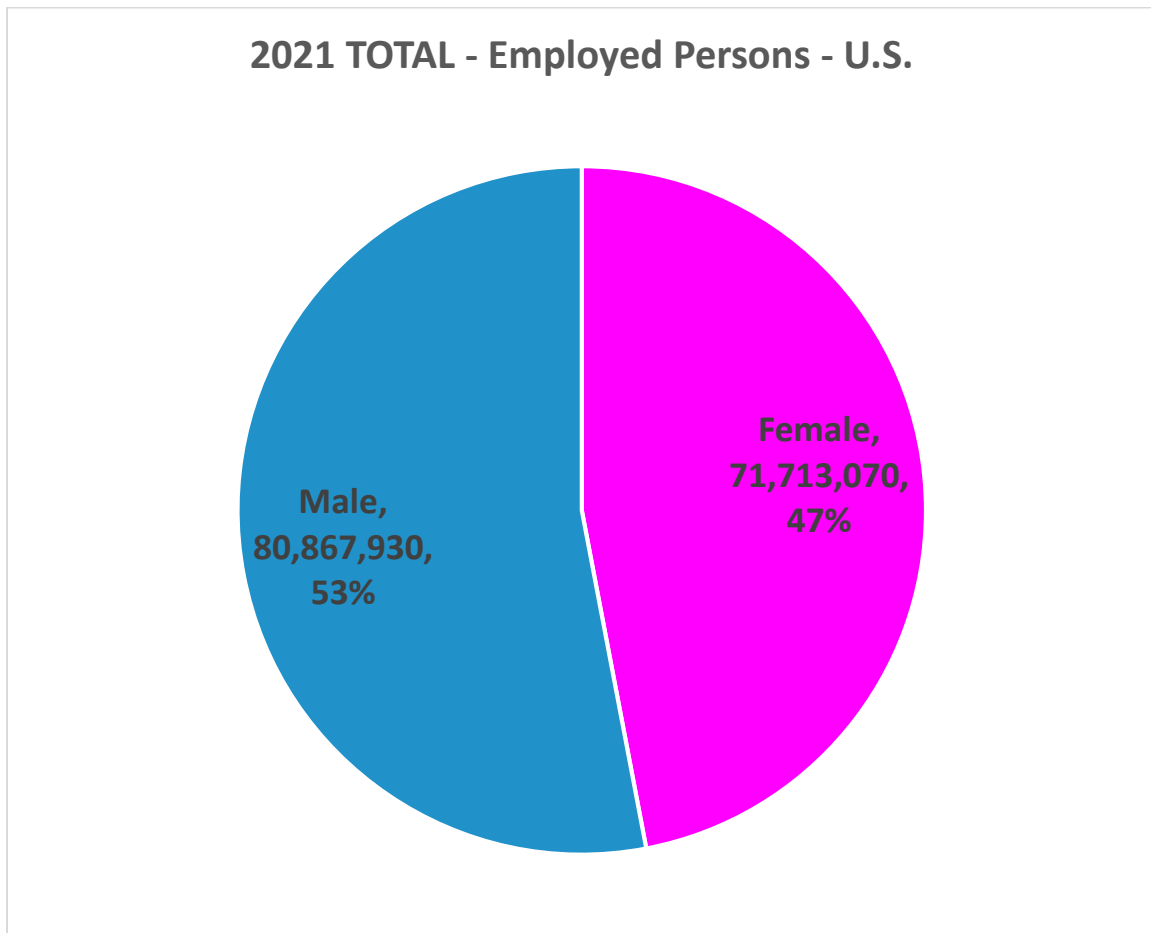
All LPS Civilian - Gender

Department-Wide – Gender –Sworn Police



All LPS Sworn Police - Gender

Comparative Benchmark- Gender - U.S Employed Persons



Source: U.S. Bureau of Labor Statistics <https://www.bls.gov/cps/cpsaat11.pdf>

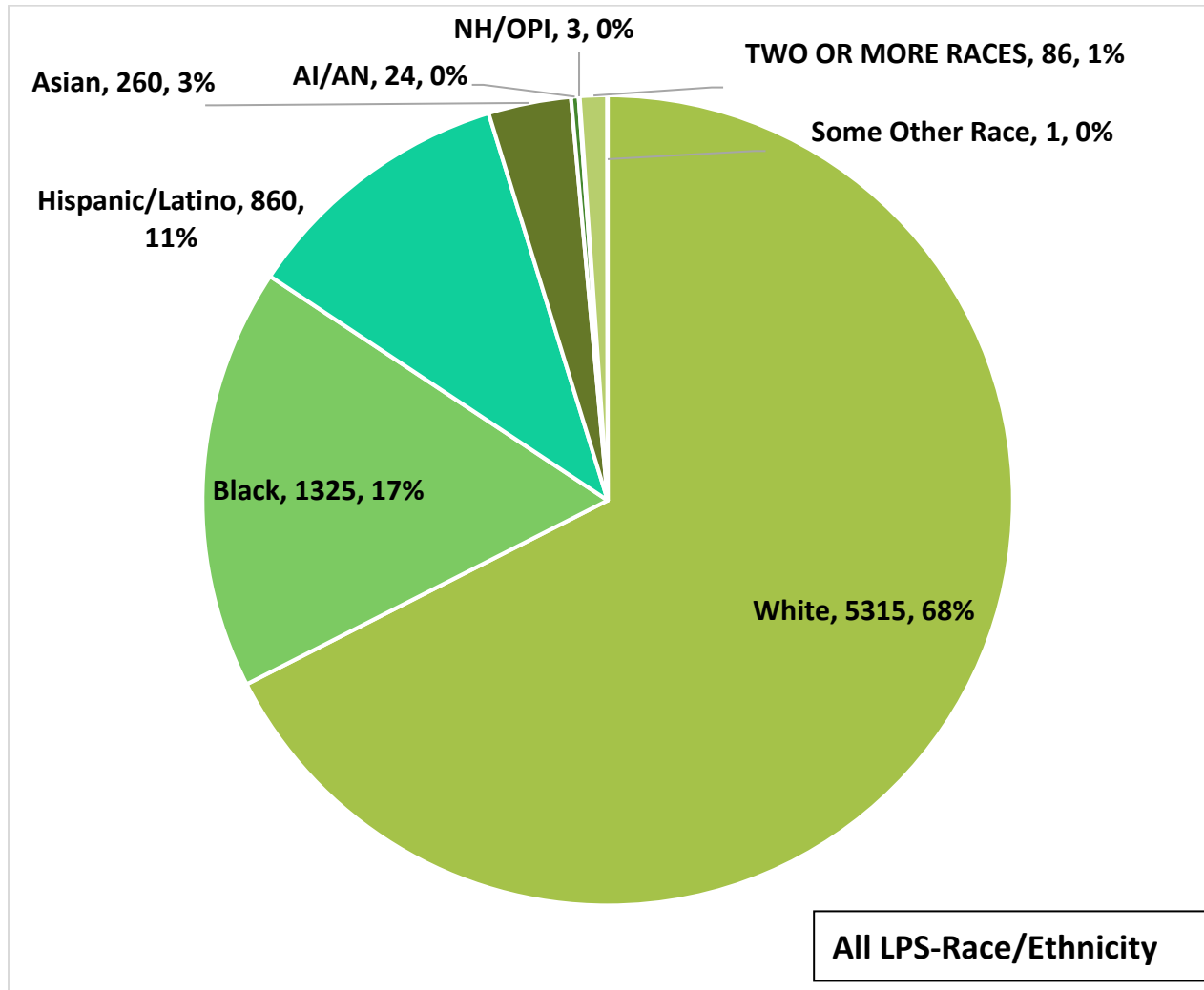
Comparative Benchmark – Gender – NJ Labor Force (Estimated 2019)¹

Gender	%
Female	48
Male	52

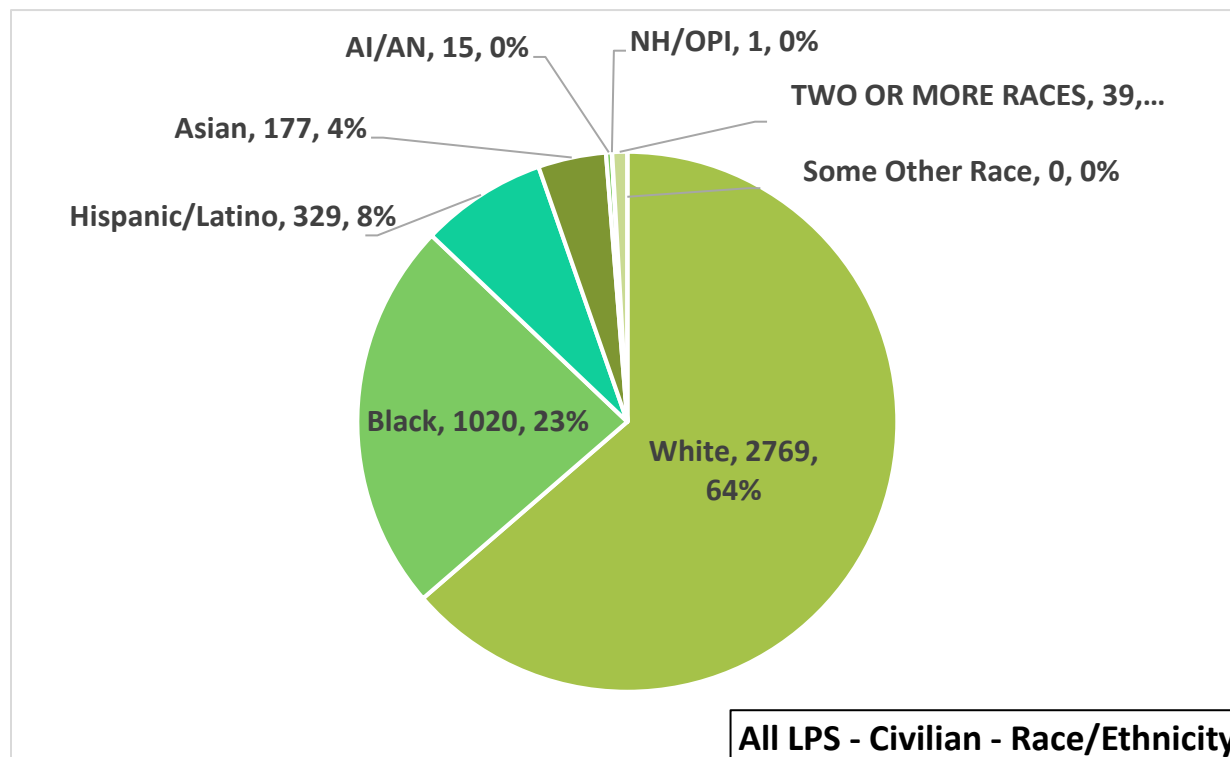
¹ Source: NJ Dept. of Labor and Workforce Development, Population and Labor Force Projections, Table 5, <https://www.nj.gov/labor/labormarketinformation/demographics/population-labor-projections/>

Department-Wide: Race/Ethnicity

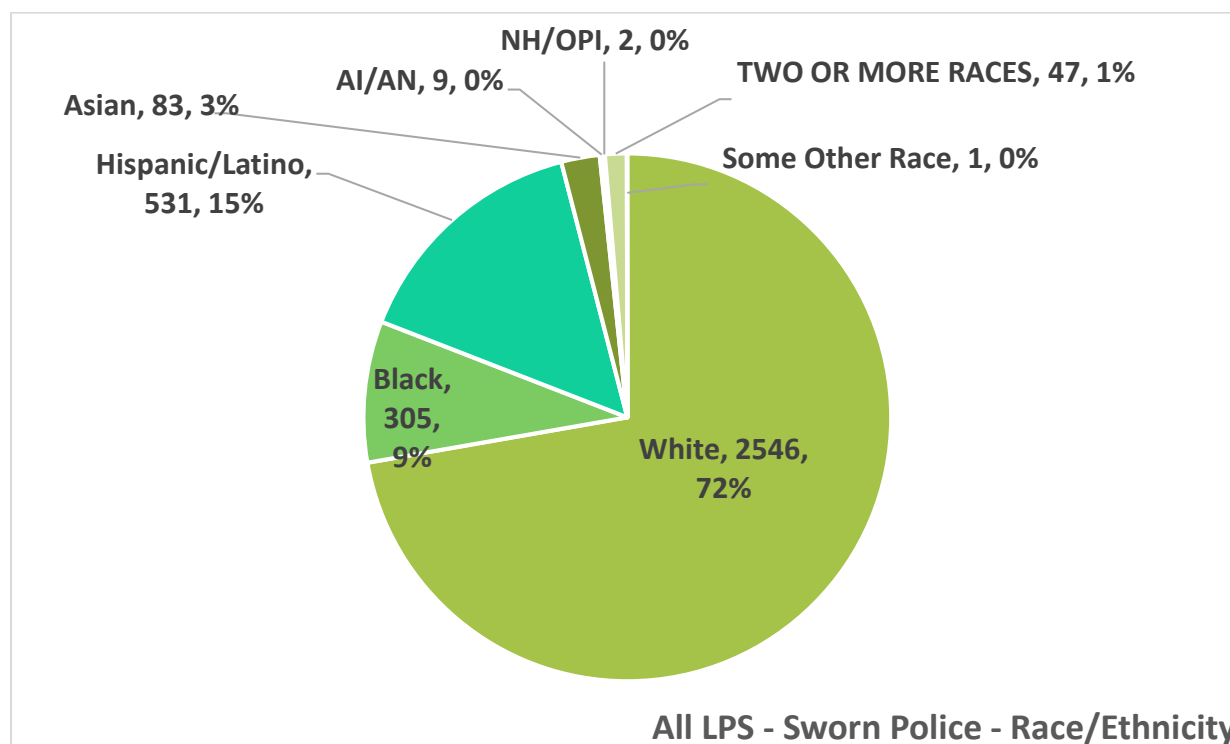
Department-wide – Race/Ethnicity (Civilian and Sworn Police)



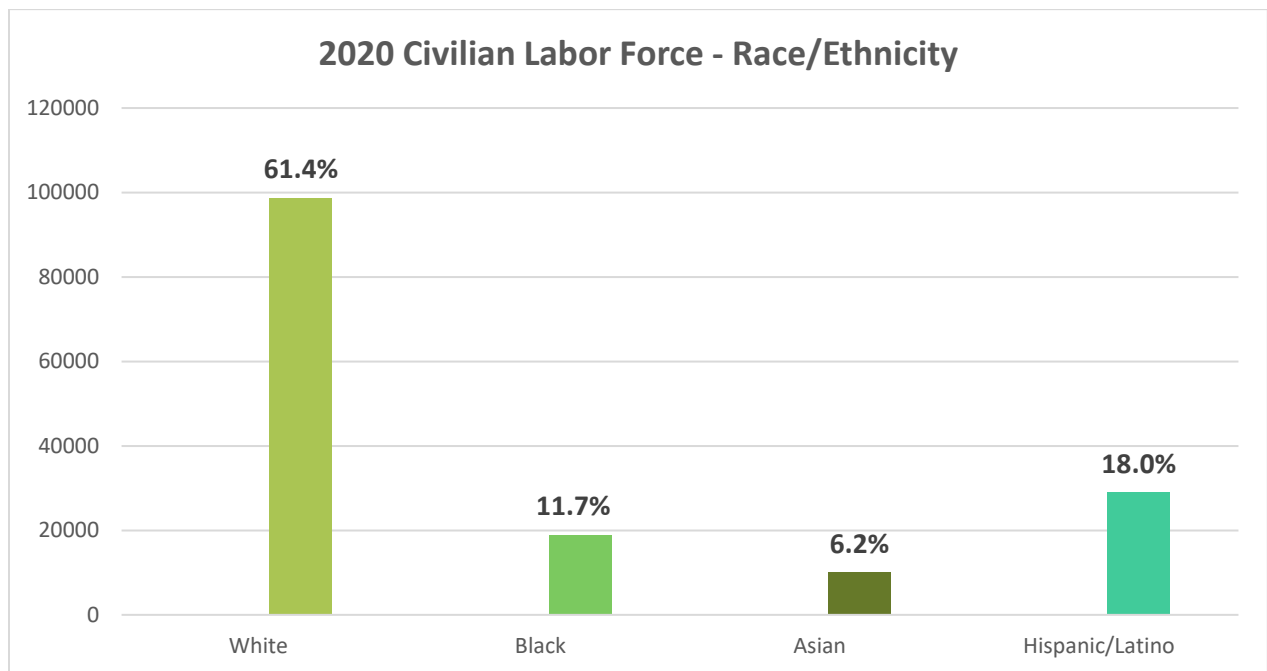
Department-Wide – Race/Ethnicity – Civilian (non-police)



Department-Wide – Race/Ethnicity – Sworn Police



Comparative Benchmark- Race/Ethnicity - U.S. Employed Persons



Source: U.S. Bureau of Labor Statistics, [Labor force characteristics by race and ethnicity, 2020 : BLS Reports: U.S. Bureau of Labor Statistics](#). Values above do not sum to 100% as some categories are omitted. Race categories (White, Black, Asian) do not include Hispanic/Latino. The category “Hispanic/Latino” is considered an Ethnicity and not a Race, and therefore, includes people of any Race.

Comparative Benchmark– Race/Ethnicity – NJ Labor Force (Estimated 2019)

Race/Ethnicity	%
White (non-Hispanic)	57
White (all Ethnicities)	73
Black (all Ethnicities)	14
Asian (all Ethnicities)	10
Other Races (all Ethnicities)	1
Multiracial (all Ethnicities)	2
Hispanic (any Race)	19

Source: N.J. Dept. of Labor and Workforce Development,
Table 6, <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/dmograph/lfp/lfproj/sptab6.xlsx>
See generally: <https://www.nj.gov/labor/labormarketinformation/demographics/population-labor-projections/>

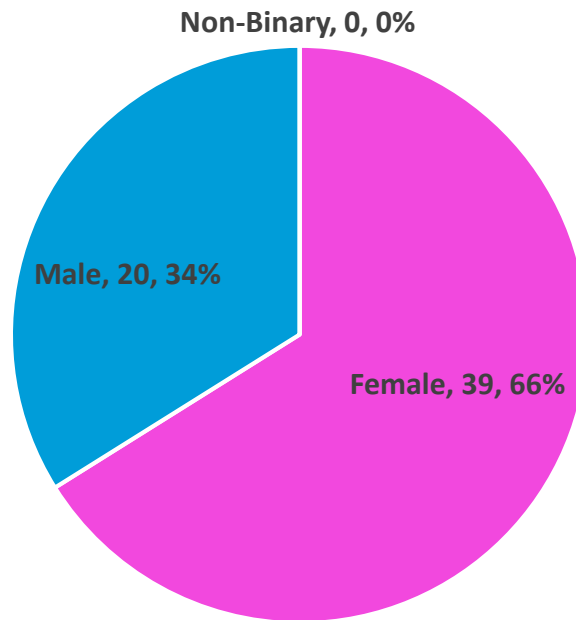
DEMOGRAPHIC DATA FOR EACH DIVISION

This report presents the gender and race/ethnicity data for each of the divisions, offices, boards, and commissions (collectively, “Divisions”) that comprise the Department of Law and Public Safety, to the extent that that data readily can be separately analyzed.* We have drawn a distinction between those Divisions that are subject to the oversight and control of the Office of the Attorney General/Department of Law and Public Safety, and those that are considered “In But Not Of” (IBNO) the department. Data for both categories are included, but the IBNO data is presented in a separate section. In this section, Division data appears in alphabetic order as follows.

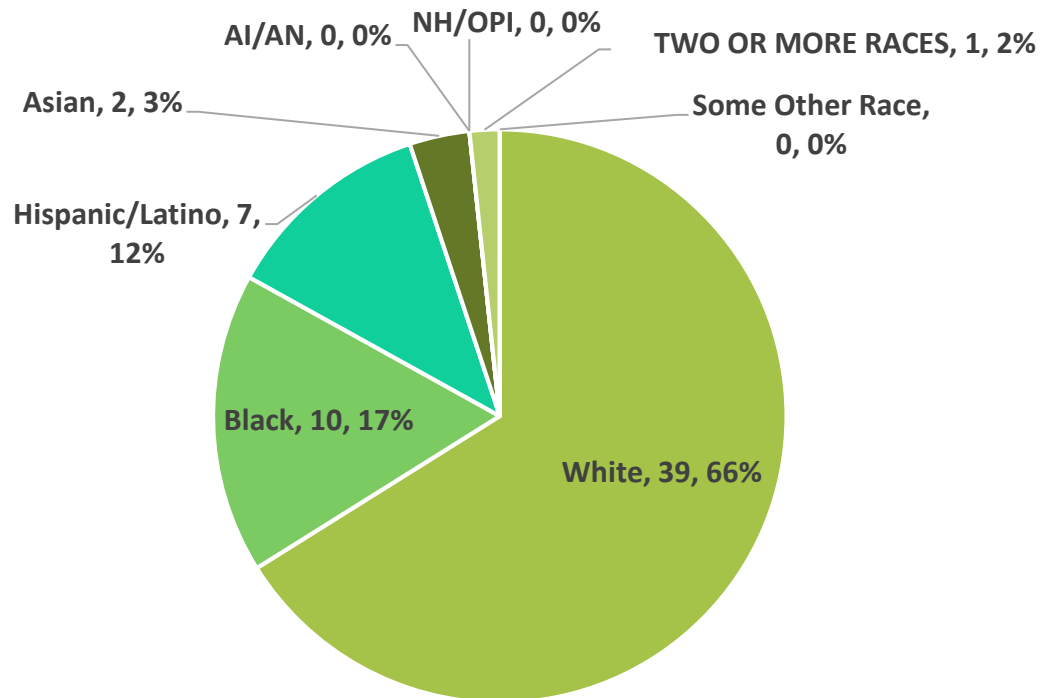
-  Alcoholic Beverage Control (ABC)
-  Civil Rights (DCR)
-  Consumer Affairs (DCA)
-  Criminal Justice (DCJ)
-  Gaming Enforcement (DGE)
-  Highway Traffic Safety (HTS)
-  Law (DOL)
-  Office of the Attorney General/Administration (OAG/Admin)
-  Office of the Insurance Fraud Prosecutor (OIFP)
-  Racing Commission (Racing)
-  State Athletic Control Board (SACB)
-  State Police (NJSP)
-  Victims of Crime Compensation (VCCO)

*Some Divisions within the department are operationally distinct yet their data is aggregated in the personnel database, e.g. the Office of Public Integrity & Accountability falls within the Division of Criminal Justice and its workforce data is not separately reported.

Alcoholic Beverage Control (ABC total=59)

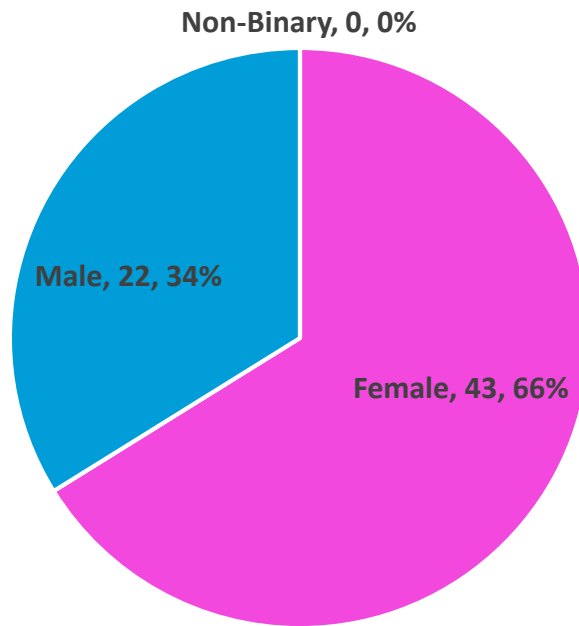


ABC-GENDER

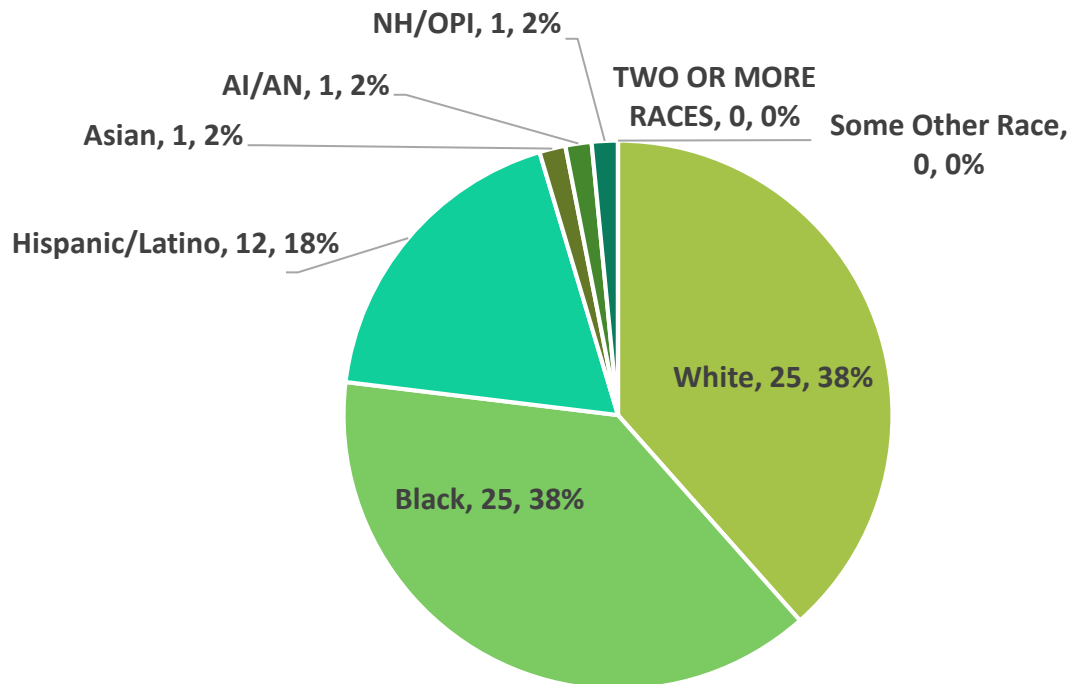


ABC-RACE/ETHNICITY

Civil Rights (DCR total=65)

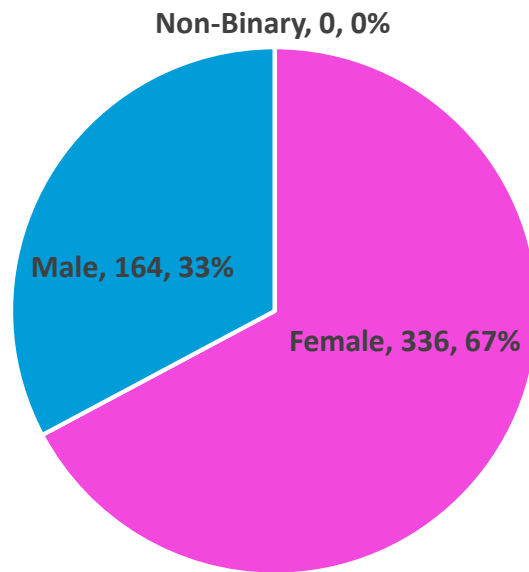


DCR-GENDER

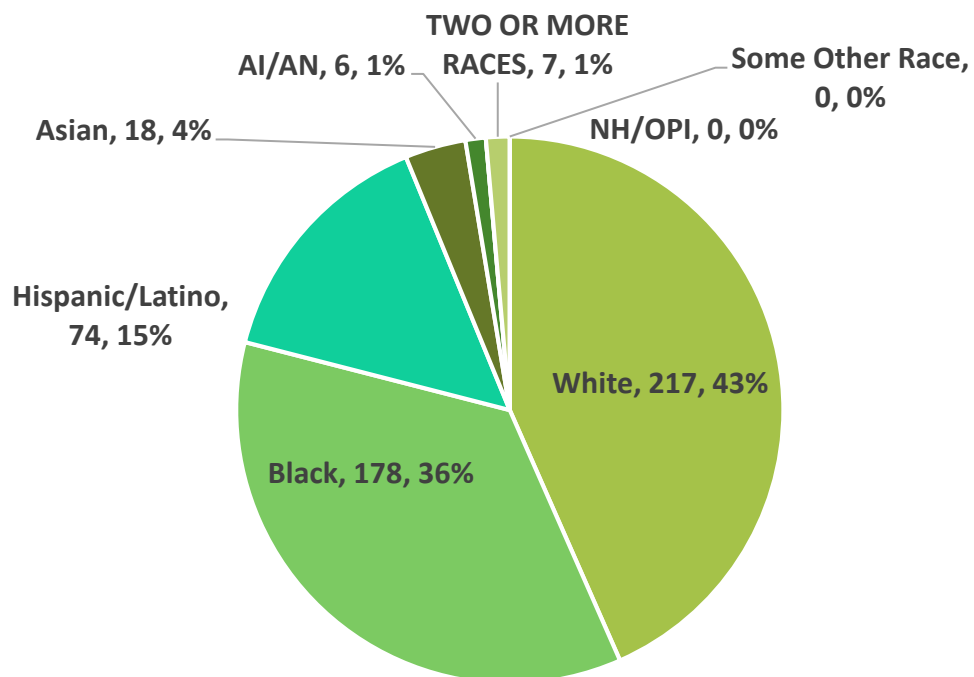


DCR-RACE/ETHNICITY

Consumer Affairs (total=500)

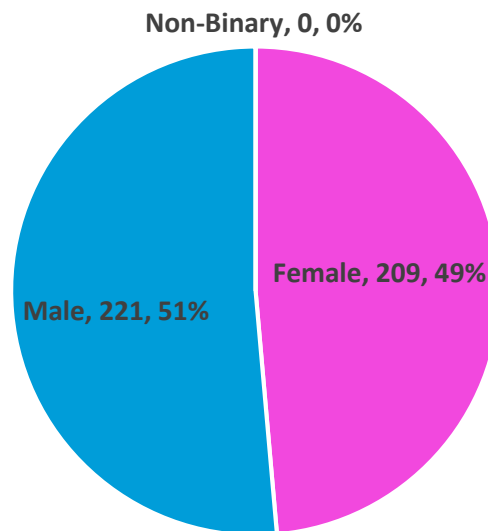


DCA-GENDER

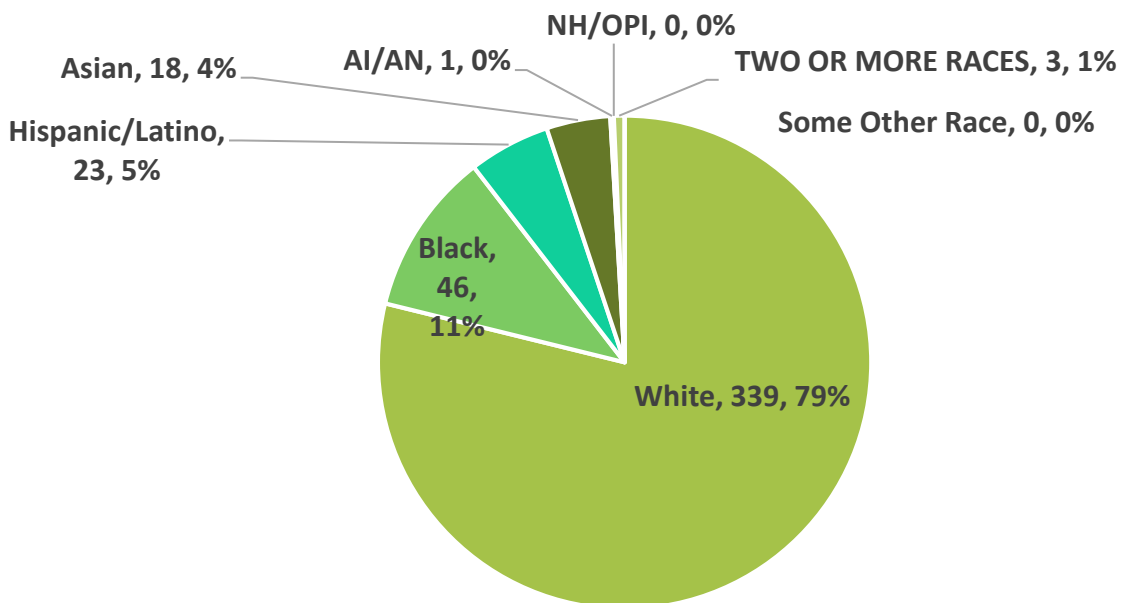


DCA-RACE/ETHNICITY

Criminal Justice² (total=430)



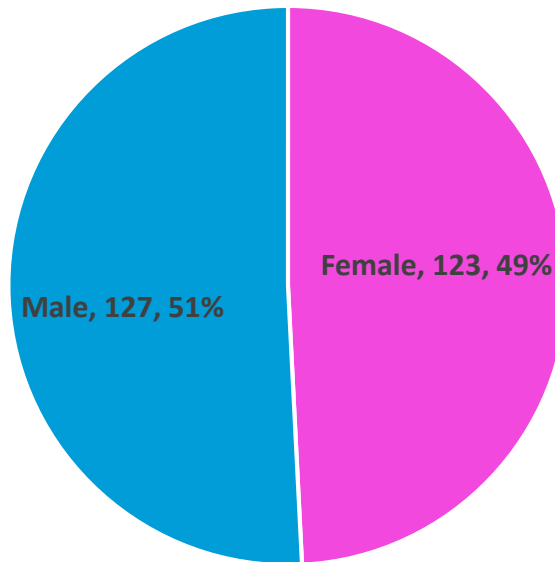
DCJ-GENDER



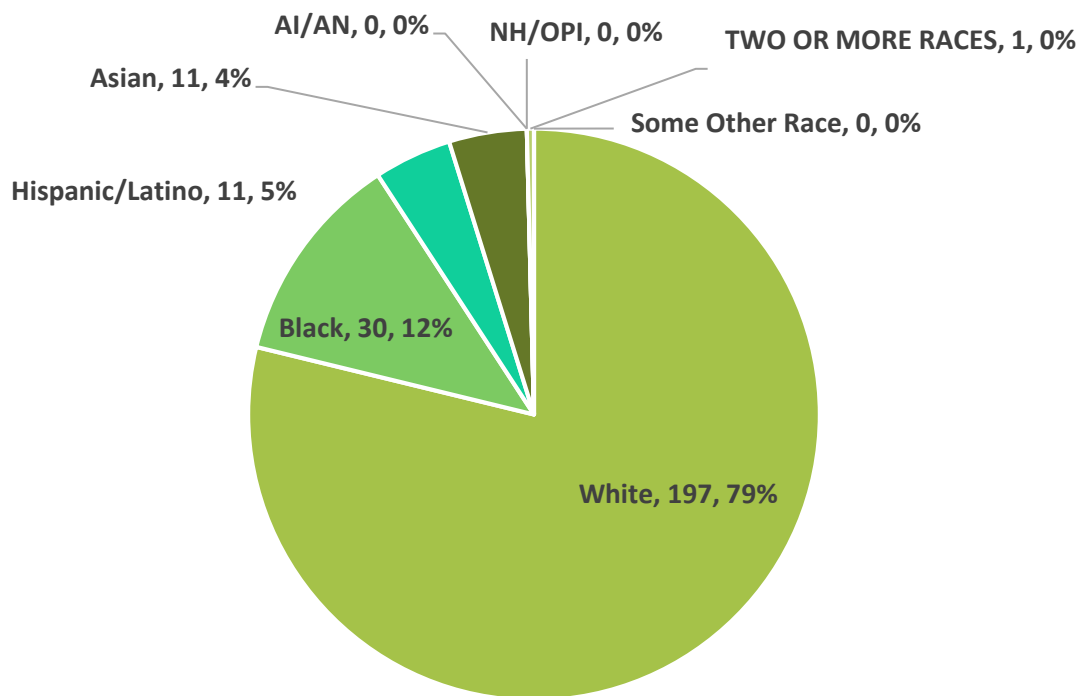
DCJ-RACE/ETHNICITY

² Division of Criminal Justice data includes personnel assigned to the Office of Public Integrity and Accountability. It does not include data for the Office of the Insurance Fraud Prosecutor or the Victims of Crime Compensation Office, which are separately reported

Gaming Enforcement (total=250)

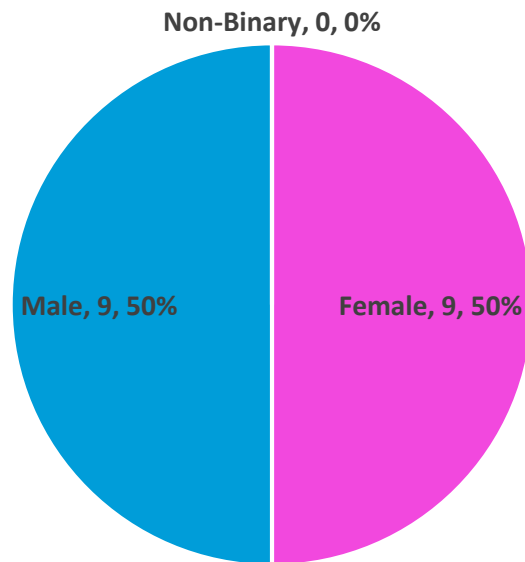


DGE-GENDER

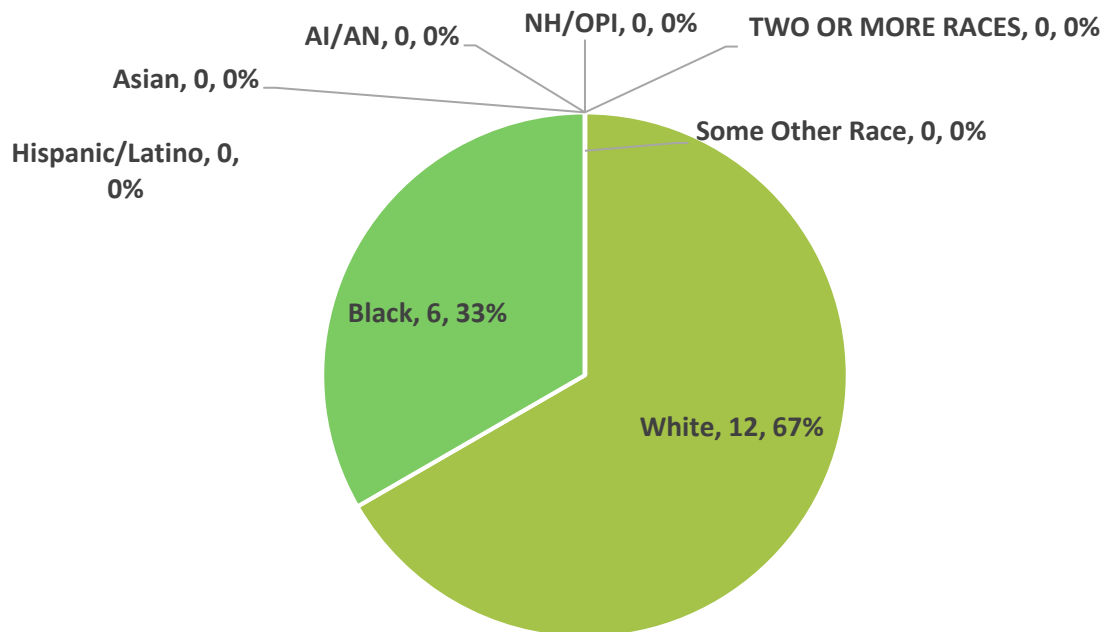


DGE-RACE/ETHNICITY

Highway Traffic Safety (total=18)

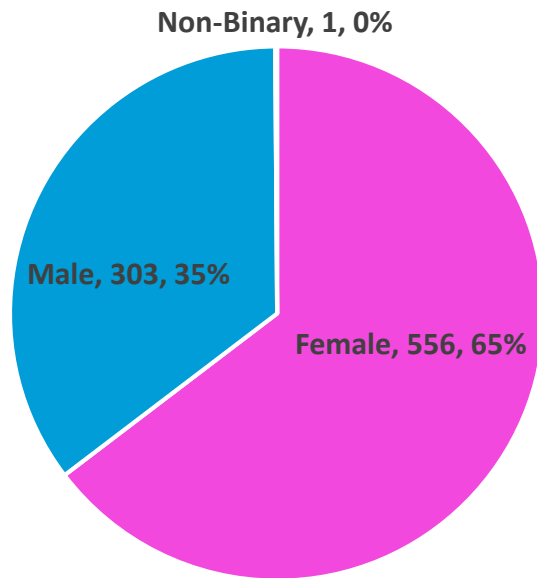


HTS-GENDER

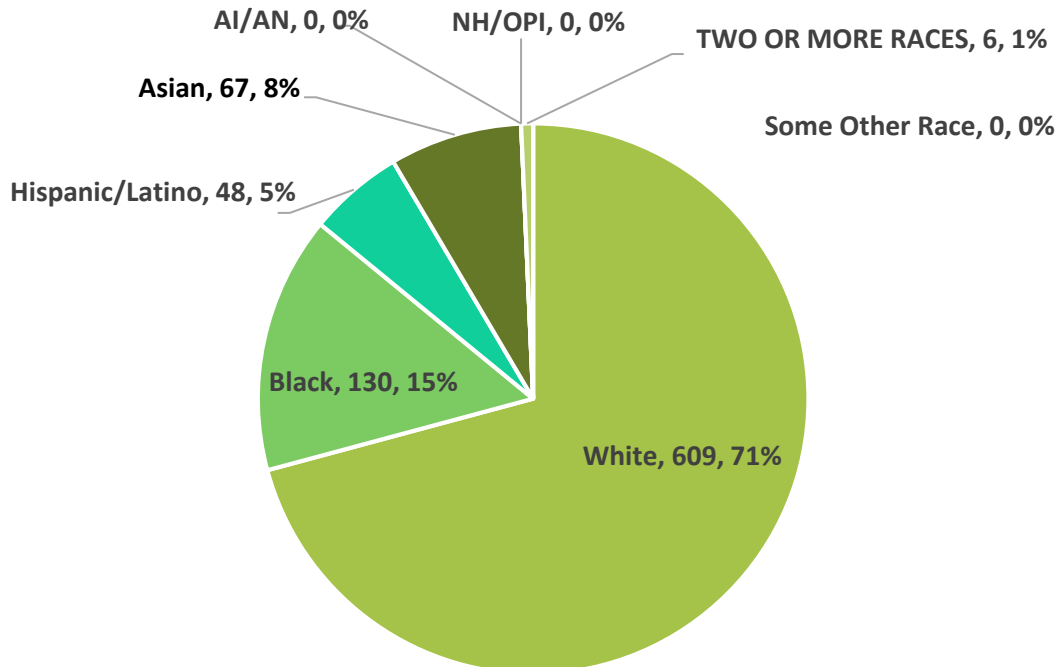


HTS-RACE/ETHNICITY

Law (DOL total=860)

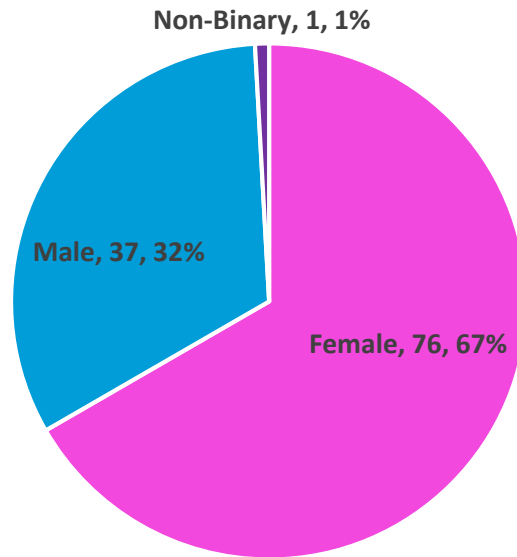


DOL -GENDER

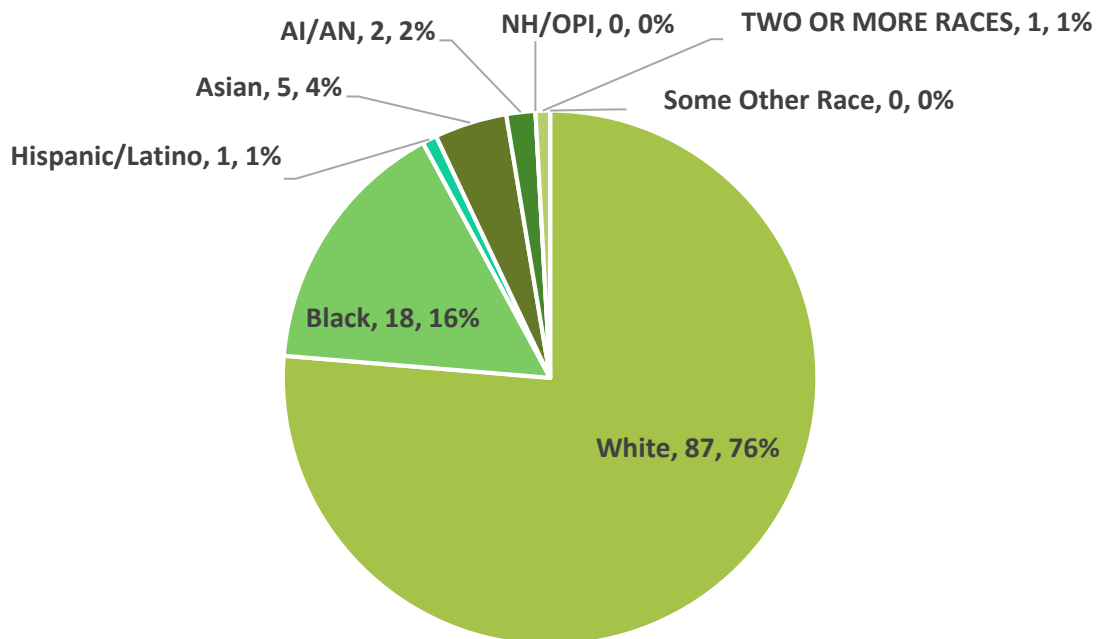


DOL-RACE/ETHNICITY

OAG/Administration (OAG/Admin total=114)

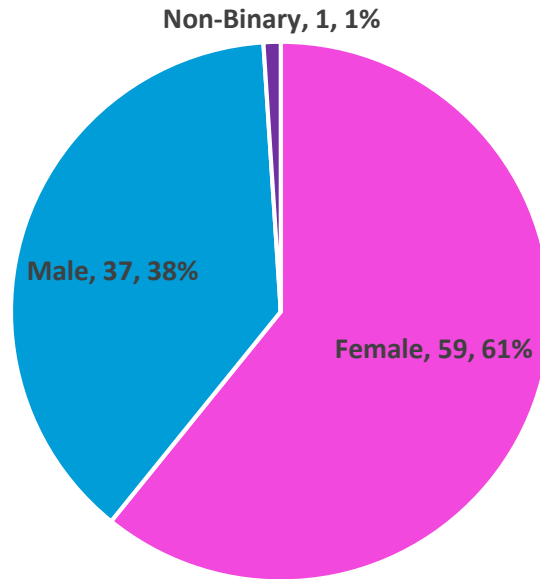


OAG-GENDER

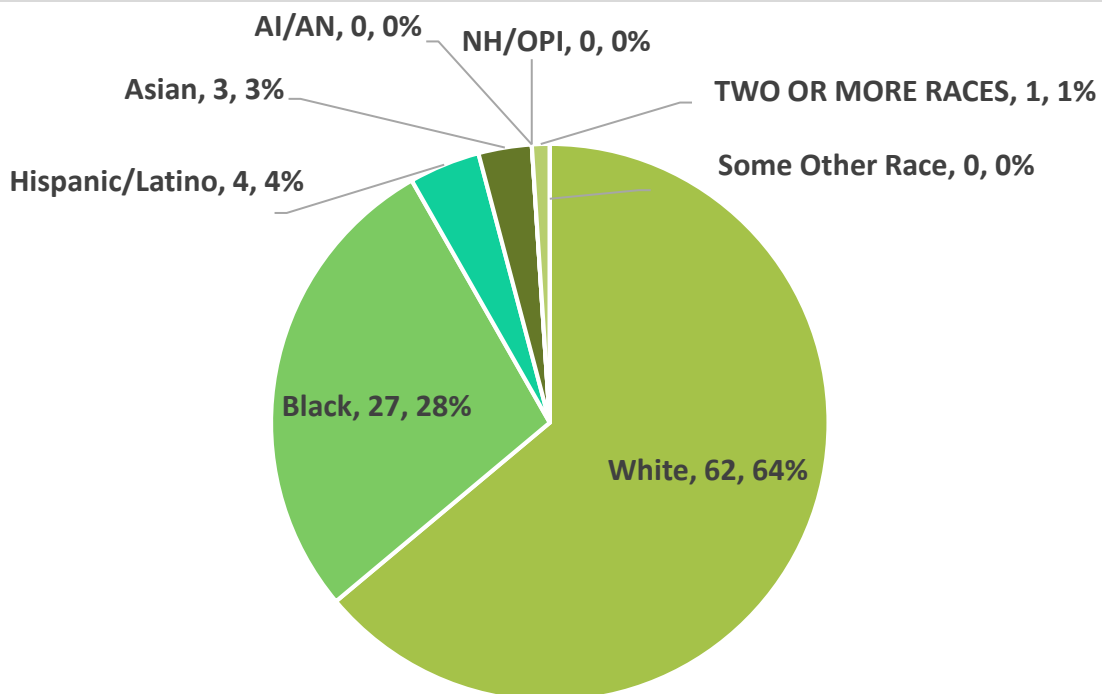


OAG-RACE/ETHNICITY

Office of the Insurance Fraud Prosecutor (OIFP total=97)

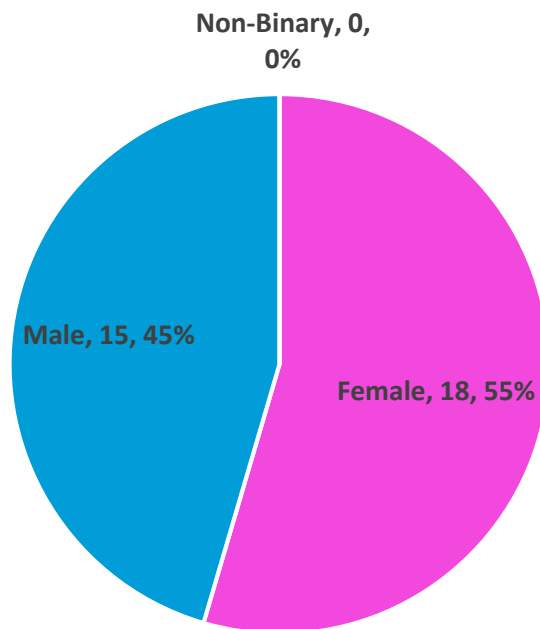


OIFP-GENDER

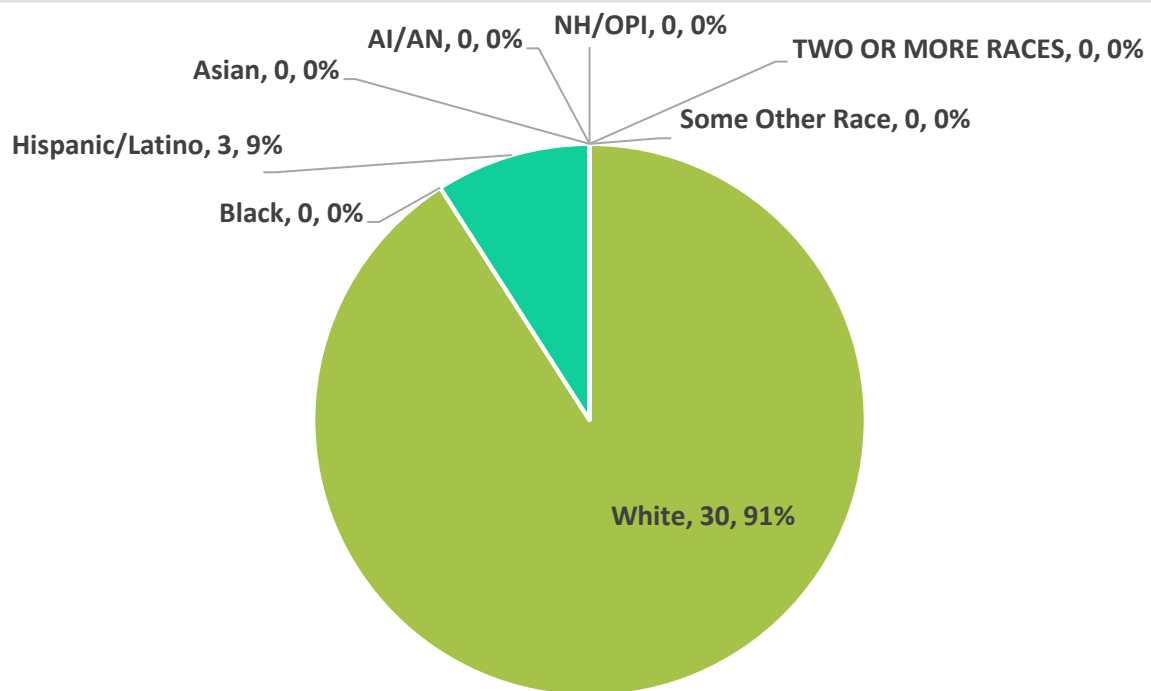


OIFP-RACE/ETHNICITY

Racing (Racing total=33)

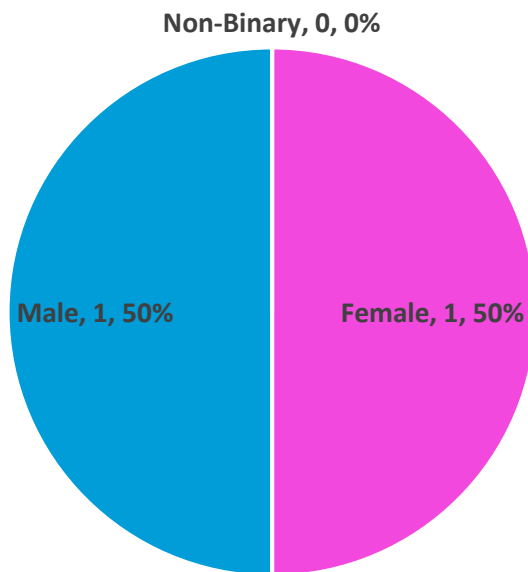


RACING-GENDER

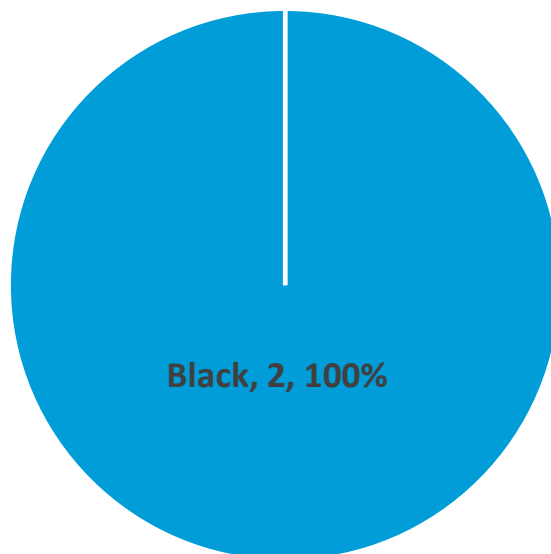


RACING-RACE/ETHNICITY

State Athletic Control Board (SACB total=2)

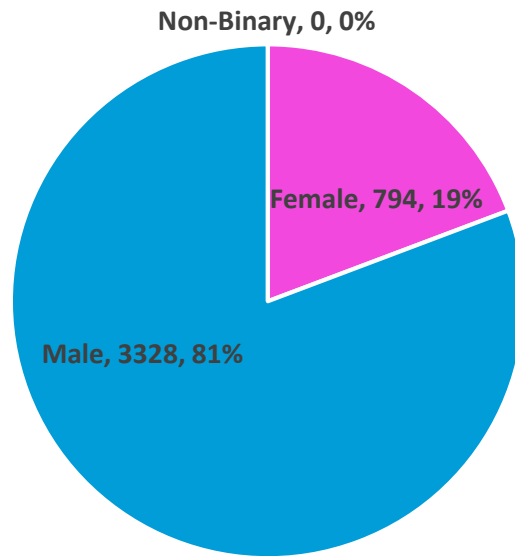


SACB-GENDER

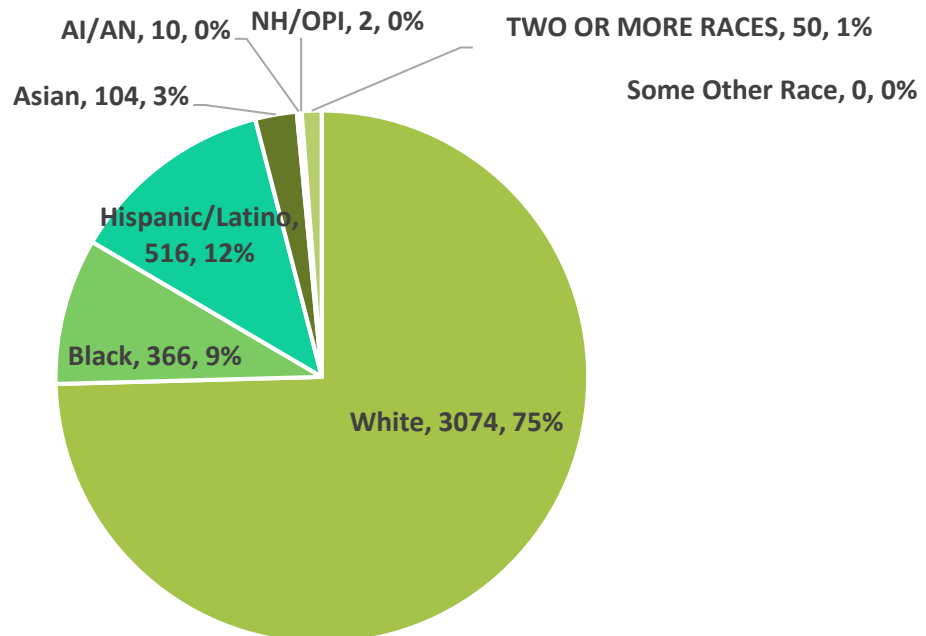


SACB-RACE/ETHNICITY

State Police (NJSP total=4,122)
Combined Sworn Police and Civilian)



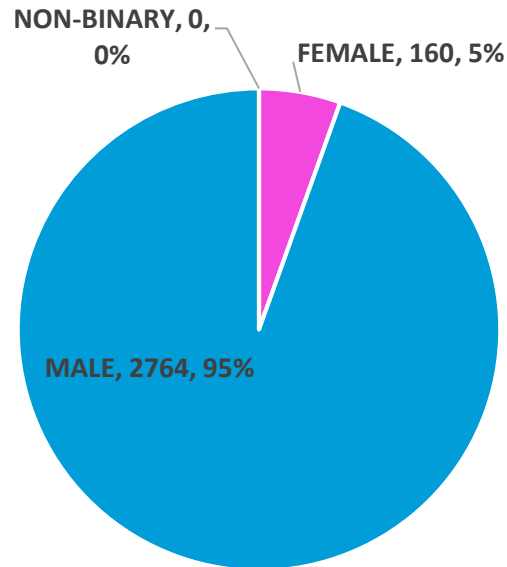
NJSP-GENDER



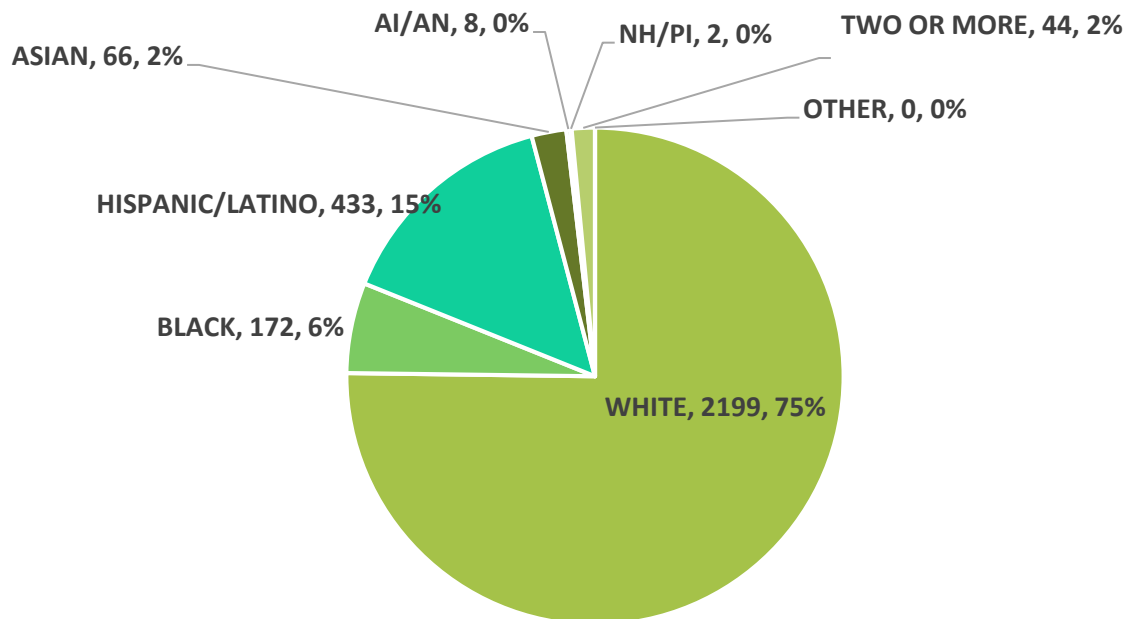
NJSP-RACE/ETHNICITY

State Police – Sworn Police Members

(NSP Sworn Police - Total=2,924)



NJSP SWORN - GENDER



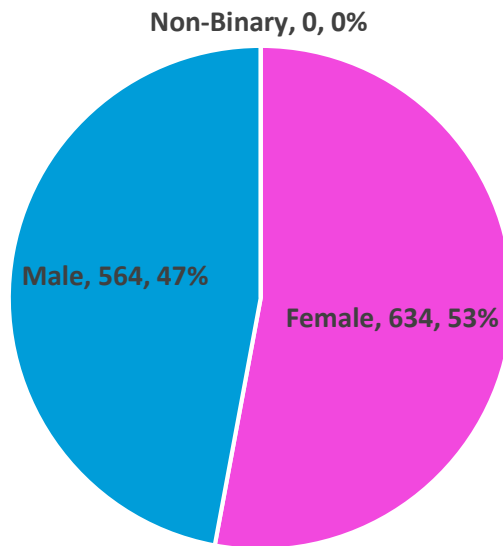
NJSP SWORN - RACE/ETHNICITY

State Police – Sworn Police Members-Race/Ethnicity by Gender (#)

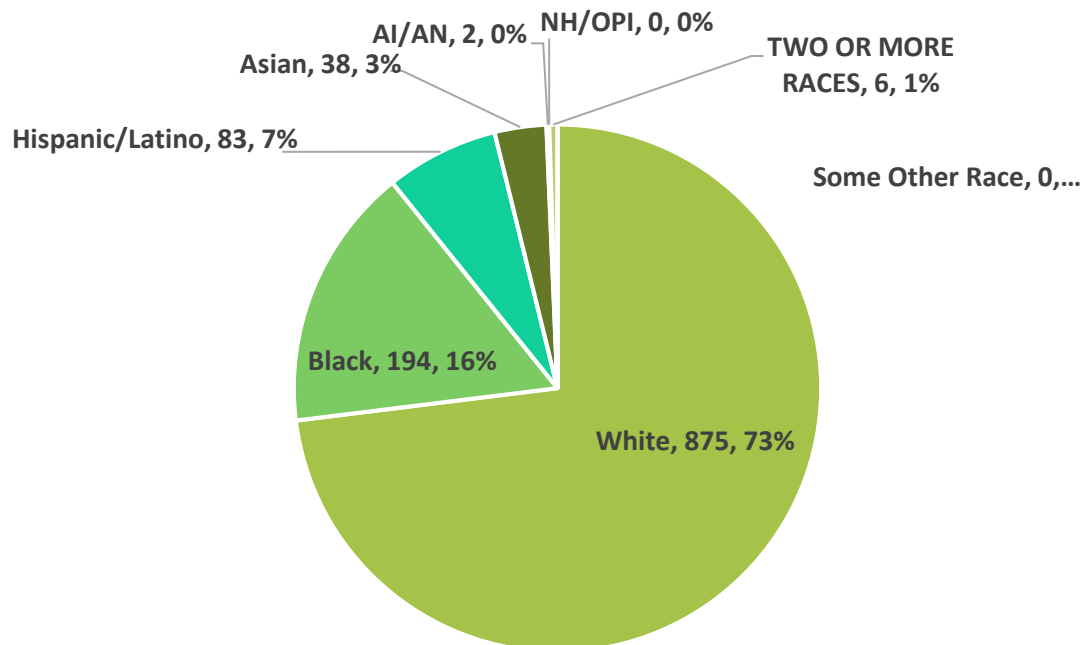
RACE/ETHNICITY	ALL	FEMALE	MALE	NON-BINARY
White	2199	117	2082	0
Black	172	11	161	0
Hispanic/Latino	433	23	410	0
Asian	66	4	62	0
AI/AN	8	0	8	0
NH/OPI	2	0	2	0
Two or More Races	44	5	39	0
Some Other Race	0	0	0	0
TOTAL	2924	160	2764	0

State Police Civilian Members

(NJSP Civilian - Total=1,198)



NJSP Civilian - Gender

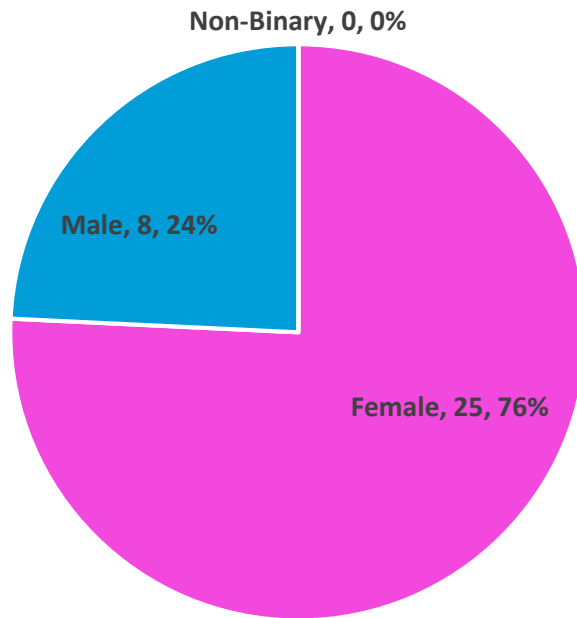


NJSP Civilian - Race/Ethnicity

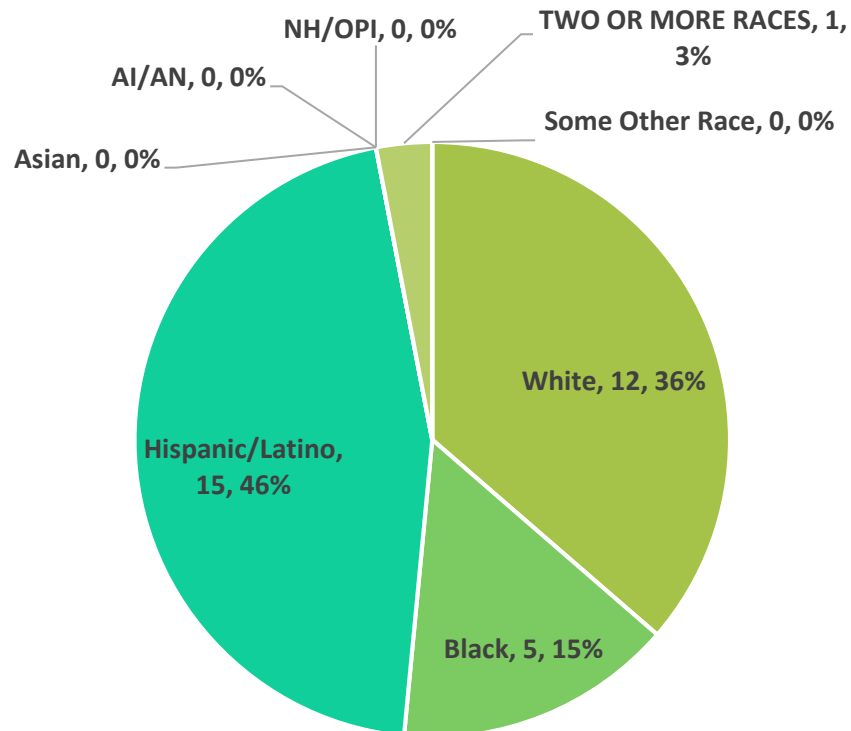
State Police – Civilian Members - Race/Ethnicity by Gender (#)

	ALL	FEMALE	MALE	NON-BINARY
WHITE	875	448	427	0
BLACK	194	116	78	0
HISPANIC/LATINO	83	40	43	0
ASIAN	38	25	13	0
AI/AN	2	2	0	0
NH/OPI	0	0	0	0
TWO OR MORE RACES	6	3	3	0
SOME OTHER RACE	0	0	0	0
TOTAL	1198	634	564	0

Victims of Crime Compensation (vcco total=33)



VCCO-GENDER







VCCO-RACE/ETHNICITY

“IN BUT NOT OF” ENTITIES

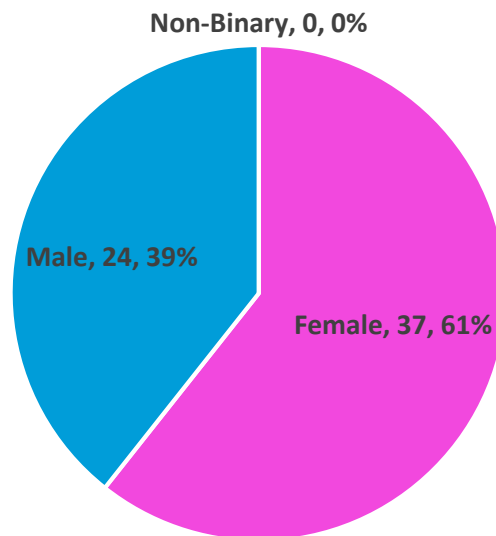
Certain organizations are considered “In But Not Of” (IBNO) the Department of Law and Public Safety.

The New Jersey Constitution requires all executive and administrative offices, departments, and instrumentalities of the State government to be allocated by law among and within not more than twenty principal departments. For the purposes of complying with this provision, the enabling legislation for authorities, commissions, colleges and universities may establish them “in but not of” a department, but these entities are independent of any supervision and control by the department or by any board or officer thereof.

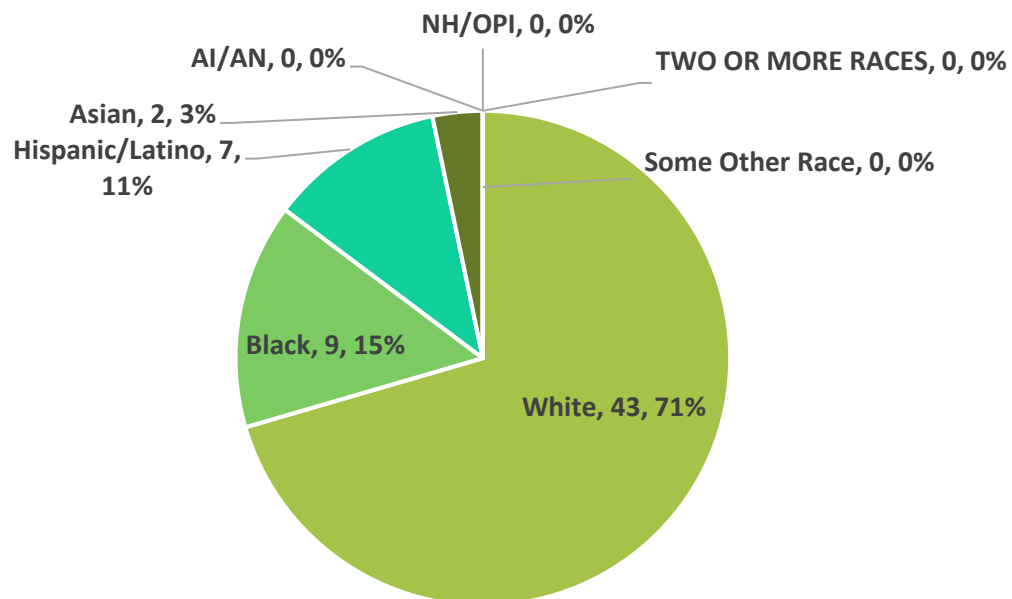
The IBNO entities within the Department of Law and Public Safety are the:

-  Election Law Enforcement Commission (ELEC);
-  State Ethics Commission (Ethics);
-  Office of Homeland Security and Preparedness (OHSP); and
-  Juvenile Justice Commission (JJC)

Election Law Enforcement Commission (ELEC total=61)

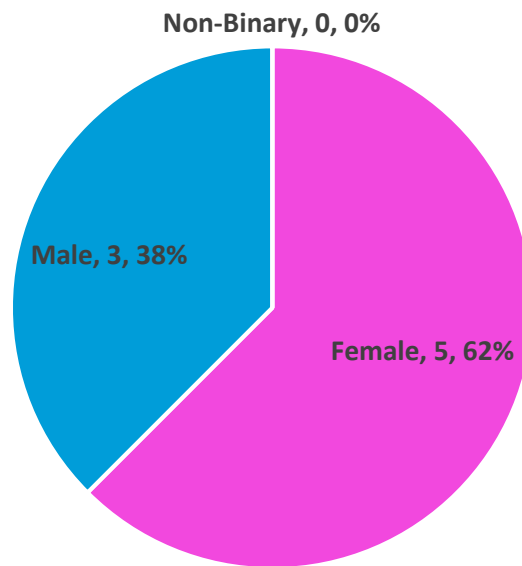


ELEC-GENDER

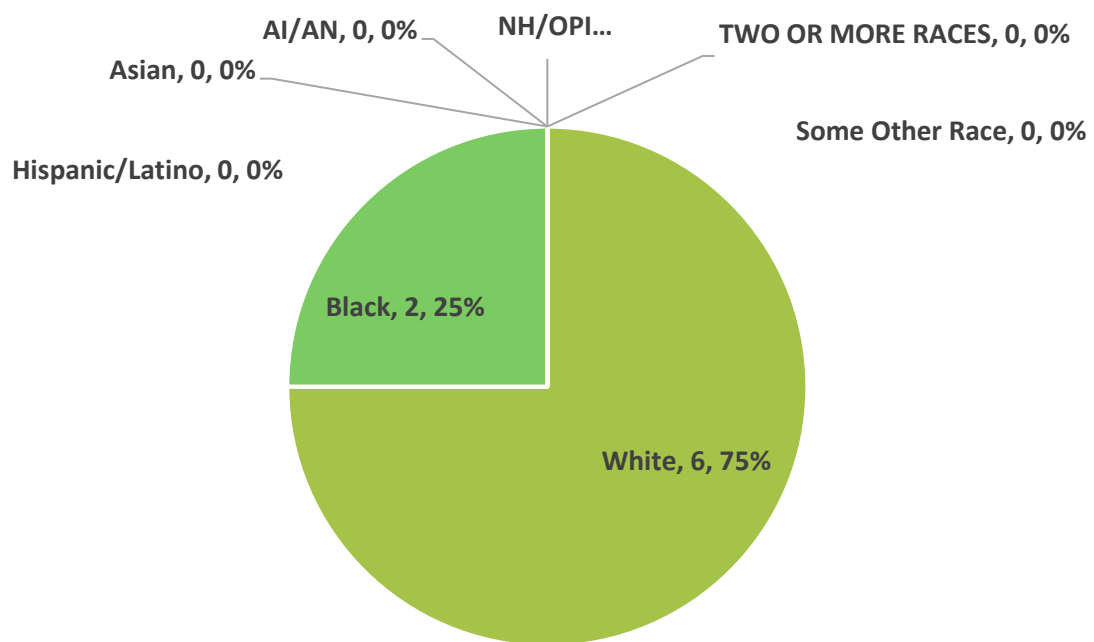


ELEC-RACE/ETHNICITY

Ethics (Ethics total=8)

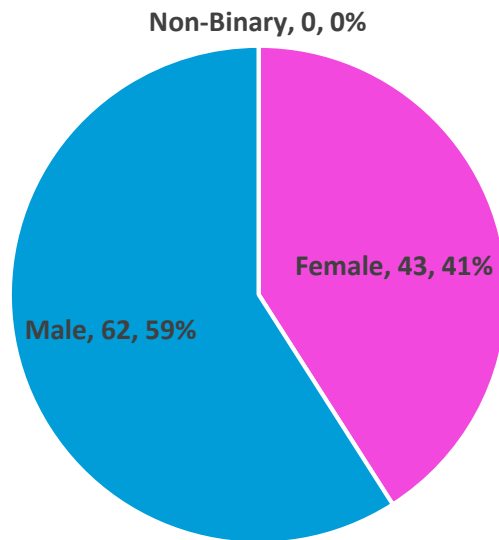


ETHICS-GENDER

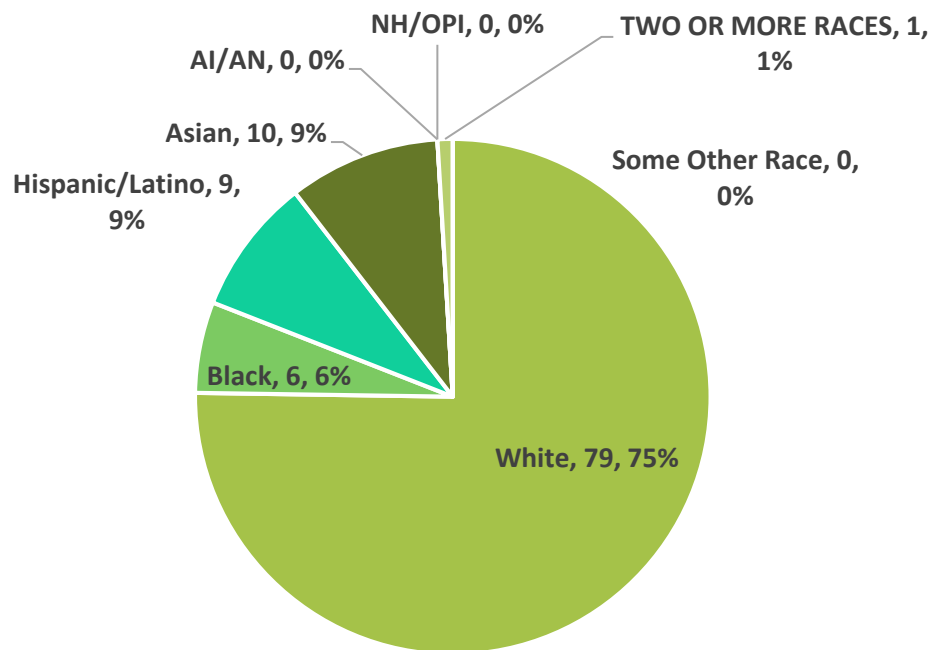


ETHICS-RACE/ETHNICITY

Homeland Security & Preparedness (OHSP total=105)

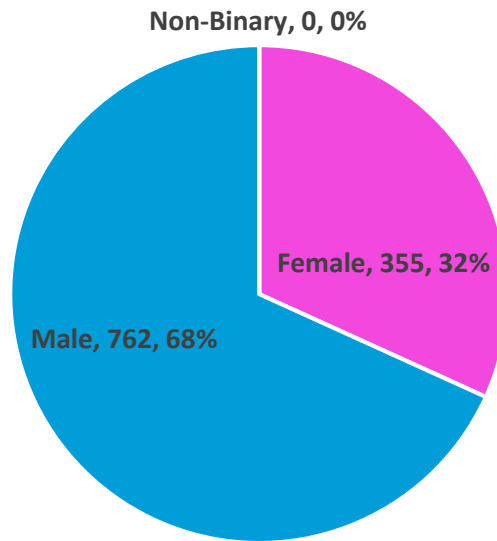


OHSP-GENDER

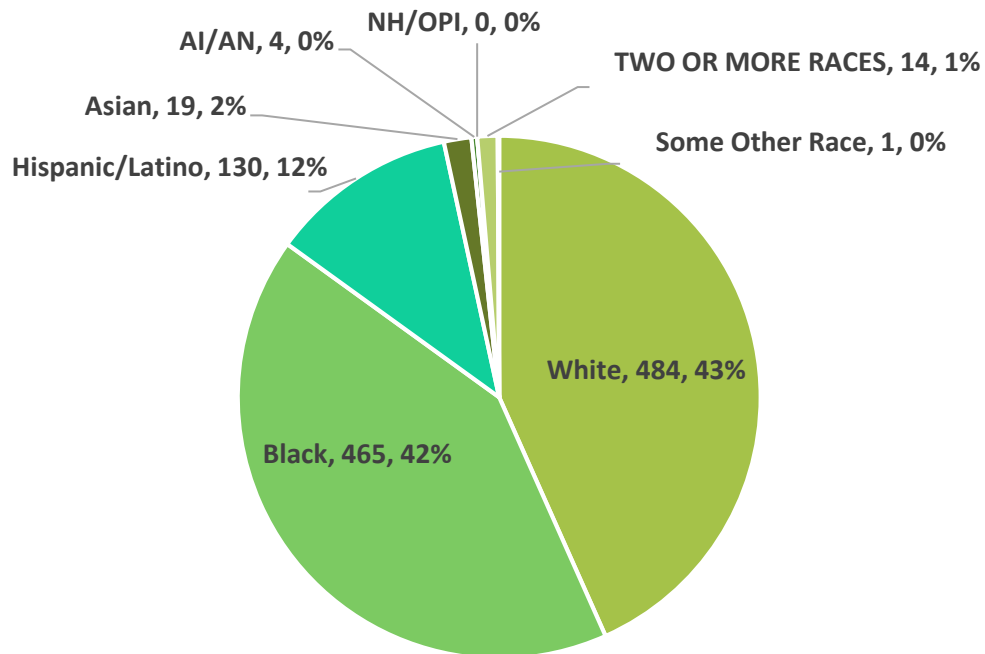


OHSP-RACE/ETHNICITY

Juvenile Justice Commission (JJC total=1,117)



JJC-GENDER

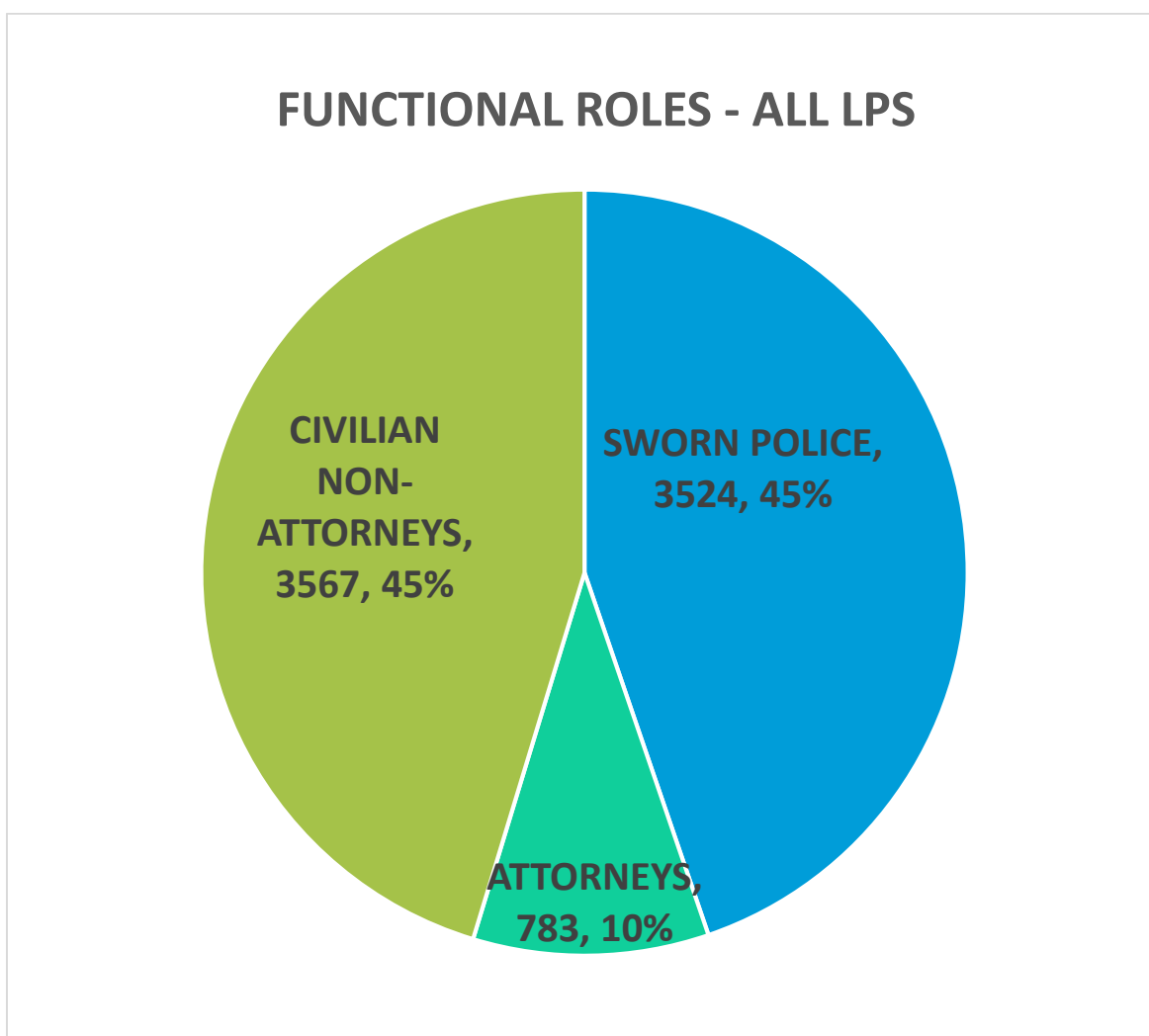


JJC-RACE/ETHNICITY

DEMOGRAPHICS WITHIN JOB FUNCTION

There are over 476 unique job titles held among the 7,874 full-time employees of the Department. This section presents data within 3 broad job categories:

Department-wide Distribution of Functional Roles



1. **Sworn Police.** The department employs people in roles that are authorized to exercise the powers and rights of police officers and are empowered to

act as peace officers e.g. for the detection, apprehension, arrest, and conviction of offenders against the law.

2. **Attorneys.** All job titles within this category require admission to practice as an Attorney at Law in the State of New Jersey. The specific titles included in this category are specified in the Attorneys subsection below. The majority are Assistant Attorney General and Deputy Attorney General positions. The Attorneys category does *not* include every employee who is admitted to practice or who has a law degree. For example, the formal job description for the Director of the Division of Consumer Affairs does not require that person to have a law degree or to be admitted to the bar, but the person who holds that title is, in fact, an attorney.
3. **Non-Attorney Civilians.** The job titles in this group are too numerous to cite and span a wide range of functions. Accountants, boiler operators, clerks, data entry operators, educational specialists, forensic scientists ... there are titles for virtually every letter of the alphabet and the breadth of work performed defies any neat categorization.

Functional Roles within Division (#)

DIVISION	Non-Attorney Civilians	Attorneys	Sworn Police	Total Headcount
State Police	1,198	0	2,924	4,122
Law	248	612	0	860
Consumer Affairs	500	0	0	500
Criminal Justice	159	115	156	430
Gaming	232	18	0	250
OAG/Admin	106	8	0	114
Insurance Fraud Prosecutor	33	20	44	97
Civil Rights	65	0	0	65
Alcoholic Beverage Control	49	10	0	59
Racing	33	0	0	33
Victims of Crime Compensation Office	33	0	0	33
Highway Traffic Safety	18	0	0	18
Athletic Control Board	2	0	0	2
"in but not of" entities below:				
Juvenile Justice Cmmsn	717	0	400	1,117
Homeland Security & Prep'd	105	0	0	105
Election Law Enf Cmmsn	61	0	0	61
Ethics Cmmsn	8	0	0	8
LPS TOTAL	3,567	783	3,524	7,874

Functional Roles within Division (% of Division)

DIVISION	Non-Attorney Civilians	Attorneys	Sworn Police
State Police	29%	0%	71%
Law	29%	71%	0%
Consumer Affairs	100%	0%	0%
Criminal Justice	37%	27%	36%
Gaming	93%	7%	0%
OAG/Admin	93%	7%	0%
Insurance Fraud Prosecutor	34%	21%	45%
Civil Rights	100%	0%	0%
Alcoholic Beverage Control	83%	17%	0%
Racing	100%	0%	0%
Victims of Crime Compensation Office	100%	0%	0%
Highway Traffic Safety	100%	0%	0%
Athletic Control Board	100%	0%	0%
<i>"in but not of" entities below:</i>			
Juvenile Justice Cmmsn	64%	0%	36%
Homeland Security & Prep'd	100%	0%	0%
Election Law Enf Cmmsn	100%	0%	0%
Ethics Cmmsn	100%	0%	0%
LPS TOTAL	45%	10%	45%

SWORN POLICE

Approximately 45% (3,524) of the LPS workforce is comprised of sworn police personnel. They are deployed across the following organizations:

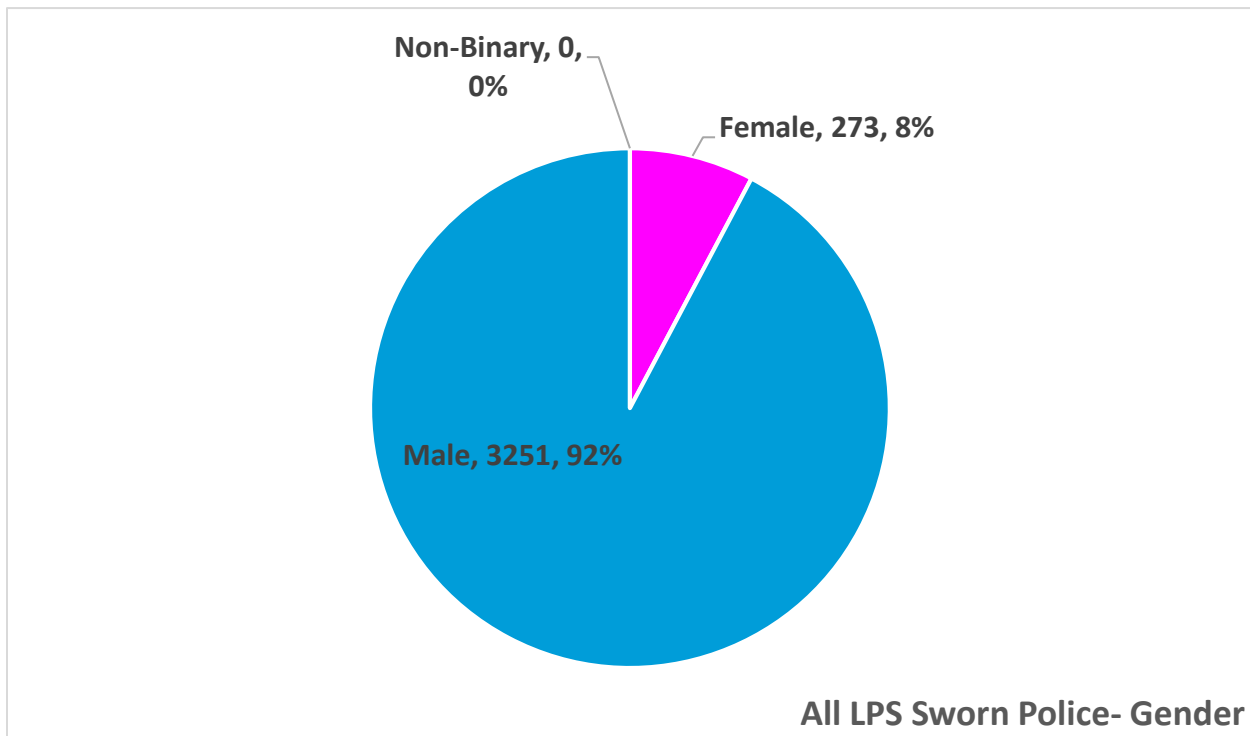
DIVISION	#	% of ALL LPS POLICE
New Jersey State Police	2,924	83.0%
Juvenile Justice Commission	400	11.4%
Division of Criminal Justice	156	4.4%
Office Insurance Fraud Prosecutor	44	1.2%

ALL LPS SWORN POLICE PERSONNEL

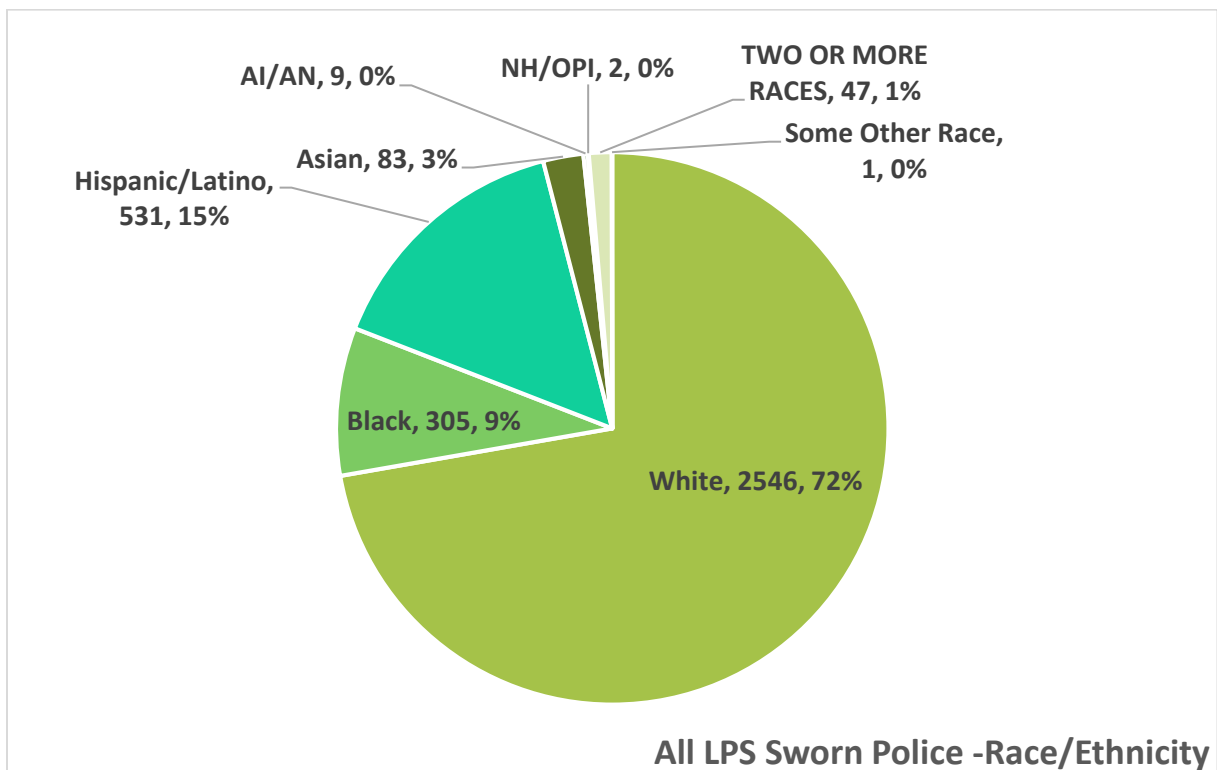
Gender within Race/Ethnicity

RACE/ETHNICITY	TOTAL	FEMALE	MALE	NON-BINARY
White	2546	171	2375	0
Black	305	42	263	0
Hispanic/Latino	531	45	486	0
Asian	83	8	75	0
AI/AN	9	0	9	0
NH/OPI	2	0	2	0
Two or More Races	47	7	40	0
Some Other Race	1	0	1	0
TOTAL	3524	273	3251	0

All LPS - Sworn Police - Gender



All LPS - Sworn Police - Race/Ethnicity



Comparative Benchmarks – Police

There is wide variation in the types of police work performed both within LPS and more generally, across the different samples of police populations for which comparative demographic information is available. For example, while the New Jersey State Police employs a large number of Troopers whose primary duties are to patrol the roads, with this division, there are over 120 career paths, such as bureaus focused on marine or aviation services, investigations or emergency response. Among the Juvenile Justice Commission police personnel, there are corrections officers, investigators, and parole officers. In the Division of Criminal Justice and the Office of the Insurance Fraud Prosecutor, the majority of police personnel are detectives.

The available comparative benchmarking data on race/ethnicity and gender of police is based on policing duties that may or may not be similar to those duties performed by the relevant LPS police personnel. In the table below, for example, available data on federal law enforcement officers (LEOs) is aggregated across the broad scope of federal policing responsibilities; most of those roles are investigatory (62%) and relatively few personnel in this sample have patrol duties (9%).³ Approximately 15% are corrections officers.⁴ The available comparative demographic data about local police departments is the result of a survey of “general purpose” law enforcement agencies in the United States, and includes municipal, county, and regional police departments, most sheriffs’ offices, primary municipal, county and regional policing departments, and primary state and highway patrol agencies. Additionally, these local police departments include agencies that employ as few as 1 or as many as 1,000-or-more full-time equivalent sworn officers.⁵ Consequently, that data may have limited applicability. With that

³ Federal Law Enforcement Officers, 2016 – Statistical tables;
<https://bjs.ojp.gov/content/pub/pdf/fleo16st.pdf>





⁴Id.

⁵ Local Police Departments 2016: Personnel, <https://bjs.ojp.gov/library/publications/local-police-departments-2016-personnel>

admonition in mind, the following table presents the overall LPS data as well as the division-specific data for police officers, alongside the available benchmarks.

	NJ DPARTMENT OF LAW AND PUBLIC SAFETY					BENCHMARKING SOURCES	
RACE/ETHNICITY	ALL LPS Police	NJ State Police	JJC	DCJ	OIF P	Federal LEOs	Local LEOS
White	72%	75%	52%	71%	66%	62%	72%
Black	9%	6%	25%	13%	25%	11%	11%
Hispanic	15%	15%	21%	8%	5%	21%	13%
Asian	3%	2%	2%	6%	2%	3%	N/A
AI/AN	0%	0%	0%	1%	0%	1%	N/A
NH/OPI	0%	0%	0%	0%	0%	0%	N/A
Two or More Races	1%	2%	0%	1%	2%	2%	N/A
Unknown	0%	0%	0%	0%	0%	0%	1%
Other	0%	0%	N/A	N/A	N/A	N/A	4%
GENDER							
Female	8%	5%	14%	22%	48%	16%	12%
Male	92%	95%	86%	78%	52%	85%	88%

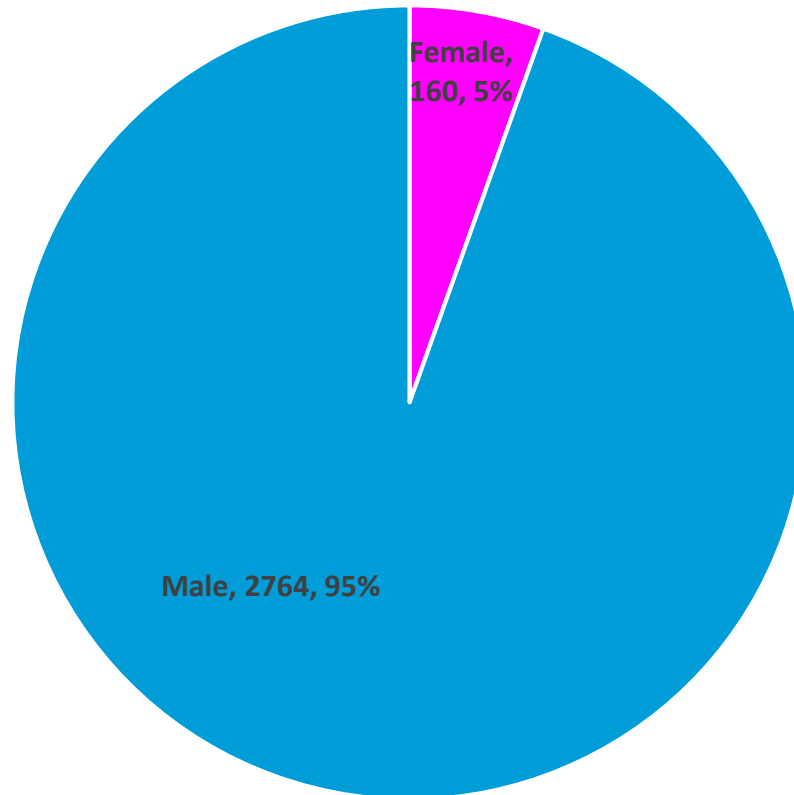
The tables and charts that follow in this report section separately reflect, by Division, the gender and race/ethnicity data for LEOs employed within each of that LPS Divisions, presented in order by the size of the police force employed.

-  New Jersey State Police (2,924 LEOs)
-  Juvenile Justice Commission (400 LEOs)
-  Division of Criminal Justice (156 LEOs)⁶
-  Office of the Insurance Fraud Prosecutor (44 LEOs)

⁶ Division of Criminal Justice data includes LEO data for those individuals assigned to the Office of Public Integrity and Accountability (OPIA).

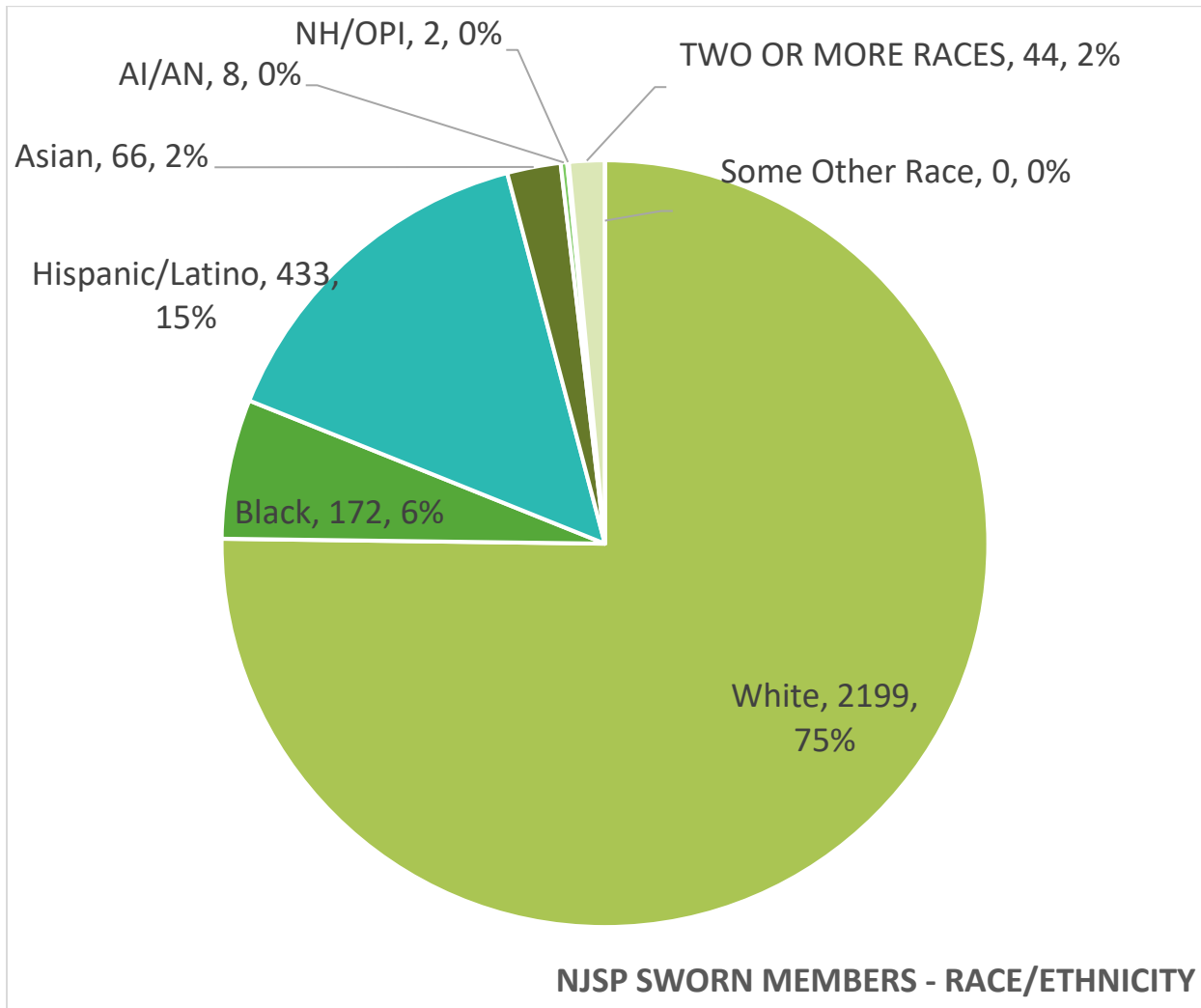
NEW JERSEY STATE POLICE (NJSP) – SWORN POLICE

NJSP Sworn Police - Gender



NJSP Sworn Members - Gender

NJSP Sworn Police - Race/Ethnicity



NJSP Sworn Police - Race/Ethnicity Within Rank (#)

RANK	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MOR RACES
COLONEL	1	1	0	0	0	0	0	0
LT COLONEL	5	4	1	0	0	0	0	0
MAJOR	20	16	3	1	0	0	0	0
CAPTAIN	62	54	3	5	0	0	0	0
LIEUTENANT	238	210	12	13	1	0	0	2
SGT 1ST CLASS	311	258	16	32	4	1	0	0
SGT FIELD OPS	170	145	5	14	5	1	0	0
SGT	496	407	23	53	10	2	0	1
TROOPER 1	358	291	12	42	10	2	0	1
TROOPER 2	311	185	34	67	12	0	1	12
TROOPER 3	952	628	63	206	24	2	1	28
TOTAL	2924	2199	172	433	66	8	2	44

NJSP Sworn Police - Race/Ethnicity Within Rank (% of Rank)

RANK	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
COLONEL	1	100%	0%	0%	0%	0%	0%	0%
LT COLONEL	5	80%	20%	0%	0%	0%	0%	0%
MAJOR	20	80%	15%	5%	0%	0%	0%	0%
CAPTAIN	62	87%	5%	8%	0%	0%	0%	0%
LIEUTENANT	238	88%	5%	5%	0%	0%	0%	1%
SGT 1ST CLASS	311	83%	5%	10%	1%	0%	0%	0%
SGT FIELD OPS	170	85%	3%	8%	3%	1%	0%	0%
SGT	496	82%	5%	11%	2%	0%	0%	0%
TROOPER 1	358	81%	3%	12%	3%	1%	0%	0%
TROOPER 2	311	59%	11%	22%	4%	0%	0%	4%
TROOPER 3	952	66%	7%	22%	3%	0%	0%	3%

NJSP Sworn Police - Gender Within Rank (# and % of Rank)

RANK	TOTAL #	FEMALE		MALE		NON-BINARY	
		#	%	#	%	#	%
COLONEL	1	0	0%	1	100%	0	0%
LIEUTENANT COLONEL	5	0	0%	5	100%	0	0%
MAJOR	20	3	15%	17	85%	0	0%
CAPTAIN	62	7	11%	55	89%	0	0%
LIEUTENANT	238	16	7%	222	93%	0	0%
SGT 1ST CLASS	311	18	6%	293	94%	0	0%
SGT FIELD OPERATIONS	170	2	1%	168	99%	0	0%
SGT	496	19	4%	477	96%	0	0%
TROOPER 1	358	11	3%	347	97%	0	0%
TROOPER 2	311	17	5%	294	95%	0	0%
TROOPER	952	67	7%	885	93%	0	0%
ALL RANKS	2924	160	5%	2764	95%	0	0%

NJSP Sworn Police - Demographic Detail - Rank by Racial/Ethnic Group and Gender (#)

RANK	WHITE				BLACK			
	ALL	FEMALE	MALE	NON-BINARY	ALL	FEMALE	MALE	NON-BINARY
COLONEL	1	0	1	0	0	0	0	0
LIEUTENANT COLONEL	4	0	4	0	1	0	1	0
MAJOR	16	2	14	0	3	1	2	0
CAPTAIN	54	7	47	0	3	0	3	0
LIEUTENANT	210	13	197	0	12	2	10	0
SGT 1ST CLASS	258	16	242	0	16	1	15	0
SGT FIELD OPERATIONS	145	2	143	0	5	0	5	0
SGT	407	13	394	0	23	2	21	0
TROOPER 1	291	11	280	0	12	0	12	0
TROOPER 2	185	13	172	0	34	0	34	0
TROOPER	628	40	588	0	63	5	58	0
TOTAL	2199	117	2082	0	172	11	161	0

RANK	HISPANIC/LATINO				ASIAN			
	ALL	FEMALE	MALE	NON-BINARY	ALL	FEMALE	MALE	NON-BINARY
COLONEL	0	0	0	0	0	0	0	0
LIEUTENANT COLONEL	0	0	0	0	0	0	0	0
MAJOR	1	0	1	0	0	0	0	0
CAPTAIN	5	0	5	0	0	0	0	0
LIEUTENANT	13	1	12	0	1	0	1	0
SGT 1ST CLASS	32	1	31	0	4	0	4	0
SGT FIELD OPERATIONS	14	0	14	0	5	0	5	0
SGT	53	2	51	0	10	2	8	0
TROOPER 1	42	0	42	0	10	0	10	0
TROOPER 2	67	2	65	0	12	0	12	0
TROOPER	206	17	189	0	24	2	22	0
TOTAL	433	23	410	0	66	4	62	0

NJSP Sworn Police - Demographic Detail – Rank by Racial/Ethnic Group and Gender (#) (cont.)

RANK	AI/AN				NH/OPI			
	ALL	FEMALE	MALE	NON-BINARY	ALL	FEMALE	MALE	NON-BINARY
COLONEL	0	0	0	0	0	0	0	0
LIEUTENANT COLONEL	0	0	0	0	0	0	0	0
MAJOR	0	0	0	0	0	0	0	0
CAPTAIN	0	0	0	0	0	0	0	0
LIEUTENANT	0	0	0	0	0	0	0	0
SGT 1ST CLASS	1	0	1	0	0	0	0	0
SGT FIELD OPERATIONS	1	0	1	0	0	0	0	0
SGT	2	0	2	0	0	0	0	0
TROOPER 1	2	0	2	0	0	0	0	0
TROOPER 2	0	0	0	0	1	0	1	0
TROOPER	2	0	2	0	1	0	1	0
TOTAL	8	0	8	0	2	0	2	0

RANK	TWO OR MORE RACES			
	ALL	FEMALE	MALE	NON-BINARY
COLONEL	0	0	0	0
LIEUTENANT COLONEL	0	0	0	0
MAJOR	0	0	0	0
CAPTAIN	0	0	0	0
LIEUTENANT	2	0	2	0
SGT 1ST CLASS	0	0	0	0
SGT FIELD OPERATIONS	0	0	0	0
SGT	1	0	1	0
TROOPER 1	1	0	1	0
TROOPER 2	12	2	10	0
TROOPER	28	3	25	0
TOTAL	44	5	39	0

JUVENILE JUSTICE COMMISSION (JJC) SWORN POLICE

JJC Sworn Police - Race/Ethnicity (# and % of JJC Police)

JUVENILE JUSTICE COMMISSION - SWORN POLICE - RACE/ETHNICITY		
	#	%
White	207	52%
Black	101	25%
Hispanic/Latino	84	21%
Asian	6	2%
AI/AN	0	0%
NH/OPI	0	0%
TWO OR MORE RACES	1	0%
SOME OTHER RACE	1	0%
TOTAL	400	100%

JJC Sworn Police - Gender by Race/Ethnicity (# and % of Race/Ethnic Group)

JUVENILE JUSTICE COMMISSION - SWORN POLICE - GENDER WITHIN RACE/ETHNICITY	ALL		FEMALE		MALE		NON-BINARY	
	#	%	#	%	#	%	#	%
White	207	100%	17	8%	190	92%	0	0%
Black	101	100%	23	23%	78	77%	0	0%
Hispanic/Latino	84	100%	16	19%	68	81%	0	0%
Asian	6	100%	1	17%	5	83%	0	0%
AI/AN	0	100%	0	0%	0	0%	0	0%
NH/OPI	0	100%	0	0%	0	0%	0	0%
TWO OR MORE RACES	1	100%	0	0%	1	100%	0	0%
SOME OTHER RACE	1	100%	0	0%	1	100%	0	0%
TOTAL	400	100%	57	14%	343	86%	0	0%

JJC Sworn Police - Race/Ethnicity Within Rank (#)

LAW ENFORCEMENT OFFICER TITLE	TOTAL	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NHOPI	TWO OR MORE RACES	OTHER
CRRECTNL POLC CAPT JJC	2	2	0	0	0	0	0	0	0
CRRECTNL POLC LIEUT JJC	22	18	1	2	0	0	0	0	1
CRRECTNL POLC SGT JJC	33	19	7	6	1	0	0	0	0
SR CRRECTNL POLC OFCR JJC	278	142	78	52	5	0	0	1	0
CRRECTNL POLC OFCR JJC	22	7	4	11	0	0	0	0	0
CHF INVSTGR PRLE & SECURD FACS	1	0	0	1	0	0	0	0	0
ASST CHF INVSTGR SECURD FACS	1	1	0	0	0	0	0	0	0
PRNCPL INVSTGR PRLE & SECURD FACS	2	1	1	0	0	0	0	0	0
SR INVSTGR PRLE SECURD FACS	5	3	2	0	0	0	0	0	0
INVSTGR SECURD FACS	4	2	1	1	0	0	0	0	0
ASST DSTRCT PRLE SPVR JUVNL JUSTC	4	2	1	1	0	0	0	0	0
SR PRLE OFCR JUVNL JUSTC BI SP/ENG	6	0	0	6	0	0	0	0	0
SR PRLE OFCR JUVNL JUSTC	20	10	6	4	0	0	0	0	0
TOTAL	400	207	101	84	6	0	0	1	1

JJC Sworn Police - Race/Ethnicity Within Rank (% of Rank)

LAW ENFORCEMENT OFFICER TITLE	TOTAL #	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NHOPI	TWO OR MORE RACES	OTHER
CRRECTNL POLC CAPT JJC	2	100%	0%	0%	0%	0%	0%	0%	0%
CRRECTNL POLC LIEUT JJC	22	82%	5%	9%	0%	0%	0%	0%	5%
CRRECTNL POLC SGT JJC	33	58%	21%	18%	3%	0%	0%	0%	0%
SR CRRECTNL POLC OFCR JJC	278	51%	28%	19%	2%	0%	0%	0%	0%
CRRECTNL POLC OFCR JJC	22	32%	18%	50%	0%	0%	0%	0%	0%
CHF INVSTGR PRLE & SECURD FACS	1	0%	0%	100%	0%	0%	0%	0%	0%
ASST CHF INVSTGR SECURD FACS	1	100%	0%	0%	0%	0%	0%	0%	0%
PRNCPL INVSTGR PRLE & SECURD FACS	2	50%	50%	0%	0%	0%	0%	0%	0%
SR INVSTGR PRLE SECURD FACS	5	60%	40%	0%	0%	0%	0%	0%	0%
INVSTGR SECURD FACS	4	50%	25%	25%	0%	0%	0%	0%	0%
ASST DSTRCT PRLE SPVR JUVNL JUSTC	4	50%	25%	25%	0%	0%	0%	0%	0%
SR PRLE OFCR JUVNL JUSTC BI SP/ENG	6	0%	0%	100%	0%	0%	0%	0%	0%
SR PRLE OFCR JUVNL JUSTC	20	50%	30%	20%	0%	0%	0%	0%	0%
TOTAL	400	52%	25%	21%	2%	0%	0%	0%	0%

JJC Sworn Police - Gender Within Rank (#)

LAW ENFORCEMENT OFFICER TITLE	TOTAL	FEMALE	MALE	NON-BINARY
CRRECTNL POLC CAPT JJC	2	0	2	0
CRRECTNL POLC LIEUT JJC	22	0	22	0
CRRECTNL POLC SGT JJC	33	6	27	0
SR CRRECTNL POLC OFCR JJC	278	36	242	0
CRRECTNL POLC OFCR JJC	22	4	18	0
CHF INVSTGR PRLE & SECURD FACS	1	0	1	0
ASST CHF INVSTGR SECURD FACS	1	0	1	0
PRNCPL INVSTGR PRLE & SECURD FACS	2	0	2	0
SR INVSTGR PRLE SECURD FACS	5	1	4	0
INVSTGR SECURD FACS	4	1	3	0
ASST DSTRCT PRLE SPVR JUVNL JUSTC	4	1	3	0
SR PRLE OFCR JUVNL JUSTC BI SP/ENG	6	2	4	0
SR PRLE OFCR JUVNL JUSTC	20	6	14	0
TOTAL	400	57	343	0

JJC Sworn Police - Gender Within Rank (% of Rank)

LAW ENFORCEMENT OFFICER TITLE	TOTAL #	FEMALE	MALE	NON-BINARY
CRRECTNL POLC CAPT JJC	2	0%	100%	0
CRRECTNL POLC LIEUT JJC	22	0%	100%	0
CRRECTNL POLC SGT JJC	33	18%	82%	0
SR CRRECTNL POLC OFCR JJC	278	13%	87%	0
CRRECTNL POLC OFCR JJC	22	18%	82%	0
CHF INVSTGR PRLE & SECURD FACS	1	0%	100%	0
ASST CHF INVSTGR SECURD FACS	1	0%	100%	0
PRNCPL INVSTGR PRLE & SECURD FACS	2	0%	100%	0
SR INVSTGR PRLE SECURD FACS	5	20%	80%	0
INVSTGR SECURD FACS	4	25%	75%	0
ASST DSTRCT PRLE SPVR JUVNL JUSTC	4	25%	75%	0
SR PRLE OFCR JUVNL JUSTC BI SP/ENG	6	33%	67%	0
SR PRLE OFCR JUVNL JUSTC	20	30%	70%	0
TOTAL	400	14%	86%	0%

DIVISION OF CRIMINAL JUSTICE (DCJ) SWORN POLICE

DCJ Sworn Police - Race/Ethnicity – Gender (# and % of DCJ Police)

Race/Ethnicity	#	%
White	111	71%
Black	21	13%
Hispanic/Latino	12	8%
Asian	10	6%
AI/AN	1	1%
NH/OPI	0	0%
Two or More Races	1	1%
TOTAL	156	100%
Gender	#	%
Female	35	22%
Male	121	78%
Non-Binary	0	0%
TOTAL	156	100%

DCJ Sworn Police - Race/Ethnicity Within Rank (#)

RANK	TOTAL	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
Chief of Detectives	1	0	1	0	0	0	0	0
Deputy Chief of Detectives	5	4	1	0	0	0	0	0
Lieutenant	21	18	2	0	1	0	0	0
Sergeant	23	20	2	1	0	0	0	0
Detective 2	57	41	6	5	5	0	0	0
Detective 1	42	24	8	5	4	1	0	0
Detective Trainee	7	4	1	1	0	0	0	1
TOTAL	156	111	21	12	10	1	0	1

DCJ Sworn Police - Race/Ethnicity Within Rank (% of Rank)

RANK	TOTAL #	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
Chief of Detectives	1	0%	100%	0%	0%	0%	0%	0%
Deputy Chief of Detectives	5	80%	20%	0%	0%	0%	0%	0%
Lieutenant	21	86%	10%	0%	5%	0%	0%	0%
Sergeant	23	87%	9%	4%	0%	0%	0%	0%
Detective 2	57	72%	11%	9%	9%	0%	0%	0%
Detective 1	42	57%	19%	12%	10%	2%	0%	0%
Detective Trainee	7	57%	14%	14%	0%	0%	0%	14%
TOTAL	156	71%	13%	8%	6%	1%	0%	1%

DCJ Sworn Police - Gender Within Rank (#)

RANK	TOTAL	Female	Male	Non-Binary
Chief of Detectives	1	0	1	0
Deputy Chief of Detectives	5	0	5	0
Lieutenant	21	3	18	0
Sergeant	23	7	16	0
Detective 2	57	8	49	0
Detective 1	42	15	27	0
Detective Trainee	7	2	5	0
Total	156	35	121	0

DCJ Sworn Police - Gender Within Rank (% of Rank)

RANK	TOTAL #	Female	Male	Non-Binary
Chief of Detectives	1	0%	100%	0%
Deputy Chief of Detectives	5	0%	100%	0%
Lieutenant	21	14%	86%	0%
Sergeant	23	30%	70%	0%
Detective 2	57	14%	86%	0%
Detective 1	42	36%	64%	0%
Detective Trainee	7	29%	71%	0%
Total	156	22%	78%	0%

OFFICE OF THE INSURANCE FRAUD PROSECUTOR (OIFP) - SWORN POLICE

OIFP Sworn Police - Race/Ethnicity and Gender (# and % of OIFP Police)

Race/Ethnicity	#	%
White	29	66%
Black	11	25%
Hispanic/Latino	2	5%
Asian	1	2%
AI/AN	0	0%
NH/OPI	0	0%
Two or More Races	1	2%
TOTAL	44	100%

Gender	#	%
Female	21	48
Male	23	52
Non-Binary	0	0%
TOTAL	44	100%

OIFP Sworn Police - Race/Ethnicity Within Rank (#)

RANK	TOTAL	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
Chief of Detectives	0	0	0	0	0	0	0	0
Deputy Chief of Detectives	2	0	2	0	0	0	0	0
Lieutenant	5	3	2	0	0	0	0	0
Sergeant	5	5	0	0	0	0	0	0
Detective 2	12	11	1	0	0	0	0	0
Detective 1	16	9	4	2	1	0	0	0
Detective Trainee	4	1	2	0	0	0	0	1
TOTAL	44	29	11	2	1	0	0	1

OIFP Sworn Police - Race/Ethnicity Within Rank (% of Rank)

RANK	TOTAL #	WHITE %	BLACK %	HISPANIC /LATINO %	ASIAN %	AI/AN %	NH/OPI %	TWO OR MORE RACES %
Chief of Detectives	0	0%	0%	0%	0%	0%	0%	0%
Deputy Chief of Detectives	2	0%	100%	0%	0%	0%	0%	0%
Lieutenant	5	60%	40%	0%	0%	0%	0%	0%
Sergeant	5	100%	0%	0%	0%	0%	0%	0%
Detective 2	12	92%	8%	0%	0%	0%	0%	0%
Detective 1	16	56%	25%	13%	6%	0%	0%	0%
Detective Trainee	4	25%	50%	0%	0%	0%	0%	25%
TOTAL	44	66%	25%	5%	2%	0%	0%	2%

OIFP Sworn Police – Gender Within Rank (#)

RANK	TOTAL	Female	Male	Non-Binary
Chief of Detectives	0	0	0	0
Deputy Chief of Detectives	2	0	2	0
Lieutenant	5	2	3	0
Sergeant	5	4	1	0
Detective 2	12	6	6	0
Detective 1	16	8	8	0
Detective Trainee	4	1	3	0
Total	44	21	23	0

OIFP Sworn Police - Gender Within Rank (% of Rank)

RANK	TOTAL #	Female	Male	Non-Binary
Chief of Detectives	0	0%	0%	0%
Deputy Chief of Detectives	2	0%	100%	0%
Lieutenant	5	40%	60%	0%
Sergeant	5	80%	20%	0%
Detective 2	12	50%	50%	0%
Detective 1	16	50%	50%	0%
Detective Trainee	4	25%	75%	0%
Total	44	48%	52%	0%

ATTORNEYS

Approximately 10% (783 people) of the LPS workforce is comprised of individuals with attorney titles, such as Assistant Attorney General or various levels of Deputy Attorney General. These titles occur in only six of the Divisions within LPS. While individuals with law degrees and/or admitted to the practice of law also are employed within LPS under different titles, only the following titles are included in this report as Attorneys.

Attorney Titles

TITLE	ABBREVIATION	TITLE DESCRIPTION: CIVIL SERVICE COMMISSION
Attorney General	Attorney General	https://info.csc.state.nj.us/jobspec/30359.htm
First Assistant Attorney General	1 ST Assistant Atty Genrl	https://info.csc.state.nj.us/jobspec/30368.htm
Assistant Deputy Attorney General 1	ADAG1	https://info.csc.state.nj.us/jobspec/30458.htm (see also, NJSA 52:17B-3-1)
Assistant Attorney General	AAG	https://info.csc.state.nj.us/jobspec/30378.htm
Deputy Attorney General 1	DAG1	https://info.csc.state.nj.us/jobspec/30468.htm https://info.csc.state.nj.us/jobspec/30475.htm
Deputy Attorney General 2	DAG2	https://info.csc.state.nj.us/jobspec/30467.htm https://info.csc.state.nj.us/jobspec/30474.htm https://info.csc.state.nj.us/jobspec/30478.htm
Deputy Attorney General 3	DAG3	https://info.csc.state.nj.us/jobspec/30469.htm https://info.csc.state.nj.us/jobspec/30473.htm
Deputy Attorney General 4	DAG4	https://info.csc.state.nj.us/jobspec/30466.htm https://info.csc.state.nj.us/jobspec/30472.htm

By far, the majority of these LPS attorneys are employed in the Division of Law, with 612 or 78% of the Department’s lawyers. The Division of Criminal Justice holds a distant second place, with 115 or 15%, and the remaining Divisions each reflect single digit percentages, as shown in the table below.

Distribution of LPS Attorneys Across Divisions (# and %)

DIVISION	# of Attorneys	% of All LPS Attorneys
Division of Law	612	78%
Division of Criminal Justice	115	15%
Office of the Insurance Fraud Prosecutor	20	3%
Division of Gaming Enforcement	18	2%
Division of Alcoholic Beverage Control	10	1%
OAG/Administration	8	1%
Total	783	100%

The majority of LPS attorneys are women: 58%. Approximately 79% are White.⁷ While we have included a number of comparative benchmark sources for attorneys below, we express caution against any heavy reliance on the available comparative benchmark data for the following reasons. The methodologies employed by the various benchmark sources for attorneys cited in this report vary in sampling,

⁷ As applied to LPS personnel, the “Race” category “White” in this report reflects *non-Hispanic* White people only. People identifying in the “Ethnicity” category “Hispanic/Latino” may be of any “Race” and are not counted in any of the categories of “Race”.

counting, and/or reporting. Accordingly, the figures do not offer an “apples-to-apples” comparison with LPS data. As is evident in the table below, the different comparative benchmarks⁸ evidence significant variation in their values for each category listed. We note that since data on gender or race/ethnicity on attorneys admitted to the bar of the State of New Jersey is generally not collected by the New Jersey Board of Bar Examiners we are unable to provide a benchmark limited to New Jersey attorneys.⁹

With the foregoing caveat in mind, in comparing the demographics of LPS attorneys to various benchmarking sources, we see that the **representation of female lawyers within LPS is much higher than any cited benchmark**. Specifically, **58% of LPS attorneys are women**, compared with **benchmarks ranging from 31.98% to 38.8%**. Additionally, the **representation of people of color (POC)¹⁰ among LPS attorneys is greater than the highest percentage reflected among any of the benchmark sources**, with **21% of LPS attorneys identifying as POC**, compared with **benchmarks ranging from 11.46% to 20.2%**.

⁸ U.S. Bureau of Labor Standards (U.S. BLS), the American Bar Association (ABA), the National Association of Law Placement (NALP), and the Minority Corporate Counsel Association (MCCA)

⁹See, generally, NJ Board of Bar Examiners application forms, available via <https://www.njbarexams.org/information-and-applications>, *but see*, <https://www.njbarexams.org/browseform.action?applicationId=1&formId=3040> (application form for In-House Licensure)(includes “Sex” as an element of personal information collected)

¹⁰For LPS, the term “people of color” or POC means all race/ethnicity categories other than “White”

LPS Attorney Demographics and Comparative Benchmarks

	LPS	U.S. BLS ¹¹	ABA Nat'l Lawyer Population Survey 2021 ¹²	NALP 2021 ¹³		MCCA Law Firm Survey 2021 ¹⁴
	All Divisions	USA	USA (Partial)	USA	NORTHERN NJ/NEWARK AREA	USA
	%	%	%	%	%	%
FEMALE	58	38	37	37.68	31.98	38.8
POC ¹⁵	21		15%	18.52	11.46	20.2
BLACK	8	5.4	5%	3.63	2.03	4.2
HISPANIC/LATINO	5	6.9	5%	4.37	2.5	4.7
ASIAN	8	4.7	2%	8.06	5.73	8.6

Notably, LPS's reporting methodology separately counts people who identify within the "Ethnicity" category of "Hispanic/Latino" and does not count them in any of the

¹¹ Source: U.S. Bureau of Labor Statistics <https://www.bls.gov/cps/cpsaat11.pdf>

¹² American Bar Association, 2021 ABA national Lawyer Population Survey, [Profile of the Legal Profession Report \(americanbar.org\)](https://www.americanbar.org/publications/2021_national_survey_of_lawyer_population/)

¹³ Source: National Association for Law Placement, [2021NALPReportonDiversity.pdf](https://www.nalp.org/2021NALPReportonDiversity.pdf)

¹⁴ Source: Minority Corporate Council Association, [2021 MCCA Law Firm Diversity Survey Report](https://www.mcca.org/2021-MCCA-Law-Firm-Diversity-Survey-Report)

¹⁵ POC means People of Color. For LPS and for the ABA, POC refers to people not identifying as non-Hispanic White. For NALP, refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers." For MCCA, is reported as "Attorneys of color" and refers to "[t]hose whose race or ethnicity is not White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: African American/Black (not Hispanic or Latinx); Hispanic/Latinx; Alaska Native/Indigenous; Asian; Native Hawaiian/Other Pacific Islander; and above races). Note that individuals having origins in the Middle East or North Africa are defined as White under EEOC designations. Please note that no attorney can be counted in more than one underrepresented racial and ethnic group category" Based on the foregoing, this MCCA category may exclude attorneys who identify as both White/Caucasian and Hispanic/Latinx, in which case, the methodology varies from LPS's methodology.

“Race” categories (White, Black, Asian, Two or More Races, Some Other Race), i.e. no individual is counted more than once. However, different sources report data differently from LPS and moreover, the samples they reflect may have limited similarity or applicability to the LPS attorney applicant labor pool.

For example, the data published by the U.S. Bureau of Labor Standards (BLS) in the “Race” categories includes both Hispanic/Latino and non-Hispanic/Latino attorneys, e.g. “White” includes everyone identifying as White regardless of their ethnicity. The American Bar Association (ABA) data is limited to those states that reported their statistics, which in the case of gender is 44 states, and in the case of Race/Ethnicity is 25 states (as noted above, the State of New Jersey does not collect this data about lawyers admitted to the Bar and is presumably not included in the ABA sample). Another source of comparative data about attorneys, the National Association for Law Placement, Inc. (NALP),¹⁶ reflects data from the NALP Directory of Legal Employers, which collects fee-based submissions for a directory listing and is geared toward private practice firms and not government agencies. NALP also provides demographics for a discrete geography in New Jersey, captioned “Northern NJ/Newark Area.” That category is limited to an unspecified number of law firms with offices in 6 municipalities: Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. In contrast, LPS employs attorneys throughout the entire State of New Jersey with many who are based well outside of the region of New Jersey included in that NALP category.

The 2021 MCCA Law Firm Diversity Survey¹⁷ is the latest in an annual survey published by the Minority Corporate Counsel Association (MCCA) and reflects the demographics reported by 225 law firms. MCCA’s race/ethnicity reporting methodology appears to be similar to that employed by LPS and its sample includes law firms that have offices in various locations throughout New Jersey as well as in New York City and Philadelphia (the attorney applicant pool from which LPS

¹⁶ NALP data is also cited as a source in the American Bar Association’s (ABA’s) most recent report on race/ethnicity of U.S. lawyers, [Profile of the Legal Profession Report \(americanbar.org\)](https://www.americanbar.org/publications/profile_of_the_legal_profession/).

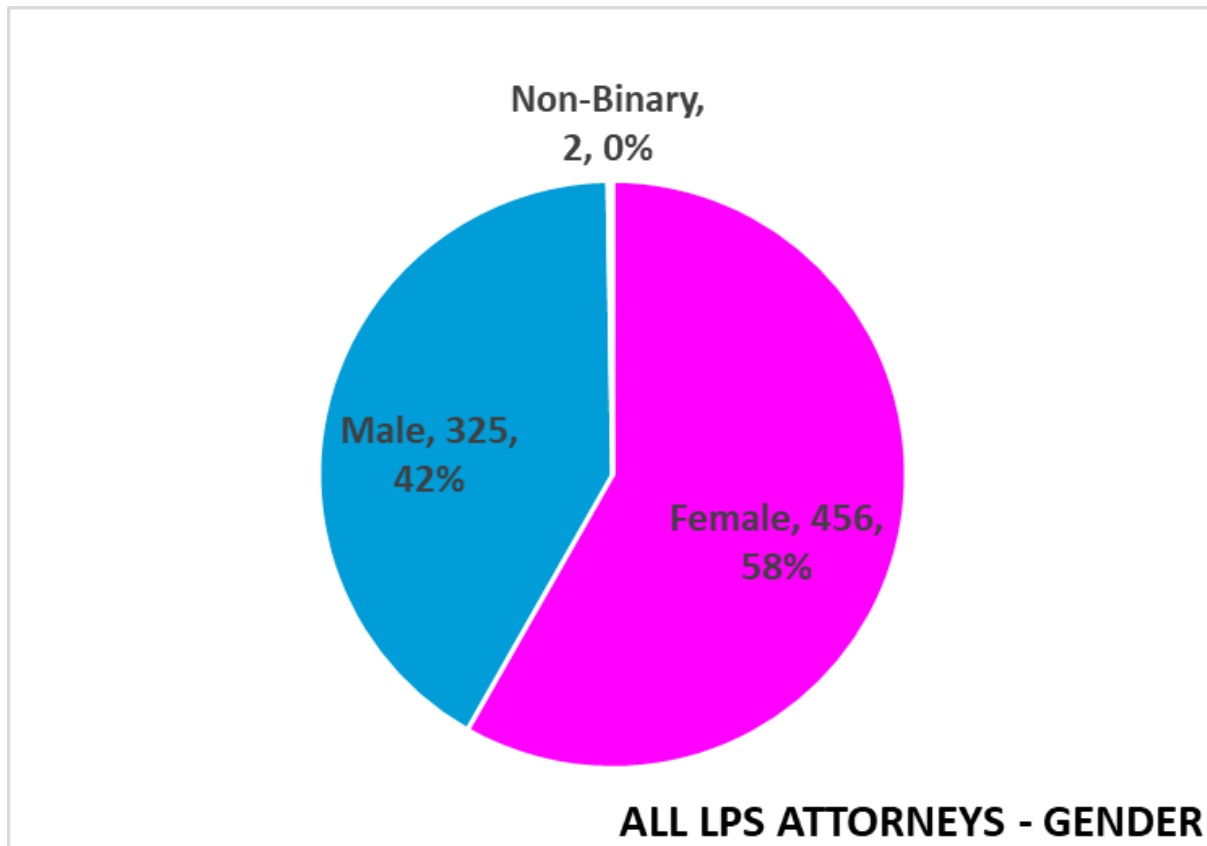
¹⁷ [2021 MCCA Law Firm Diversity Survey Report](#)

typically hires).¹⁸ For those reasons, we have included the MCCA data in greater detail below as a comparative benchmark for race/ethnicity. Notably, now in its tenth year, the MCCA's annual survey report reflects "minimal progress" over the last decade of tracking law firm employee demographics with regard to greater diversity in race/ethnicity and gender.

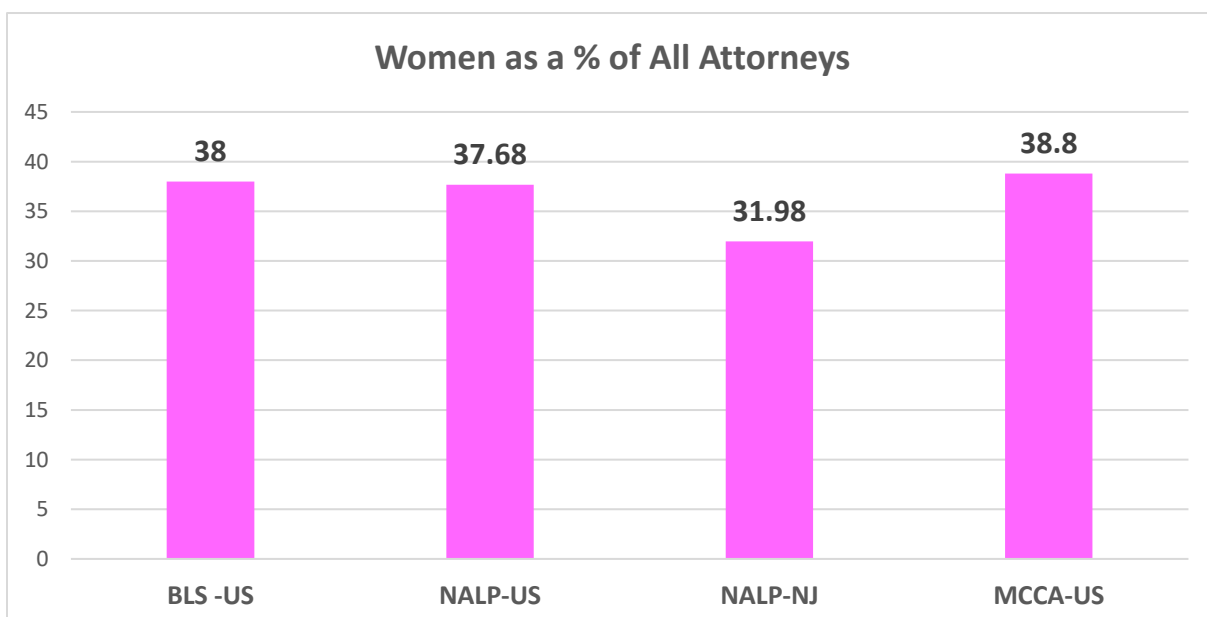
With regard to gender, none of the comparative data sources for attorneys reports data for a non-binary category. LPS however, collects data across three gender identity categories and there are processes available within LPS for employees to update and/or change their gender identity designation.

¹⁸ *Id.* at 5-6, 40.

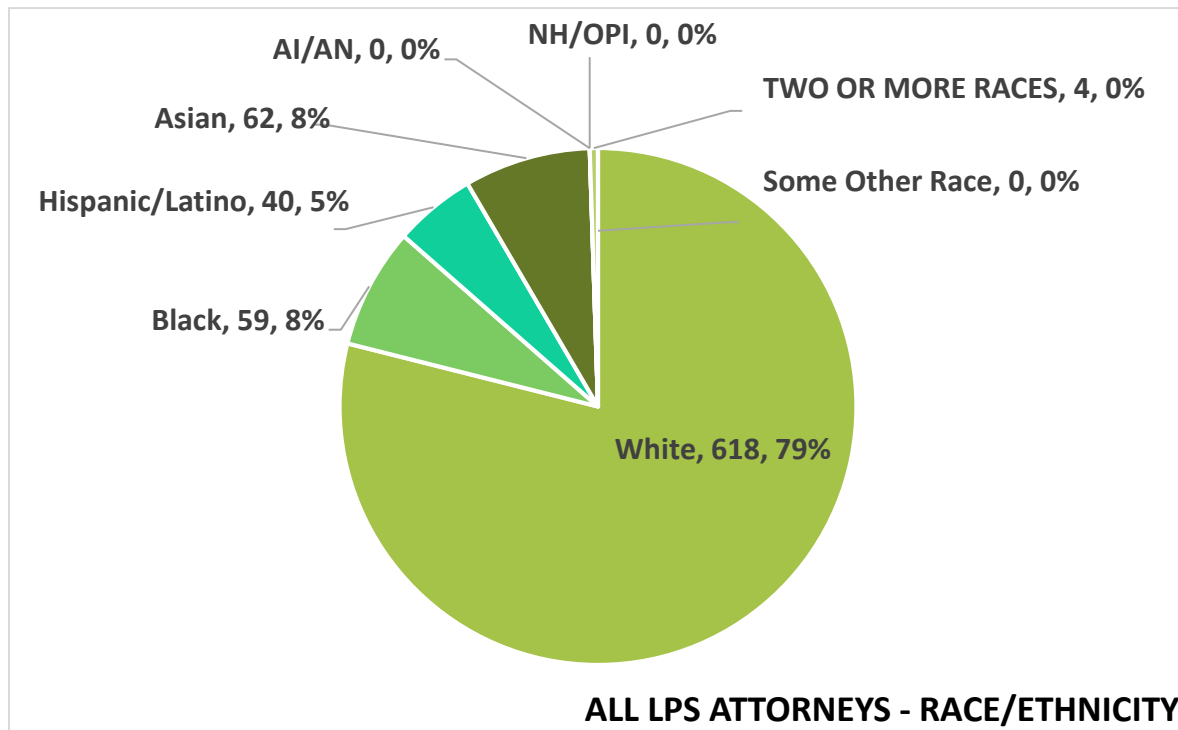
All LPS Attorneys – Gender



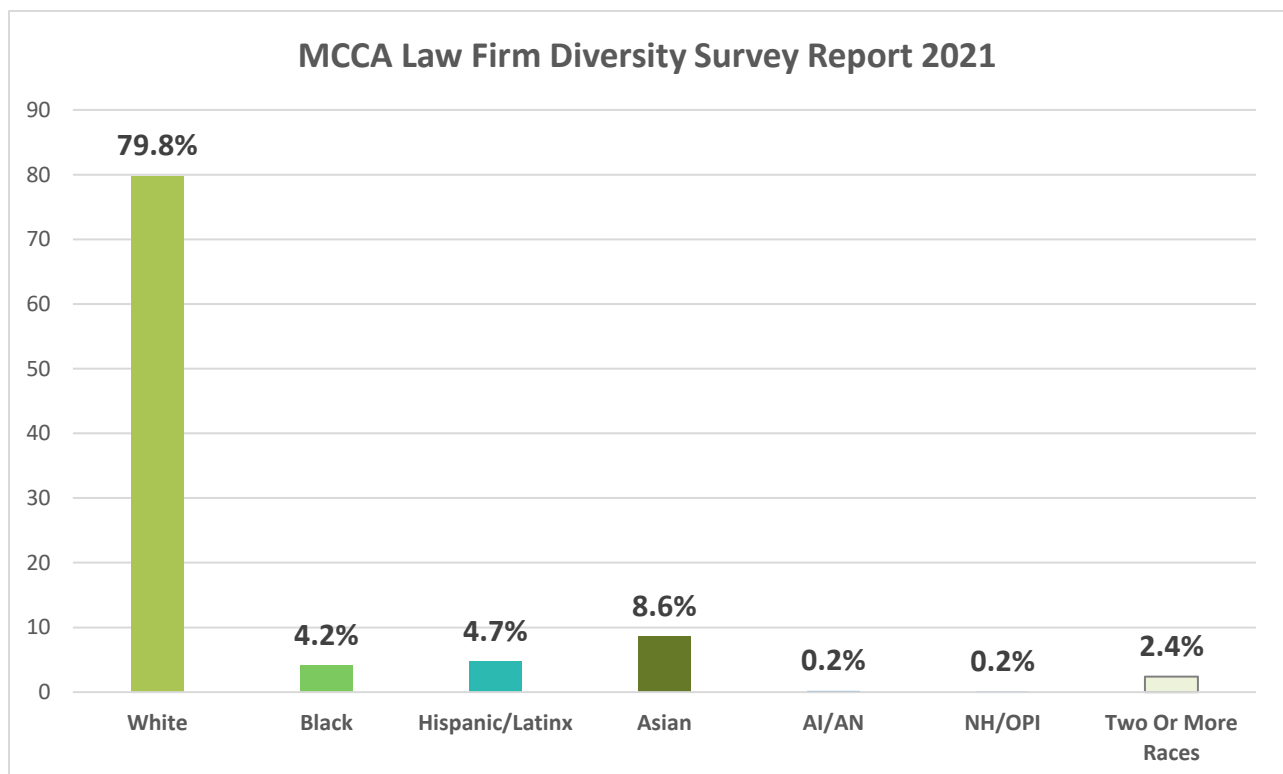
Comparative Benchmarks – Female Attorneys



All LPS Attorneys - Race/Ethnicity



Comparative Benchmark – MCCA 2021 Survey – Race/Ethnicity



All LPS Attorneys - Gender Within Race/Ethnicity (#)

	TOTAL	FEMALE	MALE	NON-BINARY
White	618	349	267	2
Black	59	47	12	0
Hispanic/Latino	40	24	16	0
Asian	62	33	29	0
AAI/AN	0	0	0	0
NH/OPI	0	0	0	0
Two or More Races	4	3	1	0
Some Other Race	0	0	0	0
TOTAL	783	456	325	2

Race/Ethnicity of Attorneys Department-Wide & Within Title (#)

ATTORNEY TITLE	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
Attorney General	1	1	0	0	0	0	0	0
1ST Assistant Atty Genrl	1	1	0	0	0	0	0	0
ADAG 1	4	4	0	0	0	0	0	0
AAG	68	51	7	2	8	0	0	0
DAG1	42	35	2	2	3	0	0	0
DAG2	78	62	9	5	1	0	0	1
DAG3	161	129	16	5	10	0	0	1
DAG4	428	335	25	26	40	0	0	2
TOTAL	783	618	59	40	62	0	0	4

Race/Ethnicity of Attorneys Department-Wide & Within Title (% of Title)

ATTORNEY TITLE	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
Attorney General	1	100%	0%	0%	0%	0%	0%	0%
1ST Assistant Atty Genrl	1	100%	0%	0%	0%	0%	0%	0%
ADAG 1	4	100%	0%	0%	0%	0%	0%	0%
AAG	68	75%	10%	3%	12%	0%	0%	0%
DAG1	42	83%	5%	5%	7%	0%	0%	0%
DAG2	78	79%	12%	6%	1%	0%	0%	1%
DAG3	161	80%	10%	3%	6%	0%	0%	1%
DAG4	428	78%	6%	6%	9%	0%	0%	0%
TOTAL	783	79%	8%	5%	8%	0%	0%	1%

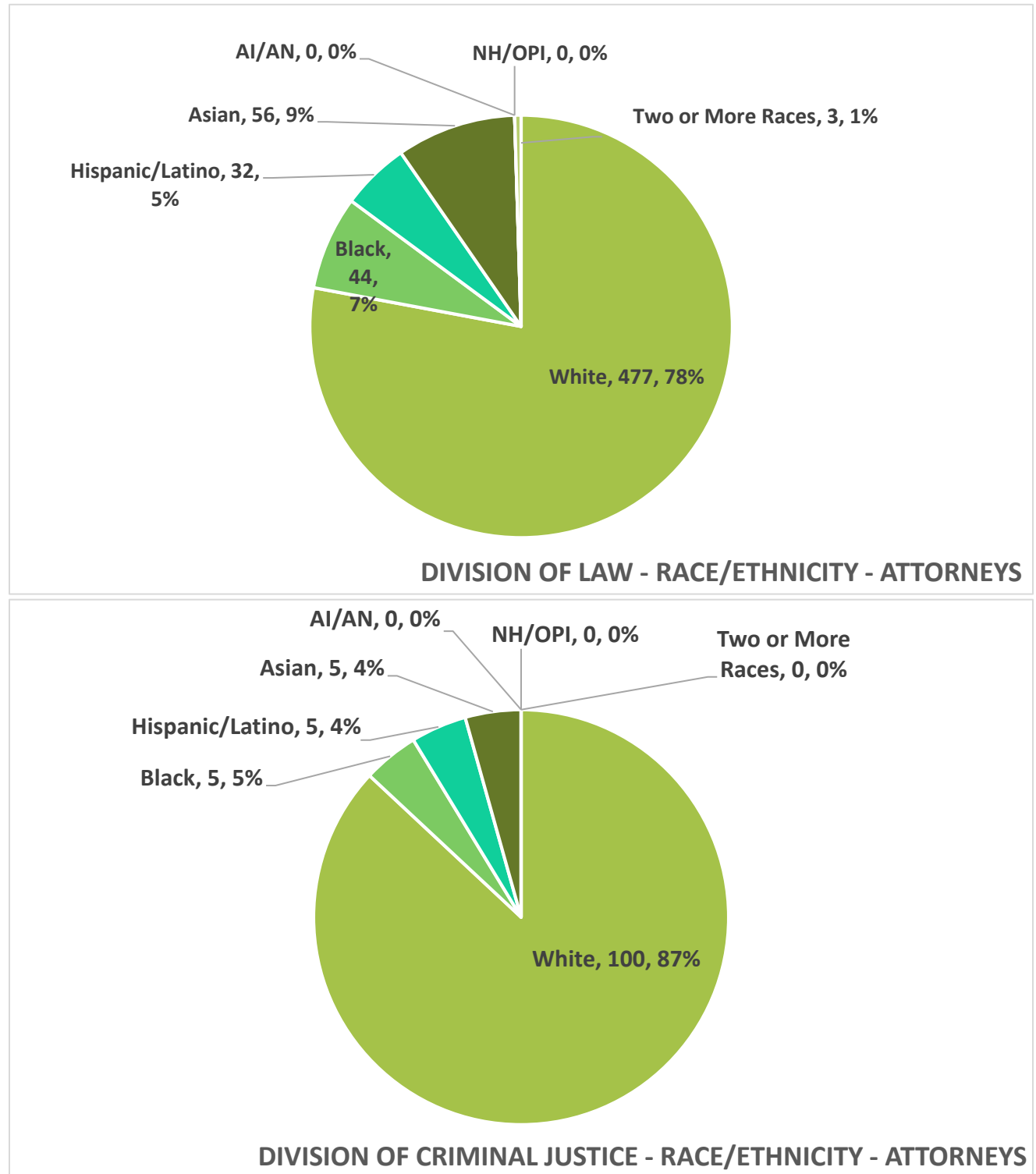
Race/Ethnicity of Attorneys Within Divisions (#)

ATTORNEYS IN LPS	All Races/ Ethnicities	White	Black	Hispanic/ Latino	Asian	AI/AN	NH/OPI	Two or More Races
DEPARTMENT-WIDE	783	618	59	40	62	0	0	4
DIVISION OF LAW	612	477	44	32	56	0	0	3
DIVISION OF CRIMINAL JUSTICE	115	100	5	5	5	0	0	0
OFFC INSURNC FRAUD PROSECUTOR	20	11	7	1	1	0	0	0
DIVISION GAMING ENFRMNT	18	15	1	1	0	0	0	1
DIVISON ALCOHOLIC BEVG CNTRL	10	8	1	1	0	0	0	0
OFFC ATTY GENRL	8	7	1	0	0	0	0	0

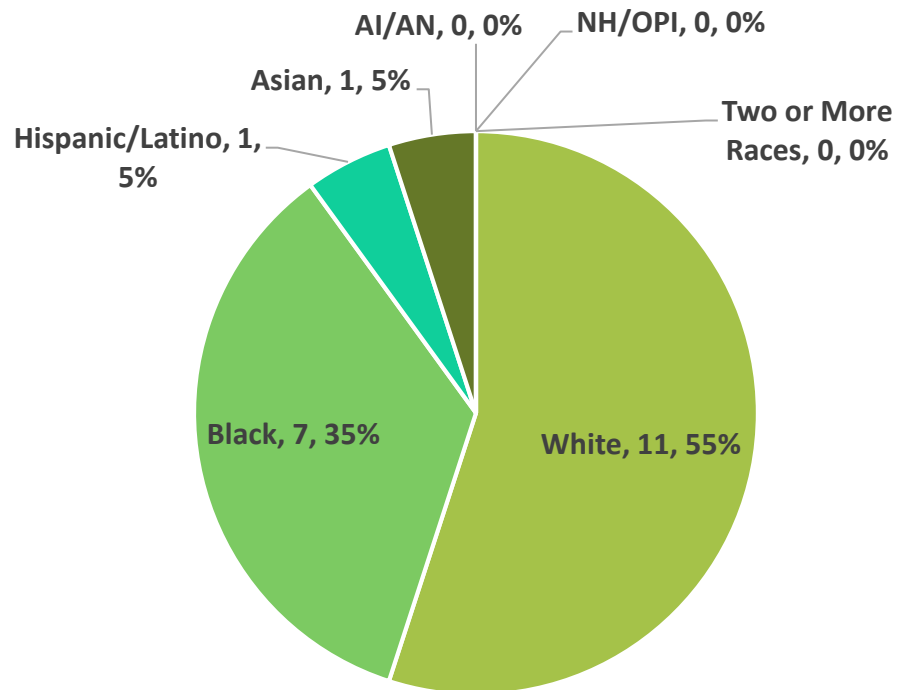
Race/Ethnicity of Attorneys Within Divisions (%)

ATTORNEYS IN LPS	All Races/ Ethnicities	White	Black	Hispanic/ Latino	Asian	AI/AN	NH/OPI	Two or More Races
DEPARTMENT-WIDE	783	79%	8%	5%	8%	0%	0%	1%
DIVISION OF LAW	612	78%	7%	5%	9%	0%	0%	0%
DIVISION OF CRIMINAL JUSTICE	115	87%	4%	4%	4%	0%	0%	0%
OFFC INSURNC FRAUD PROSECUTOR	20	55%	35%	5%	5%	0%	0%	0%
DIVISION GAMING ENFRMNT	18	83%	6%	6%	0%	0%	0%	6%
DIVISON ALCOHOLIC BEVG CNTRL	10	80%	10%	10%	0%	0%	0%	0%
OFFC ATTY GENRL	8	88%	13%	0%	0%	0%	0%	0%

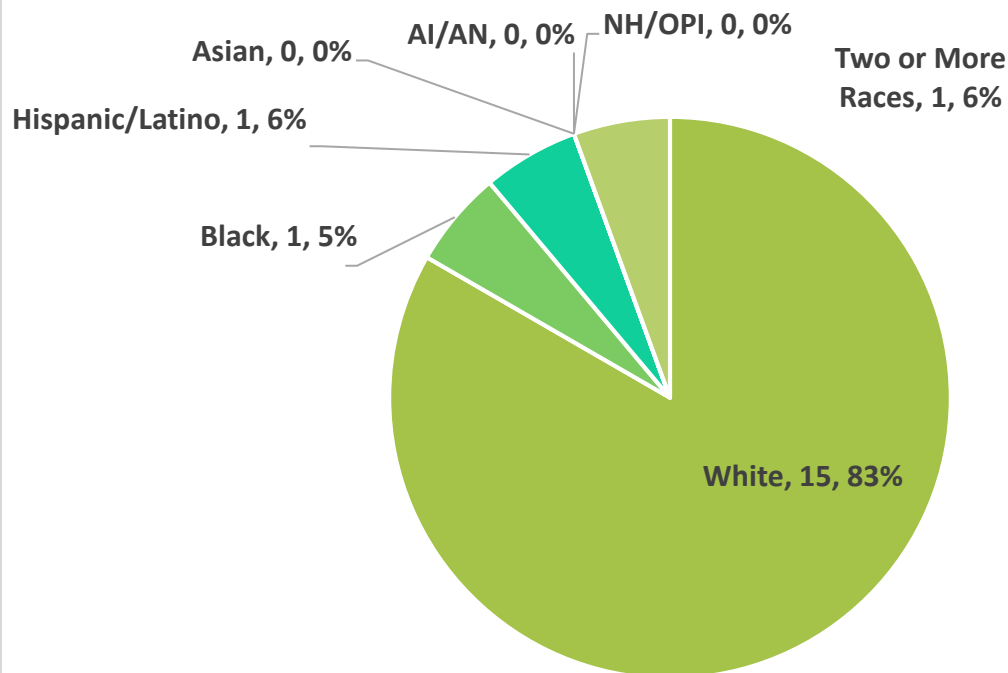
Attorney Race/Ethnicity Data within Each Division



Attorney Race/Ethnicity Data within Each Division (cont.)

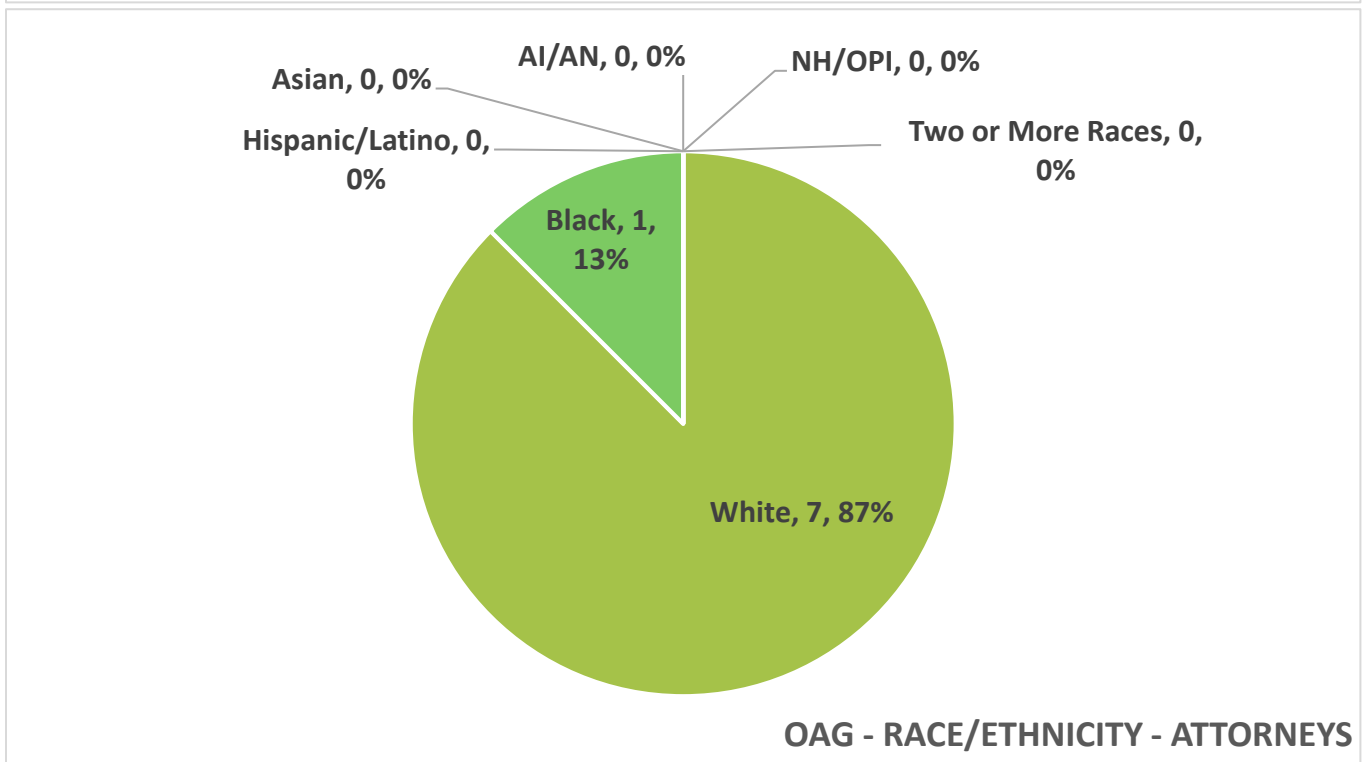
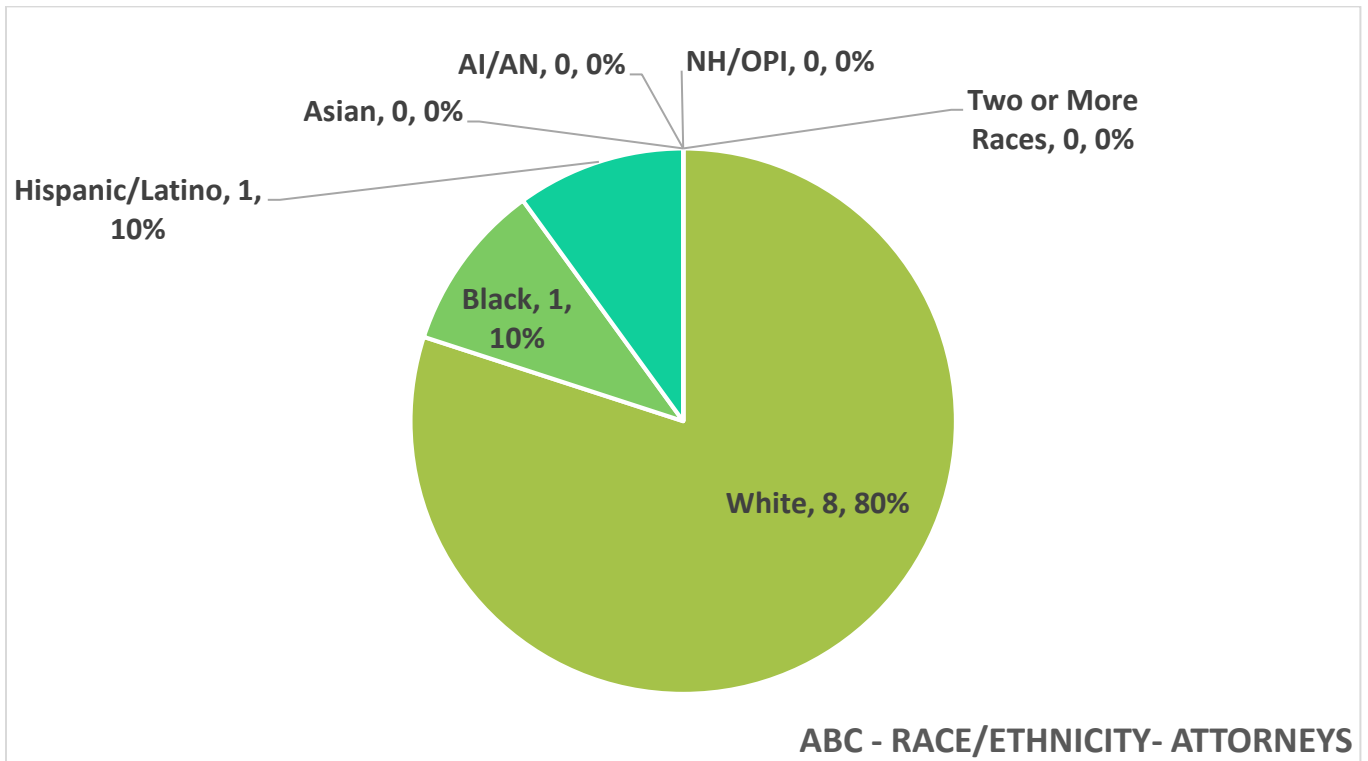


OIFP - RACE/ETHNICITY- ATTORNEYS



DGE - RACE/ETHNICITY - ATTORNEYS

Attorney Race/Ethnicity Data within Each Division (cont.)



RACE/ETHNICITY AND GENDER OF ATTORNEYS WITHIN TITLE – BY DIVISION

Race/Ethnicity of Attorneys Within Title - Division of Law (#)

DIVISION OF LAW	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	3	3	0	0	0	0	0	0
AAG	46	33	4	2	7	0	0	0
DAG1	32	26	2	2	2	0	0	0
DAG2	57	45	7	3	1	0	0	1
DAG3	142	114	13	5	9	0	0	1
DAG4	332	256	18	20	37	0	0	1
TOTAL	612	477	44	32	56	0	0	3

Race/Ethnicity of Attorneys Within Title - Division of Law (% of Title)

DIVISION OF LAW	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	3	100%	0%	0%	0%	0%	0%	0%
AAG	46	72%	9%	4%	15%	0%	0%	0%
DAG1	32	81%	6%	6%	6%	0%	0%	0%
DAG2	57	79%	12%	5%	2%	0%	0%	2%
DAG3	142	80%	9%	4%	6%	0%	0%	1%
DAG4	332	77%	5%	6%	11%	0%	0%	0%
TOTAL	612	78%	7%	5%	9%	0%	0%	0%

Gender of Attorneys Within Title - Division of Law (#)

DIVISION OF LAW	TOTAL	FEMALE	MALE	NON-BINARY
ADAG 1	3	1	2	0
AAG	46	20	26	0
DAG1	32	19	13	0
DAG2	57	34	23	0
DAG3	142	92	50	0
DAG4	332	188	143	1
TOTAL	612	354	257	1

Gender of Attorneys Within Title - Division of Law (% of Title)

DIVISION OF LAW	TOTAL	FEMALE	MALE	NON-BINARY
ADAG 1	3	33%	67%	0%
AAG	46	43%	57%	0%
DAG1	32	59%	41%	0%
DAG2	57	60%	40%	0%
DAG3	142	65%	35%	0%
DAG4	332	57%	43%	0%
TOTAL	612	58%	42%	0%

Race/Ethnicity of Attorneys Within Title - Division of Criminal Justice (#)

DIVISION OF CRIMINAL JUSTICE	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0	0	0	0	0	0	0
AAG	14	13	0	0	1	0	0	0
DAG1	5	4	0	0	1	0	0	0
DAG2	16	13	2	1	0	0	0	0
DAG3	14	12	1	0	1	0	0	0
DAG4	66	58	2	4	2	0	0	0
TOTAL	115	100	5	5	5	0	0	0

Race/Ethnicity of Attorneys Within Title - Division of Criminal Justice (% of Title)

DIVISION OF CRIMINAL JUSTICE	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%
AAG	14	93%	0%	0%	7%	0%	0%	0%
DAG1	5	80%	0%	0%	20%	0%	0%	0%
DAG2	16	81%	13%	6%	0%	0%	0%	0%
DAG3	14	86%	7%	0%	7%	0%	0%	0%
DAG4	66	88%	3%	6%	3%	0%	0%	0%
TOTAL	115	87%	4%	4%	4%	0%	0%	0%

Gender Of Attorneys Within Title - Division of Criminal Justice (#)

DIVISION OF CRIMINAL JUSTICE	TOTAL	FEMALE	MALE	NON-BINARY
ADAG 1	0	0	0	0
AAG	14	10	4	0
DAG1	5	2	3	0
DAG2	16	12	4	0
DAG3	14	7	7	0
DAG4	66	38	28	0
TOTAL	115	69	46	0

Gender of Attorneys Within Title - Division of Criminal Justice (% of Title)

DIVISION OF CRIMINAL JUSTICE	TOTAL	FEMALE	MALE	NON-BINARY
ADAG 1	0	0%	0%	0%
AAG	14	71%	29%	0%
DAG1	5	40%	60%	0%
DAG2	16	75%	25%	0%
DAG3	14	50%	50%	0%
DAG4	66	58%	42%	0%
TOTAL	115	60%	40%	0%

Race/Ethnicity of Attorneys Within Title – Office of The Insurance Fraud Prosecutor (#)

OFFC INSRNC FRAUD PROSECUTOR	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0	0	0	0	0	0	0
AAG	3	1	2	0	0	0	0	0
DAG1	2	2	0	0	0	0	0	0
DAG2	2	2	0	0	0	0	0	0
DAG3	2	0	2	0	0	0	0	0
DAG4	11	6	3	1	1	0	0	0
TOTAL	20	11	7	1	1	0	0	0

Race/Ethnicity of Attorneys Within Title – Office of The Insurance Fraud Prosecutor (% of Title)

OFFC INSRNC FRAUD PROSECUTOR	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%
AAG	3	33%	67%	0%	0%	0%	0%	0%
DAG1	2	100%	0%	0%	0%	0%	0%	0%
DAG2	2	100%	0%	0%	0%	0%	0%	0%
DAG3	2	0%	100%	0%	0%	0%	0%	0%
DAG4	11	55%	27%	9%	9%	0%	0%	0%
TOTAL	20	55%	35%	5%	5%	0%	0%	0%

Gender of Attorneys Within Title – Office of The Insurance Fraud Prosecutor (#)

OFFC INSRNC FRAUD PROSECUTOR	TOTAL	FEMALE	MALE	NON- BINARY
ADAG 1	0	0	0	0
AAG	3	2	1	0
DAG1	2	1	0	1
DAG2	2	1	1	0
DAG3	2	2	0	0
DAG4	11	6	5	0
TOTAL	20	12	7	1

Gender of Attorneys Within Title – Office of The Insurance Fraud Prosecutor (% of Title)

OFFC INSRNC FRAUD PROSECUTOR	TOTAL	FEMALE	MALE	NON- BINARY
ADAG 1	0	0%	0%	0%
AAG	3	67%	33%	0%
DAG1	2	50%	0%	50%
DAG2	2	50%	50%	0%
DAG3	2	100%	0%	0%
DAG4	11	55%	45%	0%
TOTAL	20	60%	35%	5%

Race/Ethnicity of Attorneys Within Title– Division of Gaming Enforcement (#)

DIVISION OF GAMING ENFORCEMENT	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0	0	0	0	0	0	0
AAG	2	2	0	0	0	0	0	0
DAG1	2	2	0	0	0	0	0	0
DAG2	2	1	0	1	0	0	0	0
DAG3	1	1	0	0	0	0	0	0
DAG4	11	9	1	0	0	0	0	1
TOTAL	18	15	1	1	0	0	0	1

Race/Ethnicity of Attorneys Within Title – Division of Gaming Enforcement (% of Title)

DIVISION OF GAMING ENFORCEMENT	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%
AAG	2	100%	0%	0%	0%	0%	0%	0%
DAG1	2	100%	0%	0%	0%	0%	0%	0%
DAG2	2	50%	0%	50%	0%	0%	0%	0%
DAG3	1	100%	0%	0%	0%	0%	0%	0%
DAG4	11	82%	9%	0%	0%	0%	0%	9%
TOTAL	18	83%	6%	6%	0%	0%	0%	6%

Gender of Attorneys Within Title– Division of Gaming Enforcement (#)

DIVISON OF GAMING ENFORCEMENT	TOTAL	FEMALE	MALE	NON-BINARY
ADAG 1	0	0	0	0
AAG	2	1	1	0
DAG1	2	1	1	0
DAG2	2	0	2	0
DAG3	1	1	0	0
DAG4	11	6	5	0
TOTAL	18	9	9	0

Gender of Attorneys Within Title– Division of Gaming Enforcement (% of Title)

DIVISON OF GAMING ENFORCEMENT	TOTAL	FEMALE	MALE	NON-BINARY
ADAG 1	0	0%	0%	0%
AAG	2	50%	50%	0%
DAG1	2	50%	50%	0%
DAG2	2	0%	100%	0%
DAG3	1	100%	0%	0%
DAG4	11	55%	45%	0%
TOTAL	18	50%	50%	0%

Race/Ethnicity of Attorneys Within Title – Alcoholic Beverage Control (#)

ALCOHOLIC BEVERAGE CONTROL	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0	0	0	0	0	0	0
AAG	1	1	0	0	0	0	0	0
DAG1	1	1	0	0	0	0	0	0
DAG2	0	0	0	0	0	0	0	0
DAG3	2	2	0	0	0	0	0	0
DAG4	6	4	1	1	0	0	0	0
TOTAL	10	8	1	1	0	0	0	0

Race/Ethnicity of Attorneys Within Title – Alcoholic Beverage Control (% of Title)

ALCOHOLIC BEVERAGE CONTROL	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%
AAG	1	100%	0%	0%	0%	0%	0%	0%
DAG1	1	100%	0%	0%	0%	0%	0%	0%
DAG2	0	0%	0%	0%	0%	0%	0%	0%
DAG3	2	100%	0%	0%	0%	0%	0%	0%
DAG4	6	67%	17%	17%	0%	0%	0%	0%
TOTAL	10	80%	10%	10%	0%	0%	0%	0%

Gender of Attorneys Within Title – Alcoholic Beverage Control (#)

ALCOHOLIC BEVERAGE CONTROL	TOTAL	FEMALE	MALE	NON- BINARY
ADAG 1	0	0	0	0
AAG	1	1	0	0
DAG1	1	1	0	0
DAG2	0	0	0	0
DAG3	2	0	2	0
DAG4	6	4	2	0
TOTAL	10	6	4	0

Gender of Attorneys Within Title – Alcoholic Beverage Control (% of Title)

ALCOHOLIC BEVERAGE CONTROL	TOTAL	FEMALE	MALE	NON- BINARY
ADAG 1	0	0%	0%	0%
AAG	1	100%	0%	0%
DAG1	1	100%	0%	0%
DAG2	0	0%	0%	0%
DAG3	2	0%	100%	0%
DAG4	6	67%	33%	0%
TOTAL	10	60%	40%	0%

Race/Ethnicity of Attorneys Within Title – Office of The Attorney General (#)

OFFICE OF THE ATTORNEY GENERAL	TOTAL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ATTORNEY GENERAL	1	1	0	0	0	0	0	0
1ST ASST ATTY GENL	1	1	0	0	0	0	0	0
ADAG 1	1	1	0	0	0	0	0	0
AAG	2	1	1	0	0	0	0	0
DAG1	0	0	0	0	0	0	0	0
DAG2	1	1	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0
DAG4	2	2	0	0	0	0	0	0
TOTAL	8	7	1	0	0	0	0	0

Race/Ethnicity of Attorneys Within Title – Office of The Attorney General (% of Title)

OFFICE OF THE ATTORNEY GENERAL	TOTAL #	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES
ATTORNEY GENERAL	1	100%	0%	0%	0%	0%	0%	0%
1ST ASST ATTY GENL	1	100%	0%	0%	0%	0%	0%	0%
ADAG 1	1	100%	0%	0%	0%	0%	0%	0%
AAG	2	50%	50%	0%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%
DAG2	1	100%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%
DAG4	2	100%	0%	0%	0%	0%	0%	0%
TOTAL	8	88%	13%	0%	0%	0%	0%	0%

Gender of Attorneys Within Title – Office of The Attorney General (#)

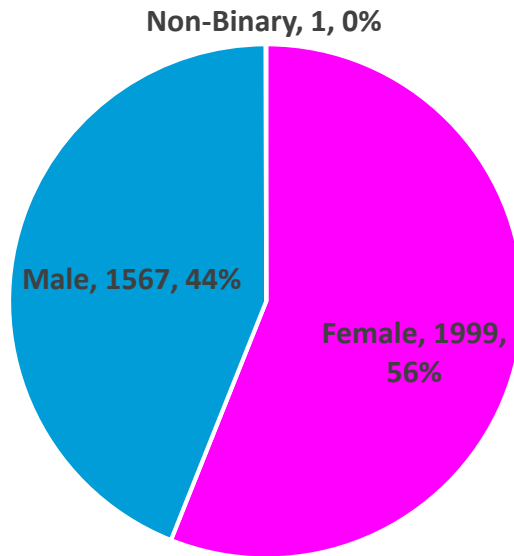
OFFICE OF THE ATTORNEY GENERAL	TOTAL	FEMALE	MALE	NON-BINARY
ATTORNEY GENERAL	1	0	1	0
1ST ASST ATTY GENL	1	1	0	0
ADAG 1	1	1	0	0
AAG	2	2	0	0
DAG1	0	0	0	0
DAG2	1	1	0	0
DAG3	0	0	0	0
DAG4	2	1	1	0
TOTAL	8	6	2	0

Gender of Attorneys Within Title – Office of The Attorney General (% of Title)

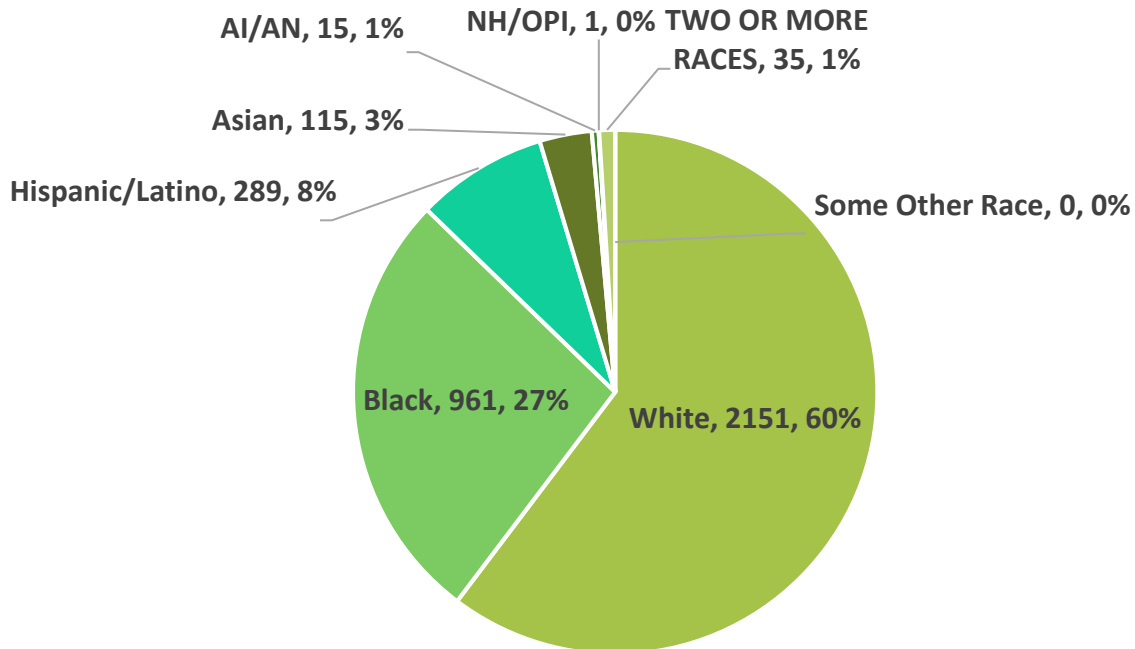
OFFICE OF THE ATTORNEY GENERAL	TOTAL	FEMALE	MALE	NON-BINARY
ATTORNEY GENERAL	1	0%	100%	0%
1ST ASST ATTY GENL	1	100%	0%	0%
ADAG 1	1	1	0	0
AAG	2	2	0	0
DAG1	0	0	0	0
DAG2	1	1	0	0
DAG3	0	0	0	0
DAG4	2	1	1	0
TOTAL	8	6	2	0

NON- ATTORNEY CIVILIAN JOB TITLES

Across all of the LPS divisions, there are 3,567 employees who carry out the vital work of the department in a wide range of job types and roles and who are neither sworn police officers nor attorneys.



Gender- Non-Attorney Civilians



Race/Ethnicity-Non-Attorney Civilians

Non-Attorney Civilians in LPS – Race/Ethnicity by Gender (#)

RACE/ETHNICITY	TOTAL	FEMALE	MALE	NON-BINARY
White	2151	1117	1034	0
Black	961	593	368	0
Hispanic/Latino	289	185	104	0
Asian	115	69	46	0
AI/AN	15	12	2	1
NH/OPI	1	0	1	0
Two or More Races	35	23	12	0
Some Other Race	0	0	0	0
TOTAL	3567	1999	1567	1

Non-Attorney Civilians in LPS – Race/Ethnicity by Gender (% of Race/Ethnic Group)

	TOTAL	FEMALE	MALE	NON-BINARY
White	2151	52%	48%	0%
Black	961	62%	38%	0%
Hispanic/Latino	289	64%	36%	0%
Asian	115	60%	40%	0%
AI/AN	15	80%	13%	7%
NH/OPI	1	0%	100%	0%
Two or More Races	35	66%	34%	0%
Some Other Race	0	0%	0%	0%
TOTAL	3567	56%	44%	0%

DETAILED DATA: GENDER DISTRIBUTION WITHIN EACH RACE/ETHNIC GROUP FOR EACH DIVISION

For each division that is part of the Department of Law and Public Safety a **separate table for each category of race/ethnicity** follows. Each table reflects the *total **number*** of full-time employees within that category and their distribution by **gender**.

Within each table, the Divisions are listed in order by the size of their workforce, from largest to smallest. However, please note that Divisions that are “In But Not Of” the department are listed separately at the bottom of each table.

Race/Ethnicity within Division: White

	All	Female	Male	Non-binary
State Police	3074	565	2509	0
Law	609	364	244	1
Consumer Affairs	217	103	114	0
Criminal Justice	339	163	176	0
Gaming	197	92	105	0
OAG/Admin	87	55	32	0
Insurance Fraud Pros	62	37	24	1
Civil Rights	25	14	11	0
Racing	30	16	14	0
Victims of Crime Comp	12	7	5	0
Alcoholic Beverage Cntl	39	23	16	0
Highway Traffic Safety	12	4	8	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	484	140	344	0
Homeland Security & Prep'd	79	28	51	0
Election Law Enf Cmmsn	43	23	20	0
Ethics Cmmsn	6	3	3	0
TOTAL	5315	1637	3676	2

Race/Ethnicity within Division: Black

	All	Female	Male	Non-binary
State Police	366	127	239	0
Law	130	112	18	0
Consumer Affairs	178	157	21	0
Criminal Justice	46	26	20	0
Gaming	30	19	11	0
OAG/Admin	18	15	3	0
Insurance Fraud Pros	27	16	11	0
Civil Rights	25	16	9	0
Racing	0	0	0	0
Victims of Crime Comp	5	4	1	0
Alcoholic Beverage Cntl	10	9	1	0
Highway Traffic Safety	6	5	1	0
Athletic Control Bd	2	1	1	0
Juvenile Justice Cmmsn	465	164	301	0
Homeland Security & Prep'd	6	2	4	0
Election Law Enf Cmmsn	9	7	2	0
Ethics Cmmsn	2	2	0	0
TOTAL	1325	682	643	0

Race/Ethnicity within Division: Hispanic/Latino

	All	Female	Male	Non-binary
State Police	516	63	453	0
Law	48	34	14	0
Consumer Affairs	74	56	18	0
Criminal Justice	23	11	12	0
Gaming	11	8	3	0
OAG/Admin	1	1	0	0
Insurance Fraud Pros	4	3	1	0
Civil Rights	12	11	1	0
Racing	3	2	1	0
Victims of Crime Comp	15	13	2	0
Alcoholic Beverage Cntl	7	5	2	0
Highway Traffic Safety	0	0	0	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	130	35	95	0
Homeland Security & Prep'd	9	6	3	0
Election Law Enf Cmmsn	7	6	1	0
Ethics Cmmsn	0	0	0	0
TOTAL	860	254	606	0

Race/Ethnicity within Division: Asian

	All	Female	Male	Non-binary
State Police	104	29	75	0
Law	67	41	26	0
Consumer Affairs	18	8	10	0
Criminal Justice	18	6	12	0
Gaming	11	3	8	0
OAG/Admin	5	4	1	0
Insurance Fraud Pros	3	2	1	0
Civil Rights	1	1	0	0
Racing	0	0	0	0
Victims of Crime Comp	0	0	0	0
Alcoholic Beverage Cntl	2	1	1	0
Highway Traffic Safety	0	0	0	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	19	7	12	0
Homeland Security & Prep'd	10	7	3	0
Election Law Enf Cmmsn	2	1	1	0
Ethics Cmmsn	0	0	0	0
TOTAL	260	110	150	0

Race/Ethnicity within Division: Am. Indian/Alaskan Native

	All	Female	Male	Non-binary
State Police	10	2	8	0
Law	0	0	0	0
Consumer Affairs	6	6	0	0
Criminal Justice	1	0	1	0
Gaming	0	0	0	0
OAG/Admin	2	1	0	1
Insurance Fraud Pros	0	0	0	0
Civil Rights	1	1	0	0
Racing	0	0	0	0
Victims of Crime Comp	0	0	0	0
Alcoholic Beverage Cntl	0	0	0	0
Highway Traffic Safety	0	0	0	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	4	2	2	0
Homeland Security & Prep'd	0	0	0	0
Election Law Enf Cmmsn	0	0	0	0
Ethics Cmmsn	0	0	0	0
TOTAL	24	12	11	1

Race/Ethnicity within Division: Nat. Haw./Other Pac. Islander

	All	Female	Male	Non-binary
State Police	2	0	2	0
Law	0	0	0	0
Consumer Affairs	0	0	0	0
Criminal Justice	0	0	0	0
Gaming	0	0	0	0
OAG/Admin	0	0	0	0
Insurance Fraud Pros	0	0	0	0
Civil Rights	1	0	1	0
Racing	0	0	0	0
Victims of Crime Comp	0	0	0	0
Alcoholic Beverage Cntl	0	0	0	0
Highway Traffic Safety	0	0	0	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	0	0	0	0
Homeland Security & Prep'd	0	0	0	0
Election Law Enf Cmmsn	0	0	0	0
Ethics Cmmsn	0	0	0	0
TOTAL	3	0	3	0

Race/Ethnicity within Division: Two or More Races

	All	Female	Male	Non-binary
State Police	50	8	42	0
Law	6	5	1	0
Consumer Affairs	7	6	1	0
Criminal Justice	3	3	0	0
Gaming	1	1	0	0
OAG/Admin	1	0	1	0
Insurance Fraud Pros	1	1	0	0
Civil Rights	0	0	0	0
Racing	0	0	0	0
Victims of Crime Comp	1	1	0	0
Alcoholic Beverage Cntl	1	1	0	0
Highway Traffic Safety	0	0	0	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	14	7	7	0
Homeland Security & Prep'd	1	0	1	0
Election Law Enf Cmmsn	0	0	0	0
Ethics Cmmsn	0	0	0	0
TOTAL	86	33	53	0

Race/Ethnicity within Division: Some Other Race

	All	Female	Male	Non-binary
State Police	0	0	0	0
Law	0	0	0	0
Consumer Affairs	0	0	0	0
Criminal Justice	0	0	0	0
Gaming	0	0	0	0
OAG/Admin	0	0	0	0
Insurance Fraud Pros	0	0	0	0
Civil Rights	0	0	0	0
Racing	0	0	0	0
Victims of Crime Comp	0	0	0	0
Alcoholic Beverage Cntl	0	0	0	0
Highway Traffic Safety	0	0	0	0
Athletic Control Bd	0	0	0	0
Juvenile Justice Cmmsn	1	0	1	0
Homeland Security & Prep'd	0	0	0	0
Election Law Enf Cmmsn	0	0	0	0
Ethics Cmmsn	0	0	0	0
TOTAL	1	0	1	0

State of New Jersey
Department of Law and Public Safety



Office of Diversity, Equity, and Inclusion
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