



# PROBATION DEPARTMENT

Forward in excellence



## A Message from Our Staff

The last week has been difficult as we have all had to witness what tragically occurred in Minneapolis. Regarding the death of George Floyd, all members of the Marin County Probation Department denounce the actions that led to the unacceptable death of Mr. Floyd. It was disturbing and demonstrates the need for us to look at ourselves and seek ways to be better in effecting change.

Reflecting upon our Department's mission statement as a foundation to effect change, we are committed to the ongoing evaluation and improvement of our programs, practices and personal interactions. It is also our duty to hold ourselves accountable and not be a bystander to injustice. When our officers and staff witness any level of injustice, we need to have the courage to address it. Whether the injustice is internal or external. Our main mission is to protect the community.

Though we enjoy one of the most diverse departments in the County, we will continue to focus our recruiting and retention efforts to ensure not only diversity and inclusion within our department, but to strive for representation that reflects our diverse Bay Area communities. And while we are proud of where we are relative to other departments, we still have much more work to do on this front.

We must strive to hire officers and staff with "lived experiences" as a way to mitigate or prevent intolerable acts such as what occurred in Minneapolis from happening. We need to remember that our current situation is not just about George Floyd's death. Everything that led to Mr. Floyd's death is from what has been engrained systematically for generations. Further educating ourselves and those around us in regard to tolerance, inclusion and implicit bias are collaborative steps to fight injustice.

Most importantly we would not be truly seeking change if we failed to acknowledge the feelings of the community, which currently form the basis for the underlying lack of trust between them and law enforcement in general.

Further, we support the community in their right to protest peacefully, and we will continue to work with the community and our partners to ensure that this can happen safely.

We always encourage feedback or questions in regard to how we can further justice and serve the community. Please email the Marin County Probation Department at: [Probation@marincounty.org](mailto:Probation@marincounty.org) or visit our Facebook page; Marin County Probation.

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