

The Condition of Probation

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Enough is Enough! Second Annual Marin County Family Violence Summit

By Melissa Davis



On October 1, 2015, the Marin County Family Violence Consortium hosted over 200 participants at the Osher Marin Jewish Community Center for the second annual Family Violence Summit. This year our theme was “enough is enough,” a concept which encourages us to think about what it takes to end family violence in our communities and in our homes. If people are safe enough, fed enough, have access to stable housing, clothing, education, valued, have safe places to play, are welcomed and engaged in their communities and are heard when they seek help, then the risk of violence decreases.

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Chief's Corner

By Michael Daly

Although I was born in 1965 and was not old enough to understand the era of Martin Luther King, Kennedy assassinations and the race riots across America, I have lived long enough to see waves of community trust and mistrust among those of us that serve as law enforcement officers.

Probation Officers in the 60's and 70's had a radically different role than today. The changes in our role today are more closely aligned with some of the functions of police officers and for better or worse, everything comes with baggage.

The issues of police mistrust today have been captured on video from people in the general public filming

interactions between police and citizens. Some of these interactions have gone terribly wrong. The result of some of these high profile interactions that have incensed the public is a demand to have all law enforcement equipped with a body camera so all interactions can be filmed. The public have demanded our legislators require this. It was the talk of Sacramento last year and will be next year too. In fact, legislation that made it to the Governor and signed was funding for the 2015-16 state budget for a \$1 million body-worn camera pilot program at CHP. The way I see it, a trend will now start to develop regarding the use of body cameras.

This is where it gets tricky. Alt-

hough probation officers are considered law enforcement, we don't have the same role as first responders. We both will have public safety as a top priority, however we generally achieve that responsibility in a different manner. We work with the people that are under our supervision and to work with them effectively, we must create a positive working relationship. That takes time, patience and trust. The people that we supervise tell us very personal details of their lives that really should only be heard by us or a qualified therapist. Some of these conversations are several minutes long covering multiple topics.

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Mission Statement

The mission of the Marin County Probation Department is to further justice and community safety, and to hold offenders accountable while promoting their rehabilitation.

Evidence-Based Practices Effort Revived

By Cynthia Fix



While I have only been in my assignment as the Administrative Supervisor for a few weeks, I am both excited and optimistic about what we will be able to accomplish. Our Department made the decision to dedicate a management level position to the role of encouraging and developing the use of Evidence-Based Practices (EBP). I am honored to be the first to develop and optimize this assignment, for both our Department and the individuals we serve. While it is early on and I am still not 100% sure of all of my tasks, I have taken the following steps:

Engage with staff on what Evidence-Based Practices are and how to best utilize these practices in day to day work with both adult and juvenile offenders

I have invited a group of staff at all levels of our Department to come together and discuss how we are using EBP and what we need in order to be more effective; such as trainings, resources, or just a forum to discuss experiences using EBP.

An example of this is a product known as the “Carey Guides.” These are short, practical and easy to implement intervention tools developed by The Carey Group which address the criminogenic needs that drive our probationers’ thinking and behaviors. The Guides are designed to help offenders assess an issue, increase their motivation to work on that issue, develop a plan, practice a corresponding skill, and develop a relapse plan. It is hoped the Guides will add more structure to our contacts with probationers and provide deputy probation officers, mental health staff, juvenile correction officers, and recovery coaches the tools for skill development and suggestions on how to engage offenders in ways that are likely to support behavior change.

Reach out to neighboring probation departments to discuss how we can collaborate and help each other

When we first began to develop our skills and use of evidence-

based practices, Marin County was a leader in this area for much of Northern California. We implemented motivational interviewing, a variety of risk assessments, provided Thinking for a Change, a cognitive behavioral treatment program at no cost to the offender, and more recently, implemented the SMART case plan along with a behavior matrix. Due to our Department’s need to shift resources to the AB109 Unit and officer field safety, our focus on fully utilizing EBP has been impacted. I will spend time with other departments to discuss how they are managing the use of EBP interventions in their agencies and specifically, how they conduct quality assurance.

After taking these steps, I hope to engage front line supervisors to focus and guide staff on skill development through coaching. Monthly meetings will be held using video clips and skill practice exercises to assist supervisors in this effort.

Chief’s Corner (from pg. 1)...

If we were to have body operated cameras, do we turn them on as we walk in the office? What if we have an office appointment? On or off? When the conversation gets personal or includes conversation that really no one should hear do we reach down and turn it off? What if things go sideways during that office visit and the person becomes agitated? Can we turn it back on quickly without compromising our own safety? Who stores all this da-

ta? What is the security of all this highly confidential data? Will it be encrypted? How much does it cost? For how long must we keep it? If we have officers that have it on all day, do we end our day by editing all personal or confidential interactions? What if a public records act request comes in for a probation officer’s video for the last six months? Again, more costs.

My point is this is not a simple issue, particularly for probation officers and our role in the community. Like most things, I am going to wait, watch and listen.

Marin County Equity Initiative

By Kevin Lynch



A contingent of Marin County staff and community members attended Policy Link’s 2015 Equity Summit in Los Angeles at the end of October. The Equity Summit was a three-day conference attended by approximately 4,000 people from across the country. The theme of the event was the need to address equity in our society, in areas such as education, health care, housing, and criminal and juvenile justice. Another point that was raised during the conference was that this issue is not only one of fairness, but also of economic necessity. Our society is undergoing a significant

transformation in its population, in which ethnic groups which have historically been termed as “minorities” will eventually become the majority, and exceed Caucasians as an overall percentage of the total population. It will be a problem for the entire country if portions of that group remain under-educated, under-employed and disengaged. The need for addressing equity is not only apparent from a fairness point of view, but from an economic one as well.

The Summit provided an opportunity for Marin County’s Equity Initiative team to attend the event

together. Under the leadership of Supervisory Steve Kinsey, and direction from the County Administrator’s Office, the County of Marin has undertaken a series of initiatives to address equity in our community. Attending the Conference provided the group with a host of ideas and inspiration for our efforts to develop a variety of initiatives that address equity in Marin County. The following County Departments have joined in this effort:

Department	Initiative
Parks	Increase diversity of staff and park visitors
Community Development	Provide access to housing for low income residents
Public Health	Address health disparities
Juvenile Division of Probation	Reduce ethnic disparities in juvenile justice
Library	Increase use and access to libraries for children from low income communities

In addition to staff from each of these Departments, community representatives from programs and communities most impacted by equity issues also joined the group. Douglas Mundo, Executive Director of the Canal Welcome Center and

the Probation Department’s primary partner in reducing ethnic disparities in juvenile justice, attended the event.

The terms “equity” and “equality” have frequently been used interchangeably, which has added to

confusion and misunderstanding about these concepts. In fact, they are not the same thing. As the image accompanying the title of this

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Promotions within the Probation Department



Heather Damato has recently been promoted to Senior Deputy Probation Officer and has transferred to the High Risk Unit. Heather has been with the Department since January 2007. She started her career in the Juvenile Division and was there until 2013, when she was transferred to the Adult Division as the STAR Court Probation Officer. For almost three years, Heather oversaw the STAR Court, mental health case load and did an outstanding job dealing with defendants with various mental health issues and high needs. Besides overseeing her caseload, Heather has been open to helping other probation officers and going out in the field with both adult and juvenile probation officers. Heather has also volunteered to be part of the BBQ committee, Holiday Party committee, has volunteered to oversee maintenance for the adult division cars and recently volunteered to go through the Field Training Officer Program. Heather's energy and willingness to learn and grow in our department has helped her achieve her goal of being promoted to Senior Deputy Probation Officer and she is looking forward to being an asset in the high risk unit.

David Fahy was promoted to Senior Deputy Probation Officer. Dave has been with the Department since 2008, and has been assigned to the Juvenile Division for his entire career as a Deputy Probation Officer. He has most recently been working in the Placement Unit, where he has managed some of the most challenging cases the Juvenile Division has. Since his promotion, Dave has taken on the additional task of representing the Probation Department in Juvenile Court one day per week. Dave's experience, demeanor and "can do" attitude will be a great asset for us in his new role as Senior Deputy Probation Officer.



My Tran was promoted to Senior Deputy Probation Officer. My has been with the Department for 15 years, she has worked in both the Adult and Juvenile Divisions. My is a bi-lingual officer who has been assigned to various caseloads in her career. She has worked both adult and juvenile supervision and Adult Felony Investigations. In 2011, after returning from her assignment in Juvenile supervision, My returned to the Felony Investigations Unit where she remains. In her current assignment, My has been assigned many complex and high profile cases. She is an experienced Court officer who represents our Department well with her legal knowledge and professionalism. My's vast experience in probation has made her the "go to" person for questions and a mentor to line staff. Since her promotion, My has continued to be a strong example of a leader and team player. Congratulations My!

Congratulations to Terry Wright who was recently promoted to from Senior Deputy to Supervisor in the Adult Division. His current assignment is the Supervisor for the Adult Medium Risk Supervision Unit. Terry has been with the Probation Department for over 10 years and has previous experience working as a case manager for the High Risk Supervision Unit, AB109, and specialty Sex Offender Case Load. He also volunteered to work the Marin County Juvenile Hall as extra help and to learn more about the Juvenile Division. He has been an active participant in DMC, and the Safety Committee who helped implement the development of current field policies and procedures. Additionally, he is a lead instructor for the Field Training Program.



Marin County Equity Initiative (from pg. 3)...

article above implies, equality is giving everyone the same thing, while equity is more about ensuring everyone has the same outcome opportunity, depending on their needs. Another way to think of the

difference is to consider an oval running track. An equality lens would say runners should start at the same point on the track, while an equity lens would have the starting positions stagger according to

where the runners are in relation to the inside track.



Unfortunately, the concepts of equity and equality can become conflicting, and efforts at creating equity are perceived by some to be unfair, and in violation of the principle of equality. “Affirmative action” policies, the practice of giving preferential treatment to people based on their race and ethnicity, are the best example of this controversy, and they have created strong reaction in some quarters of society against them. The key to success of an equity effort will be for it to be effective but not to violate a broad section of society’s sense of fairness. That will take a great deal of education, patience and understanding, which the Marin County Equity Initiative team understands and is prepared to provide.

When approached by the County Administrator’s Office about our interest in joining the County Equity Initiative, the Probation Department made the obvious choice to select our “Reducing Ethnic Disparities (RED)” effort. The Juvenile Division has worked on this effort since 2009, and our commitment

remains steadfast. There has been great news in juvenile justice overall, as the numbers of youth who enter the system has dropped dramatically, and the use of institutional interventions such as detention and group home placements has also fallen. However, the ethnic disproportionality issue remains deep-rooted, as youth from both the Latino and African-American communities continue to be greatly over-represented at every point of the juvenile justice system. The Juvenile Division’s response to this has been to allow for greater access to support systems for youth who penetrate the justice system. For some youth, this might mean participating in drug and alcohol treatment at no charge or based on a sliding scale, while for others it might mean assistance in finding employment and/or accessing higher education. We have also developed a pool of mentors that provide assistance to youth in making their way through the daunting challenging of experiencing adolescence while also under the supervision of the

juvenile justice system. The Juvenile Division has made a strong commitment to expanding its mission beyond simply “holding youth accountable” to also providing opportunities for youth to leave their experience on probation as healthier and more prepared for their lives as adults than when they entered it.

The Probation Department looks forward to the partnerships and potential for collaborative learning that the Marin County Equity Initiative will provide to the agencies participating in this effort. While there are significant challenges to all of these efforts, they will have a greater likelihood for success given the team concept and leadership provided under the Board of Supervisors. *The Condition of Probation* will report out on our progress in the near future.

Enough is Enough Second Annual Marin County Family Violence Summit (from pg. 1)...

Our keynote speaker this year was Casey Gwinn, Esq., the former City Attorney of San Diego and President of Alliance for Hope international. Casey recently published "Cheering for the Children: Creating Pathways to HOPE for Children Exposed to Trauma." At the Summit, he spoke extensively about early childhood trauma and its link to domestic violence. Casey is a pioneer in the family justice movement working collaboratively with county, state and federal agencies to address family violence through what is known as the "family justice model." The basic premise of this model is that victims will have a much easier time of receiving services which would reduce the

risk of family violence if there were a single entity or place where these services could be offered, explained and received.

In addition, the Summit offered workshops throughout the day addressing topics such as:

- Community-based prevention strategies,
- diversity
- culturally relevant approaches to preventing violence
- policies and therapeutic approaches to heal trauma and break the cycle of violence
- law enforcement response and protocols

- community engagement and access

The Summit celebrated the commitment we share to end family violence in our communities. It offered education, a deeper understanding of trauma and violence and strategies to stop violence before it starts. The Probation Department greatly appreciates our partners who helped to make this event a success, including all the agencies who comprise the Family Violence Court. In addition, several Probation Department staff contributed in a variety of ways to making the event a valuable one.

Spreading Holiday Cheer

By Kevin Lynch

As she has done for several years now, Angela Arenas, Mental Health Practitioner with the Probation Department, organized a food drive to support low income families celebrate the Thanksgiving holidays. Not only did she collect donations from staff throughout the County, Angela also organized a group of volunteers to deliver the food to the 32 families selected for this assistance. 14 of these families came from the caseloads of Youth and Family Services, and 18 were from the Juvenile Division of the Probation Department. Angela said that the entire process was very uplifting, as strangers at the store who found out what was happening (picking up 32 turkeys at a Safeway store gets attention!) told her how admirable it was what they were doing.

However, the best part of the event was the gratitude expressed by the families who received the donations. They were very thankful and a bit surprised seeing people from our Department arriving to provide this support at a critical time. In addition to Angela, Selina Johnson, Hugo Araica, Tony Raitano from our office and Juan Colonia from Canal Welcome Center, helped to deliver the food. Three youth also participated, earning credit for community service hours as they did.

Thanksgiving is the beginning of a holiday season which can be quite trying and difficult for some, particularly families who are under stress and in need of support. Unfortunately, many times the interaction Probation Department staff has with families are stressful, and

even confrontational at times. It was nice to have an interaction with families that allowed them to see our staff as people, and to express our desire for their families to be healthy, safe and happy.



Tony Raitano, Hugo Araica, Selina Johnson, Juan Colonia, and Angela Arenas turkey shopping.

Todays Draw: Tony Raitano

By My Tran

Tony Raitano joined the Marin County Probation Department in September 2012 as a Deputy Probation Officer. He is currently assigned to the Juvenile Division as a Supervision Deputy. Tony is a Court Officer in the Juvenile Division and an instructor for Weaponless Defense and Impact Weapons.

Tony was born and raised in Santa Rosa, California. He attended Maria Carrillo High School and received his Bachelors of Arts in Sociology from Sonoma State in 2012. He is

married and a father of two sons. Tony always puts his family first. He loves to spend time with his family camping, swimming, playing basketball, pool, and watching movies. He also loves taking care of his dog who is his third child in his family.

Tony enjoys working as a Deputy Probation Officer and his goal is to be able to help as many people as possible change their behavior and lifestyle. He is a dedicated and a



hard-working employee that always offers a hand to help others in the Department.

Holiday Party Pictures



Dave, Kate (Anthony's fiancé) and Anthony →

← Sir Henry, Erika, Massa, Omar, Matt were representing the Juvenile Hall



Peggie (Mike's wife), Mariano and his wife Julia, Carrie (Matt's wife) and Matt →



Omar, Sandra and Jeff



Heather and her boyfriend Jesse



Lindsey showing off her raffle prize

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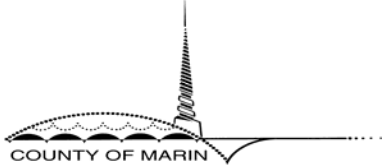
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The Condition of Probation

*Marin County Probation Department Newsletter
Editorial Policy*

The Condition of Probation is published quarterly by the Marin County Probation Department. The purpose of this newsletter is to provide a forum for communication and the sharing of information. *The Condition of Probation* publishes articles and information related to Mission and Departmental operations & activity. Articles submitted may be edited for content, clarity, or length.

Editorial Board Members

Michael Daly, Kevin Lynch, Matt Perry, Liv Lauchenauer and Alisha Krupinsky

Holiday Party Pictures (from pg. 7)...



Jeana and Angela



Teresa, Giuliana and her husband Alfredo



Lucie and her husband David



Anthony graciously accepts one of the great raffle prizes



Kuo, Sarah (Kuo's wife), John (Tori's husband), Tori, Cynthia, Debbie (Jim's wife), and Jim



Probation employees boogie on down!



Linda and her husband Bob