

The Condition of Probation

The Condition of Probation

Chief's Corner	1
Opening the World	2
Violators Update	3
Marin Youth Ecology Core	4
New Hires	5
Vacation Photos	6
Mudderella	9
Canal BBQ	9

Community-Based Partners in Helping Latino Youth and Families

By Kevin Lynch



The Juvenile Division is experiencing a significant increase in referrals for youth from the Latino community in Marin County. Through the first half of 2015, we are on track to get a 33% increase in referrals for Latino youth as compared to last year. Referrals for all other ethnicities are either on par with the previous year or below. For the first time since we started tracking this data in 2009, referrals for Latino youth represent more than half of all referrals received by the Juvenile Division. Not only are youth on probation now struggling to comply with their conditions of probation, we are also experiencing an increase in first-time referrals from this community as well. This would indicate that there are issues beyond simply how our Division handles cases involving Latino youth that are contributing to the increase. Although we will likely not know what is driving this increase for some time, if ever, there are some theories as to what

Continued on pg. 7

Chief's Corner

By Michael Daly

Earlier this year, the Marin County Grand Jury investigated our Juvenile Hall. I was very comfortable knowing that our Juvenile Hall has excellent staff, offers great programming, is safe for the minors housed there and passes all state and local inspections usually with high compliments. Nothing to worry about, right?

Fortunately, and I say that with conviction versus *unfortunately*, the Probation Department takes utilizing alternatives to detention and graduated sanctions very seriously. We are deeply committed to having our eyes on reducing ethnic disparities inside our institution and have spent years examining our role in mitigating that issue. We have also spent hundreds of thousands of dollars in programs providing family counseling, drug and alcohol treatment, mental health counseling, leadership and men-

toring opportunities, healthy after school programming and restorative justice efforts in our communities.

So what does this all add up to? A low population. Our Juvenile Hall has a rated capacity to hold 40 minors. During the calendar year of 2014, we averaged about nine minors. The Grand Jury saw this, took note of our overall budget, and came to the conclusion that our expenses per minor came to about \$900 per day. I admit that it is expensive and I told that to the grand jury members every time I met with them. I also told them I feel like we are being punished for doing a good job!

Our department is very well trained in the negative effects a juvenile hall detention can have on a minor presently going through a detention period as well as the negative effects into the future. We try our absolute hardest to work with minors

and their families during tough times. Juvenile Hall is our last resort and every detention must meet strict legal criteria. The most common legal criteria used when detaining a child is because the *minor presents a danger to himself, a danger to others or a danger to the property of others*. A minor is also afforded a court appearance within 48 hours and a judge must also make a decision if detention is warranted. With the overall philosophy of graduated sanctions and keeping families together combined with strict legal criteria for detaining a youth, it is no wonder our population at juvenile hall is low. The overall crime rate and levels of detention are down across the nation. Most juvenile halls in California are at half capacity.

Continued on pg. 3

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.

Opening the World

By Janene Conner

Many people from our Department have had experiences working with Jeannine Curley, MFT. In addition to working with youth around substance abuse issues, Jeannine also coordinates a program that offers meaningful community service opportunities for youth on probation. Three years ago, Jeannine founded a program called Opening the World (OTW), a community service and travel program for at-risk young adults, including some who were in either the dependency or delinquency systems. Each year, volunteers in OTW plan a trip, recruit youth to take part in it, and develop a fundraising plan to make it happen. The goal is to provide at-risk young adults with the opportunity to travel, and people to experience a world outside of their own through volunteer and cultural experiences. The inaugural trip was to Nepal,

and the second year involved a trip through the South of the United States and ended up in New York City.

This past summer, after fundraising for the entire year, 12 young participants, along with five trip leaders, went to Costa Rica to serve the Bribri, an indigenous tribe that live in the mountains in the southern Pacific part of that country. We lived with the Bribri for seven days and worked with them to develop and maintain their community. We dug ditches, hauled dirt, planted a soccer field, and repaired their aqueduct, among other things. Despite the hard labor, intense heat and humidity, everyone seemed to feel rewarded by the experience and were moved by the Bribri's lifestyle and work ethic. Following the work with the Bribri, OTW group traveled

throughout Costa Rica by bus staying at various locations including Monte Verde, a cloud forest, Manuel Antonio beach and the Arenal Volcano. We ended the journey visiting an orphanage in San Jose where we made donations of clothes, books and toys. The trip was an amazing experience on many levels but mostly to witness the young people come alive and give of themselves. Some of the participants had never been on a plane before and what they experienced was life changing. Opening the World inspires, empowers and opens the possibility for young people otherwise sheltered from these kinds of experiences.

jeanninecurley@hotmail.com



After a long day's work with the Bribri, this picture was taken on a hike to the river where we enjoyed the most replenishing swim.



At the Bribri site digging and hauling dirt to plant a soccer field.

Waiting to fill and carry dirt up the hill to the soccer field.



Dang Duong (our beloved intern) filling holes in the soccer field in the tropical heat. →



In La Fortuna a group shot of the OTW group before we were zip lined into the lush Costa Rican forest.



Chief's Corner (from pg. 1)...

The Grand Jury ultimately concluded that the Marin County Board of Supervisors should close Juvenile Hall by the end of fiscal year 2016-17 and contract with a neighboring agency (either Sonoma or Napa) in order to save money. The Grand Jury deemed running a Juvenile Hall in Marin County is too expensive and the grounds should be repurposed for another county need.

I disagree and I'll tell you why. First, the two probation chiefs from Napa and Sonoma didn't want anything to do with the Grand Jury's suggestion. These are two of the more senior chiefs in California. They both know all too well how dynamics can change with a difficult minor let alone another 10-20 minors infused into their own juvenile halls. The gang tension, bullying and differing policies all came into play in their decision. They wanted no part of it.

Second, minors taken into custody by local law enforcement would be significantly impacted. The primary agencies responsible for 90 percent of the bookings would now be forced to drive a minor out of county for the booking process. Depending on traffic and booking times, that officer would be off their community patrol responsibilities for 2 to 3 hours. That is an unacceptable level of the community being compromised of public safety while this burdensome process is fulfilled.

Third, the public defender represents almost all of the minors in Juvenile Hall. They are at Juvenile Hall almost every day. A 4 mile drive would then turn into a 35 mile ride into a much larger institution. The amount of time needed to now do their job would be significantly compromised and additional staff would be needed.

Fourth, long ago, this department decided having mental health staff available to the minors inside the institution was in the best interest of our minors and staff. That tradition has carried through all previous chief probation officers and I intend to keep it that way as well. In my opinion, our minors would not receive the same level of mental health care in other facilities. That is unacceptable.

Lastly, separating minors from their families and primary support system goes against the core of what we do serving youth. This was also pointed out by the Sonoma and Napa Chief Probation Officers. Having minors separated by 30 or more miles would essentially halt any visitation which is so important to a minor. Minors often decompensate when they feel lonely, not loved or forgotten. When minors feel this way, they act out in ways that are harmful to them or others. You cannot put a price on those types of things.

On Tuesday September 15th, I went

before the Board of Supervisors and explained our Department's commitment to working with children and families on the front end. I told the Board that we provide alternatives to detention, mental health services, drug and alcohol services, mentoring and leadership opportunities and comprehensive supervision. We do all of these things with the belief that it has long term results and keeps young people out of our very expensive adult criminal justice system. That philosophical position has been foundational since I arrived in this department. Major studies back this approach and we are committed to it.

The Board of Supervisors agreed with our position to not close Juvenile Hall and said our children our best served in our own community. They also firmly agreed with our above stated philosophical position on how to best treat our youth. It was an emphatic stamp of support for how we administer our Juvenile Hall and Juvenile Services Divisions. I am proud of the work our staff does every day.

The next step is to work with all of our stakeholders to look at the future of Juvenile Hall in Marin County. I encourage everyone to think big with providing the best possible service to our public at the forefront of our discussion.

Violators Update

By David Cole

The season of play for the Violator's has come to an end. The team finished off the regular season in second place, with a finishing record of nine wins, one loss, and one forfeit. The team gathered for the first round playoff game on Tuesday, August 25, 2015 against the District Attorney's Office. It was a well fought game by both teams, but the Violator's prevailed and won the game with a final score of 11-6. The Violators then moved on to the

second round of the playoffs, hoping to take another victory and having a chance at the title. The team faced the Sheriff's Office in the second round on Thursday, September 3, 2015. This was another challenge for the Violators, as the Sheriffs were the league defending Champions. The Violators stood strong and were able to fend off the Sheriffs and take the victory. The Championship game took place on Thursday, September 10, 2015, at 6:00

P.M. at McGinnis Park and the team was to face the dreaded Department of Public Works (DPW). DPW is always a tough team and has taken the title several years. The game started off as a battle and would continue this way for all seven innings. The score went back and forth, with several close plays. The Violators defense played stellar and stopped several hard hit balls, both to

Continued on pg. 8

Marin Youth Ecology Corps' Third Successful Summer

By Kevin Lynch

So how did you spend your summer? My guess is that very few people made the same commitment that 16 young people assumed when they were selected to participate in the third Marin Youth Ecology Corps (MYEC) program this summer. That is not surprising, given how demanding this program is. The group was divided into two crews, and were assigned to different projects. One group helped to repair a dual purpose trail at Mt. Tam State Park which had fallen into such a state that park users were going around this section and adversely impacting habitat by walking and biking through protected areas of the park. The crew hauled stone to the section of trail and readied the site for repair by a community group of volunteers. The other work crew was charged with creek restoration at Rush, Warner and Vineyard Creeks as well as Arroyo del San Jose. The young people worked on restoring the creek areas in preparation for possible rain fall this winter, and generally improving habitat for wildlife in the area.

MYEC is a collaborative effort of a variety of agencies in and around Marin County. Our Department provided a portion of the funds to get MYEC going, and staff from both the Adult and Juvenile Divisions made referrals for young people we thought would be successful in the program. Marin Em-

ployment Connection (MEC) staff coordinated the referral process, reviewing applications and conducting interviews to cull the 60 applicants down to the final number of young people formally hired for the summer. The day to day operations of MYEC is overseen by Conservation Corps North Bay (CCNB), who used their existing relationships with both the State and County Parks systems to work on the two major projects in the County. This is the third year of this collaboration, and each year we get better and better at identifying the right youth for this kind of program, and at finding partners such as the local State and County Park systems who can both help to provide support and simultaneously benefit from MYEC projects.

On top of the physically demanding labor, other elements of MYEC participation which ought to inspire your appreciation of these young people is the 7:00 AM start time every day, and the \$10 per hour salary they earned. So why did these young people make this decision, as opposed to taking the path most of us chose for the summer (like vacations, easier paced work, and/or down time)? Some of the reasons might be:

- CCNB offers a great environment for young people looking to make an entry into the working world. In addition to the supervision they

provide over the work crews, CCNB also encourages and facilitates individual career exploration for program participants and offers continued assistance after a young person completes the program.

- MYEC provides an opportunity to meet people from a variety of fields, and to develop relationships which can translate into career opportunities.
- A physically challenging as many of the task are, most youth report being gratified by being able to see the result of their labor, which often results in both an appreciation for hard work and the development of a positive work ethic.

Our Department sees our investment in MYEC as an extension of the efforts we are making in providing opportunities around employment in both the Adult and Juvenile divisions. In the Adult Division, Probation Department staff have been making referrals to job readiness programs for several years, and have recently increased our funding of such programming for AB109 offenders. In the Juvenile Division, the Youth Working for Change program has proven to be very successful, and several youth probationers participants took advantage of both this program and MYEC. We look forward to another successful program next summer.



New Hires Within the Probation Department



Alicia Cardona was born in Daly City and raised in Richmond California. She attended college at California State University, Chico where she studied Criminal Justice and gained interest in legal studies and was able to obtain her Paralegal Certificate. After graduating college, she moved to Oakland and began her career working at Seneca Center after school and residential program. Alicia then began working for Stand for Families Free of Violence in Contra Costa County as a crisis intervention specialist. She worked on various projects and tasks such as the lethality work group, Contra Costa County High Risk Team and AB109 PAPAS DV case worker, which inspired her to further pursue her interest in the criminal justice field and began working as a MOMS case manager through Centerforce at the Santa Rita Jail.

Alicia married in February of 2015; she enjoys spending time with her family and her husband's family in San Diego and Arizona. Her hobbies also include traveling out of California and the states, cooking, outdoor activities and watching and attending sporting events with her best friend/husband. She is very excited and looks forward to working and serving the Marin County Probation Department and community. Alicia is currently assigned to the Medium Risk Unit in the Adult Division.

Alexander Duerr was born and raised in Sonoma County. He graduated from Santa Rosa Junior College with an Associates of Arts certificate. He played football, wrestled and competed in track and field while attending the SRJC. He then moved on to Sonoma State University where he graduated with a Bachelor of Science in Kinesiology.

While going to school Alex coached a youth wrestling program for 6 years and then moved on to be a head wrestling coach at a local high school for 9 years. He worked for Sonoma County Juvenile Probation while attending SSU. He has always enjoyed working with youth and being a positive role model for them. Alex is a welcome addition as a Juvenile Correction Officer to the Marin County Juvenile Hall.



Annette Garcia was born in Fort Worth, TX and moved to Marin County when she was two. After graduating high school she attended Santa Rosa Junior College where she graduated and received an Associate Degree of Science. She continued her education and received her Cosmetology License shortly after. She was hired in 2004 at the Marin County Superior Court where she worked in the Civil/Family law division for eleven years before being hired at the Probation Department. Annette spends her free time with her daughter attending concerts, cooking, hiking, and going to bingo with her mother. Annette is extremely excited to be hired by the Probation Department and looks forward to getting her bachelor's degree in criminal justice and being a Probation Officer someday. Annette is currently assigned to the Court Filing Desk within the Adult Division.

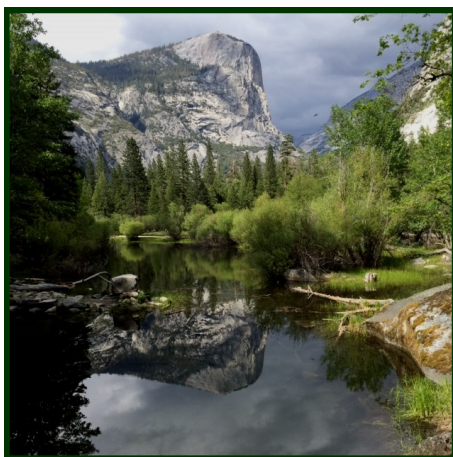
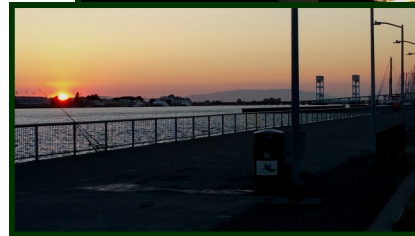
Vacation Photos



Maggie T. on her vacation to Anchorage Alaska.



Susana C. went on a vacation to Southern California beaches



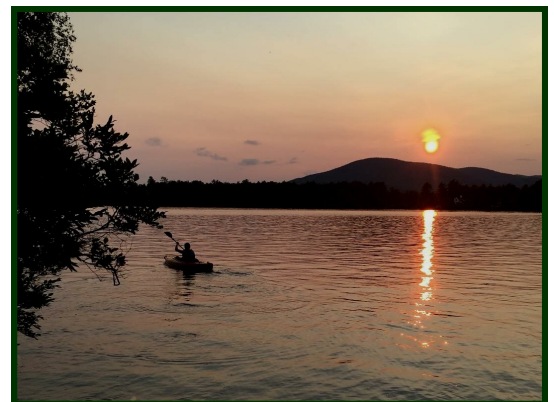
Michele B. submitted this gorgeous picture of Mirror Lake in Yosemite.



Yuliana V. went to Puerto Vallarta. Here is a photo of her daughter Amanda on a dolphin boat.



Teresa T. went on a fabulous trip to Oahu, Hawaii with her family.



Alisha K. and her family spent a week on Spring Island on Lake Winnepesaukee in New Hampshire.



Kevin L. visited London, Amsterdam and Paris on his summer adventure.



Continued on pg. 8

Community-Based Partners in Helping Latino Youth and Families **(from pg. 1)...**

might account for it:

- An increase in the overall Latino population in Marin County
- Increased challenges faced by Latino families resulting in more children committing delinquency
- Inadequate services in the community to serve Latino youth
- All of the above

Through paying vigilant attention to our data over the last few years, our Division foresaw the trend towards an increasing Latino population, and we took steps to prepare for it. One of the strategies was to increase our percentage of bilingual staff. Today, 41% of our Division's staff speaks Spanish. We have also made efforts to ensure that our treatment providers have bilingual staff available to serve Spanish speaking families. The biggest investment, however, that we made to ensure we could serve Latino youth and families has been our collaboration with the Canal Welcome Center (CWC). CWC is a community-based organization whose broader mission is to serve immigrant communities in Marin County and to assist them in their

social, cultural, economic, and civic engagement in Marin County. CWC does this work in a variety of ways, and with our Division they operate three different programs working with the population we share:

Consejo

Consejo is made up of Canal community residents who have been trained in

restorative justice practices. It is designed to be a diversion program for first time referrals to Juvenile Probation. The Juvenile Division will likely increase the number of cases we send to this program to handle at least part of the increase we are experiencing.

Partners for Success

Comprised of outreach workers who connect with both youth and parents, the Partners for Success program represents our largest collaboration with CWC. The intent of the program is to provide support for youth on probation who are struggling to comply with their conditions.

Presenté

This is a leadership program where young people spend a period of 10 months exploring recreational, vocational and educational opportunities in their community. It involves monthly meetings and provides an internship stipend to participants.

The rationale for developing the relationship with CWC was to create a partnership with an organization that not only works with this population, but actually lives with them as well. We feel that with our wide variety of free treatment programs, a jobs training program and opportunities to connect with the College of Marin, we have a great deal of services to offer to youth and families. What has been lacking is the motivation, trust and engagement of some families in these services. We expect our relationship with CWC will help with this issue.

CWC staff are able to quickly earn the trust of both the youth and the parents, as the majority of CWC staff are comprised of people who either live in, or have lived in the Canal neighborhood of San Rafael. Their connection to the community is deep and passionate, and we believe they can help youth and families overcome their lack of understanding and confidence in the juvenile justice system, and to take advantage of the services that are being offered.

In order to improve our coordination and collaboration, staff from the Juvenile Division recently took part in a day-long retreat with CWC staff. 18 of us met at 8 AM at a classroom at Fort Cronkhite and spent all day together under the direction of Miguel Gavaldon, our facilitator who developed the agenda for the day. The goal of the event was to find ways to improve outcomes for the population we both work with, but it also became a chance to get to know one another personally, and to share our experiences, philosophies and approaches to the work. We expect that the improvement in our relationships and understanding of one another gained at this retreat event will translate to better communication and coordination. We do not know if this collaboration with CWC will stem the tide of referrals of Latino youth, but we certainly hope that it will help to improve outcomes for those that are referred to the juvenile justice system.

Vacation Photos (from pg. 4)...



Nita G. and her family spent some time on Lake Manzanita. Here is a photo of the kids skipping rocks.

Alisha K. and her family spent a week on Spring Island, located on Lake Winnepesaukee in New Hampshire.

Cindy V. saw the Grand Canyon by helicopter. She also walked across the Brooklyn Bridge.



Violators Update (from pg. 3)...

the infield and outfield. The team's bats were alive as well, with almost all players getting on base during the game. In the end, the Violators were victorious, with a final score of 7-6. The team lifted the trophy high into the air with pride and shook the opposing team's hands for a well fought battle. Pictures were taken and high fives went around the team dugout. The trophy is currently being engraved with Probation as the 2015 league champions. Be on the lookout for the trophy being displayed in your division, as it will make stops at all three.

The Violators have welcomed some new players to the team this year and what great additions they have been. Behind the plate, the team welcomed Laura Flores, who made several great plays behind the plate and was solid at bat. First base was covered by Liz Hafemann of LCA, and newly sworn extra-hire Juvenile Corrections Officer. Liz was an outstanding addition to the team, leaning and stretching out for every throw her way. Opposing teams were thrown off by her ability to crush the ball over outfielder's heads for more than a few extra base hits. The team also welcomed Noe Padilla, Cousin to Omar Padilla at Juvenile Hall. Noe played a solid third base and drove in several runs for the team.

The team is now resting from an exciting season of softball and is looking forward to defending their championship next year. Be on the lookout for an email in May of 2016 for your chance to join the team. New players are always welcome!! If you decide you do not want to play, but want to be a part of the team, come on out and cheer the team on to Victory!! Until next time...GO VIOLATORS!!!



Back row from left to right : Omar Padilla, Anthony Nunez, Eric Olson, Megan Gness, Dave Cole, Liz Hafemann, Lindsey MacQuarrie. Front row from left to right; Tim Farrell, Don Carmona, Susana Cenicerros, Dave Brown, and Andy Richer. Not pictured; Mike Daly, Charlie and Katie Dresow, Lucie Brown, Laura Flores, Ericka Filippetti, and Matt Perry.

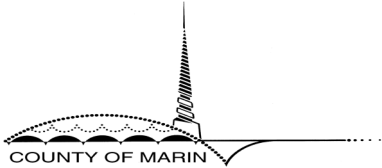
**MARIN COUNTY PROBATION
DEPARTMENT**

3501 Civic Center Drive Rm. #259
San Rafael, California
94903

Phone: 415-473-6599

Fax: 415-473-3787

E-mail: Probation@marincounty.org



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

Mudderella

By Heather Donoho

On June 27, 2015, both clerical and Deputy Probation Officers represented the Marin County Probation Department in a five mile obstacle course aimed at preventing domestic violence and promoting futures without violence. This infamous obstacle course, also known as Mudderella, took place on five miles of rigorous terrain throughout the Solano County Fairgrounds. The Marin County Probation Department showed its strength by not only conquering the challenging course, but by building strength and unity among women in law enforcement. This empowering event, designed by women and for women (although men were not excluded!) featured mud pits, barbwire crawls, wall climbs, and water slides to inspire and empower women from all walks of life to acknowledge and reach their full potential!



Laura F., Melissa D., Laura S., Elida C., Heather D., Susana C., Jennifer S., Heather D.

Canal BBQ

By Kevin Lynch



Tony R., Kevin L., John D., Angela A., Melissa D., Yalile C., Laura F., Eva W., Martha G.

This past June, the Probation Department helped out again with the “Canal BBQ” (formerly known as the “Summer of Peace” event). In collaboration with a variety of agencies, including City of San Rafael, Marin County Health and Human Services and Catholic Charities, our Department prepared food for nearly 200 people who came to Pickleweed Park to get information on summer activities for youth and families. This event has become easier for our staff, as we have several years of experience of helping out year after year, and many volunteers who enjoy coming out to represent our Department. Another huge benefit was the purchase of a portable gas grill; that was much easier to take to the site, set up, cook, clean and bring back to our offices.

A huge thank to these folks who flexed their schedules to participate in this event:

Tony Raitano
Eva Wihardha
John Dury
Yalile Cintron

Yuli Valenzuela
Martha Grigsby
Hugo Araica
Melissa Davis

Jeana Reynolds
Angela Arenas
Laura Flores