

# The Condition of Probation

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## Celebrating Victories Together as a Community

By Cindy Ayala

On December 4, 2019, the Probation Department held The Wall of Change recognition event. Michael Pritchard, a social advocate, youth counselor, and former probation officer, agreed once again to be our wonderful and enthusiastic guest speaker this year. Over 180 members of the community came to the event, including judges, service providers, probation officers, and attorneys.

Individuals on probation who have committed themselves to leading safe and sober lives received public recognition for their accomplishments. Probation Chief Michael Daly explained that those honored have overcome barriers to success: "We have this Wall of Change ceremony, so they feel the support from the community," he said, adding that "We also do it to inspire the people who are new to probation, so they know the support system from this community event is there for them to succeed."

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## Chief's Corner

By Michael Daly

### SB 678 Conference 10 Year Anniversary

On February 26th 2020, the Chief Probation Officers of California (CPOC) sponsored a 10-year anniversary celebration of Senate Bill 678, authored by Senator Mark Leno. Due to massive overcrowding in our state prison system and federal court intervention hamstringing the state, Senator Leno offered a very forward-thinking alternative to offset the population surge occurring in our state prison system.

Senator Leno advanced the hypothesis that if probation departments around the

state implemented evidence-based practices and policies, the flow of people coming into the state prison system would be mitigated. Senator Leno knew the science behind what works in community corrections and entrusted probation departments to implement these strategies immediately. A funding formula was set by the state for each county to make its own investments and the state would carefully view the results.

Not only did this work, but due to the overall implementation efforts from Chiefs across all counties, it has been an overwhelming success. SB 678 and

Governor Brown's subsequent realignment of criminal justice in 2011 have significantly altered the prison population numbers moving forward.

I am proud to say that our previous Chief Probation Officers in Marin had an early jump on implementing evidence-based practices, so moving forward was natural for us. Due to our outstanding results, Marin County was classified as a "high performing county" and our funding from the state reflected the top percentage offered. The bottom line is because of Marin's efforts in

Continued on page 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.*

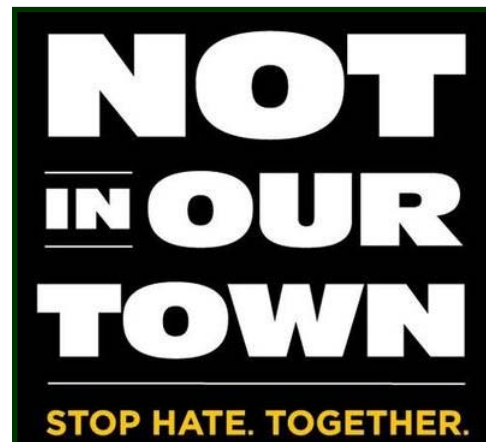
## **Not in Our Town (NIOT)**

**by Sandra Mancilla**

The Not In Our Town (NIOT) movement is starting in San Rafael, and our Department is part of the Steering Committee. The purpose of this nationwide campaign is to stop hate, racism, and bullying while promoting and building safe and inclusive communities for all. (Novato also has a NIOT group and has started the process for addressing these issues.)

On November 19, 2019, the Probation Department, along with NIOT San Rafael and numerous other organizations, attended the San Rafael High School Link Crew's event titled "Our Stories: Immigration and Our Community." The event's agenda was thoughtfully planned and executed, focusing on the immigrant experience of youths from Guatemala and Haiti. Snippets illustrating these countries' economic realities and histori-

cal events were intertwined with students' personal stories which highlighted the factors that led to their migration, and the hardships they have since faced. There was not a dry eye in the packed auditorium. A Q&A panel including a San Rafael firefighter, Canal Alliance Immigration attorney, a community organizer, a Dominican University student with Deferred Action for Childhood Arrival, and a college student with a business and dream, all helped shed more light on the difficulties immigrant community members have faced and continue to face today in Marin County. Some served as a reminder to persevere and never lose sight of your dreams. The event ended with San Rafael Police Department Chief Diana Bishop reminding us that oftentimes the bulk of a person's story is hidden from plain view.



## **Celebrating Victories Together as a Community (continued)**

The Honorable Paul Haakenson shared a few words during the ceremony and reminded everyone of the importance of celebrating these successes despite sometimes having an "elephant in the room." He added, "To some, celebrating individuals who are on probation may seem counterintuitive, thinking we might be condoning bad behavior." However, he explained, the Wall of Change does just the opposite. It is a way of recognizing the wrongdoing and honoring victims by demonstrating that accountability can take place and that individuals who have caused harm can come to understand the path that brought them to commit a crime. "For every honoree we have here today, the line of victims has met a dead end. The community can have a new, energetic, and productive member of society ready to give back."

With drug addiction causing havoc in our communities, Judge Haakensen, took a moment to give special recognition to all recovery coaches and the many community partners who have helped save lives and supported many in their rehabilitation. The 2019 Wall of Change event was filled with great

moments, laughter, and tears. Chief Daly thanked every probation officer in the Department for their perseverance, empathy, and ability to hold individuals accountable every single day.

We look forward to this year's event as we plan to spread the word even more and have a bigger community gathering.

See you in December!



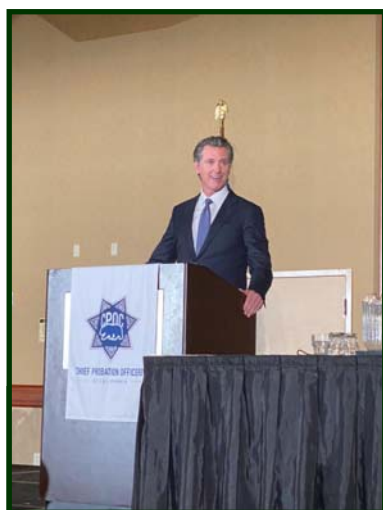
## Chief's Corner (continued from pg. 1)

implementing evidence based practices and programs in our county, reducing caseload sizes, funding treatment, offering housing, restorative justice, a positive incentive program rewarding success, our Wall of Change program and having Recovery Coaches assist in treatment, we have done well and so has the state.

I am also very proud to announce that the Marin County Probation Department was one of three counties to present at the February 26th 10-year anniversary. Mark Leno spoke at the event and we had guest appearances from Governor Gavin Newsome and Chief Justice Tani Gorre Cantil-Sakauye. Supervisor Jeff Virzi, Supervisor Dave Cole, Cindy Ayala, our restorative justice coordinator, and I all spoke.

Supervisor Virzi spoke to the value of reduced caseload sizes with high risk folks and the value of relationship building. Supervisor Cole spoke to the training that not only all staff have undergone in the Probation Department but also how we have exported evidence-based practices to our partners involved in treating the folks we supervise. Lastly, Cindy Ayala spoke toward our efforts and successful implementation and results derived from our restorative justice program.

It was a great day and a proud moment for our Department to be on stage representing the best of California.







## Not An IT Article

By Samantha Klein

Did you hear we got an IT guy? Are you tired of hearing me say we got an IT guy?!? If not, then you are not hanging around the admin cubes enough! I talk about it almost as much as I talk about my new plant-based lifestyle. Annoying as I know I am, it's still hard not to be excited when things are going well, and the crazy ideas you have been talking about actually start to become real.

Yep, a life with less meat, a working security camera system, and an IT guy who jumps in and gets stuff done is just what the doctor ordered for me. My 2020 has kicked off with me feeling refreshed and healthy. I'm excited to see the continuing impact that Alex – our IT guy – will have in his next three months on the job.

All was going well with the New Year, until the real New Year arrived — the one based on moon cycles and not the ancient Roman's need to feast on a consistent

day. The Lunar New Year is so special that it warrants a flight half around the globe to celebrate it properly, drawing our beloved payroll superstar Eva to her yearly vacation in Hong Kong. This happens every year and I've gotten pretty good at filling in on payroll in her absence. I cross my fingers and hope for the best and typically do alright. Well, this year was certainly not my best. There were lots of little errors and some big ones – sorry Carlos! The difference this year? Well, I blame the shiny new IT guy.

Ok, it's not directly Alex's fault – he wasn't doing technicolor light displays in my office when I was trying to make sure everyone entered their bilingual pay. But in my excitement over Alex making things happen, I started to take for granted the rest of my team. Sadly, it's easy to stop noticing the hard work that goes on around you, especially when people do it so well you can literally stop thinking

about it. I don't have to think about payroll and benefit integration and the myriad of details that go into Eva's job, except for the one month a year she has entrusted me with. Luckily Eva has returned.

I worry we do this a lot – take people for granted. We move through life so focused on our next move and not noticing all the work that supports and creates who we are. How sad is it when the only time we notice those around us is when things are not going well? It is all too easy to not actively appreciate the care and expertise of people who excel in their "roles" when they are the same people we should be most thankful for. Have you looked around lately to see who you might have started taking for granted?

## Young Adult Brain Development

By Brendan Ward

After learning about the Elevate Justice Act and hearing about talk in Sacramento on potential legislation to move the age for the juvenile court jurisdiction to age 19 (20th birthday), I thought it might be interesting to explore what is the scientifically accepted knowledge on the developing brain of young adults. I am no scientist, but Harvard Kennedy School and the National Institute of Justice held an Executive Session on Community Corrections in 2015 that convened a group of experts and published a paper with cited research on the brain development of those in their late teens and early 20's. The group's aim at the time was to develop a new paradigm for addressing young adult criminality by looking at the trends in behavior and neuroscience research on brain development, changing cultural norms, family dynamics and other psychosocial factors that are impacting today's young adults.

My assumption is that the now commonly accepted brain development research is the foundation for much of the proposed legislative changes that are challenging our belief that age 18 should be reconsidered as the accepted age of "adulthood" within the criminal justice system. This concept is also being challenged by pending legislation in other states including Vermont, Connecticut and Massachusetts, as mentioned in a recent article in the San Francisco Chronicle.

So, what does the research say on young adult brain development? The Executive Session on Community Corrections highlighted the following:

It is general neurological understanding that brain development for adolescents continues well into the 20's, this includes the prefrontal cortex region of the brain that regulates impulse control and reasoning.

Young adults share the same impulsive decision making as younger teenagers.

Young adults experience a "gap" in the development of cognitive functioning and executive functioning (emotion control, planning, focus etc.), this can result in more behaviors that involve risk, difficulty moderating responses in emotionally charged situations, and an under-developed future-oriented method of decision-making.

It is also noted that the transition to adulthood has changed due to evolving social factors, as today's late-teens and early 20s are more detached from traditional socializing institutions like work and family, which has impacts on development.

For me, these facts seem to fit with my own experiences working with young adults (18 to 25) on the MTAY (Marin Turning Around Youth) specialty case load within Adult Probation. I often find myself filling the "gap" and exercising the underdeveloped executive functioning of young adult

defendants. A recovery coach, the young adult, and I all work together on planning and we provide non-judgmental ears, send a lot of reminders, constantly encourage and reinforce the value of seeking advice and we tirelessly explore the potential consequences of behaviors before an impulsive act occurs. A lot of uncertainty exists around the creation and implementation of any purposeful large systemic change, but it is also exciting to be part of a professional field that is open to learn, adapt, and lead as our general understanding of brain and human development continues to evolve.

### Sources

San Francisco Chronicle, November 20, 2019. State would expand juvenile courts, halls to 18- and 19-year-olds under proposal. <https://www.sfchronicle.com/crime/article/State-would-expand-juvenile-courts-halls-to-18-14847691.php>

Schiraldi, Vincent, Bruce Western and Kendra Bradner. Community-Based Responses to Justice-Involved Young Adults. New Thinking in Community Corrections Bulletin. Washington, D.C.: U.S. Department of Justice, National Institute of Justice, 2015. <https://www.ncjrs.gov/pdffiles1/nij/248900.pdf>

## **Recognition Spotlight!**

Congratulations to the following!

Luis Luciano on being named Employee of the Year for the County of Marin.

Sandra Mancilla on her promotion to Senior Deputy Probation Officer.

Josh Davis and Johnathan Grant for enduring forty hours of training to become a Defensive Tactics Instructor.

Jaime Torres for completing a three day training and becoming a Real Colors Certified Facilitator.

Lauren Fernandes and Savannah Stafford for completing the field training program, a three phase program designed to prepare Probation Officers for the various rigorous tasks they will endure in the field.

Also, good luck to Elston Mallory, Kathryn Cuevas, and Maria Mendoza as they continue their journey as new Deputy Probation Officers and attend Probation Officer Core from April 20 to May 22. If you see them around, wish them good luck and share any helpful advice with them!

## **Beyond the Bench**

**By Janene Conner**

On December 17 and 18, 2019, Selina Johnson and I, along with the Marin County Juvenile Judge Beverly Wood and staff from Children and Family Services, attended the Beyond the Bench Conference in San Diego, California. This is a statewide conference bringing together judges, court professionals, social workers, probation officers, agency leaders, advocates, student volunteers, subject matter experts, mental and behavioral health specialist, educators, and other systems partners in order to improve practices. The conference focused on multidisciplinary collaboration and education on crossover juvenile law issues. Additionally, there was training and education concerning the latest research on trauma, mental and behavioral health issues, and the impact on youth and families. Other topics included social issues such as poverty, race, disproportionality, and bias and how this impacts children and families.

The overarching theme at this year's conference was trauma-informed adjudication and care of youth, child brain development, and newcomer immigrant youth. These are pressing issues that all working with youth are dealing with.

Selina and I were able to take advantage of multiple break out conferences which included the proposal that the California Department of Health and Human Services

take over the Department of Juvenile Justice, as well as the possibilities for the foreseeable execution of this plan. In this interactive discussion, it was very clear how uncomfortable many participants were about this undertaking and the impact this will have on county jurisdictions moving forward. It also became clear that there are still a lot of unanswered questions.

I participated in a pre-conference session, "Beyond Trauma – informed care: The Epigenetics of Racial and Historical Trauma." The panel included a diverse and extraordinary group of experts from a variety of backgrounds including Vida Castaneda, MSW, Senior Analyst, Judicial Council of California Katrina Claw, PhD, Assistant Professor, University of Colorado, Tameka Gillum, PhD, Associate Professor, Judicial Council of California Carolyn Russell, Executive Director, A Safe Place Yusef Salaam, Motivational Speaker, and Yusef Speaks. The discussion was centered around the research on trauma, its consequences, and possible treatment approaches. The discussion highlighted that little attention in research has been paid to applying what we know about the relationship between racism, trauma from current life events, historical trauma and its connection with epigenetics, and family violence. The discussion was rich and educational. Yusef Salaam is one of the Exonerated Five and his presence

and story was most compelling.

The final luncheon conference brought all the participants together and featured keynote speaker Nadine Burke Harris, MD Surgeon General of California. The topic was "Foster Care Reform: A Discussion of the Impact of Waivers, Realignment, CCR, FFPSA, and the Courts."

The beauty of this conference is that it is an opportunity to network with people on all levels serving youth and families. Further, it is an opportunity to learn and participate in discussions on the most pertinent topics concerning policy, practice, research, legislation, and philosophy as it pertains to our work that is evolving rapidly in Juvenile Justice and child welfare.

Castaneda, MSW, Senior Analyst, Judicial Council of California  
Katrina Claw, PhD, Assistant Professor, University of Colorado  
Tameka Gillum, PhD, Associate Professor, Judicial Council of California  
Carolyn Russell, Executive Director, A Safe Place  
Yusef Salaam, Motivational Speaker  
Yusef Speaks

## Welcome!



Elston James Mallory Jr. was born and raised in San Francisco, CA. After a couple of years at San Francisco State University, he signed himself up for the United States Navy. He served for 11 years, participating in many operations around the world. While deployed, he earned his Bachelor of Science Degree in Criminal Justice. Upon completing his time in the service, Elston worked for 10 years in various community-based organizations and group homes in both San Diego and the San Francisco Bay Area. During his leisure time, he loves to garden and relax; most days he can be found in his garden. He is married and has two children. His daughter is a freshman at Jacksonville State University in Alabama, studying Early Childhood Development. His son is a sophomore in high school and a blossoming boxer with Vallejo, California, PAL boxing club. Elston joined the Marin County Probation Department, first to assist with their ankle monitoring program, then in 2019 promoted to Extra-Hire Adult Probation Officer. He is very excited to be a part of this Department and shows it through a daily positive attitude and hard work.

The Probation Department welcomes Maria Mendoza, who held a career as a paralegal and for nearly a decade worked as Chief Paralegal for an Oakland law firm specializing in post-conviction relief for immigrants. In addition, Maria worked for a non-profit organization where she designed and developed a bilingual wage-theft program for day laborers who were denied their wages. Maria then became the program manager where she created opportunities to explore cultural issues in innovative ways by combining her personal and professional experiences. In March 2018, Maria became an Extra Hire Office Assistant III Bilingual for the Marin County Probation Department, and in May 2019 she was given the opportunity to work as an Extra Hire Deputy Probation Officer, where she was assigned to the Intake Unit in the Juvenile Division. Maria was then offered a permanent position with the Department and re-assigned to the Adult Division in the Medium Risk Unit.

Born in San Francisco and raised in Marin County, Maria immerses herself in community engagement. She double majored in Sociology and Chicano Latino Studies at Sonoma State University and was a recipient of both The Koret Scholars and The McNair Scholars awards. As a hobby, she works closely with a local community radio station and is a programmer for the show Voces de Mujeres which focuses on social and cultural issues that confront women today. Maria is looking forward in developing her new role as DPO for the Department and enhancing her experience through her bicultural lens.



Kathryn Cuevas was born in Stanislaus County and raised in Modesto, California. She attended California State University Stanislaus, earning a Bachelor of Arts degree in psychology with a concentration in Behavioral Psychology. She then continued her education in order to graduate, with distinction, with a Master's Degree in Social Work. During her internship in the Master of Social Work program, Kathryn gained experience working as an Oncology Social Worker for Stanford Oncology Center and as a Social Worker for the Law Office of Gabrielle Tetreault.

She started her career at Marin County as an extra-hire Juvenile Corrections Officer. She is very excited to officially be a part of the Marin County Probation family, where she looks forward to utilizing her education and skill set to promote community safety and hold offenders accountable while promoting rehabilitation. Kathryn comes to us with many years of experience providing extensive case management and implementing crisis intervention.

In her downtime, Kathryn enjoys all types of live music, traveling anywhere near the ocean, and spending time with her family.

## **ART Update**

**By Angela Arenas**

During the past few months at Marin County Juvenile Hall, Alexis Beebe, AMFT, and Angela Arenas, MFT, have been teaching Aggression Replacement Training (ART) classes on Tuesday and Thursday afternoons. The training consists of three modules: skill streaming, moral reasoning and anger control. The Tuesday group includes youths that are detained for extended periods, and it focuses on the anger control module.

On December 19, 2019, three of the participants from the anger control group taught the class to everyone in the unit because they wanted to share the tools they had learned: identifying internal and external triggers, cues/physical signals, anger reducers, reminders, thinking ahead and self-evaluation. These youths prepared the class, handed out relevant materials,

addressed the various skills they had learned and provided examples of ways to utilize them. They were exceptional in their presentation and received positive feedback from the attendees and staff.

These opportunities enhance the youths' abilities to be leaders, speak up and teach each other various skills they can use in their current environment and future interactions.

## **Comings and Goings**

**By Alisha Krupinsky**

| STAFF              | FROM                         | TO                                 |
|--------------------|------------------------------|------------------------------------|
| Pompey Festejo     | Juvenile Hall JCO            | DUI caseload in Adult Division     |
| Tony Raitano       | STAR Court Adult             | COPE Assignment                    |
| Lindsey MacQuarrie | Adult Drug Court             | Adult Investigations               |
| Josh Davis         | Adult Investigations         | Adult Drug Court                   |
| Gerard McCarthy    | Medium Risk Unit Adult       | DUI Caseload in Adult Division     |
| Melissa Davis      | High Risk Adult              | Parole                             |
| Elizabeth Carranza | Parole                       | DUI Caseload in Adult Division     |
| Andre Anderson     | Pre-Trial LPS Adult Division | Placement LPS in Juvenile Services |
| Brenda Godoy       | Adult Investigations         | Medium Risk Unit Adult             |

## **The Passing of Chief Mike Robak**

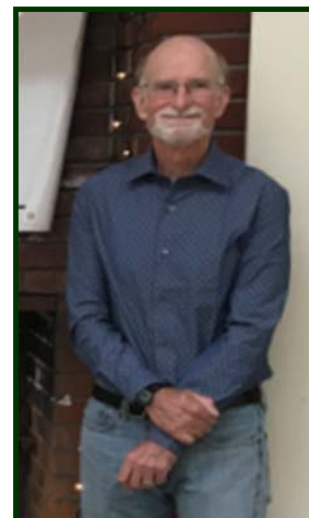
**By Michael Daly**

I am sure many of you know we lost our former Chief Probation Officer of Marin Michael Robak to a sudden death while cross country skiing with his lovely wife Dottie. Mike took over as Chief in 2001 after Chief Ron Baylo. Mike served for four years as Chief with his Deputy Chief being long-time Probation employee Anne Wooliever. Mike and Anne made a great team and complimented each other with their strengths.

After retirement, Mike would come back for many of our retirement parties. He was so beloved, and everyone really appreciated his effort and sincerity. Mike also spent time in his retirement giving back to his community at the Napa Methodist Church welcoming immigrant families, as they assimilate to their new com-

munity. Mike also spent time volunteering at the Sierra Service Project where he took local youth to areas of poverty in Oregon and California and worked to make the lives of others better. This venture gave the youth and Mike great pleasure by advancing others so they too can feel better and part of community.

I will personally miss Mike greatly. Mike and I shared moments of personal growth together and he offered me many pearls of wisdom that I will never forget. I will see you soon enough my friend.





## **Best of Luck to Carmen Marie Vance**

**By My Tran**

On January 31, 2020, Deputy Probation Officer Carmen Marie Vance completed her service of 29 years and 5 months to the County of Marin as she opened the door to retirement. Carmen began her career on October 8, 1990 as an extra-hire Legal Process Specialist with the Marin County District Attorney's Office. Almost one year later, she was hired as a full-time employee with the Marin DA's Office, where she worked for ten years.

Carmen always had an interest in working with and helping people in the criminal justice system. On December 1, 2000, she was hired as a Juvenile Correctional Officer II and began her career in the Marin County Probation Department on December 25, 2000. After going back to school to work on her master's degree in Business Administration, she ventured out of Juvenile Hall in 2006. Wanting to learn about probation work, she worked an internship in Juvenile Services under the leadership of John Arcineaga. She enjoyed probation work and covered case-

loads while Deputy Probation Officers were out on extended absence as an extra-hire Deputy Probation Officer. She worked extra-hire both in Juvenile and Adult Services. In 2007, Carmen was promoted to a regular hire Deputy Probation Officer and was assigned to the Adult Division. She worked in the Supervision Unit and spent most of the end of her career as the PC 1203.9 county transfer deputy. She excelled in that position and helped create the procedures of that caseload that have now become standard. In addition to becoming part of the Marin County Probation family, Carmen built many relationships with staff from other county probation departments as well.

Carmen's focus in her retirement is to help care for her 79-year old mother and 95-year old granny. The relationship and love Carmen has for her family is awe inspiring and can leave one speechless. She wishes to continue to be active with her Sorority and travel abroad with her Sorority Sisters, as well as be active in her church.

The Marin County Probation Department will truly miss Carmen as she has always been the first to volunteer to help other staff when needed. On January 24th, we had a beautiful brunch potluck to wish Carmen the best of luck on her next adventure retirement...

Congratulations Carmen!



# Probation

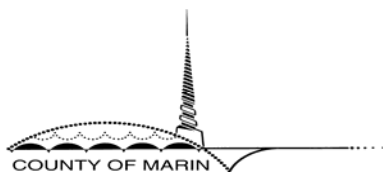
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ART  
CHIEF  
INTAKE  
REWARDS  
JUVENILE  
SUPERVISION  
PETITION  
WARRANT  
COPE  
FELONY  
DRUG COURT  
CORE  
DUI  
JUDGE

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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

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