



**COUNTY OF LOS ANGELES
PROBATION COMMISSION**
9150 EAST IMPERIAL HIGHWAY – DOWNEY – CALIFORNIA 90242
(562) 940-2754



MINUTES OF REGULAR MEETING OF JUNE 28, 2018

The regular meeting of the County of Los Angeles Probation Commission was held on Thursday, June 28, 2018 at the Kenneth Hahn Hall of Administration, 500 West Temple Street, 1st floor, Room 140A, Los Angeles, California 90012.

I. Commission President Joe Gardner welcomed all and called the meeting to order at 10:00 A.M. President Gardner informed the Commissioners and all present that the meeting was being recorded and asked that all identify themselves prior to making any statements.

The following Commissioners were present:

1st Vice President Jan Levine
2nd Vice President Daniel Seaver
Commissioner Meredith
Commissioner Yamashiro
Commissioner Mitchell
Commissioner Shutan
Commissioner Butler
Commissioner Herbon

The following Commissioners were not present:

Commissioner Martinez
Commissioner Kaplan
Commissioner Caster
Commissioner Hoover
Commissioner Quintana

Commissioners

Joe Gardner-President,
Hon. Jan Levine (Ret.)-1st Vice President, Daniel Seaver – 2nd Vice President,
Donald Meredith-Sergeant at Arms, Azael Martinez-Sonoqui, Cyn Yamashiro, Esq.,
Jacqueline Caster, Esq, Jo Kaplan Esq, Olivia E. Mitchell, Peter Shutan,
Zachary Hoover, Hon. Betsy Butler (Ret.), Randy Herbon, Jessica Quintana

The following staff were present:

Sheila Mitchell, Chief Deputy
Dave Mitchell, Deputy Director
Luis Dominguez, Acting Deputy Director
Jack Sims, Probation Director

The following individuals were present:

Dr. Monique Marrow
Claire Kennedy
Hilary Mormon
Tahj Lakey
Erica Webster
Diana Velasquez
Winston Peters
Maureen Pacheco
Natasha Khamashta
Juan Alfaro

II. APPROVAL OF MINUTES

Commissioner Meredith made a motion to approve the minutes of February 8, 2018 with amendments. Commissioner Herbon seconded the motion and minutes were approved. Commissioner Levine abstained.

Commissioner Levine made a motion to approve the minutes of June 14, 2018 with amendments. Commissioner Butler seconded the motion and minutes were approved.

III. LOS ANGELES COUNTY PROBATION DEPARTMENT

Dr. Monique Marrow's Presentation

Chief Deputy Sheila Mitchell introduced Dr. Monique Marrow. The Probation Department has been working with Dr. Marrow since March 2017. Dr. Marrow has worked as a consultant for Campus Kilpatrick and has helped develop the Youth in Custody Practice Model. Dr. Marrow thanked the Commission and the Probation Department for the opportunity to present.

Introduction to Trauma

Dr. Marrow presented a movie clip from the film *Freedom Writers*. Dr. Marrow asked the Commission to observe the dynamic of the youth in the clip. Dr. Marrow noted the youth's behavior in the clip represents a similar behavior to the youth the Probation Department serves; In many ways, such as their conduct of disrespect, anger, and fear.

Dr. Marrow mentioned the youth in the clip sat in groups based on their race, ethnicity, or background; a trend related to trauma and psychological safety.

In the clip, some administrators gave up on the youth that are troubled and created a culture at the work place in which their only focus is obtaining a paycheck instead of focusing on working with the youth. The Commission and Dr. Marrow discussed how these issues are similar issues the Probation Department faces. Dr. Marrow discussed in her career as a psychologist she learned there is no manual on how to work with youth who have faced trauma. Dr. Marrow discussed the importance of giving staff the tools and proper training to efficiently work with the youth that have suffered trauma.

Dr. Marrow discussed the understanding of youth with trauma has evolved and stated that many youth in custody have had one or more traumatic events that have changed the course of their lives. These events may lead youth to suffer from Post Traumatic Stress Disorder (PTSD). Dr. Marrow stated that these traumas are not only in the past, but are something that the youth continuously suffer from.

Sociocultural Trauma and Violence

Dr. Marrow discussed the work of Dr. Kenneth V. Hardy in his book *Teens Who Hurt*. Many of the youth in Probation are devalued, thus, feel the need to regain a sense of power and control. Youth react to devaluation by putting others down, disrespecting others, and/or harming others. The trauma of physical and psychological violence, devaluation of individual or group, and devaluation of loss causes disruption in the family, community, and/or education. The result of sociocultural trauma and violence in many youth is rage.

Complex Trauma

Dr. Marrow discussed some youth suffer from complex trauma from birth and throughout childhood. Unlike PTSD, where youth change due to a traumatic event, youth with complex trauma suffer repetitive and ongoing traumatic events since an early age. These youth face anything from domestic violence at home, bullying, sexual abuse, community violence, and lack of resources in their community.

Dr. Marrow stated the models developed are based on forming relationships with youth. Dr. Marrow discussed the work of Dr. Harry Harlow's Rhesus Monkey Experiment in which he found animals' and humans' essential needs are not just shelter, food, and water but also relationships and connectivity.

Commissioner Seaver inquired if children who are securely attached can navigate through trauma in under-resourced communities and overcome it. Dr. Marrow stated it depends on what needs are being met and how safe the child feels psychologically.

Commissioner Seaver stated some youth that go through Probation find connectivity in the Probation Officers but once released they lose that relationship. Commissioner

Seaver inquired what can be done. Dr. Marrow stated their goal should always be to find similar adults in the youth's community and attach youth with people that will give them the empowerment and resources they need.

Trauma Data

Dr. Marrow stated youth with high needs are the ones that stay long term in the justice system. Studies on youth behavioral health needs had not been done until the 1990s. Dr. Marrow discussed diagnosis of a mental disorder versus a behavioral disorder is not an easy task. In 1998, a study showed Serious Emotional Disturbance in 5.4% of the general public and 20% in juvenile justice youth. Today there is a much higher mental health need. Dr. Marrow stated the Probation Department is diverting more youth with less needs but recent and exact data does not exist. Today they are able to screen youth using the Massachusetts Youth Screening Instrument (MAYSI) for symptoms of mental illness but youth need an assessment for diagnosis.

Dr. Marrow discussed in 2002 the Northwestern Juvenile Justice Project found

- 67% of detained males and 77% of detained females met criteria for one or more psychiatric disorders (not including conduct disorder).
- 50% of both had co-occurring substance use disorders.
- 40% of population met criteria for disruptive behavior disorder.

Dr. Marrow discussed when she first began in the Probation Department she produced one of the first studies of trauma in a juvenile justice setting in 2005. Dr. Marrow went over data that links trauma to delinquency; the RNR Model:

- Risk: Youth who have exposure to more than 5 adverse events are 345% more likely to have early onset offending trajectory.
- Need: Youth with severity of PTSD symptoms have a greater risk of lifetime and past year delinquency. The Department now understands PTSD arousal symptoms cause reactive aggression for male detainees.
- Responsivity: Callous Unemotional Traits increases the chance of youth having problems in the community.

Dr. Marrow went over Trauma Responsive Elements:

- Safety (Physical and Psychological)
- Youth empowerment, Voice, and Choice

- Trust
- Trauma Competence
- Cultural/Linguistic
- Trauma Informed Philosophy

The L.A. Model and the Youth in Custody Practice Model

Dr. Marrow discussed the L.A. Model is a visionary report that captures nearly two years of thought, and collaboration by more than 100 stakeholders to articulate a shared vision of a new model of juvenile justice in Los Angeles. Dr. Marrow also went over the Youth in Custody Practice Model and stated it is a comprehensive, research-based guide to serving youth in post-dispositional custody from placement through community reentry. Dr. Marrow wanted to emphasize safety is for everyone and staff's needs must be met.

Dr. Marrow went over the essential elements of the L.A. Model:

- Multidisciplinary Case Planning
- Engaging Skills Oriented Programming (CBT Focused)
- Family Involvement
- Aftercare and Re-entry Drive Case Planning
- Small Group Relationships Based Cohort Consistent Groups
- Physical and Psychological Safety
- Academic and Vocational Achievement
- Staff Wellness is Essential and Staff Serve as Mentors
- Individualized Strength Based on Developmentally Appropriate Services and Programs
- Data Driven Decisions Across the Board

Dr. Marrow went over the 4 Practice Areas in the Youth in Custody Practice Model:

- Area 1: Developing the youth's case plan
- Area 2: Providing the youth services & supports during facility placement

- Area 3: Transitioning the youth from the facility to the community
- Area 4: Supporting youth in the community

Commission Questions

Commissioner Butler inquired on the implementation of the L.A. Model at Campus Kilpatrick. Dr. Marrow stated the L.A. Model was designed for Campus Kilpatrick and now the Probation Department is looking to expand the L.A. Model to all their facilities. It will be a long-term project.

Commissioner Butler inquired how the Probation Department will train experienced staff and the efforts for culture change. Dr. Marrow stated Los Angeles County is one of the largest counties in the country and culture change will take time. The Probation Department has taken a compliance based practice to develop relationships with youth.

Commissioner Levine inquired what has been accomplished in the Probation Department and what is to be expected. Chief Deputy Sheila Mitchell discussed that the Culture of Care focuses on what needs to happen for culture change; with the blending of the L.A. Model and the Youth in Custody Practice Model, the Probation Department wants to make sure staff are given the proper tools they need to roll-out the models at all their facilities. The Probation Department wants to make sure when training staff, staff have the tools they need to respond differently. Chief Mitchell stated workgroups have been formed to roll-out training strategically. The goal is to sustain what is effective. Chief Mitchell stated she can provide the Commission with a layout of the workgroups and the Probation Department's strategic plan at the next meeting.

Commissioner Seaver inquired about how much further ahead are Massachusetts and Florida in implementing a Youth in Custody Practice Model. Dr. Marrow stated she has done training in Florida, but like every large system there are things that need to be worked on. Chief Deputy Sheila Mitchell stated that in meeting with the Juvenile Justice Leadership Network the Probation Department is sharing practices across jurisdictions.

Commissioner Meredith discussed his work with new recruits and stated Dr. Marrow's presentation on trauma can help the new recruits understand what to expect.

Commissioner Yamashiro inquired about what specifically is lacking in practices in the Los Angeles County Probation Department. Dr. Marrow stated the Probation Department is lacking in the first workgroup of screening assessment, care coordination, and case planning. Dr. Marrow stated it's a challenge to gain the information the Probation Department needs, document it, and then share it to assist the youth.

Commissioner Shutan inquired about the execution of Practice Area 3 considering the limited funding. Chief Deputy Sheila Mitchell stated the Probation Department receives funds from the Juvenile Justice Crime Prevention Act and has done an assessment on what the Probation Department is doing to provide services for the youth. The Probation Department will work on training and retraining of staff. Chief Mitchell stated that Deputy Directors Luis Dominguez, Dave Mitchell, and Felicia Cotton lead the Juvenile Services Division. This insures the juvenile services are all linked together.

Commissioner Seaver inquired if there is any jurisdiction that is coordinated before youth are justice involved. Dr. Marrow stated some counties do have funds that pay to not take youth into custody but funding is always an issue. Chief Mitchell stated the Probation Department wants to invest in youth custody prevention to serve the youth that are in real need of their services.

IV. PUBLIC COMMENT

Eduardo Mundo, retired Supervising Probation Officer, discussed how the Commission made a statement about Probation Officers being different now than they were 30 years ago. Mr. Mundo stated the youth have changed little but the staff has changed immensely. Mr. Mundo stated the reason he retired was because a few months ago, a 12-year-old was detained for an offense that could have been handled at the police station. The Probation Department had the opportunity to release the youth to her family but did not, thus, the youth went to court. Mr. Mundo stated the County of Los Angeles does not have a plan to deal with youth delinquency and how to treat youth at the point of arrest. Mr. Mundo discussed his experience witnessing minors being interviewed by police like they were adults. Mr. Mundo stated there is an issue in the system and requested that the Commission and the Probation Department think about what can be done to reduce the number of youth that go into the system.

V. OLD AND CONTINUED BUSINESS

For the July 12, 2018 hearing: The Probation Department will submit a report regarding the feasibility of dedicating private areas in units within the juvenile halls that can be use by youth making calls to the Ombudsman. The report will also outline:

- Georgetown's recommendations for optimal grievance and Ombudsman systems.
- An estimate of the date by which the Probation Department will have replaced the current Ombudsman, Jessica Gama.

For the July 12, 2018 hearing: The Probation Department will submit a report on the progress of their efforts to widen and reframe the recruitment process, to wit:

- Completion of its comprehensive review of the language used to describe sworn classifications.
- Progress in building a unit with dedicated recruitment staff.
- The current number of vacancies in the Probation Department.

VI. ANNOUNCEMENT

President Gardner presented Commissioner Shutan with an honorary certificate for his 32 years of service on behalf of the City of Downey Councilman Alex Saab.

Commissioner Mitchell announced she has two openings for college students or recent graduates to work in the Bicycle Safety Program.

Commissioner Shutan announced he attended the Operation Graduation at the Walt Disney Hall and the graduation held at Barry J. Nidorf Juvenile Hall. Commissioner Shutan shared his experience at the graduation at Barry J. Nidorf where youth who are facing possible life in prison and shared the motivation of the youth despite their situation. Commissioner Shutan encouraged the Commission to attend future graduations.

The L.A.C.D.P.O Union's 15th annual scholarship and awards banquet will take place on August 10, 2018 at 6:00 P.M. at the Sheraton Universal Hotel, 333 Universal Hollywood Drive, Universal City.

There will be a Use of Force Training for Leadership, coordinated by Deputy Director Dave Mitchell. Dates will be announced at a later time.

VII. ADJOURNMENT

Commissioner Seaver moved to adjourn the meeting and the meeting was adjourned at 12:00 P.M.