

Diversity, Opportunity, and Inclusion

2024 Annual Report

DBHDS

2024

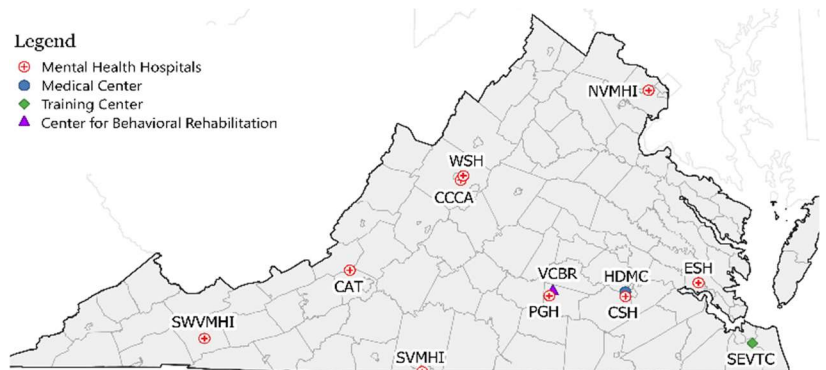
<p>2024 ACCOMPLISHMENTS</p>	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none"> ✓ In 2024, the Department of Behavioral Health and Developmental Services (DBHDS) continued the work with Petersburg High School through the "Partnership with Petersburg." DBHDS provided Career and Technical Education (CTE) students mental health advocacy trainings, provided a guest speaker series with community leaders, participated in school-related health events, as well as local community programming presented by the First Lady of Virginia Suzanne S. Youngkin. ✓ DBHDS partnered with the Virginia Department of Education (VDOE) in developing the new curriculum, Mental Health Assisting Careers II, to be implemented in academic year 2025-2026. This curriculum's competencies are "under review" by the VA Board of Counseling for approved training and education pathways for Behavioral Health Technician (BHT) programs. <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> ✓ DBHDS partnered with the Health and Human Resources Language and Disability Access project to increase DBHDS' language access programs, supports and resources for the broad spectrum of consumers requiring services from the twelve (12) facilities and Central Office campuses. ✓ In partnership with Trusted Community Partners of the Southeast (TCPSE), DBHDS sponsored multiple statewide Mental Health Advocacy masterclass trainings for barbers and hairstylists to become community resource liaisons. Participants learned how to recognize distress in clients and/or themselves, respond to crises, provide aid and connect vulnerable individuals with resources. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> ✓ DBHDS sponsored two national certification trainings, where approximately 50 DBHDS human resources leaders and workforce members across the enterprise received certifications. One cohort completed a certification program: Equal Employment Opportunity (EEO) Investigations. One cohort completed a certification program focused on human resources (HR) laws and regulations, course competencies including: EEO Investigation, Language Access, Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA) and Pregnancy Workers Fairness Act (PWFA). ✓ DBHDS partnered with the Virginia Partnership for Health Sciences Careers. The consortium is a statewide legislative and regulatory workgroup advocating for improving the career pipeline for healthcare workforce. The group is made up of leaders from private and public sector entities across the Commonwealth, with nine regional workgroups partnering to improve outcomes for Virginians.
<p>2025 AGENCY DOI GOALS</p>	<p>Agency Goal 1 Increase career pipeline initiatives in partnership with state agencies, public health organizations, grassroots advocacy groups and community validating providers.</p> <p>Agency Goal 2 Build culturally appropriate infrastructures, systems and policies which continue removing barriers to resources and services, maximizing accessibility across domains. Provide professional development and employee resource groups that support a sense of belonging, value added benefits and a climate that welcomes unique talents and perspectives as enterprise stakeholders.</p> <p>Agency Goal 3 Develop train-the-trainer modules for executive, senior and supervisory leadership programs, to incorporate innovative change management and transformational strategies that will produce excellence in the continuum of care and health equity for the residents of the Commonwealth.</p>



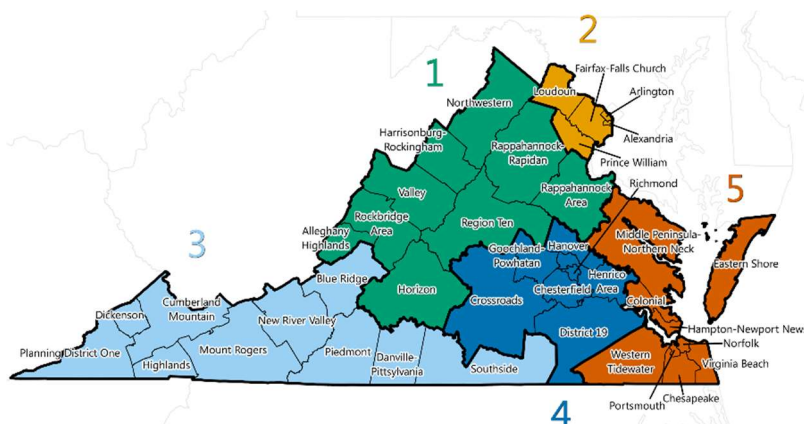
Virginia's public behavioral health and developmental services system provides services to individuals with mental illness, developmental disabilities (DD), or substance use disorders through 12 state-operated state hospitals and centers and 39 locally-operated community services boards and one behavioral health authority (referred to collectively as CSBs). Also, DBHDS licenses over 2,200 private providers of behavioral health and DD services in over 11,500 locations across the Commonwealth.

DBHDS State Facilities

- **DBHDS operates 12 facilities.**
- **DBHDS State Hospitals** provide highly structured and intensive inpatient services, including psychiatric, nursing, psychological, rehabilitation, support, and specialized programs for older adults, children, and individuals with a forensic status.
- **DBHDS State Centers** provide:
 - rehabilitation services at the Virginia Center for Behavioral Rehabilitation for persons determined to be sexually violent predators;
 - medical services for individuals in DBHDS facilities at Hiram Davis Medical Center; and
 - highly structured habilitation and residential care for individuals with intellectual disability at Southeastern Virginia Training Center
- **DBHDS employs about 6,000 people throughout its 12 facilities and Central Office**



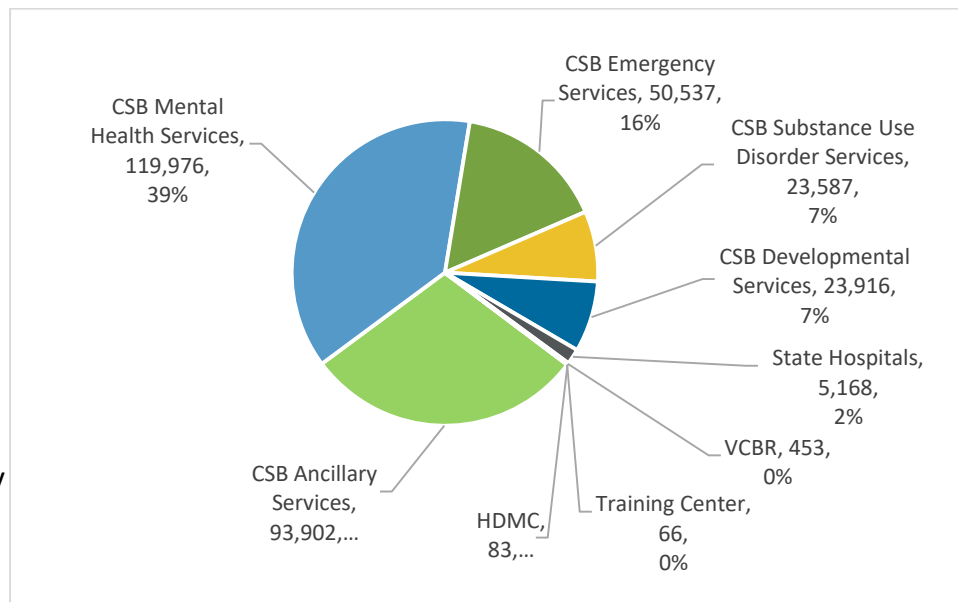
Community Services Boards (CSBs)



- Virginia's 40 CSBs function as the single points of entry into public system, including access to state facilities through preadmission screening, case management, and discharge planning for individuals leaving state facilities.
- CSBs provide services directly and through contracts with private providers. DBHDS negotiates a performance contract with each CSB for the provision of services.
- DBHDS does not employ the over 13,000 staff across the 40 CSBs but is committed to establishing a workforce pipeline for the future for the state and local systems.

Individuals Served

In FY 2024, **209,207** unduplicated people received public behavioral health or developmental disability services: **208,306** unduplicated people received CSB services, and **5,770** unduplicated people received services in DBHDS facilities. Many people received services from both.



Key Service Areas

- Ensure the growth and development of infants who are or at risk of development disabilities, birth to age three, as well as supporting their families.
- Enable children and youth with behavioral health and developmental disability service needs to remain in their homes, schools, and communities.
- Respond to psychiatric crises, 24 hours a day.
- Promote resiliency in youth and communities through prevention and education activities.
- Meet the residential, outpatient, employment, and day support needs of individuals with severe mental illness.
- Treat individuals with substance use disorders.
- Support efforts of schools, social services, law enforcement and courts in a coordinated manner.
- Prevent further incidence of behavioral health and developmental disability service needs.
- Support care of older adults with behavioral health and developmental disability needs and their families.
- Assist families in caring for members with behavioral health and developmental disability service needs.
- Offer occupational and residential independence for individuals with developmental disability.



Governor Youngkin's transformational *Right Help, Right Now* plan offers a road map to ensure every Virginian experiencing crisis, behavioral health disorders or developmental disabilities the help they need, right when they need it. The plan is carefully crafted and comprehensive, making historic investments in crisis services, growing our workforce, expanding community capacity, and innovating service delivery.

Virginia is poised to support and develop tangible and achievable means to close capacity gaps, with the goal that every individual will have access to the quality services they need right now, regardless of where they live.