

# Diversity, Equity, and Inclusion

## 2025 Annual Report

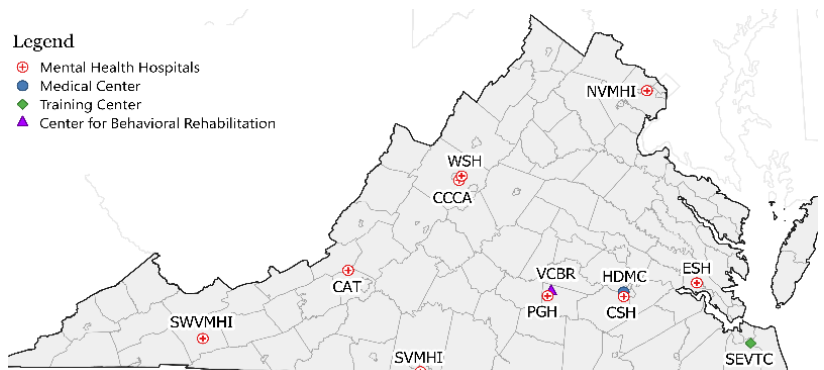
DBHDS  
2025

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>2025 ACCOMPLISHMENTS</b></p>	<p><b>Plan Goal 1: Access &amp; Success</b></p> <ul style="list-style-type: none"> <li>✓ In 2025, the Department of Behavioral Health and Developmental Disabilities (DBHDS), The Office of Diversity, Equity, Inclusion (ODEI) continued the work in partnership with the Virginia Department of Social Services (VDSS) and the Health and Human Resources (HHR) Language and Disability Access project, expanding the infrastructure of DBHDS' language access programs, supports and resources for the broad spectrum of consumers requiring services at the twelve (12) state behavioral health hospitals and Central Office campuses.</li> <li>✓ The ODEI represented the agency as a member of the Virginia Partnership for Health Sciences Careers (VPHSC). As a Healthcare Workforce Partnership GO Virginia Region 4 member of this statewide legislative and regulatory advocacy workgroup for career pathways, the ODEI partnered with Brightpoint Community and other Virginia College System (VCCS) leaders to support the inception of the "Nursing Student Pipeline" program. This K-12 program emphasized early exposure to healthcare careers, expanding student services, simplifying access to financial aid and student entry to post-secondary education.</li> </ul> <p><b>Plan Goal 2: Welcoming &amp; Respectful Culture</b></p> <ul style="list-style-type: none"> <li>✓ ODEI partnered with the Virginia Tech Institute for Policy and Governance (VTIPG), to develop a psychospiritual trauma-informed care pilot training program to bridge faith and spirituality principles and mental well-being for leaders, therapists, counselors, clinicians, social workers and recovery specialists, providing services at state agencies, Community Services Boards (CSB), private providers and advocacy coalitions.</li> <li>✓ The ODEI in 2025, established formal coaching and organizational ombuds services, that provided trusted advice for staff and leaders focused on workforce-related systems and opportunities, centered on the continuation of building a just, engaged, and inclusive organizational culture at DBHDS.</li> </ul> <p><b>Plan Goal 3: State Agency DEI Infrastructure &amp; Training</b></p> <ul style="list-style-type: none"> <li>✓ The ODEI developed, facilitated and sponsored multiple national certification training courses, as well as enterprise panel discussions and sessions, focused on workforce upskilling and consumer care including Multigenerational Workforce Strategies, Inclusive Leadership, Equal Employment Opportunity (EEO) Investigations, Ombudsman and Organizational Culture, Language Access for Limited English Proficiency (LALEP), Digital Accessibility, Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA) and Pregnancy Workers Fairness Act (PWFA).</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>2026 AGENCY DEI GOALS</b></p>	<p><b>Agency Goal 1</b> Expand career pathway initiatives by utilizing innovation through AI tools, assistive technology and community-based educational resources in partnership with state agencies, public health organizations, equity-focused advocacy groups and community validating providers. The goal is to build employer-engaged programs that connect and bridge talent assets addressing the complexities of the Commonwealth's healthcare workforce shortage.</p> <p><b>Agency Goal 2</b> Build holistic and culturally centered infrastructures, systems and policies that continue removing barriers to services, maximizing accessibility across domains. Provide professional development and employee resources that prioritize meaningful belonging, value added benefits and an organizational climate that cultivates talents and nurtures perspectives of all enterprise stakeholders.</p> <p><b>Agency Goal 3</b> Implement global best practices in re-skilling training and academic rigor for executive, senior and supervisory leadership programs, to incorporate change management and transformational strategies that will produce excellence in the continuum of care and health equity for the residents of the Commonwealth.</p>

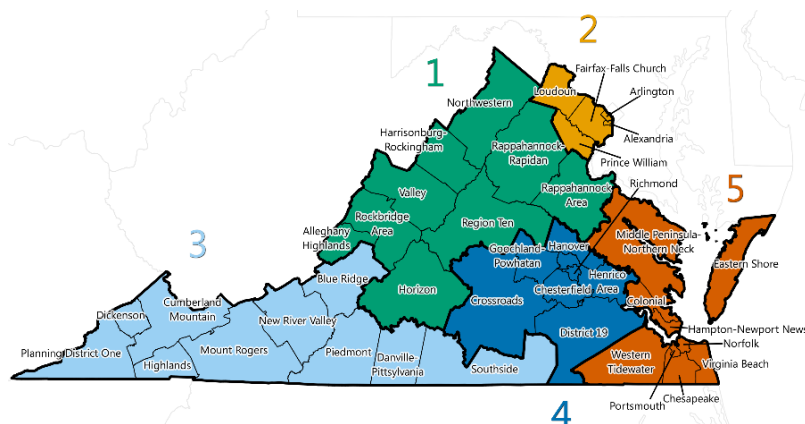
Virginia's public behavioral health and developmental services system provides services to individuals with mental illness, developmental disabilities (DD), or substance use disorders through 12 state-operated state hospitals and centers and 39 locally operated community services boards and one behavioral 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 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.