

STATE HUMAN RIGHTS COMMITTEE

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Christopher Olivo
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Kimberly Hunt
Roanoke



COMMONWEALTH of VIRGINIA

Department of Behavioral Health and Developmental Services

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NELSON SMITH, COMMISSIONER

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State Human Rights Committee Meeting

Minutes

Thursday, September 25, 2025

9:00AM

Service Source

10467 White Granite Dr
3rd Fl

Oakton, VA 22124

[State Human Rights Committee Meeting - Region 2 | Meeting-Join | Microsoft Teams](#)

Meeting ID: 228 507 670 781 7

Passcode: TK7dc6tu

Convene

9:00 a.m.

SHRC Members Present Physically Will Childers, **Chair**; Kimberly Hunt, Christopher Olivo, Renee Valdez, Bruce Ellsworth

SHRC Members Attending Virtually

SHRC Members Absent Betty Crance, **Vice Chair**, John Shepherd

Staff Present Physically Taneika Goldman, State Human Rights Director
Delisa Turner, Executive Administrative Assistant, OHR
Mary Clair O’Hara, Associate Director for Quality and Compliance, OHR
Rachel Saunders, Human Rights Advocate, Region 2

Staff Attending Virtually Jennifer Kovack, Associate Director for Community Operations, OHR
Brandon Charles, Sr. Human Rights Manager, Facility Operations
Jennifer Anglin, Human Rights Advocate, Region 5
Mandy Crowder, Regional Human Rights Manager, Region 3
Latoya Wilborne, Regional Human Rights Manager, Region 5
Miracle Reed-Thompson, Human Rights Advocate, Region 5
Diana Atcha, Regional Human Rights Manager, Region 2
Lashanique Green, Human Rights Advocate, Facility Operations
Bryan Columbus, Assistant Admin to Operations, OHR

Jason Wilson, CEO, Virginia Center for Behavioral Rehabilitation (VCBR), DBHDS
Jennifer Barker, Director of Patient Relations, Central State Hospital (CSH), DBDHS
Crystal Lipford, Director of Quality & Risk Management, DBHDS

**Others
Attending in
Person**

Kathleen Baker, Director of Program Admin, Service Source

**Others Attending
Virtually**

Teresa Smith, Healthcare Compliance Unit Manager, Office of the Inspector General (OSIG)
Laura Bennett, CEO, Blue Octopus Consulting

Call to Order

At 9:00, Will Childers, SHRC Chair, called the September 25, 2025, SHRC meeting to order and welcome all to the meeting. A call for introductions was made.

**Approval of
Agenda**

At 9:02, the committee considered the agenda. Bruce Ellsworth motioned for approval. Christopher Olivo 2nd. The agenda was approved, unanimously.

**Review of Draft
Minutes**

At 9:03, the committee considered the draft minutes from the August 14, 2025, meeting. Christopher Olivo motioned for approval. Bruce Ellsworth 2nd. The draft minutes were approved, unanimously.

**Welcome and
Overview:**

At 9:06, Kathleen Baker, Director of Program Admin, welcomed and thanked the committee for allowing Service Source to host the meeting. This location is the corporate headquarters. She gave insight to her background, and that she is known as the "jack of all trades" because her role oversees a wide variety of services and supports such as the behavioral team, transportation, and case management. Service Source has locations within multiple states; Florida, Delaware, North Carolina, to name a few. Last year, they provided services to 31,600+ individuals across all states and programming. Some of the programs offered are day support, employment, youth transition services, autism services, benefit assistance, veterans' programs and senior services. Different locations operate different programs. In Virginia, Service Source has helped approximately 5,135 individuals. They work with DARS through the VA Pre-ETS program which is for in-school youth, ages 16-22, with disabilities to assist with industry-based careers including work sites at Quantico and NASA. There's another young adults' program, VA PEERS, ages 16-30, that assist with social skills. Service Source has also been interested in and focused on creating smaller groups, 10-20 people, to ensure high-quality community integration experiences

Tour Debrief: At 9:19, the committee discussed the tour on September 24, 2025, at Service Source. The committee showed great appreciation for the staff, especially Kathy Baker and Leslie. They spoke about the relationships between individuals and how open everyone seems to be. They also commented on how each individual has the opportunity to move at their own pace and the committee appreciated that individuals receive compensation for their work through the program.

BREAK At 9:26, Will Childers called for a brief break.

Public Comment: At 9:30, Will Childers announced the public comment period. There was no public comment.

LHRC Liaison Reporting: At 9:31, the SHRC considered LHRC liaison reporting. There was no LHRC liaison reporting. Bruce Ellsworth informed the committee that he will be attending the upcoming LHRC meeting in Charlottesville. Kimberly Hunt also expressed interest in attending a meeting in her region (3).

LHRC Business: At 9:33, the SHRC considered LHRC business.

Brandon Charles, Sr. Human Rights Advocate Manager, Facility Ops, presented the Staunton Area LHRC appointment recommendation.
- Bruce Ellsworth made a motion to approve the appointment for LHRC membership. Christopher Olivo 2nd. Motion passed.

Mandy Crowder, Regional Human Rights Manager, Region 3, presented the Roanoke-Catawba LHRC appointment recommendation.
- Bruce Ellsworth made a motion to approve the appointment for LHRC membership. Renee Valdez 2nd. Motion passed.

Latoya Wilborne, Regional Human Rights Manager, Region 5, presented the Health Planning 5 LHRC appointment recommendations.
- Bruce Ellsworth made a motion to approve the appointments for LHRC membership. Renee Valdez 2nd. Motion passed.

Facility

Staunton Area LHRC

Melissa Thornton – Appointment

Region 3

Roanoke-Catawba LHRC

Payal Pandya – Appointment

Region 5

Health Planning 5 LHRC

Ericka Palmer – Appointment

Melani Rhodes – Appointment

Presentation: At 9:37, Laura Bennett gave a presentation overview on SB569 Findings: Virginia’s Path Forward on Seclusion and Restraint. She gave a background of her company, Blue Octopus Consulting (BOC), which is a purpose-driven firm inspired by the adaptability and problem solving of the octopus. She spoke on the overview of the Senate Bill 569, BOC process and approach and key findings & recommendations. Senate Bill 569 directed DBHDS to establish a workgroup tasked with proposing recommendations to allow for the use of (i) evidence-based and recovery-oriented seclusion and restraint practices and (ii) alternative behavior management practices that may limit or replace the use of seclusion and restraint in hospitals, residential programs, and licensed facilities. DBHDS is required to submit a report of this workgroup's findings, and recommendations to the General Assembly by November 1, 2025.

Variance Request: At 11:05, the SHRC considered the Central State Hospital (CSH) variance request. A call for introductions took place before proceeding. Taneika Goldman explained how the variance request review process will commence.

Jennifer Baker, Director of Patient Relations, Central State Hospital (CSH) presented requests for 4 separate variances to the following sections of the Human Rights Regulations: 12VAC35- 115-50 (Dignity), 12VAC35- 115-100 (Restrictions on Freedom of Everyday Life), 12VAC35- 115-150 (General Provisions), 12VAC35- 115-175 (Human Rights Compliant Process, 12VAC35- 115-180 (Local Human Rights Committee Hearing and Review Procedure), 12VAC35- 115-190 (Special Procedures for Emergency Hearings by the LHRC, 12VAC35- 115-200 (Special Procedures for LHRC Reviews Involving Consent and Authorization) and 12VAC35- 115-210 (State Human Rights Committee Appeals Procedures).

Renee Valdez motioned to approve all variances as requested by CSH and put forward by the LHRC, for a three-year period with quarterly updates to the LHRC and annual updates to the SHRC. Bruce Ellsworth 2nd. Motion passed, unanimously.

BREAK At 11:21, Will Childers called for a brief break

VCBR Report & Presentation: At 11:30, Jason Wilson, CEO, gave an overview of Virginia Center for Behavioral Rehabilitation (VCBR). VCBR is a secure treatment facility for adults civilly committed as Sexually Violent Predators operating at its current location since December 2008. The current resident census for the facility is 418 On-Books, includes two biological females that were transferred from CSH in January 2024 and 374 In-House. VCBR provides services such as treatment and rehabilitation, security, medical services and vocational and education services. Treatment is offered in 3 phases: Phase 1: control over sexual behavior and aggression, Phase 2: developing insight into risk factors, Phase 3: transition back to the community. Mission: VCBR provides recovery,

opportunities, and support to residents so that they may safely return to their communities. Vision: VCBR will be the model treatment facility of Sexually Violent Predators in the nation.

BREAK

At 11:21, Will Childers called for a brief break

At 12:15, Brandon Charles presented the advocate's report on human rights complaints, seclusion and restraint for VCBR during the May, June and July 2025 reporting period.

Presentation:

At 12:33, Crystal Lipford presented an overview of the DBHDS Facility Services Division seclusion, restraint and peer aggression data. A call for introductions took place before proceeding. She showed data throughout Fiscal Year (FY) 2023 to Q1 FY26 from each of the 12 state operated facilities in Virginia. Reportedly seclusion and restraint rates have decreased which demonstrates that strategy reduction processes have been impactful. For most facilities when aggression toward clients increases, aggression toward staff also increases. She also showed the data around the NRI system wide seclusion and restraint rates.

Subcommittees:

At 12:56, the SHRC considered reports from the subcommittees.

SHRC Appeals
Procedures
Workgroup

The SHRC Appeals Procedures Workgroup had nothing to report. Taneika relayed that staff has developed new LHRC review forms that will be rolled out to everyone during the OHR All Staff Meeting in October.

Policy
Subcommittees

The Policy Subcommittee had nothing to report.

Membership
Subcommittee

A new member will accompany the committee at the October meeting. The committee will now have one vacancy to fill.

Max Appeal
Subcommittee

The Max Appeal Subcommittee had nothing to report.

Officer
Nominating
Subcommittee

The Officer Nominating Subcommittee had nothing to report.

Other: During the October meeting, the committee will map out an upcoming meeting schedule for 2026. The committee decided to include a tour of VCBR in next year's schedule.

Adjournment At 1:02, the September 25, 2025, SHRC Meeting was adjourned.

Next Meeting
October 23, 2025
Region 1 – Timber Ridge School