

DRAFT Minutes

**Office of Human Rights and State Human Rights Committee
Planning Retreat**

Department of Behavioral Health and Developmental Services (BHDS)
STATE HUMAN RIGHTS COMMITTEE
Advanced Learning Center
RCATT Building Auditorium
121 Slayton Avenue
Danville, Virginia 24540
April 15, 2010

Planning Retreat

Committee Members Present	Kirby Wright, Chair ; Christina Delzingaro, Vice-Chair , Carolyn M. DeVilbiss, Randy Johnsey, Joseph Lynch, Donald Lyons, Jannie Robinson
Members Not Present	Delores Archer, Frank Royal
Human Rights Staff	Margaret Walsh, State Human Rights Director Kli Kinzie, Executive Secretary Charles T. Collins, Regional Human Rights Advocate, Region 1 J. Deb Lochart, Regional Human Rights Advocate, Region 2 Nancy C. Neese, Regional Human Rights Advocate, Region 3 Michael Curseen, Human Rights Manager, Region 4 and Central State Hospital Beverly W. Garnes, Human Rights Manager, Region 4 and Southside Virginia Training Center Sherry C. Miles, Regional Human Rights Advocate, Region 6 Roanna Deal, Human Rights Advocate, Southern Va Mental Health Institute Carrie Flowers, Human Rights Advocate, Southside Virginia Training Center , Hiram Davis Medical Center and Eastern State Hospital J. Beth Lee, Human Rights Advocate, Central Virginia Training Center BJ McKnight, Human Rights Advocate, SWVTC Stewart Prost, Human Rights Advocate, Southeastern Virginia Training Center J. Mark Seymour, Human Rights Advocate, Child and Adolescent Services Timothy Simmons, Human Rights Advocate, Northern Va Mental Health Institute
Other Staff	Karen DeSousa, DBHDS Special Counsel

Others

Josephine Johnsey

Call to Order

At 1:05 p.m. Ms. Margaret opened the meeting. Ms. Walsh set the tone of the meeting with an anecdote and thanked Mr. Kirby Wright for his involvement in planning the gathering in Danville. Kirby Wright welcomed all present to Danville.

**Business card
Motto exercise**

At 1:25 Margaret Walsh led participants in a business card motto exercise. Participants were divided into four teams. The teams were given ten minutes to create a four-word or less motto for a business card that describes what the human rights system is about.

The four teams then presented their mottos:

Team 1: *Empower, Serve, Protect!*

Team 2: *Empowering and Protecting*

Team 3: *Your Rights, Our Concern*

Team 4: *Dignity, Respect & Advocacy*

Setting the Vision

**Definition of
Success**

At 1:40 Margaret Walsh guided a group discussion to answer the following question:

For the DBHDS human rights system, success is...?

Participants were given five minutes to write down as many elements of success for the human rights system as they could. The various answers were then brought forward and divided into major headings:

Competent Providers

Served with Respect and Dignity

Individual Empowerment

Successful Complaint Resolution

Good Service Planning

Good life (according to the individual)

The headings were then and compiled into the statement:

For the DBHDS human rights systems success is when providers integrate and demonstrate the concepts of the human rights regulations into all aspects of services so that individuals are empowered and supported in seeking the life they choose.

**Success
(continued)**

At 2:50 Margaret Walsh guided a group discussion to answer the following question:

In general, how do we know when success has been achieved? What will be happening? What will not be happening?

Outcome of discussion-complete this sentence

We will know that the DBHDS human rights system is successful when:

We will know when the human rights system is successful when:

- 1. Providers and individuals seek training & consultation regarding the regulations;*
- 2. Individuals report that they are safe, heard & respected;*
- 3. Complaints are welcome & resolved at the lowest level; and Providers which are reviewed are violation free.*

Relating functions to Vision

At 3:35 Margaret Walsh guided a group discussion to answer the following question:

How do the 7 functions of the Office of Human Rights and the Code of Virginia relate to the statements above?

The seven functions are:

- Monitoring
- Investigating
- Representation
- Consulting
- LHRC Training
- Data Collection
- Administration

The VA Code Sections are 37.2-400 and 37.2-412.

The group determined that the functions and CODE relate to the outcomes below as listed:

We will know when the human rights system is successful when:

- 1. Providers and individuals seek training & consultation regarding the regulations;*

This outcome support VA Code Section 37.2-400 A, B and C

This outcome supports the following 2 OHR functions:

- LHRC Training*
- Consulting*

- 2. Individuals report that they are safe, heard & respected;*

This outcome support VA Code Section 37.2-400

This outcome supports the following 4 OHR functions:

- Representation*
- Monitoring*

Investigation

Data Collection

3. *Complaints are welcome & resolved at the lowest level;*

This outcome support VA Code Section 37.2-400

This outcome supports the following 6 OHR functions:

Representation

Monitoring

Investigation

Consulting

LHRC Training

Data Collection

4. *Providers which are reviewed are violation free.*

This outcome support VA Code Section 37.2-412

This outcome supports the following 3 OHR functions:

Monitoring

Investigation

Data Collection

**Setting
priorities/goals**

At 4:05 Christina Delzingaro and Margaret Walsh guided a group discussion on prioritizing the seven functions of the Office of Human Rights.

Which functions are most important when related to the Code of Virginia and the statements above?

When related to roles and functions the statements above would be ranked in the following order of importance:

Complaints are welcome & resolved at the lowest level

Individuals report that they are safe, heard & respected;

Providers which are reviewed are violation free

Providers and individuals seek training & consultation regarding the regulations;

Human Rights staff were asked to consider how much and on what function they spend their time. Individuals then identified those functions they spend the most and least time doing.

**Actions needed to
reach Vision**

Christina Delzingaro and Margaret Walsh guided a group discussion on what the Office of Human Rights must do to reach the Vision.

Develop a Workplan to set action steps, time frames and outcomes. Workplan will identify responsible party.

Contact other offices and individuals who should be involved in Vision and Priorities.

The State Human Rights Committee will consider next steps on June 10th before the next SHRC meeting.

Adjournment *There being no further business, the meeting adjourned.*

Respectfully Submitted:

Kirby Wright, Chair

Margaret Walsh, Human Rights Director

Kli Kinzie, Secretary