



Windmills: Employment Disability Inclusion Training

2023 Monthly Windmills Training Schedule

The fourth Thursday of each month from 2pm to 3:30pm EST

January 26
July 27

Disability Fact or Fiction

This diversity disability inclusion module is an exercise wherein participants complete a questionnaire and review their knowledge about disabilities. The goal is to become more comfortable and effective in our workplace interactions with people with disabilities. Participants become aware of respectful etiquette and language for creating a comfortable work environment and they learn the basics of disability employment law.

February 23
August 24

Whose Fault?

A successful diversity program is reflected in a company's hiring practices, and is embedded in the company's culture. The hiring and promotion of persons with disabilities relies on an integrated working relationship among many levels of management and staff. Participants will hear examples of how "miscommunications" can impact the workplace. Participants will then determine where miscommunication occurred and brainstorm strategies that might have prevented the miscommunication.

March 23
September 28

Perspectives

During this Webinar, participants examine what they currently 'think' about disabilities and could this information be outdated? Participants explore their own experiences and attitudes about people with disabilities and what effect that has on their relationships.

April 27
October 26

Taking the Emotion out of Emotional Disabilities

This exercise introduces the concept that persons with emotional disabilities are also able to perform on the job as effectively as persons without emotional disabilities. Participants learn to objectively consider reasonable accommodations for persons with emotional disabilities.

May 25
November 30

Profiles

Examine stereotypes associated with common disabilities and illustrates participants' emotional reactions to specific disabilities. Helps participants understand how an individual's prior perception of a disability can keep successful applicants with disabilities from being hired.

June 22

Assistive Technology and Reasonable Accommodation

In this interactive exercise participants are asked to evaluate the potential needs of persons with disabilities and to formulate possible creative solutions. Participants learn the interactive communication process to develop reasonable accommodations.

To learn more contact your [DARS Business Development Manager](#)

Pre-registration is required. The link will remain the same for all meetings but you must register for each meeting individually.

Click the link below to register for one or more of these training events:

https://vadars.zoom.us/meeting/register/tZUvf-CorTosHN2VhI2W_wISMjMtm-DdIS1P

After registering, you will receive a confirmation email containing information about joining the meeting.



www.dars.virginia.gov/drs/businessservices

