



## 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During this Webinar, participants examine what they currently 'think' about disabilities and could this information be outdated?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](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](http://www.dars.virginia.gov/drs/businessservices)

