

Welcome to the annual joint meeting between
Lynchburg Regional SHRM and the Resource Access
Network for Employers (RANE)!



A message from today's meeting sponsor.

Curtis Lawler



<https://youtu.be/G8Wbmpgpd8Q>

WINDMILLS

*Leveling the
Employment Playing Field*



WINDMILLS

- **CHANGING THE
PRECEPTION OF
ABILITY**

WINDMILLS

Changing the Perception of ABILITY

- 1981 California's Governor's Committee on Employment of People with Disabilities identified employer's attitudes & misconceptions as major barriers to increasing the employment rate of people with disabilities.
- 2016 Modules updated by Milt Wright & Associates
- “Windmills” is a high-impact, changing the perception of disability training curriculum consisting of **12 modules** that use participation and discovery as learning vehicles, and which has a proven history of assisting those with and without disabilities to better understand the culture of disability in the workplace

WINDMILLS.....Changing the Perception of ABILITY

- Proven history of assisting those with/without disabilities to better understand the culture of disability in the workplace.
- Employer-Employee training tool designed to change altitudinal barriers and create a new perspective on the unique abilities of individuals.
- Designed to increase awareness of the role that attitudes play in the employment of people with disabilities.
- Promotes the employment and advancement of persons with disabilities.

- **TARGETS**
 - ✓ For Profit & Corporate Businesses
 - ✓ Non-Profit Organizations
 - ✓ Government Agencies at the local, state and national levels
 - ✓ Advocacy Groups
 - ✓ Academic Institutions

How Can Windmills Help my Business?

- ❖ Many organizations would like to employ persons with disabilities but find that fears, biases and myths create barriers in the hiring process.
- ❖ The training focuses on attitudes and human factors, while addressing concerns including legal requirements and accommodation.
- ❖ The modules primarily consist of exercises relevant to the everyday world of work to which participants can relate and then remember on the job.
- ❖ The new “Windmills” program also incorporates language and requirements of the Americans with Disabilities Act Amendment Act ADAAA.

MODULE OBJECTIVES

- ✓ To demonstrate that employers are more effective at brainstorming reasonable accommodation ideas for persons with physical and sensory disabilities than they are for persons with emotional disabilities
- ✓ To explore the effects of employers' reactions to emotional disabilities
- ✓ To provide a way for employers to consider reasonable accommodations for persons with emotional disabilities in an emotionally neutral environment



Small Group Activity

Assignment #1 Accommodations for Physical Disabilities

Please discuss reasonable accommodations that would allow the person to perform the essential functions of the job:

Manufacturing-Production Worker, Office Manager, Nurse, Retail Sales Employee-Manager

**Assign a Speaker to report back to the larger group*

Table 1 Paraplegia

Table 2 Blindness

Table 3 Deafness

Table 4 Epilepsy



VIRGINIA DEPARTMENT FOR AGING
AND REHABILITATIVE SERVICES

GROUP DISCUSSION



Small Group Activity

Assignment #2 Accommodations for Emotional Disabilities

Please discuss reasonable accommodations that would allow the person to perform the essential functions of the job:

Use your same Position from Assignment #1

***Assign a Speaker to report back to the larger group**

| | |
|---------|--------------------------------|
| Table 1 | Bipolar Disorder |
| Table 2 | Post Traumatic Stress Disorder |
| Table 3 | Anxiety Disorder |
| Table 4 | Traumatic Brain Injury |



VIRGINIA DEPARTMENT FOR AGING
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GROUP DISCUSSION



SUMMARY

Q&A



Division of Rehabilitative Services Business Development Manager Areas

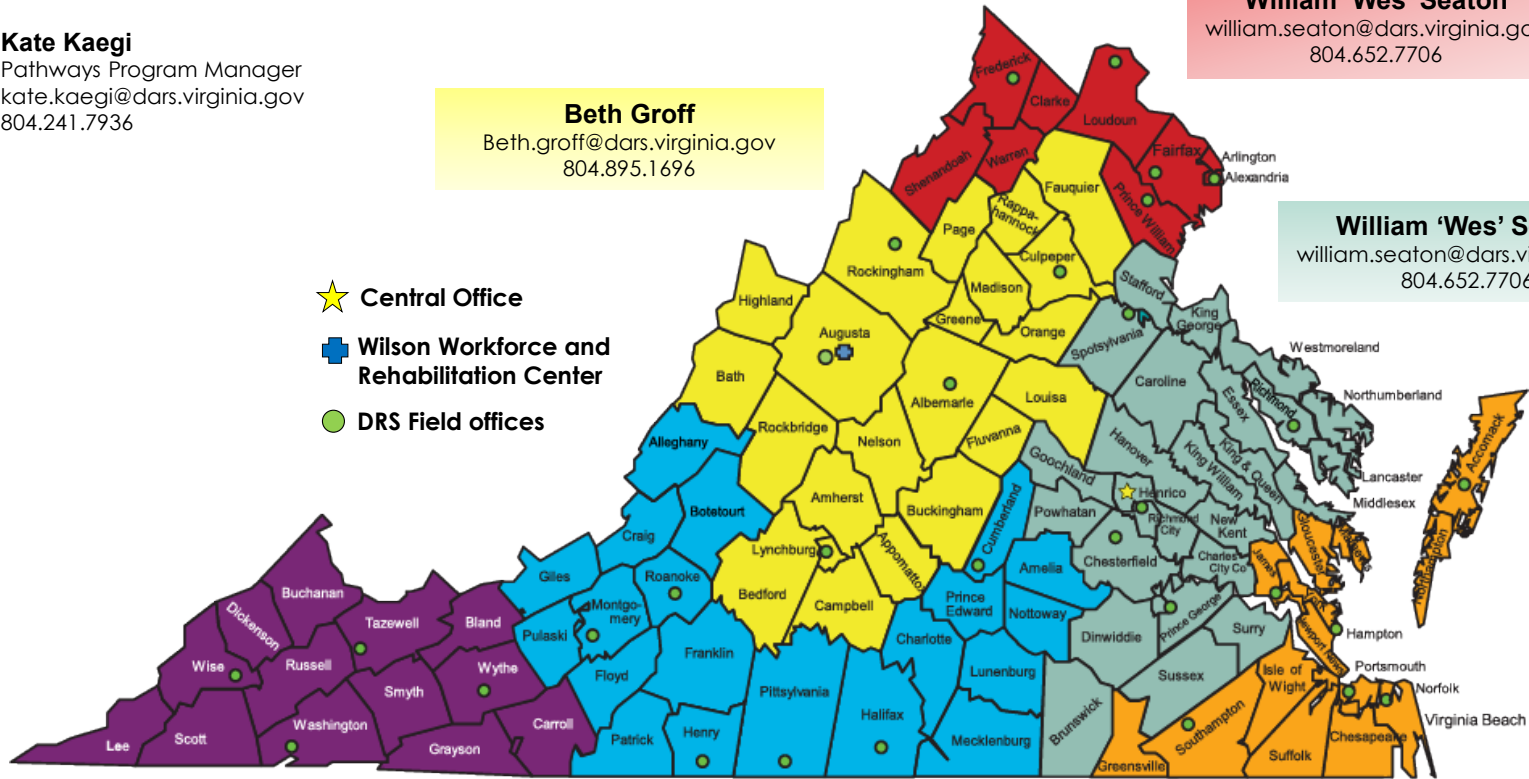
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