



## Integrating Windmills into your Organization

### WHAT IS THE "WINDMILLS" TRAINING PROGRAM?

Revised in 2020, "Windmills" is a high-impact, changing the perception of disability training curriculum. The program consists of 12 modules that use participation and discovery as learning vehicles.

### HISTORY OF WINDMILLS

In 1981 the California Governor's Committee on Employment of People with Disabilities (Governor's Committee) identified employers' attitudes and misconceptions as major barriers to increasing the employment rate of people with disabilities. Friends of Californians with Disabilities, Inc., a non-profit, 501(C)3 organization has overseen several revisions that have modified WINDMILLS to reflect the new ADA and the most current language, laws, technology and social trends relating to the culture of disability.

### HOW CAN THE "WINDMILLS" PROGRAM HELP MY ORGANIZATION?

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 ADA.

Learn more: [Windmills Information](#)

## Windmills For Ohio

\*Train The Trainer (TTT)

The Ohio Disability Inclusion Program (ODI) offers a TTT for Windmills once a year. Any state employee that has permission from their agency to participate is welcome to sign up for the training.

Windmills is based on the concept that attitudes about persons with disabilities are instrumental in forming behaviors toward individuals with disabilities. If employers change the attitudes they have about persons with disabilities, they will be more open to changing their own behaviors. The Windmills program will promote the employment and advancement of persons with disabilities.

It is designed to change attitudinal barriers and create a new perspective on the unique abilities of all individuals. Although there are twelve modules, training sessions may vary from a single module to several modules or all of the modules in one or a series of workshops.

The four modules that we will focus on for this facilitator skills program include:

<ul style="list-style-type: none"> <li>• The Story Module</li> </ul>
<ul style="list-style-type: none"> <li>• Pick a Disability</li> </ul>
<ul style="list-style-type: none"> <li>• Profiles</li> </ul>
<ul style="list-style-type: none"> <li>• Disability – Fact or Fiction?</li> </ul>



The Story Module is an ice-breaker exercise that allows participants to realize that they have all had experiences with disabilities or persons with disabilities and can identify with the importance of disability inclusion. Story module is not intended to be a stand-alone module, but a warm-up exercise to lay the foundation for more in-depth modules.

Pick a Disability is one of the most popular module of the program. This powerful, interactive session examines stereotypes associated with common disabilities and illustrates participants' emotional reactions to specific disabilities. It helps participants understand how an individual's prior perception of a disability can keep successful applicants with disabilities from being hired or promoted.

The Profiles Module examines how stereotyping of persons with disabilities may impact employment decisions and teaches participants to evaluate on a case-by-case basis each person with a disability.

Disability – Fact or Fiction is a diversity disability inclusion 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.

These sessions, whether conducted live or in a virtual environment will enhance awareness of cultural diversity examine personal attitudes and biases toward people with disabilities and provide information to better understand the Americans with Disability Act (ADA)

[Windmills Private Train the Trainer Site](#) (Access permission required by ODI)

\*There is a cost to purchase the Windmills Training Materials – Windmills is a copyrighted program and requires that interested agencies should purchase the training materials prior to participation in the free TTT provided by ODI.

### Supervisory Principles (info from Terri)

Provided by the Department of Administrative Services for Supervisors

### Request a Windmills Facilitation

Please contact Chelsea Wonski by email at [odi@das.ohio.gov](mailto:odi@das.ohio.gov)

### Lead Facilitators

- James Clinkscale
- Abbie Frase
- Kelly Jordan

Consultation provided by experienced facilitators for advice and help, including how to take the TTT, or organize a training session for your agency.