

Damon Brooks Associates  
1601 Holly Avenue  
Oxnard, CA 93036



# Windmills

## A DIVERSITY AND DISABILITY PROGRAM TO SHATTER ATTITUDINAL BARRIERS

*High Impact  
Interactive  
Successful*

Revised 2006

A Project of the Friends of Californians with  
Disabilities, Inc., a 501(c)(3), non-profit  
organization.

## WINDMILLS

"Windmills" is a high-impact attitudinal training program that integrates disability into the spectrum of diversity awareness. Developed in a partnership with the California Governor's Committee in 1985, this program has become an outstanding and effective tool, used worldwide to open minds and change attitudes of employers and employees about people with disabilities. Revised in 2006, Windmills continues to be an exciting training experience.

### THE NEW WINDMILLS

After years of advocacy, disability has garnered a position in the definition of diversity. For this reason, we have modified Windmills to:

- o Emphasize the overall concept of disability in diversity programs
- o Expand the list of resources
- o Integrate contemporary terms and definitions

### ATTITUDE - STILL NUMBER ONE

Diversity and Disability both continue to encounter significant attitudes of negativity, and still are the number one barrier to employment and promotion. Feelings of fear, threat, discomfort, uncertainty, and lack of knowledge contribute to the need for on-going awareness training.

*40% of employers do not recognize that people with a disability can perform a full time job. Apart from the human impact, the bottom line suffers most.*

Although initially designed as an employer-employee training tool, academic faculty-staff and students, HR professionals, association members, government agencies and front line managers have all taken advantage of this unique learning experience to:

- o Build a spirit of teamwork
- o Reduce human relations differences
- o Present a better understanding of legal concerns and workplace accommodation issues
- o Lower lost time costs by changing negative attitudes to positive outlooks
- o Increase communications
- o Create a pathway for conflict resolution

### WINDMILLS' DESIGN

Each of ten modules is presented with goals, objectives, activities and learning tools. The modules can stand alone or several modules can be combined to create a more comprehensive diversity training program. Windmills can also supplement on-going, in house programs.

Each module is presented by a professional who has a broad knowledge of the Windmills concept and the expertise to recognize issues that people with disabilities bring to the workplace.

## MODULES

**EMPATHY** - Establishes group and individual identity. Provides an opportunity for participants to better understand their own feelings and the feelings an employee with a disability may experience in a first-encounter situation.

**THE STORY** - A warm-up experience that allows participants to share experiences that they have had with disabilities or with persons of diverse backgrounds.

**RUMOR GAME** - Rumors can be fixtures in the work place. This exercise demonstrates how and why rumors quickly become distorted, and how they can have a negative impact on the job environment. The Rumor Game can also address "return to work" issues.

**PROFILE** - is a role model exercise that demonstrates how stereotypes can predetermine ability, placement and advancement. This may be attributed to an employer's lack of experience or limited exposure to the wide range of disabilities. Job matches on a case-by-case basis are explored.

**DISABILITY: FACT OR FICTION** - After completing a short questionnaire, this module teaches participants to anticipate situations that might occur in a workplace employing people with disabilities. It will also present an

awareness of etiquette, language and basic employment law.

**PICK A DISABILITY** - Allows individual fears and stereotypes about disabilities to surface. It brings out participants' fears about disability and demonstrates how easily emotional reactions to diversity can be transferred.

**ASK IT BASKET** - Provides a safe environment for participants to ask questions about disabilities by giving them the opportunity to ask questions anonymously. The answers come from the group.

**ENCOUNTER** - Includes a discussion with a panel of individuals with disabilities in a noncompetitive, relaxed and information-sharing atmosphere.

**WHOSE FAULT** - Demonstrates how prejudices and negative experiences cause us to limit the employment of persons with disabilities. This module looks at how the experience of one disability affects the awareness of others.

**REASONABLE ACCOMMODATION** - Looks at potential needs of workers with disabilities and possible solutions. Includes a review of an ADA question/answer sheet on the more frequently asked questions about ADA requirements.

Following is a list of some of the organizations using the WINDMILLS training curriculum:

### BUSINESSES

IBM Corporation	Digital Equipment
General Electric	Syntex Corp.
Bank of America	Chevron USA
Xerox Corporation	Wells Fargo
Rockwell International	U.S. Bancorp
Bechtel Corporation	McDonald's
Lockheed Martin	Hewlett-Packard
Canadian Broadcasting	ITT

### GOVERNMENT DEPARTMENTS

Army	Labor
Health and Human Services	
Agriculture	Navy
Marine Corp	Corrections
Water resources	CIA
FBI	NASA
EEO	National Institutes of Health
State of Ohio	State of North Carolina
State of Alaska	State of Georgia
State of California	State of Oregon

*"I have a totally different outlook on disabled individuals thanks to this program. I feel like my eyes have finally been opened."*

### FOR MORE INFORMATION GO TO:

[www.damonbrooks.com](http://www.damonbrooks.com)  
E-mail: [info@damonbrooks.com](mailto:info@damonbrooks.com)  
or call: 805-604-9017

## WINDMILLS REPLY FORM

Name of Organization \_\_\_\_\_ Title \_\_\_\_\_  
Contact Name \_\_\_\_\_  
Address \_\_\_\_\_  
City State Zip \_\_\_\_\_  
Telephone \_\_\_\_\_ E-Mail \_\_\_\_\_