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Boston Consumer Conference '75

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February 27, 1975

Mr. Thomas O'Brien
15 Wellesley Road
Danvers, Massachusetts 01923

Dear Tom:

This is a follow-up to your recent phone call regarding the identification of a person from the Southwest to serve as a consumer leader. I have given your request a great deal of thought, and I would like to suggest that you have Lex Frieden, serve in this position.

Lex, is a quadriplegic who is completing his Ph. D. in psychology at the University of Houston. I have worked closely with Lex during the past three years in our residential program and I would consider Lex to have exceptional abilities to assume the responsibilities and goals of a national organization.

Please communicate with Lex at 9667 Meadowvale, Houston, Texas 77042, telephone # 713-781-8949. Let me know if I can be of further assistance.

Sincerely,

David D. Stock
Director, Social Service

DDS: meg

cc: Lex Frieden

called 3/10/75
will pay my fare 2nd
board 2 miles for 2.
I made video 3/10/75

The following is a meaningful, contextual integration of the optimal interpersonal communication, as well as peripheral interactional responses for the responsive trans-situational purpose of uniting the diverse consumer leadership.

Keynote Address by Carl V. Granger, M.D., Psychiatrist in Chief,
Tufts Rehabilitation Institute and Project Director, Tufts
Rehabilitation Research and Training Center (R & T - 7)

Dr. Granger's opening remarks were brief. He cited the fact that the collaborative effort between MCOH and RT7 did not start easily, but that as they worked together a mutual respect developed and several meaningful achievements had emanate from the "marriage."

Dr. Granger noted that the consumers had to learn the discipline for research projects required by the R & T Center and that once done, documents emerged which had had significant impact.

Dr. Granger expressed his hope on behalf of RT7 that there could be a continuation in the area of consumer advocacy so that the role played by both the local consumer groups and the Rehabilitation Center might serve in a positive fashion to improve the life-style of the handicapped.

In short, Dr. Granger said that the rehabilitation system "must serve and be served."

The following is a summary of the Workshop Sessions.

No attempt has been made to quote verbatim any of the participants' comments.

WORKSHOP ON COMMUNICATIONS

HAROLD S. REMMES

C. J. (Connie) Lampos, Editor, ACHIEVEMENT

Various publications could cooperate and share items. Most small publications usually have "a small gem." ACHIEVEMENT receives queries from all over the country requesting information on wheel-chairs and other aids and information pertaining to their disabilities.

Raymond C. Cheever, Editor & Publisher, ACCENT ON LIVING

Levels of information - local, state, national. The format or the quality of printing is not as important, but there is a need for communications media in the area of local publications. Need for publications which would be disseminated on a state level. ACCENT ON LIVING has a fund to provide subscriptions to persons unable to afford the publication. Twenty-five million handicapped in the U.S. (approximately 10% of the total population). Larger publications have a very small piece of this market. Mailing to "highly qualified list of handicapped people - 20% return, where do the 80% go? It is important to try to get more people to subscribe and to make them more aware. Lists of these publications which have been mailed to professionals, i.e. doctors, rehab centers, etc. have resulted in virtually no interest in subscribing.

Eunice Fiorito, Director, Mayor's Office for the Handicapped, N.Y.C. National publications need to spend more space on consumer development. Social rehabilitation must also begin from the moment of injury. Publications for the disabled should be used in group counselling and should be available in rehabilitation hospitals.

Carl V. Granger, M.D., Project Director, Tufts Rehabilitation Research & Training Center

Recommend packaging of consumer-oriented communications for presentation to rehabilitation units in order to make professionals aware of what is available.

Dianne Lattin, Editor, PERFORMANCE, PCEH

PERFORMANCE is a free, monthly publication of the PCEH. Presently reaches more able-bodied persons than disabled, now trying to increase disabled subscribers. Moving toward issues rather than individual success stories.

Richard LaPierre, Easter Seal Society for Crippled Children and Adults of Massachusetts

Consumer publications very helpful to the advocacy groups. What about electronic media? It would be wise to use radio and TV

programming in a direct, "orchestrated", not haphazard, manner.

Frederick A. Fay, Urban Institute, The American Coalition of Citizens with Disabilities

New Massachusetts Resource Guide available, published by the Massachusetts Association of Paraplegics.

Phyllis Zlotnick, UCP, New Haven, and Legislative Chairman, Coordinating Comm. on the Handicapped

Would like more news on group activities, more support, rather than about individuals and their accomplishments. Need for bibliography.

Gini Laurie, Editor and Publisher, REHABILITATION GAZETTE
The Easter Seal Society publishes various bibliographies for various interest areas.

C. Lamos

People who do subscribe seem to take more than one publication. The problem is attracting people who don't get anything.

Roger Petersen, The American Coalition of Citizens with Disabilities
There seems to be a rift between publications for the blind and publications for the rest of the disabled. INDEPENDENT is the only publication open to the general disabled population which is in a form that the blind can use. Other publications should be made available in either recorded form or Braille form.

E. Fiorito

Need for a central source of publications related to the disabled. Need to share our message with the non-disabled or we just end up talking to each other. What are the resistances, what are the techniques?

Charles W. Bedow, Past President, Little People of America
Suggest that more disabled join organizations. Stressed that one of the problems of the handicapped is difficulty in finding clothing to fit. Publications could include more information on specific handicaps, such as dwarfism. Feels persons with dwarfism are not accepted as equals by persons with other disabilities. In the same way, they are discriminated against by non-handicapped persons.

Harold Russell, President's Committee on Employment of the Handicapped
What is a handicapped person? Define needs and wants of the various handicaps and go on from there. Important to identify with various groups and then to set communication.

At this point, Harold Remmes summarized:

1. Three major categories of publications, state, local, national.
2. The problem is getting them to the constituency:
 - a. handicapped
 - b. service people
3. Central source for a list of publications. (Should consumers or a national agency do this?)
4. Places that should have publications.

Peter Johnson, Cleveland, Ohio

Target areas for available information: 1. Newly disabled, their families and friends, 2. Veteran disabled, that is, persons who have been disabled for a long period of time, and 3. General public. When a member of family was injured, he received no information from social workers in regard to problems of the disabled. Agencies and rehabilitation units could provide information regarding aids to the handicapped. We should try to get local newspapers to group issues together, such as articles on housing, transportation, etc. Many abled bodied persons would also benefit from this information. The handicapped should try to get cable television channel.

R. Cheever

Necessary to get more handicapped persons to accept the opinions, interests of other groups. Orientation regarding the handicapped for airline stewardesses and other service personnel should be made available.

Michael J. Bjerkesette, Executive Director, United Handicapped Federation

Organization cannot be effective unless there is a broad-based involvement on a local level. Organization cannot be effective without strong consumer involvement- Important to stimulate more interests. Although national publications for the disabled are very helpful, we must use local media such as local newspapers, TV, etc.

C. Lamos

We must utilize "rebuttal" time which is available on television. He has had much contact from Congressmen regarding problems of the disabled.

The participants were asked to prepare three suggestions for each of the following points, for discussion during the Sunday morning session:

1. Handicapped Publications on local, state, national level
2. Conventional Media--radio, TV, newspapers, etc.
3. Professional Groups
4. Service Agencies
5. Consumer Organizations

WORKSHOP ON CONSUMER AGENCY RELATIONSHIPS
FREDERICK E. FAY

R. Petersen

It is a mistake to say that lack of communication is the only barrier to understanding by the general public. Some of the worst attitudes are among people in agencies.

C. Bedow

Agencies are more interested in quantity than quality: the quota system.

Kathy Crawford, Blind Leadership Club

Agencies are resistant to hiring blind counselors. Able-bodied counselors look down on blind counselors.

D. Lattin

Agencies have funds available which can be used by consumers. We should try to work with them rather than around them.

J. Heumann

How do consumer groups avoid being coopted by agencies providing funding?

E. Roberts

We are not using regional agencies as well as we could, for example, comprehensive health planning councils.

There was a discussion of training programs for rehabilitation professionals and what makes the professionals the way they are. Eunice Fiorito stated that most people go in with the greatest feeling of dedication which is not sufficiently reinforced in training and is replaced by a need to become professionally recognized. We must look at the systems, the procedures. The people are not bad people, they become that way. (Recorder's note: professionalizing is the opposite of sensitizing. D.S.)

J. Heumann

It is crucial that programs like the C.I.L. change attitudes. We have to change training, textbooks.

E. Fiorito

First we have to do some work with our own people. The disabled leaders have to help our own people on the grass roots level, get them involved.

Ed Roberts, Director, Center for Independent Living, Berkeley
We have to learn how to organize. Start with one issue to build up interest and expand. Organizing is a simple step-by-step process. There is a cadre of 200-300 people in California who can be mobilized quickly for a range of issues

C. Bedow

What about a small city? People are so busy making a living, they don't want to go up against the big guns.

R. LaPierre

The reason for cooperative effort between agencies and consumer groups has been mutual respect and understanding, working on issues that neither could solve alone.

Speaker: Russell E. O'Connell

Commissioner, Massachusetts Rehabilitation Commission
Statistics say that 3.25% of the population 16-64 is eligible for DVR assistance. That means, in Massachusetts, 185,000 people would be eligible, but actually only 14,000 or 5-6% of those eligible are in the system. There is an assumption that balanced DVR programming will occur for all disability groups.

In Massachusetts between 1966 and 1971, the mentally ill lobbied. As a result, 52% of the expenditures were to people whose primary illness was mental illness. There were no counselors who could communicate with the deaf, and architectural barriers were present.

A consumer of vocational rehabilitation services is defined as someone presently receiving, or who has just received, or who needs VR services.

Eliot Richardson teaches that three barriers to effective communication are excessive cynicism, unrealistic expectations, and complexities.

Recommendations:

- (1) A body of consumers in a policy-making board to RSA, one from each region, five at large, reporting to and elected by consumers . . . staffed and paid by RSA . . . meeting in Washington four or five times a year. This does not need legislation, will hold people accountable for what's enacted now.
- (2) Ten regional offices with elected representatives. If consumer involvement is important, we have to pay for it.
- (3) There are three levels what advocacy can be important. RSA has responsibility for making rules and regulations. At the state leadership level, even with laws and guidelines, there is much flexibility. At the counselor-client level there is flexibility in how the relationship is supported and maintained.
- (4) Vocational rehabilitation directors should not be involved in the process. There should be a pool of 200-300 people available to manage state programs in voc rehab. They would serve on a three-year term, renewable only once. Help to neutralize state directors who come up through the system and who would have difficulty being objective.

R. O'Connell (continued)

Three-fold thrust: A balanced program that talks of accessibility and advocacy.

J. Heumann

Have you begun to implement a consumer council pilot project in Massachusetts?

R. O'Connell

The way the system works, it has to begin at the top.

R. Cheever

Would like to see model at state level because it will not be done at the federal level. We have to start someplace.

R. LaPierre

Word just received that a national health insurance plan for the unemployed will be enacted this year. What provisions are included for disabled persons? (Nobody knew.)

R. O'Connell

In answer to a question, pointed out that the voc. rehab lay is to obtain or retain employment.

Discussed Innovation and Expansion money which is available (\$2.5 million in Massachusetts). For specifics, consult Rehabilitation Services Manual 4005-01

E. Fiorito

Raised question of how consumer groups can develop a good relationship with Boards.

R. LaPierre

In Massachusetts, MCOH was formed at the same time that Easter Seal was doing a self-study. We were able to work together around issues of mutual interest. 50% of what Easter Seals in Massachusetts is doing is due to consumer input in the last five years.

E. Roberts

Similarly in Berkeley, a strong group of consumers was able to provide staff support in helping Boards survey needs. Importance or persuasion rather than coercion.

Leaders are getting picked off by established agencies. This hurts because people are co-opted, although it helps by getting people inside. Need to train new leaders and reeducate old leaders.

Question: how do you suggest to a Board that it be accountable?

E. Roberts

United Way depends on volunteer labor for program review, budget, etc. They brought in disabled people. Attitudes are changing. Agencies like United Way are subject to pressure from small groups of consumers.

J. Heumann

Find out when Boards meet and say you would like to give testimony as a consumer.

D. Lattin

Consumers should not be shut out of consumer groups because they work for agencies.

L. Frieden

What is the responsibility of the agency to speak for the consumer, for example in the area of medical equipment.

F. Fay

They should do much more. We as consumers should help them see that as an issue.

The conversation digressed at this point to a discussion of legislation and the importance of implementation.

Roger Petersen invited everyone to come to Washington with job applications (in relation to Federal sections 503 and 504 of the voc rehab act relating to affirmative action programs).

F. Fay

The participants were asked to consider the following questions overnight:

1. How can consumers effectively infiltrate or work with agencies to make them more responsive to the people they serve?
2. What concrete steps can we take to organize ourselves to have a more effective impact from top to bottom?

H. Remmes

There are a lot of persons who have been on Mayor's Committees and such, and prefer rubbing elbows with the elite. Most of the people here were chosen because they are not of that group. MCOH has allowed these persons to retain their positions but asked them to join us around issues.

What has prevented cohesion?

- A. Lack of Power Structure
- B. Lack of Communication
- C. Ignorance

Solved by dialog between agencies and consumer groups.

- D. Fear of developing into an agency

MCOH contracts to do a job and does it. We are not beholden.

- E. Lack of funding

A major obstacle. Everything must be done by volunteers who have other responsibilities. Agencies don't have that problem. If we want national cohesion, we need money. Some consumer groups may want to raise money in competition with agencies; or ask them to plan, say 1% of next year's budget for consumer organizations.

E. Fiorito

This sounds like a good idea, but fund-raising has diminished substantially. If we propose this to local agencies, they will ask how this will benefit them. There are always restrictions on how to use the money. How do you find out what the strings are.

H. Remmes

Ask for funds for specific projects, including some extra for administrative costs. Ask agency to contribute and in turn determine what strings you will put up with.

J. Heumann

How objective can one remain being funded by agencies? We do not need more organizations. We need to consolidate.

E. Fiorito

How do other specific agencies deal with fund-raising?

M. Bjerkesette

Fund-raising is a continual problem, something you can never lose sight of. Emphasized principles of Saul Alinsky on how to organize.

M. Bjerkesette (continued)

A responsible community organizer cannot start working until there is seed money in the bank. His group started with a two page proposal and sent it to 250 foundations, every large church in the metropolitan area, especially those with social action funds. Met with Boards with a minimum of three handicapped people. In 1½ years raised \$32,000. Nine months later, they held a constituting convention with 250 delegates. The agenda book with thirty pages of advertising raised another \$4,000. There is a community pot of money which we are able to tap with the approach that we are competing with everybody else and that we are the most important thing to come down the pike. Now into programming. Presently a proposal on discrimination toward the handicapped. The conventional fund-raising thing can be done. You have to sell.

E. Roberts

In the last year, we raised \$400,000. We have \$1 million more coming. You need somebody who can write, preferably disabled. At first, University proposal writers helped, but they used too much jargon, not enough real feelings. Funding sources... foundations, preferably local (for example, the San Francisco Foundation).....Revenue sharing. Community Development Grants are wide open.....Individuals - a tough route and sometimes you have to play crimp games.....Payment for services, for example, if rehab wants an attendant, evaluations of other people. Now we have 45 paid staff, a lot of severely disabled employees. In California now \$450/month for attendant care comes direct to individual and you hire and train your own attendants. We have started a 24-hour wheelchair repair service - last month grossed \$8,000. Suggest starting other businesses; it is difficult to get hard money. Need for alternative fund-raising. What about a "Good Housekeeping Seal" for crimp equipment, getting manufacturers to pay us.

H. Remmes

That presents a possible area of cooperation between professionals (Tufts Biomedical Engineering) and handicapped consumers.

E. Roberts

We hope to get into manufacturing, for example, durable power chairs.

E. Fiorito

How does this effect change in quality of service in long-term agencies, and how do you continue to work with these agencies.

E. Roberts

Advocacy.

An Occupational Therapist (whose name the lazy recorders missed) spoke about being tired of professional attitudes of maintaining a distance. She went to the C.I.L. to become a community-oriented O.T.

E. Roberts

We established a clinic as medical care was so poor. More funding agencies....Business community has to give away part of what they make every year. Linked with IBM for computer training; they also provided money grant and equipment. Business is worried about affirmative action for disabled. C.I.L. work with about fifteen businesses, including Bank of America, Del Monte, Safeway.

J. Heumann

There were a lot of people on welfare at Berkeley who were free to work on program development. The pride element on the East Coast is hindrance. This is a matter of philosophy.

E. Roberts

Now they are the nation's experts on S.S.I. You have to be able to use it.

L. Frieden

What Berkeley is doing is creating a competing agency.

J. Heumann

But competition improves the agency.

H. Remmes

No one answer will hold true for everyone. No one seemed to go for asking agencies for percentage of their budget (free money) It seems we are going in the direction of fee for services.

C. Granger

National push toward program evaluation and accountability--a good area to train ourselves.

H. Remmes

Individuals were designated to identify the consumer leadership in their geographical areas. They were asked to select one person in each state who would be willing to work with organizations within their state, to encourage them to join the American Coalition and, hopefully, develop a united effort locally. This effort will strengthen the American Coalition. The long-range goal is to establish a viable, cohesive representative for the handicapped.

J. Heumann

The American Coalition could be a disseminating force--sending out and receiving information. They hope eventually to have paid staff. Roger Petersen has been working in the office. Eventually the Coalition will be able to provide services--showing organizations how to grow, how to organize, providing services as needed. The Coalition is a clearinghouse. Policies are established by member organizations.

MASSACHUSETTS COUNCIL OF

ORGANIZATIONS OF THE HANDICAPPED, INC.

POST OFFICE BOX 153, BOSTON, MA 02130

MAUREEN WINN

President

GEORGE COUGHLIN

Vice President

VIVIENNE THOMSON

Secretary

RICHARD DRESSER, JR.

Treasurer

HAROLD S. REMMES

Project Director

ROBERT BURROUGHS

Director of Public Relations

A Non-Profit Organization Representing More Than Twenty-Five Consumer Groups In The Commonwealth of Mass.

41 Woodglen Road
Hyde Park, MA 02136

March 11, 1975

Mr. Lex Frieden
9667 Meadow Vale
Houston, Texas 77042

Dear Mr. Frieden:

The Massachusetts Council of Organizations of the Handicapped has been awarded a small grant in order to bring together those persons who are considered key people in the area of consumer leadership of the handicapped. This conference will take place in Boston on April 19-20, 1975. The conference will focus on problems of the handicapped but, more importantly, will initiate plans to find solutions for the problems and implement a national effort to form a cohesive and meaningful body which can affect national legislation as well as state laws.

A major part of the program will be to strengthen the American Coalition and to develop better communications among the handicapped of the nation. Another very important factor will be establishing dialogue between the consumer groups and their local DVR.

Your name has been selected as one of those persons who would be most helpful in a conference of this type. Since only a few people can be accommodated because of budgetary constraints, we have been very careful in selecting the participants. Naturally, should you accept our invitation, your expenses would be borne by MCOH. Present plans include bringing the participants to Boston and housing them in the Ramada Inn where the conference will take place. The conference will be rather demanding, in that most of the weekend will

be spent in a shirtsleeve session accomplishing as much as possible in a very short amount of time.

If you would be willing to be a participant, and that particular time is open, would you please respond immediately so that plans can be made. Should you decide that you cannot participate, we do have a list of alternative alternates, however, we are most hopeful that you, yourself, will be able to attend.

Awaiting your reply, I am

Very truly yours,

Harold S. Remmes

Harold S. Remmes
Project Director

HSR/erh

P.S. Just to reiterate, we will be paying your air fare only, but we will provide "room and board" for both yourself and your attendant.

Also enclosed are materials that have been sent to all Conference participants to date.

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41 Woodglen Road
Hyde Park, MA 02136

March 11, 1975

Mr. Lex Frieden
9667 Meadow Vale
Houston, Texas 77042

Dear Mr. Frieden:

As a part of Consumer Leadership Conference we plan to publish an informational booklet. We would appreciate a copy of your curriculum vitae for inclusion in this book.

Since much of the material must be printed in advance for the conference, your early response would be appreciated.

Thank you for your cooperation.

Very truly yours,

Hal Remmes

Hal Remmes

Project Director

HR/erh

HAROLD S. REMMES
41 WOODGLEN ROAD
HYDE PARK
MASSACHUSETTS 02136

May 8, 1975

Mr. Lex Frieden
9667 Meadow Vale
Huston, Texas 77042

Dear Lex:

I hope that this letter doesn't sound too strange but I wanted to convey a feeling that I've had since we met at the Conference and again in Washington. It is only occasionally that I encounter anyone who impresses me to the extent that you did. Right from the outset my "visceral intuition" said, "here is a young guy who will make it big !". I really feel that way.

The way you handle yourself at meetings and the astute dissection in your report on BCIL together with your prompt attention to completing your assignment from the Conference make me wish that you were at least sextuplets (and that the other five were here in Boston). Add to that your ability to politic (imagine, splitting your vote on two people who were unknown to you) cracked me up and reminded me of my own early antics.

Now, that I've increased your hat size by several sizes, let's get to the business at hand. You and I could certainly develop some kind of mechanism for exchanging real and meaningful information re: specialized housing to the R & T structure and other interested agencies. I think that we should at least explore the idea further and try for a healthy grant. If we could convince HUD that the work being done by HEW [SRS] would be meaningful to their system, it might mean mucho bread. We might work out a sort of collaborative arrangement. Let me know what you think.

That takes care of the business [except that I'd really appreciate a copy of your BCIL report]. Now one final thought. Lex, you're a really "cool" guy and I hope that we'll get to know each other better. It took me 40 years to reach the proficiency as a "plotter" that you have already. I know of no greater tribute I could pay. Seriously, keep pluggin' & let's hear from you.

Cordially,

Hal

P.S.
*my regards
to Mae.*

MASSACHUSETTS COUNCIL OF

ORGANIZATIONS OF THE HANDICAPPED, INC.

POST OFFICE BOX 153, BOSTON, MA 02130

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Treasurer

HAROLD S. REMMES

Project Director

ROBERT BURROUGHS

Director of Public Relations

A Non-Profit Organization Representing More Than Twenty-Five Consumer Groups In The Commonwealth of Mass.

May 8, 1975

Dear Conference Participants:

Now that the dust has settled, I thought I should touch base with you for a very brief post Conference note.

We were certainly impressed with the caliber of all participants. It justified the year of research which resulted in your being selected. At this point, I must "come clean"; the strategy was to let you get to know each other on Saturday, become a little frustrated, and then on Sunday take action in an atmosphere of urgency. As you know, this technology was successful, because everyone had a chance to get to know each other, to learn **some** of the techniques for dealing with agencies, and we did develop a viable plan for organizing state by state.

Sunday's tapes are in the process of being rendered readable, and will be sent to you just as soon as this task is completed. In the meantime, we all still have a job to do and would really expect some sort of progress report within the next few weeks from each of you. You may direct these reports to Tom O'Brien, 15 Wellesley Street, Danvers, MA 01923.

It was really great being able to put faces to the names which I have known so long and respected so much. You have now become real people, and I hope good friends.

It is our sincere hope that you enjoyed your stay in "Beantown"—that your accommodations were satisfactory, and that you left us with the determination to "make it happen."

Until my next report to you, Bon Chance!

Very truly yours,

Hal Remmes

Harold S. Remmes
Project Director

HSR/erh

WORKSHOP ON ORGANIZATION

HAROLD S. REMMES DISCUSSION LATER

As noted in The Consumer's Guide to Organizing the Handicapped, and as documented in the Directory of Organizations of the Handicapped in the U.S., there is a proliferation of more than a thousand consumer groups nationwide. Attempts to organize on the national level have been minimal and even those who have enjoyed the greatest success have been charged by some as being impotent and twenty years behind the times. The newly emerging American Coalition of Citizens with Disabilities probably offers the most viable contemporary medium for establishing a cohesive constituency with national "clout."

The excellent beginnings will be lost, however, unless two pre-requisites can be fulfilled. These are:

1. State organizations capable of marshalling a significant number of persons who truly represent the broad spectrum of disability
2. Sufficient funding to operate.

We have the tools for organizing. The Consumer's Guide offers one approach and there are, we are sure, other equally effective methods available. We have the pattern for success in several states [Mass., Wisc., Ill., Fla., etc.] of umbrella groups which allow their membership to retain their autonomy and yet which provide a functional umbrella.

What is needed is to organize each state and to have some people assume responsibility for this task. Such persons [who might be known as regional coordinators] would be those who:

1. Know the region
2. Know the leadership
3. Can organize this leadership

To do so, will require some money. Experience has shown that:

1. We cannot depend on consumer groups to provide their own "seed money."
2. Agencies will support this kind of undertaking provided that they do not feel that they will be supporting a "Frankenstein" which will one day destroy them.

Thus, it is essential to build relationships with mutual respect between agency and consumer organizations. This must be done before there is any hope of receiving subsidy.

We, as consumers, have a tool which we have not attempted to utilize previously. That is, we could enter the competitive market in fund raising and actually compete with the agency for John Q. Public's dollars. MCOH does not advocate this course of action, but

proposes it as an alternative should the agencies fail to see the value of supporting our cause.

If contributions could be secured without losing our integrity, the campaign for organization might easily be financed.

This workshop will focus on:

1. Methods of organizing [regions and states]
2. Alignment with the American Coalition
3. Exploration of funding sources
4. Assignment of responsibility
5. Developing a viable organizational and funding plan.

Cash flow etc. - about American
Coalition

min. - \$2000 in 1/2 yr

need a ~~power~~
organizational proposal

Barbary - 1 1/2 million this year
total foundations

revenue sharing

Com. Ant. clinic

attendant, referral service
evaluation

NC repair

OT Kathy Dugan
conf of CIL

need prog. eval. & acct.
- Banger

MODERATION

ideas

1. a. publish policy statements & coalition editorials, debate forum
- b. plan more news

Conferences - press releases
don't sub. suits - ^{do} action
c. offer to speak at professional meetings

d. offer to publish agency announcements,
1. legal rights
2. advocate coop
purchase of supplies centrally

2. e. Start a healthy dialogue

b. communicate with agencies more frequently
1. point out what COA
2. utility lobby, communications
grass roots involvement
equal & total repres.



*Captain's
Table*

THE RESTAURANT AND LOUNGE has been ingeniously planned so that any number—from a couple to a group—can enjoy an intimate, congenial dining atmosphere.

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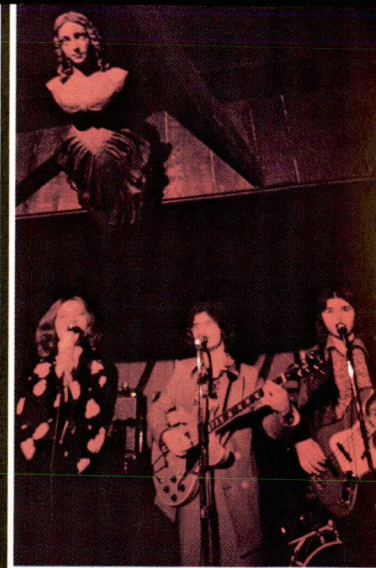


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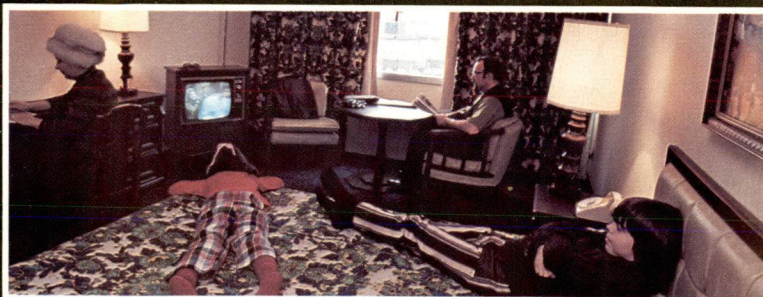
BOSTON AIRPORT RAMADA INN®



BOSTON, THE "CRADLE OF LIBERTY," is a fascinating, hospitable city to visit. A major educational, medical and cultural center, it houses countless historical landmarks and national treasures, from the site of the Battle of Bunker Hill to Old North Church, where Paul Revere received the lantern message that began his famous ride. The business traveler or vacationing family will enjoy the unique Boston blend of thriving modern commerce and living history. Convenience, comfort and the finest service make the Ramada Inn your ideal Boston headquarters. All 215 rooms (plus 10 suites) are designed solely for your comfort, with color TV, twin or king-size beds, and individual heat/air conditioning control. The spacious indoor pool, which features saunas for men and women, insures fun and relaxation whatever the season. The charming, picturesque Captain's Table Restaurant and Lounge offers excellent live entertainment, plus an outstanding variety of your favorite foods and refreshments. You'll feel warmed, welcomed and delightfully spoiled!



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THRR needs of A to coordinate
which is it?
somebody needs to

COMMUNICATIONS WORKSHOP

ELMER. BARTELS DISCUSSION LATER

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WHAT DO WE HAVE NOW?

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Accent - 12/00 subscribers

little people - non-laboratory - hospital
nurses, collecting, etc.

There is a unique dichotomy in our own national media in that the editors desperately want to get the contents into the hands of as many handicapped people as possible, and yet must charge a nominal amount in order to publish. This precludes a large segment of the handicapped population who are subsisting marginally.

Questions which will be asked at this Conference on Communications will be:

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6. How could this operation be financed?

Handwritten notes:

Package ^{Not} ~~Speedy~~ ^{Wheeler}
 diff approaches - ^{common issues} ~~Acme~~ ^{slow} ~~stated~~ ^{slow} ~~how to~~
 policy statements ^{review issues}
 compile ^{Don't miss the minority}
 CMCs ^{budgeting}
 Res Council

100 of 20 million are dis.

1200 has a paper - Racialism

design & presentation

make news & demonstrate - get some
Stressless school

to the Vinberg, Stark, Soren

WORKSHOP CONSUMER AGENCY RELATIONSHIPS

FREDERICK E. FAY, PH.D. DISCUSSION LATER

need organizer

For many years the relationships between the recipients of services [consumers and the deliverers of services] had an adversary relationship in which each felt the other to be almost "the enemy." While on the one hand the agencies were stating that they were trying to provide services, they often looked with disdain on the clients they purported to serve. The consumers were constantly complaining that the agencies did not, in fact, serve their needs.

More recently, consumers have had more opportunities to become better educated. Nonetheless, there has still not been an improvement in relationship between consumer and agency.

The reasons for this are not as simple as they may first appear. In fact, they are quite complex and vary from locale to locale, from agency to agency, and from consumer group to consumer group.

This workshop will try to address itself to the questions of:

1. Why has there been an advisory posture between consumer and agency?
2. Is it to our advantage to improve these relationships?
3. Is it to the agencies advantage?
4. How can we best resolve the problem?

agencies & advocates

One of the major benefits to the resolution of this problem which would accrue to an agency would be assistance in establishing realistic priorities in terms of what the consumers see as their real needs rather than what the agency assumes its clients need. Another would be that the agency could educate the organized consumer as to what it [the agency] sees as its mandate under its charter or by the legislative constraints imposed upon it.

Benefits to the consumer would include learning which agency is most appropriate for which purpose [i.e. most DVR's can cope only with vocational rehabilitation but many have given this a broad interpretation while others strictly interpret this as employment]. The consumer would also become aware of sources of potential funding for prospects which they might be interested in producing.

Most important to both agency and consumer alike, a professional atmosphere would evolve.

*Board of United Fund
were not using other agencies effectively*

use Saul Linshie approach
focus on target - make an issue
like: Center for Indep. Living
~~Don't~~ pass laws - educate

ad hoc Coalitions

program evaluation - qualitative
from consumer point of view

RSA 13

PEP

A2

public

accountability

R. O'Connell * Office of Human Devt.

RSA + consumer reps.
policy making in DC.

MASSACHUSETTS COUNCIL OF

ORGANIZATIONS OF THE HANDICAPPED, INC.

POST OFFICE BOX 153, BOSTON, MA 02130

MAUREEN WINN

President

GEORGE COUGHLIN

Vice President

VIVIENNE THOMSON

Secretary

RICHARD DRESSER, JR.

Treasurer

HAROLD S. REMMES

Project Director

ROBERT BURROUGHS

Director of Public Relations

A Non-Profit Organization Representing More Than Twenty-Five Consumer Groups In The Commonwealth of Mass.

41 Woodglen Road
Hyde Park, MA 02136

April 5, 1975

Dear Participant:

The enclosed Consumer's Guide will be an ~~important~~ part of the upcoming leadership conference. Please familiarize yourself with it prior to your arrival in Boston.

Looking forward to meeting you, I am

Very truly yours,

Hal Remmes

Hal Remmes
Project Director

HR/erh

CONSUMER LEADERSHIP CONFERENCE

MASSACHUSETTS COUNCIL OF ORGANIZATIONS OF THE HANDICAPPED, INC.

GENERAL INFORMATION:

Each participant at this conference has been carefully screened and selected in order to bring together those persons with particular expertise or those persons with a large constituency who have a demonstrable record of impact on that constituency. This "elite" corps of individuals will be expected to lead the conference hopefully to bring back to the many other persons the strategies which will be planned. It will be of interest to you to note that there are very few speakers on the program plan. The reason for this is because you are the speakers. You are the people with the expertise and the ability to make things happen.

It is our belief that we know the problems, they have been defined adnauseam. The major problem has been getting by the rhetoric, studies, and reports. This meeting is a planning and strategy meeting where we will be talking to one another, making plans, and hopefully implementing these plans immediately following the conclusion of the meetings.

You have within your power the ability to persuade others. You are busy people but you do have the time to administer the plan which will emerge from this meeting. It should be noted that there is no preconceived plan. There is a good reason for this. The handicapped throughout the country do not need the rubber stamping of any strategy. They need a strategy which is developed through the efforts of those who have the experience, knowledge and level headedness to be realistic. You are that type of individual. This is said to you not in the hope of building your ego. It is said to you because you have a good track record for getting things done. You are the power behind the throne so to speak and in that capacity can make things move.

It should be noted that we were not able to bring together all

of the people who fit this category. We have tried to bring together those who were available, who were our first choice, and have a broad representation, both geographically and in terms of skill. While we are sure that many persons who would qualify by the criteria which we established for selection have been omitted, we can only apologize that budgetary constraints made it impossible for us to bring everyone together. Thus, each of us has the added responsibility because the selectivity necessitates that we get the maximum result from every dollar which we have spent to make this conference a reality. This places upon your shoulders the responsibility to see this project through.

THE GREATEST PROBLEM:

The greatest problem which the handicapped have faced in terms of organizing has been their inability to agree amongst themselves about certain key concepts. This has caused fragmentation, duplication, and nullification of efforts in many instances. For years there has been a reluctance on the part of some physically handicapped to include anybody but physically handicapped in any organizational structure. The emergence of the American Coalition of Citizens with Disabilities has opened the door to an entirely new concept in organization. It is non-restrictive and open to those who subscribe to its purposes and policies. This is as it should be.

It is the position of the Massachusetts Council of Organizations of the Handicapped, that these doors should be opened even wider. Not only to include some of those people who were excluded before but to encourage their participation and to actively seek their involvement in the programs in which we have an interest.

The justification for this is that the handicapped themselves really have no resources in terms of money. Agencies have these resources. Agencies have the personnel to do many of the things for which we must depend on volunteers. While we in no way wish to diminish the importance of volunteers, nor do we in anyway want to subordinate the handicapped organizations to agencies, we do feel that we should make every effort to cooperate and in turn gain cooperation so that these resources are available to us.

The key to success is in the consumer organization serving as an adjunct to the agency and the agency serving as an adjunct to the consumer group. This kind of mutual give and take can result in (1) better policies, (2) funding, (3) better use on facilities and equipment (4) better relationships.

It is recognized that some consumer groups as well as some agencies will not see merit of this kind of thinking and will in fact oppose this kind of thinking. This is one of the problems with which we will wrestle at the conference. The key probably lies in a good balance as to how much we will give in return for how much we will receive. Also, from the agencies perspective the reverse is true. We will never get anywhere, however, until we start thinking at least in these terms as to how we can serve each other and as a result serve our handicapped constituent.

After having read the materials which were submitted either by you or on your behalf by others, after having read the articles which some of you have written, etc., we believe that your views coincide with ours. While there may be some rough spots which need to be worked out, if we can all essentially agree on a strategy which will enable both consumer and agency to work together, it is our feeling that great strides can be taken.

SOME OTHER PROBLEMS:

Another major problem has been lessend to some degree in recent years. For a long time (except during fund raising drives) nobody really believed that we existed in the numbers in which we do. Handicapped were not seen, they were not heard from, they were complacent and did not demonstrate. In recent years this has changed so that government and private agencies are beginning to realize that, in fact, a large handicap constituency does exist. Fortunately, this constituency has had little cohesion and therefore was no threat. Our purpose is to try and create the cohesion which is necessary to develop the kind of impact which we must have in order to get the system to be more efficient and responsive to our needs.

Thus, we can say that, while we are getting better known, are

getting better organized, and have made greater strides in the past 5 or 6 years than have been made in the previous 20 or 30 years, we still have a long way to go. This will be another topic to be discussed.

Another major problem is the self image of our constituents.

Many of our so called clubs are down asking for free tickets one day and claiming that they are just like anybody else the next. This is a little hard for the nonhandicapped person to resolve. It is, in fact, hard for some of the handicapped people to reconcile. If we are different then we must be treated differently. If we are not different but have different needs then we can be treated the same as anybody else and only our needs which are different need attention. The image of the handicapped must be projected in a positive way and for this we must formulate a strategy.

Many organizations have died on the vine because of lack of funds. Very few of our clubs across the country are willing or in some cases capable of supporting any extra activities, such as a national group. We have certain advantages, however which we have not used maximally up until now. These advantages will also be discussed in the conference.

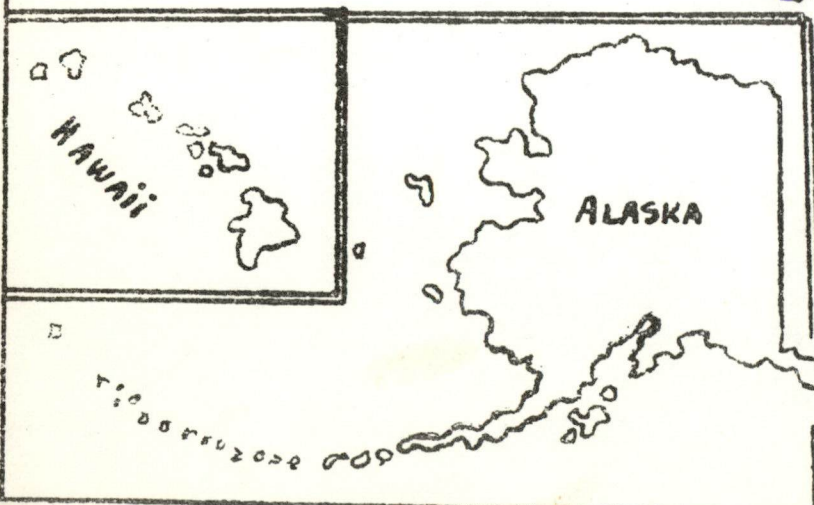
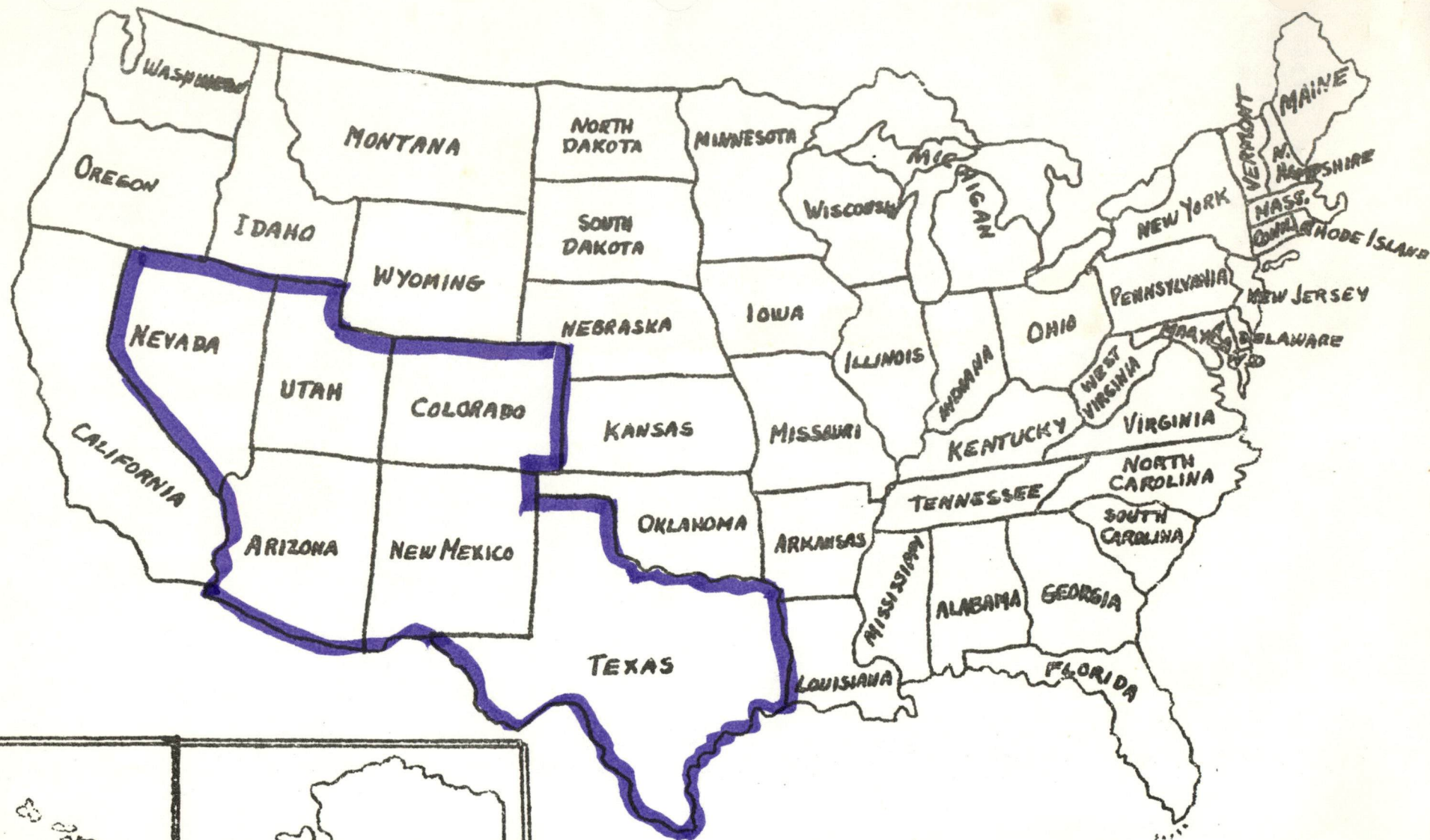
The conference will not deal with specific problems such as transportation, education, housing, because these are problems which must be resolved at another level. This will be a sort of "summit conference" to determine overall strategies for organizing, communicating and developing relationships, as well as trying to project our image favorably.

CONCLUSION:

This overview of the conference is being sent to you prior to your arrival so that you will be prepared to respond to questions raised here.

One thing is paramount to the success of this meeting. That is that we must not start any in-fighting either for our own personal positions of leadership or for any vested interest. Your selection means that you are considered to be the type of person who would not do this. We mention it only because we feel that it should be stated because so many other meetings have failed when this ogre raises his head. Your reputation

is already established. It will not be enhanced by your participation in this conference, nor will any of us who are involved emerge as "the king of the hill". We do, however, have the ability to bring people together so that a king of the hill will emerge. Whether this be in the form of a movement, such as, The American Coalition of Citizens with Disabilities, or in the form of an individual, will not be resolved by this conference, but by what happens after the conclusion of the meeting.



UNITED STATES

WORKSHOP ON ORGANIZATION

DISCUSSION LEADER
HAROLD S. REMMES

As noted in The Consumer's Guide to Organizing the Handicapped, and as documented in the Directory of Organizations of the Handicapped in the U.S., there is a proliferation of more than a thousand consumer groups nationwide. Attempts to organize on the national level have been minimal and even those who have enjoyed the greatest success have been charged by some as being impotent and twenty years behind the times. The newly emerging American Coalition of Citizens with Disabilities probably offers the most viable contemporary medium for establishing a cohesive constituency with national "clout."

The excellent beginnings will be lost, however, unless two prerequisites can be fulfilled. These are:

1. State organizations capable of marshalling a significant number of persons who truly represent the broad spectrum of disability
2. Sufficient funding to operate.

We have the tools for organizing. The Consumer's Guide offers one approach and there are, we are sure, other equally effective methods available. We have the pattern for success in several states [Mass., Wisc., Ill., Fla., etc.] of umbrella groups which allow their membership to retain their autonomy and yet which provide a functional umbrella.

What is needed is to organize each state and to have some people assume responsibility for this task. Such persons [who might be known as regional coordinators] would be those who:

1. Know the region
2. Know the leadership
3. Can organize this leadership

To do so, will require some money. Experience has shown that:

1. We cannot depend on consumer groups to provide their own "seed money."
2. Agencies will support this kind of undertaking provided that they do not feel that they will be supporting a "Frankenstein" which will one day destroy them.

Thus, it is essential to build relationships with mutual respect between agency and consumer organizations. This must be done before there is any hope of receiving subsidy.

We, as consumers, have a tool which we have not attempted to utilize previously. That is, we could enter the competitive market in fund raising and actually compete with the agency for John Q. Public's dollars. MCOH does not advocate this course of action, but

proposes it as an alternative should the agencies fail to see the value of supporting our cause.

If contributions could be secured without losing our integrity, the campaign for organization might easily be financed.

This workshop will focus on:

1. Methods of organizing [regions and states]
2. Alignment with the American Coalition
3. Exploration of funding sources
4. Assignment of responsibility
5. Developing a viable organizational and funding plan.

WORKSHOP CONSUMER AGENCY RELATIONSHIPS

FREDERICK E. FAY, PH.D.

For many years the relationships between the recipients of services [consumers] and the deliverers of services had an adversary relationship in which each felt the other to be almost "the enemy." While on the one hand the agencies were stating that they were trying to provide services, they often looked with disdain on the clients they purported to serve. The consumers were constantly complaining that the agencies did not, in fact, serve their needs.

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COMMUNICATIONS WORKSHOP

ELMER BARTELS DISCUSSION LEADER

One of the major problems which has contributed to the lack of cohesion among the handicapped population is the small number of communication vehicles on a national level. While excellent progress has been made over the past decade, there is still a long way to go so that the maximum number of disabled persons can receive news' items relative to their situation.

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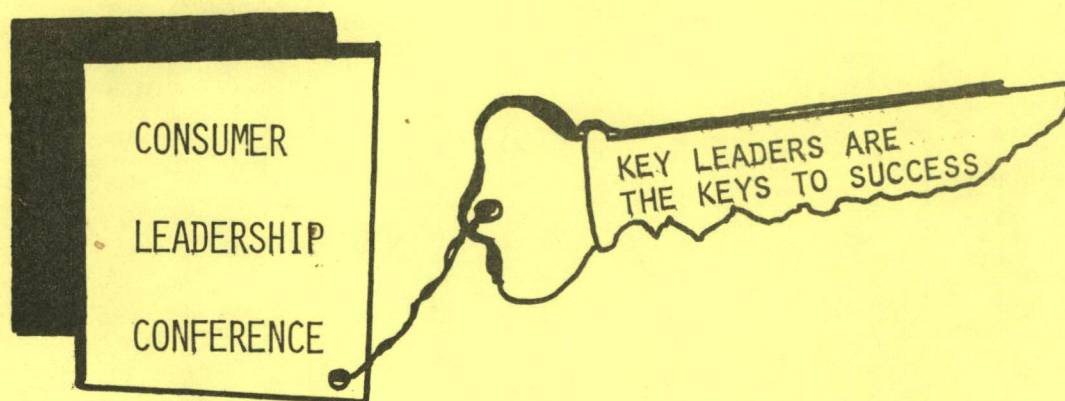
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MASSACHUSETTS COUNCIL OF ORGANIZATIONS OF THE HANDICAPPED, INC.
IN COLLABORATION WITH
TUFTS REHABILITATION RESEARCH & TRAINING CENTER



APRIL 19-20, 1975

RAMADA INN, E. BOSTON

BOSTON, MASSACHUSETTS

(THIS BOOKLET PRINTED BY THE STUDENTS OF THE CEREBRAL PALSY
CENTER OF METROPOLITAN BOSTON, NEWTON, MA)

RAMADA INN

BOSTON, MASS.

APRIL 19-20, 1975

Sponsored by

MASSACHUSETTS COUNCIL OF ORGANIZATIONS OF THE HANDICAPPED, INC.

In Collaboration With

TUFTS REHABILITATION RESEARCH & TRAINING CENTER

P R O G R A M

FRIDAY: [Evening]

Arrival and Registration Get Acquainted
NEW ENGLAND ROOM [A & B] [1st. floor]

SATURDAY:

8:00 A.M. Breakfast [in the BOSTON HARBOUR ROOM, 2nd floor].

9:00 A.M. Opening Session [In the OLD HARBOUR ROOM].

Welcome: Maureen Winn, President, M.C.O.H.

Keynote Address: Carl V. Granger, M.D.
Project Director R&T-7.

Orientation: Harold S. Remmes, Project Director, M.C.O.H.

9:30 A.M. Workshop -
Communications

11:00 A.M. Workshop -
Consumer Agency Relationships

11:45 A.M. Break

12:00 NOON Luncheon [in the OLD HARBOUR ROOM]

Speaker: Russell E. O'Connell,
Commissioner, Mass. Rehabilitation Commission

1:30 P.M. Resume Workshop

2:30 P.M. Break

2:45 P.M. Workshop -
On Organization

5:00 P.M. Break

6:00 P.M. Happy Hour

7:00 P.M. Dinner

8:30 P.M. Informal Activities & Post Dinner "RAP"

SUNDAY

8:30 A.M. Breakfast

9:15 A.M. Workshop -
Review Progress and Design Action Plan

11:30 A.M. Break

12:30 P.M. Closing Luncheon

M E N U

SATURDAY: BREAKFAST

AMERICAN HERITAGE BREAKFAST

Choice of Chilled Juice
Citrus Fruit Sections or Melon in Season
Fluffy Scrambled Eggs
Bacon, Ham or Sausage Patties
Home Fried Potatoes or Grits
Homemade Biscuits or Toast
Butter and Preserves
Coffee, Tea or Milk

SATURDAY: LUNCH

Salad
Salisbury Steak
Whipped Potatoes
Carrots
Rolls and Butter
Fruit Cup with Sherbet
Coffee, Tea or Milk

SATURDAY: DINNER

Salad
Beef Stroganoff on Noodles
Baked Potatoes
Green Beans
Rolls and Butter
Ice Cream Sundae
Coffee, Tea or Milk

SUNDAY: BREAKFAST

CONTINENTAL BREAKFAST

Choice of Chilled Juice
Assorted Danish Pastry
Coffee, Tea or Milk

SUNDAY: LUNCH

Salad
Chicken a la King in a Patty Shell
Peas
Rice Pilaf
Rolls and Butter
Apple Pie
Coffee, Tea or Milk

* * *

CONFERENCE PARTICIPANTS

BARTELS, ELMER C.	Vice President, National Paraplegia Foundation [Mass.]
BEDOW, CHARLES W.	Past President, Little People of America [Minn.]
BJERKESETTE, MICHAEL J.	Executive Director, United Handicapped Federation [Minn.]
CHAPMAN, PETER A.	Associate Project Director, Tufts Rehabilitation Research & Training Center [Mass.]
CHEEVER, RAYMOND C.	Editor & Publisher, ACCENT on Living Magazine [Ill.]
DALY, ELLEN	President, Milwaukee Chapter, National Paraplegia Foundation [Wisc.]
FAY, ANNA, A.	President, N.Y. Metropolitan Chapter, NPF, Chairperson, Congress of People with Disabilities [N.Y.]
FAY, FREDERICK A.	Urban Institute, The American Coalition of Citizens with Disabilities [D.C.]
FRIEDEN, LEX	Writer and Author, Activist for the Handicapped [Tex.]
GRANGER, CARL V., M.D.	Project Director, Tufts Rehabilitation Research & Training Center [Mass.]
HEUMANN, JUDITH E.	Past President, Disabled in Action [D.C.]
JEFFERS, J.	Chairman, Architectural & Transportation Compliance Board [D.C.]
LAMPOS, C.J.	Editor and Publisher, ACHIEVEMENT Newspaper [Fla.]
LAURIE, G.	Editor and Publisher, REHABILITATION GAZETTE [Mo.]
O'BRIEN, T.C.	Massachusetts Council of Organizations of the Handicapped, Sr. Conference Coordinator
O'CONNELL, R.E.	Commissioner, Massachusetts Rehabilitation Commission

CONFERENCE PARTICIPANTS
(Cont'd.)

PIMENTEL, A.	American Coalition of Citizens With Disabilities [D.C.]
POLING, D.A., III	Editor, Polling Magazine, [N.Y.]
REMMES, H.S.	Mass. Council of Organizations of the Handicapped, Project Dir.
ROBERTS, E.	Director, Center for Independent Living, Berkeley [Calif.]
THOMSON, R.	Realtor & Activist for the Handi- capped, [ME.]
WINN, M.A.	Mass. Council of Organizations of the Handicapped, President
WRIGHT, E.H.	Easter Seal Society for Crippled Children & Adults of W. Tennessee

RESOURCE PERSONNEL

Eunice Fiorito, MAYOR'S OFFICE FOR THE HANDICAPPED, NEW YORK.

Richard LaPierre, EASTER SEAL SOCIETY FOR CRIPPLED CHILDREN
AND ADULTS OF MASSACHUSETTS

Harold Russell, PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE
HANDICAPPED

William Power, CHILD ADVOCACY PROJECT, [E.S.S.]

CONFERENCE PARTICIPANTS

[The following participants were confirmed too late for inclusion in the original list. While they are listed separately, they are to be considered bona-fide participants.]

EUNICE FIORITO

Director, Mayor's Office
for the Handicapped, N.Y.C.

DIANNE LATTIN

Editor, PERFORMANCE, PCEH
Washington, D.C.

PHYLLIS ZLOTNICK

UCP, New Haven, Ct. and
Legislative Chairman, Co-
ordinating Comm. on the
Handicapped

CONFERENCE STAFF

HAROLD S. REMMES,	PROJECT DIRECTOR
ANTHONY J. KINAHAN,	ASSISTANT PROJECT DIRECTOR
THOMAS C. O'BRIEN,	SENIOR COORDINATOR
VIVIENNE S. THOMSON,	REGISTRAR
RICHARD E. DRESSER, JR. ,	FISCAL RESPONSIBILITY
EILEEN R. HEPP,	ADMINISTRATIVE ASS'T. (SECRETARIAL)
LORRAINE BURKE,	COORDINATOR (TRAVEL)

RECORDERS

MARY BARTELS
ANDREA SCHEIN
DORIS SARKISIAN

PUBLICITY

ROBERT BURROUGHS
AND
T-NEMC DEPT. OF
PUBLIC RELATIONS

ASSISTANTS

MYLES GOLDBERG
DANIEL RAFFERTY
EDITH O'BRIEN

DISCUSSION LEADERS

ELMER C. BARTELS
FREDERICK FAY

WE ACKNOWLEDGE WITH SINCERE THANKS THE DONATION OF THE USE OF A
VAN EQUIPPED TO TRANSPORT WHEELCHAIRS DURING THE CONFERENCE BY
THE EASTER SEAL SOCIETY FOR CRIPPLED CHILDREN & ADULTS OF MASS.

ELMER C. BARTELS

VICE PRESIDENT N.P.F.

Born in Boston, Massachusetts, June 10, 1938, Mr. Bartels currently resides in Bedford, Mass., with his wife, Mary, and two children.

Educated at Hebron Academy, Hebron, Maine, and Colby College, Waterville, Maine, he received his B.S. in 1962, and his M.S. from Tufts University in 1964.

An expert in the field of computer programing, he is employed as a Department Manager by Hunnewell Information Systems.

Mr. Bartels has published many papers in the areas of programing related to rehabilitation of the spinal cord injured person.

He is a Past President of the Mass. Association of Paraplegics, a Vice President and Board Member of the N.P.F., a Past Vice President of the Massachusetts Council of Organizations of the Handicapped, and is a Board member of the Boston Center for Independent Living, the Mass. Easter Seal Society, the Mass. Association of Paraplegics, and serves as President to the New England Spinal Cord Injury Foundation.

In 1966, he was voted as one of ten outstanding young men by the Boston Jaycees and has received citations from the President's Committee, the Mass. Association of Paraplegics, and the Mass. Chapter of the National Rehabilitation Association.

CHARLES W. BEDOW
LITTLE PEOPLE OF AMERICA, INC.

Mr. Bedow proudly proclaims that he comes from Owatanna, Minnesota. He was the President of the Little People of America [1968-70]. Prior to that he had served his organization as Vice President [1966-68] and Treasurer [1964-68]. Currently, he is Chairman of the Vocational-Training Loan Committee.

Mr. Bedow is a Board Member of the Little People of America Foundation, and holds membership in the Southern Minnesota Steering Committee for Vocational Rehabilitation, Minnesota Governor's Commission for Employment of the Handicapped; President's Committee for Employment of the Handicapped; and the Minnesota Committee for Removal of Architectural Barriers.

Mr. Bedow was a participant in a symposium dealing with handicapped automobile drivers in Denver, Colorado, in 1968, representing the consumer with special problems. He is married, the father of a young son, and has long been an advocate for the rights of the handicapped.

MICHAEL J. BJERKESETT
EXECUTIVE DIRECTOR, UNITED HANDICAPPED FEDERATION

Mr. Bjerkesett serves as Executive Director, United Handicapped Federation. This is a coalition of 36 organizations of the handicapped in the Twin Cities Metropolitan area. This group has been instrumental in advancing the rights of the disabled in many fronts. Mr. Bjerkesett also serves as Director of Marketing for a nonprofit housing corporation which provides a 90 unit apartment complex for the disabled in South Minneapolis. He is also a consultant to a local architectural firm which specializes in barrier-free design.

Mr. Bjerkesett received his B.A. in Business Administration from Southwest Minnesota State College, and completed a year of special training in Community Organization at the Center For Urban Encounter, Minneapolis, Minnesota. He is a member of the Board of Directors of N.P.F.; President of the Board-2100 Bloomington Nonprofit Housing Corporation; President of the Board of National Handicapped Housing Institute. He is a past President of the North County Chapter N.P.F. and is affiliated with the National Ataxia Foundation; United Handicapped Federation; Mayor's Advisory Committee on the Handicapped; Metropolitan Transit Committee for the Disabled, and the American Mass. Transit Association.

PETER A. CHAPMAN
ASSOCIATE PROJECT DIRECTOR
TUFTS RT-7

Mr. Chapman was born on November 16, 1943, and hails from Buckfield, Maine. Married, and the father of two children, he held a 2nd Lieutenant's rank in the United States Army Reserve, and holds a Master of Education degree from Northeastern University [where he also did his undergraduate work].

He has held several concomitant responsibilities at Tufts New England Medical Center, serving as Administrator-Rehabilitation Service, Rehabilitation Institute; Administrator-Emergency Room and Associate Project Director-Research and Training Center 7.

Mr. Chapman has worked intimately on the several projects funded by Tufts to Massachusetts Council of Organizations of the Handicapped, Inc. He is a strong advocate for adding the consumers prospective to the field of hospital and rehabilitation programs and policies.

Professional membership include:

Nominee-American College of Hospital Administrators
American Hospital Association
Maine Hospital Association
Massachusetts Hospital Association

RAYMOND C. CHEEVER
PUBLISHER AND EDITOR
ACCENT on Living Magazine

Ray Cheever received his B.S. Degree in Sales Management from Northwestern University in 1950. In 1952, he contracted polio which confined him to an iron lung for six weeks and left residual involvement of all extremities. In 1956, Ray published his first issue of the quarterly magazine, ACCENT on Living. This publication has now grown to a paid national circulation of over 13,000. Each issue is avidly anticipated by readers with physical disabilities, their families, and professionals interested in rehabilitation.

The first of a planned series of special books has now been published, and is available from ACCENT PUBLISHERS. It is entitled "Sexual Adjustment: A Guide for the Spinal Cord Injured."

Another area which has evolved from questions asked by ACCENT readers is ACCENT ON INFORMATION-a computerized retrieval system to help persons with disabilities to help themselves, and live more effectively. AOI files are continually being updated from information received daily from many sources.

Ray Cheever is a member of the President's Committee on Employment of the Handicapped. He served on a steering committee which established the new consumer division within N.R.A. He is on the newly formed Board of another new division within N.R.A., a Division of Rehabilitation of the Homebound and Institutionalized.

He was a member of an advisory group to the American Institute of Architects, National Barrier Free Environment Conference, which drafted the present national policy statement and which is being adopted by many leading organizations and groups.

Mr. Cheever is listed in "Who's Who in the Midwest," and "Who's Who in Commerce and Industry." He has received several awards including two Citations for Meritorious Service for the President's Committee.

ELLEN DICKEY DALY
PRESIDENT, MILWAUKEE AREA CHAPTER N.P.F

Ellen Daly is married, and the mother of five children. She was educated at Marquette University, School of Business Administration.

Mrs. Daly is a Vice President of the National Paraplegia Foundation, in addition to being President of the Greater Milwaukee Chapter. This Chapter is extremely active, and under her leadership can boast of many remarkable accomplishments in the removal of architectural barriers, and in the legislative area.

She is Secretary-Treasurer of Able Industry, Inc., in Milwaukee—an organization which utilizes the skills of the physically handicapped to perform a wide variety of industrial and commercial employment tasks.

Active with the Sacred Heart Rehabilitation Hospital, Milwaukee Voluntary Action Center, and the National Rehabilitation Association, Mrs. Daly has received many tributes and awards including the Greater Milwaukee Area Chapter N.P.F. Award, and Award of Merit from N.P.F. for "Outstanding Service in the Field of Allied Health Education"; a Citation from the President's Committee, and was a 1972 Wisconsin's Handicapped Person of the Year. She also has been cited by the Milwaukee Jaycettes for "Outstanding Leadership in Public Service to the Community."

As a member of the N.P.F. Convention Planning Committee in 1970,71,72, she is perhaps best remembered as coordinator for the outstanding 1972 N.P. F. Convention. Mrs. Daly's leadership has been effective on both the local and national levels.

ANNA A. FAY
CHAIRPERSON, CONGRESS OF PEOPLE WITH DISABILITIES
PRESIDENT, N.Y. METROPOLITAN CHAPTER N.P.F.

Mrs. Fay received her Associate in Applied Science Degree in 1957 from New York City Community College for Applied Arts and Sciences. She serves as Administration Secretary to the Clinical Director at the Institute of Rehabilitation Medicine, New York University Medical Center, a post which she has held since 1962.

Skilled in the art of organizing, she has been recognized on many occasions to serve on panels and to speak before groups of professionals, paraprofessionals, and consumer groups both locally and nationally. She served as Secretary, Psychology-Vocational Dept. Institute of Rehabilitation Medicine N.Y.U. Medical Center [1957-1962].

Mrs. Fay serves on Governor Hugh Carey's Task Force on Equal Opportunity; is Executive Board Member of the New York Metropolitan Chapter of the N.R.A.; member of the Advocacy Committee on Architectural Design, Mayor's Office, New York City, and serves as a member and in a leadership capacity to several other local organizations.

FREDERICK A. FAY, Ph.D.

Dr. Fay was born on September 12, 1944 in Washington, D.C. He is married and the father of one child. He received his B.S. in Psychology and M.S. in Counselling Psychology from the University of Illinois, and presented his Doctoral recitation there on "Effects of a Persuasive Educational Film, Task Groups, and Emotional Role Playing on Architecture Students Behavior and Attitudes Toward Barrier Free Design."

Dr. Fay co-founded Opening Doors, a Washington, D.C. service organization, and has been active in the N.P.F. in the District of Columbia, and several other cities where he has resided.

Presently, he is employed by the Urban Institute in Washington, D.C. He has served [or currently serves] as Assistant Professor, Dept. of Physical Medicine and Rehabilitation, School of Medicine, Boston University; Special Consultant to N.Y. State Rehabilitation and Research Center; Rehabilitation Consultant and Spinal Cord Injury to HEW-SRS-RSA; Consultant Mass. Rehabilitation Commission, Facilities Board; Rhode Island Department of Vocational Rehabilitation. Dr. Fay is a member of the Board of Directors of N.P.F.; a member of the Planning Committee, New England Regional Spinal Cord Injury System; member Steering Committee, Easter Seal Society Center for Applied Studies, and many other Board positions with various agencies, nursing homes, and consumer groups.

Fred Fay has received the N.P.F. Silver Plate Award, the Mass. Association of Paraplegics Certificate of Appreciation, and the Mass. Easter Seal Society Gallantry Award.

LEX FRIEDEN

Lex Frieden was born in Alva, Oklahoma, March 5, 1949. During his high school and college career, Mr. Frieden received many awards for his accomplishments both academically and in the area of community action. In 1967, he was in an automobile accident and became quadriplegic. By the summer of 1967, he had resumed his education and is currently enrolled at the University of Houston, working on his dissertation and thesis, "A Longitudinal Study of Personal Independence in the Daily Living Activities of Quadriplegics." He has been awarded an SRS Doctoral Fellowship.

He has published in Rehabilitation Literature, [A Tale of Two Lives, January, 1973], and has numerous speaking engagements. His interests are music, Scouting, and swimming.

CARL V. GRANGER, M.D.
PROJECT DIRECTOR - R&T-7 T-NEMC

Dr. Granger is Project Director of Tufts Rehabilitation Research & Training Center (R&T-7), sponsoring agency for this Consumer Leadership Conference. Dr. Granger is Professor and Chairman of the Department of Physical and Rehabilitation Medicine at Tufts University School of Medicine and is Physiatrist-in-Chief of the Rehabilitation Institute.

It is largely through his efforts that several collaborative studies with local consumer groups and agencies have been achieved in the Boston area. Dr. Granger has collaborated on several projects with MCOH and has been a leading proponent of consumer involvement. The consumers have excellent representation on several of the advisory boards connected with the Tufts Rehabilitation Research & Training Center.

A resident of Cohasset, Massachusetts, Dr. Granger is the father of two children, Glenn, born in 1953 and Marilyn, born in 1957. He is a graduate of Dartmouth College where he received his AB in 1948 and of New York University Bellevue Medical Center, where he received his M.D. in 1952. Dr. Granger's internship was at Meadowbrook Hospital, Hempstead, New York, for twelve months followed by a six month pathology residency in 1953.

Prior to coming to Boston, Dr. Granger had a general practice in Huntington, New York. He was on active duty with the United States Army from October 1954 to June 1961, and in the U.S. Army Reserve until 1969, as a Major. His residency was in physical medicine and rehabilitation, Walter Reed General Hospital, Washington, D.C. He is licensed to practice in New York, California, Connecticut and Massachusetts. With many professional activities and publications, and more than two dozen publications to his credit, he has lectured at many colleges and universities and held various important posts at several medical schools and hospitals.

Currently, Dr. Granger is Professor and Chairman of the Department of Physical and Rehabilitation Medicine, Tufts University School of Medicine, Physiatrist-in-Chief, Rehabilitation Institute, New England Medical Center; Lecturer at the College of Special Studies, Tufts;

a member of the Hospital Council at New England Medical Center Hospital Medical Board, Medical Records Committee, Computer Advisor Committee. He is also medical consultant to the Boston-Bouve College of Physical Therapy, Northeastern University, and a consultant at five hospitals.

In addition to this active schedule, Dr. Granger has numerous local affiliations with sheltered workshops, agencies, medical advisory committees, and the Easter Seal Society for Crippled Children and Adults of Massachusetts, Inc., Committee for Applied Studies. He holds numerous national and international posts and has directed four seminars at Tufts between 1970 and 1973.

Dr. Granger has been awarded the Gold Pick Axe Award from Dartmouth, class of 1949, in October of 1973.

JUDITH E. HEUMANN
PAST PRESIDENT, DISABLED IN ACTION

Born in Philadelphia, Pennsylvania, on December 18, 1947, Judy Heumann has had an active and colorful career in the area of human rights for the handicapped. She received her B.A. from Long Island University, Brooklyn, New York, and did graduate work at Columbia University School of Social Work and at the School of Public Health at the University of California, Berkeley.

In the spring of 1970, her application for a teaching position was denied on the grounds that she was physically disabled. Ms. Heumann initiated a suit in the New York City Federal Court. In June 1970, the Board of Education settled out of court and awarded the teaching position. This was the first suit of its kind in the Federal Court in the United States. Following this litigation, the New York State Legislature passed a law requiring that all qualified individuals with disabilities had to be hired for teaching positions.

Presently, she is employed as a Research Assistant for the Labor and Public Welfare Committee for Senator Harrison A. Williams, Chairman of the Committee.

Ms. Heumann's activities are extremely numerous and diversified, but all have the communality both vocationally and advocationally of work related to the betterment of mankind, and especially the handicapped. She is sought after as a speaker on a national basis, is a member of the N.R.A. Consumer Task Force Organizer for National Civil Rights Work for the Disabled, member of the President's Committee on Employment of the Handicapped and Consultant to TV and Radio shows for the Public Broadcasting Company.

More recently, Ms. Heumann gained national attention when she and her wheelchair were forcibly ejected from an airplane because the pilot refused to fly a wheelchair passenger. The Airline is currently being sued for damages and it is the hope of the handicapped population that this litigation will be as successful as her first law suit.

C.J. [CONNIE] LAMPOS

EDITOR, ACHIEVEMENT

Born in Little Rock, Arkansas, on August 31, 1913, Connie Lampos moved to Chicago where he lived from 1926 to 1967. He studied creative writing at the University of Chicago, and by 1941 was proficient in three languages. This was followed by several years of additional study and free lance writing. Lampos became a Byzantologist and literary editor for Athene Magazine and subsequently with Ologos [religious publications]. He held each of these positions for ten years. He had an editorial printing business and was involved in Real Estate. He moved to Florida in 1967.

Lampos has been an activist for the handicapped, and is regarded as a pioneer militant whose activities are similar to, but predated the late Dr. King. He has been a fighter of injustice, and has had long and often successful wars with agencies during his noteworthy career.

In 1964, Connie and a friend founded DARE [a housing group in Chicago]. He founded ACHIEVEMENT in September, 1969, with one hundred copies. It is now the fastest growing and only national monthly newspaper by, of, and for the handicapped.

Married, with no children, Lampos says of himself that he holds "just a 31 day a month volunteer job."

GINI LAURIE

Mrs. Joseph S. Laurie was educated at Randolph-Macon Woman's College. Her early volunteer work was with the St. Louis Chapter and the Chagrin Valley Chapter of the American Red Cross. In 1949, she became involved with the Regional Respiratory Polio Center [Toomey Pavilion] in Cleveland, Ohio. From this involvement, she became the driving force of the "Toomey j Gazette," an international journal and information service for the disabled. This has since grown to an annual publication renamed Rehabilitation Gazette. This informative publication has a large circulation internationally, and features news items, general information, travel features, and many other notable columns. It is respected by consumer and professional alike for its pertinent and current information.

Gini has received honors from the Mayor and City of Cleveland; the National Rehabilitation Association's President's Award, and the St. Louis Chapter NPF.

A sought after panelist, Mrs. Laurie has participated in numerous conferences across the country.

THOMAS C. O'BRIEN
SENIOR CONFERENCE COORDINATOR

Thomas O'Brien was born in Danvers, Massachusetts, March 24, 1935. He attended Peabody Schools and Saint Mary's High School. At age 16 he was injured and became paraplegic, but continued his education at the Mass. Hospital School of Canton, and did post graduate work in drafting and design.

He has been active in the consumer movement for many years. He is a Past President of the Mass. Association of Paraplegics and Mass. Council of Organizations of the Handicapped, and under his leadership these organizations adopted a positive program in the areas of legislation and published reports. Some of his more national accomplishments were in lobbying for the Workmens Compensation Second Injury Fund and the sales tax exemption on automobiles for paraplegic drivers.

Also, during his presidency, the Mass. Association of Paraplegics published the well known Housing Needs of the Handicapped survey. While president of the Mass. Council of Organizations of the Handicapped, A Consumer's Guide to Organizing the Handicapped, and A Directory of Organizations of the Handicapped in the United States were published.

Tom O'Brien has been the driving force behind the Mass. Wheelchair Games [which he founded in 1968]

He is currently a member of the Corporation of the National United States Cerebral Palsy Association; a board member of the National Paraplegic Foundation; is President of United Cerebral Palsy of Metropolitan Boston; an alternate delegate to the National Easter Seals Society; a member of the House of Delegates to the Mass. Easter Seal Society; serves on the Governor's Committee on Vocational and Technical Education [where he designed a state plan]. O'Brien serves on many commissions and Task Forces; served as Information Officer for the Governor's Committee on Employment of the Handicapped, and has been guest speaker at many conferences and meetings all across the country.

He is employed as a Special Needs Program Coordinator for the Mass Bay Transportation Authority. Prior to this, he was with a federally funded program concerned with special transportation needs and with the Massachusetts Rehabilitation Commission.

Mr. O'Brien is married, and the father of a seven year old boy.

RUSSELL E. O'CONNELL
COMMISSIONER, MASSACHUSETTS REHABILITATION COMMISSION

Commissioner Russell O'Connell has been Commissioner of the Massachusetts Rehabilitation Commission since 1972, charged with the responsibility of administering Vocational Rehabilitation and Social Security Disability Determination Services in Massachusetts.

For six and one-half years prior to being appointed Commissioner of Rehabilitation, Mr. O'Connell served as Executive Director of the Quincy Community Action Organizations, Inc., administering Office of Economic Opportunity and labor funded programs for a non-profit corporation. In this capacity, great emphasis was placed on heavy consumer participation and involvement.

From 1964 to 1966, Commissioner O'Connell was Director of the Work Training and Experience Program, responsible for administering a program for the purpose of developing and implementing work opportunities and support services for publicly dependent individuals. Prior to this, he was a social worker in the Family Services Program of the Public Welfare Department.

Commissioner O'Connell is a 1961 graduate of the University of New Hampshire, where he was a psychology major and attended the Boston University Graduate School in Administration.

Commissioner O'Connell serves on many advisory boards and is an advocate of consumer involvement in the rehabilitation process.

HAROLD S. REMMES

PROJECT DIRECTOR

MASSACHUSETTS COUNCIL OF ORGANIZATIONS OF THE HANDICAPPED, INC.

Mr. Remmes is the Past President and Founder of the Massachusetts Council of Organizations of the Handicapped, Inc., where he currently serves as Project Director. A graduate of the Industrial School for Crippled Children (now Cotting School for the Handicapped) and Boston University, Mr. Remmes is employed as a Handicapped Services Specialist for The Boston Housing Authority. In that capacity, he supervises the selection, placement, problem solving, of handicapped tenants, the training, and inter-agency relationships of the BHA. Mr. Remmes is well known and has travelled extensively to various agencies and consumer groups throughout the country, speaking on consumer advocacy, and the role of the consumer in the rehabilitation process. He is a member of the Mass. Council of Organizations of the Handicapped; Mass. Association of Paraplegics; Cotting School for Handicapped Children, Alumni Association; Vice President and member of Trustees of the Cotting School for Handicapped Children; member of the Advisory Board of Tufts Rehabilitation & Training Center; member of the Commission on the Handicapped for the City of Boston; Founder on the Task Force on Employment of the Handicapped; a member of Boston University Alumni Association; Chairman of Mass. Easter Seal Society House of Delegates; member of the Board of Directors, Easter Seal Society for Crippled Children and Adults of Massachusetts, Inc.; and holds memberships in various other organizations.

Mr. Remmes is the author of The Consumer's Guide to Organizing the Handicapped, and has had articles in Rehabilitation Record, Rehabilitation Literature, Accent on Living Magazine, ACHIEVEMENT, and served as Project Director in the compilation of a Directory of Organizations of the Handicapped in the United States. He is the author of the Boston Housing Authorities Handbook for Housing the Handicapped, and the co-author of Adaptions for the Housing Adjustments for Disabled Persons, published by the Massachusetts Department of Community Affairs.

Mr. Remmes is active in the Boy Scouts of America, where he was awarded the Silver Beaver Award for Distinguished Service to Boyhood; the Saint George Award from the National Catholic Lay Committee, the Scouters Key, and the Scouters Award. He also holds the MAP Award, an award from the Mass. Chapter of the National Rehabilitation Association, and has been awarded certificates from several local organizations. He was the first recipient of the Distinguished Service Award of the Industrial School for Crippled Children.

VIVIENNE THOMSON

TREASURER

MASSACHUSETTS COUNCIL OF ORGANIZATIONS OF THE HANDICAPPED, INC.

Mrs. Thomson is the mother of two children, a son 17, and a daughter 11. She is a graduate of Girls Latin School, Boston University, Boston Clerical Business School and the Margery Webster Jr. College, in Washington, D.C. Mrs. Thomson was born in Oklahoma, of American Indian parentage (Choctaw tribe).

This native American has a career of public service dating back to 1949, in her community where she has been extremely active in community agencies, and in the local anti-poverty program. Her flashing wheels may be seen traveling from meeting to meeting in activities ranging from the Boston Indian Council, to Employment of the Physical Handicapped.

In 1972, Mrs. Thomson received a scholarship from Massachusetts Department of Community Affairs and the Boston Housing Authority for an eight week training program on Housing Management given by the National Association of Housing and Redevelopment Officials in Washington, D.C. She is currently employed by the Boston Housing Authority as a Handicapped Services Aide, and in that capacity processes applications, finds appropriate housing, and assists in problem solving of handicapped tenants. She is also active in training professionals in the housing field.

Mrs. Thomson has memberships in the Mass. Association of Paraplegics, where she is a member of the Board of Directors and Legislative Chairman; serves as Secretary of the Massachusetts Council of Organizations of the Handicapped; serves on the Boston Task Force for the Handicapped as a member of the Board of Directors; is a member of the National Association of the Housing and Redevelopment Officials, Mass. Easter Seal Society, where she is a member of the House of Delegates; a member of the Mass. League of Women Voters; the Mass. Mental Health Area Board; New England Schaghticoke Indian Association, a Federated Eastern Indian League; the Metropolitan Boston Consumer Health Council where she is a member of the Executive Committee; the

MAUREEN ANN WINN

PRESIDENT,

MASSACHUSETTS COUNCIL OF ORGANIZATIONS OF THE HANDICAPPED, INC.

Mrs. Robert T. Winn is the President of The Massachusetts Council of Organizations of the Handicapped, a post to which she was elected in 1974 in recognition of her leadership and accomplishments in the field of consumer involvement.

Mrs. Winn is a graduate of Arlington High School and Harvard University Extension Courses. She is currently a student at the University of Massachusetts, in Boston, in a program of Public and Community Service. Active on many boards and commissions, on both State and local level, and is extremely interested in the area of legislation.

As a result of Multiple Sclerosis, she functions from a wheelchair—but maintains a pace which would leave many able bodied persons far behind. She works as a professional at Boston University as the Coordinator of Handicapped Students, attends classes at the University of Massachusetts, manages to serve on various committees and flies back and forth between Boston and Washington on a regular basis for the National Multiple Sclerosis Society. Most of Mrs. Winn's free time is spent in lobbying at the State Capitol. As the results of her efforts, she has assisted in the formulation of the Social Security Bill HR5151. While in Washington, she was invited to speak on her Social Security Bill before the President's Commission on Multiple Sclerosis and attended three of their meetings. She was instrumental in the inclusion of the socio-economic impact of MS in the final report. She was also invited to participate in the President's Committee on the Employment of the Handicapped in Washington, in 1973-74. Mrs. Winn writes a monthly column on legislation on pertinent information for the disabled in the ATOMS NEWS.

Among Mrs. Winn's legislative accomplishments has been the drafting and successful enactment of Senate 1579-Chap. 689 Handicapped Housing Bill, which established a Bureau of Handicapped Housing within the State Department of Community Affairs, and Senate 1699-Chap. 528, an

Architectural Barriers Bill which strengthened the existing laws on architectural barriers for the Commonwealth and gave greater powers to the Department of Public Safety Architectural Barriers Board for the enforcement of regulations. Mrs. Winn serves as a member of this Board.

In addition to the activities enumerated above, Mrs. Winn also serves as the Legislative Chairman for MCOH; is a member of the Board of Directors of ATOMS; a member of the Board of Trustees of the Mass. Chapter of the National Multiple Sclerosis Society; a member of that chapter's Patients Services Committee; and Chairman of the Legislative Committee of the Massachusetts Chapter of the Multiple Sclerosis Society. She is also a member of the Governor's Special Commission of the Handicapped; the Easter Seal's Task Force and Architectural Barriers; a member of the Human Services Advisory Council, where she is Legislative Chairman.

Mrs. Winn has received several awards, among them the ATOMS Achievement Award, Wheelchair Decor Certificate of Merit, Mass. Council of Organizations of the Handicapped Distinguished Service Award, the Easter Seal Award, and the Mass. Association of Paraplegics Certificate of Appreciation.

ERVIN H. [BUDDY] WRIGHT, JR.
EASTER SEAL SOCIETY FOR CRIPPLED CHILDREN AND ADULTS
REGIONAL DIRECTOR WEST TENNESSEE REGION

Born in Jackson, Tennessee, on the 3rd of July, 1934, Mr. Wright attended Haywood High School, Brownsville, Tennessee, and received his degree from Memphis State University in 1958. He has done post graduate work at the University of Minnesota in Minneapolis. During his undergraduate work, he was involved with many organizations and was twice President of Sigma Alpha Epsilon Fraternity, and was a charter member of Alpha Phi Omega [Scouting Fraternity].

Since graduation, his involvement has been with the Jr. Chamber of Commerce, local health agencies, Easter Seal Society, [where he holds membership and is Chairman of some committees on both the local and national level]. He is also involved with the Governor's Committee on Employment of the Handicapped; Memphis Goodwill Industries; Handicapped, Inc.; Boy Scouts of America Committee for Handicapped Scouting; Lions Club; and several other community groups.

Mr. Wright holds Eagle Scout rank, is a member of the Order of the Arrow [B.S.A. Honor Camping Society]. In 1966, he received the Governor's trophy as the Handicapped Citizen of the Year, the Gallantry Award from the Easter Seal Society, and the Distinguished Service Award from the Memphis Jaycees.