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Folder Title:

MCEH [Mayor's Commission on Employment of the Handicapped] (Tulsa) Seminar '77

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Copy to Dale Frieden ✓
Send to Lex
DEF

MAYOR'S COMMISSION ON EMPLOYMENT OF THE HANDICAPPED
200 CIVIC CENTER • TULSA, OKLAHOMA • 74103

August 1, 1977

TO: All Members of the Mayor's Commission on Employment of the Handicapped (MCEH).

FROM: Barbara M. Teubner (Mrs.), MCEH Chairman, (eff. July 14, 1977)
2192 South Fulton Place, Tulsa, Oklahoma 74114

NOTICE: The next monthly meeting will be held Thursday, 11:00 a.m., August 11, 1977; Room 1130, City Hall, Tulsa, Oklahoma. PLEASE PLAN TO ATTEND. *on call*

NOTICE: As reflected in the tape-recorded Minutes of July 14, 1977-- (copies of these Minutes are presently being transcribed)-- Each MCEH Member is urged (requested) to submit no later than August 11, 1977 (meeting day) the following: Nominations for the "Employer of The Year Award". Each MCEH Member has received the revised forms for both this award, and "The Employee Award." THE #1 priority is for the Employer Award. Feel free to submit more than one (1) nomination. *no nomination made for 9*

NOTICE: The Annual Fall MCEH Seminar and Awards Luncheon will be held at 12 noon, Monday, September 26, 1977, at the Tulsa Center for the Physically Limited, 815 South Utica. The Honorable Robert J. LaFortune, Mayor, City of Tulsa, Oklahoma, will attend. With appropriate comments Mayor LaFortune will present "The Employer of the Year" award, and other awards. Arrangements have been made, courtesy of Oklahoma Natural Gas Co. (Tulsa), for Mr. Lex M. Frieden, Houston, Texas, to be our Principal Speaker. Plan now to attend this special event. *on call*

NOTICE: Due to the resignation of MCEH Chairman, John L. Byrne, effective June 30, 1977, the following Officers were elected July 14, 1977:
Chairman: Barbara M. Teubner (Mrs.)
Secretary/Treasurer: Mary Bland (Mrs.)
Mr. Roy Wilson continues as Vice-Chairman: Miss Mary Caroline Cole, A.I.A., was elected as MCEH Member, to bring the 7-person Committee to full strength.

PERSONAL NOTE TO ALL MCEH MEMBERS:

YOU are urged to attend ALL MEETINGS; Guests are always welcome. I am requesting that ALL MEMBERS express, in writing, their areas of interest (committees or otherwise), and to indicate their desire to continue as Member/Associate Member. The Commission needs everyone of you. Committee assignments will be announced at the August 11, 1977 meeting. Please mail to my address, above. *all done*

Most sincerely, *Barbara M. Teubner*
Barbara M. Teubner (Mrs. Richard D.) *BMT*

BMT/hs

8-

People and Places In The News

By JULIE BLAKELY
World Society Editor

"TULSA'S MAYOR'S Commission on Employment of the Handicapped is one of the best in the west," said Lex M. Frieden, Houston, director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation and Research.

This was at a luncheon held at noon at the Tulsa Center for Physically Limited that brought involved Tulsans from all walks of life to see awards presented to John Byrne for his work at Children's Medical Center; to Sun Pipe Line as employer of the year, and to Woodland Hills Mall for accessibility consideration in building.

Mrs. Richard M. (Barbara) Teubner, chairman, introduced the presenters, Mayor Robert J. LaFortune, Mary Caroline Cole, A.I.A. and JaniGuss. Bill Smith, accepted the Mall and Gordon Kirk for Sun.

FRIEDEN WHO became

paralyzed from the neck down following a car accident when he was a freshman at the University of Tulsa. He went on to graduate and do work on his doctorate in social and rehabilitation psychology. The 28-year-old man, whose father, Dale M. Frieden is a vice president of Oklahoma Natural Gas, was flown to Tulsa by ONG and welcomed by C. C. Ingram, president.

"Reforms are expensive but there are needs for reforms in physical accessibility, in employment for instance, modified work schedules that would include split shifts, or half-day work, the teaming of a severely handicapped with one who might be more mentally handicapped, the two could mesh their talents. Use of braille on office equipment, there are many services a blind person can do if guided by braille.

FRIEDEN SUGGESTS a tax allowance for those who employ a large number of handicapped, urges more high level jobs for the handicapped, establish quotas and make known regulations regarding promotions.

"One Houston bank has tellers who can read braille and speak by hand to the deaf. In Houston, 15 per cent of the people are handicapped. They will patronize a bank or any other establishment that can accommodate their needs. Many places we cannot get in to do business," Frieden said.

Welcoming guests in the foyer were Mrs. N. D. Henshaw, president of the Tulsa Center for Physically Limited and Mrs. Robert Murdock, executive director.



All heart—that's the word of Mrs. Joy Avery-Dewelt, left, who used sign language to interpret the words of Mrs. Barbara Teubner, center, chairman of the Mayor's Commission on Employment of the Handicapped and guest speaker, former Tulsan Lex M. Frieden, Houston, at luncheon Monday at the Tulsa Center for Physically Limited. (Related news in People and Places. World Staff Photo)

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9-28-77.

TULSA WORLD

Family



MCEH Speaker

Lex Frieden, director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation & Research in Houston, will speak at an awards seminar luncheon of the Mayor's Commission on Employment of the Handicapped here Sept. 26. Frieden is a University of Tulsa graduate and a quadriplegic who has positions in several national and regional committees for the handicapped. He also is a consultant panel member on the U.S. House of Representatives' Committee on Science & Technology.

People and Places In The News

By JULIE BLAKELY
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Little more than a year ago a group of women interested in the Margaret Hudson Program banded together to form an auxiliary and help the school by putting on a bazaar.

They sewed, glued, pasted, stuffed and cut, solicited goodies from friends and kins and sold over \$1,000 of hand craft. Actually the sale was so successful they didn't really organize a "real" auxiliary until after the sale.

This year a giant garage sale is slated Friday and Saturday at John Calvin Presbyterian church 8181 E. 31st St. with proceeds to help the MHP.

This provides schooling for pregnant students. Volunteers give time to the girls and schools and focus attention on the problems of teen-age parents. The auxiliaries serve as ambassadors of the Margaret Hudson Program.

NOW THE auxiliary meets once a month to hear a speaker from the school. Beginning in November they will meet at the school the fourth Tuesday of each month at 9:30 a.m.

The MHP headquarters are at 507 E. Easton St., where since it began in 1969, over 1,500 girls have been enrolled, sometimes as many as 75 to 85 at a time. Teen-age pregnancy cuts across all racial and socio-economic groups with 94 per cent of the school-age parents keeping their children.

The organization was named Margaret Hudson to honor a Tulsa physician who pioneered child health care for the City Health Department.

Mrs. Robert Block is president of the group.

THEY CALL IT the "Model T Club," those graduates of the University of Tulsa and its predecessor, Henry Kendall College and they will be seated together at the TU alumni luncheon at Westby Center at noon Saturday. Ralph Veatch is leader of this segment of alumni.

DR. AND MRS. Walter Brown have as their houseguests their son and daughter-in-law Dr. and Mrs. Phillip Brown and their children Brooke and Sara of Nashville, Tenn. Dr. Phillip Brown is senior resident in cardio thoracic surgery at Vanderbilt University Medical Center. Mrs. Brown is the former Sue Nuckolls, Ponca City.

The visitors are sharing time with his aunt Naomi Harrington.

ANNOUNCEMENT IS made by Mrs. Oleta Osborn Moorman and John Thurman Murdock of their marriage Sept. 16 in Enid. Vows were exchanged in a garden ceremony in the home of the bridegroom's daughter and son-in-law Mr. and Mrs. George Howard Wilson.

NOW AT HOME in Stillwater where the bridegroom is a student at the Oklahoma State University are Mr. and Mrs. Joshua Kim Mikesuah, who were married Sept. 2 in Wichita Falls, Tex.

The bride, the former Edythe Dalene Yoder, is the daughter of Mr. and Mrs. E. W. Yoder and the bridegroom is the son of Mr. and Mrs. Henry Mikesuah, Duncan.

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May alf Deal

TULSA WORLD

Business / Oil

Riley W. Wilson, Editor

Handicapped Crusader, TU Grad, Sets Talk Here

(P) — Tenneco LNG announced tentative plans to share equally in a liquefied natural gas project near Saint John, New Brunswick.

The subsidiary said it has signed with Dome Petroleum of Calgary, also provides for the construction and

owns a 20-year contract with Algeria's government and gas company, for of about 1 billion cubic feet of liquefied natural gas.

NAL Energy Board in begin a hearing this week on two Tenneco long-term LNG Ltd. contracts, to construct and operate a terminal and to import natural gas.

so would involve the a 70-mile Canadian pipeline as Canada Pipelines Inc. U.S. line by Tenneco Inc.

the liquefied natural gas would be received as a major new project for Tenneco's Tennessee Co., which is operating from Texas

entist with the USGS

reated under an existing by President 27, 1923. Designated Petroleum Reserve No. 4, it was the last of to be placed under control of the Navy. Other reserves of the Navy are in Buena Vista, Calif., and Wyo.

TOTALING 37,000 square feet, is located in a vast basin on Alaska's North Slope. The Prudhoe Bay Field. for petroleum was let-4 by the Navy between 1953. Although none of the deposits discovered enough to warrant decided provide positive potential major oil production Slope.

many large anticline prominent oil and gas field was largely sedimentary formations

deposits discovered at 18, however, were formations in an underground. This discovery commercial petroleum could provide information than needed.

program undermine the position of gas in these basins in other settings, in-

In 1967 Lex Frieden graduated from Alva High School after being voted "Most Likely to Succeed" by his peers. At the time, they didn't know just how successful their classmate—captain of the golf team and Little League coach—would be.

Frieden is a graduate of the University of Tulsa and has done doctoral work in social and rehabilitation psychology.

At 28, he is director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation and Research in Houston. He has an impressive list of credentials that includes consulting with the U.S. House of Representatives' Committee on Science and Technology.

HE'S DONE IT all from a wheelchair, after being paralyzed from the neck down in an automobile accident his first semester of college.

Frieden is in Tulsa to speak Monday at the annual employers' awards-seminar luncheon of the Mayor's Commission on Employment of the Handicapped.

Frieden has been called a consumer advocate.

"I am interested in the rights of the handicapped to be consumers of the goods and services that are available to the rest of society," Frieden said, but he doesn't like a characterization that links him with Nadarism.

"DISABLED PEOPLE should take advantage of every opportunity to speak out for their rights."

Frieden himself appeared at the stockholders meeting of Gulf Oil last June to encourage the company to continue providing necessary services and facilities to the handicapped.

"Many businesses could increase sales by making goods and services available to the handicapped," said Frieden, who grew up learning about the free enterprise system. His dad, Dale E. Frieden, is vice president of marketing for Oklahoma Natural Gas Co.

Some examples of accessibility are obvious, such as curb ramps and door openings wide enough to accommodate wheelchairs. But Frieden said there are also less obvious things, such as having all types of products in reach of the person in a wheelchair at the grocery store or elevator buttons with the numbers in Braille in the office building.

"ESTABLISHMENTS that provide services also must learn to recognize the right of the handicapped person to an independent



Frieden at the Gulf Oil stockholders meeting in June.

dent life. I could cite countless examples of waiters delivering the check to the girl I was taking to dinner," said Frieden, who has been married less than two weeks.

Frieden said at least one-third of the 36 million physically or mentally handicapped persons in the United States could be working. However, less than half of these are employed.

Frieden said that traditionally employers have been given two reasons for hiring the handicapped. First, handicapped people make good employees; and second, if people are employed, they are off welfare.

"BUT MANY handicapped people are more concerned with the moral rather than these economic reasons," he said. "The right to work, be productive and earn a living belong to the disabled person, as much as to any other individual."

In Frieden's job as director of research, he is responsible for

Education and Welfare.

During a six-week stay at the center, handicapped people who have been confined to nursing homes, or other situations where they have been dependent on others, learn to be independent.

FRIEDEN SAID THE consequences of the program are significant.

"People are able to look at themselves, despite their physical disabilities, as responsible for their own care, productivity and happiness."

The project is unique in that it picks up where medical rehabilitation leaves off, an area long ignored, said Frieden.

"Rehabilitation traditionally focused on physical restoration to the extent possible. We pick up with social and psychological restoration helping the individual to learn skills that facilitate independent living and social participation."

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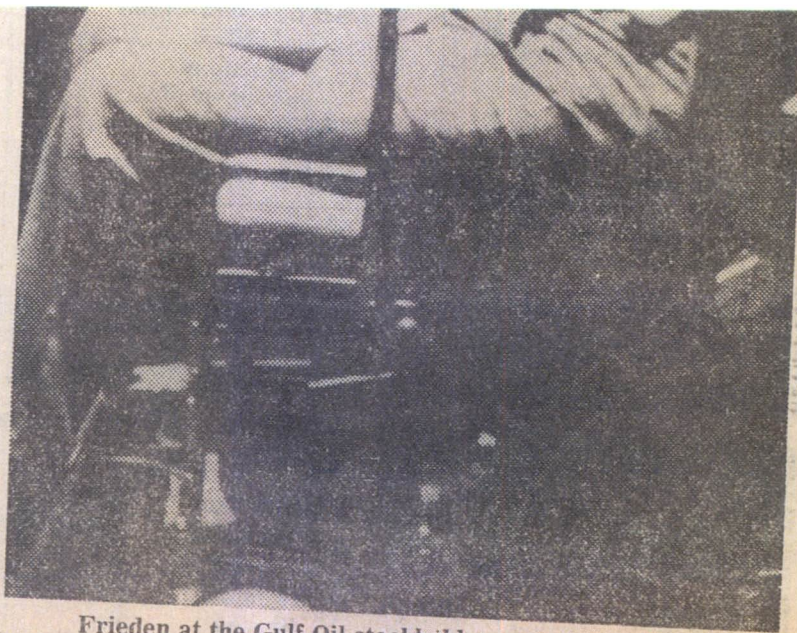
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REFLECTIONS

Is Now Taking Bookings For
Private Parties. Why Not
Book Your Company Party.
Now For The Holidays.
for details call

664-6444

REFLECTIONS

Getty 'Cat Staked

Getty Oil Co. has staked the No. 1
Davis, Section 16, Block A6, H&GN
Survey, Gray County, Texas
Panhandle, a 15,000-foot wildcat.

LAST CHANCE!

TONIGHT TILL MIDNIGHT BUY
ADVANCE TULSA STATE FAIR TICKETS
ON THE FAIRGROUNDS AT EXPO BLDG.
AND PAVILION. FIVE TICKETS ONLY
FIVE DOLLARS. LAST CHANCE TO SAVE 50%.
ADVANCE FAIR TICKETS

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MARY CAROLINE COLE
architect

15 EAST 21ST • TULSA, OKLAHOMA 74114 • 582-0751

17 OCT. 1977

DEAR LEX

ENJOYED HEARING YOU THE
OTHER NOON & ALSO EN-
JOYED MEETING YOUR NICE
PARENTS.

HERE ARE THE CLIPPINGS
FOR YOUR BABY BOOK! (YOU
SHOULD SEE MINE - THE
NEXT KIDS DIDN'T EVEN
HAVE ONE )

ESP. LIKED YOUR FORMER
TALK ABOUT THE APT. 6 OF
YOU REMODELED OR BOUGHT.
VERY THOT PROVOKING. THE
APT. BUILDERS ARE STILL
FIGHTING THE 1 out of 25 UNIT
DEAL.

Sincerely
Mary Caroline

MEMBER
AMERICAN INSTITUTE OF ARCHITECTS





Frieden

OCT 3 1977

THE GOVERNOR'S COMMITTEE ON
EMPLOYMENT OF THE HANDICAPPED

301 Will Rogers Memorial Building - Telephone (405) 521-3756

State Capitol Complex

Oklahoma City, Oklahoma 73105

September 30, 1977

George Palmer, Vice President
for Personnel & Public Affairs
Oklahoma Natural Gas
P. O. Box 871
Tulsa, Oklahoma 74102

Dear George:

Enclosed find some pictures made during the employers luncheon of the Mayors Committee on Employment of the Handicapped. We thought you might like to give the pictures to Mr. Frieden so that he might give them to Lex. We do have negatives and should you desire additional pictures, just let us know.

Please express my appreciation to Ms. Neal, as well as other members of the staff, for inviting me as ONGs guest for the luncheon. We do appreciate the outstanding job you are doing for the handicapped and veterans of the State and we hope to be able to work with you and members of ONG for many years.

Sincerely,

Don Davis

DON DAVIS
Executive Secretary

Encl

DD:lk

*original letter returned to Palmer
copy sent to Tuelner with 1 picture.
copy retained with picture for Neal's files
copy to Frieden with 5 pictures
to be sent to Lex*

*LWN
10-3*

10/13





OKLAHOMA NATURAL GAS COMPANY

POST OFFICE BOX 871

TULSA, OKLAHOMA 74102

(918) 583-6161

November 3, 1977

Lex Frieden
Texas Institute
For Rehabilitation
and Research
The Texas Medical Center
P. O. Box 20095
Houston, TX 77025

Dear Lex:

Pardon my tardiness. It seems I have been afflicted with a letter writing aversion brought on by the fact that I'm letting you down . . . because the newspaper editor here let me down. Though your picture was faithfully marked--both with an attached note and with "return to sender" on the back--to be returned, the picture got thrown away over at the Tulsa World. The editor suggested that Gulf would probably be glad to provide you with another print, and they probably would; but I certainly am sorry I didn't get the print back. I did try, though.

Thank you once again for the time you gave me. I'll again say: It was a very easy story to write because of your ability to articulate salient points in a way that needed almost no changes from the spoken to the written medium.

We are still expecting to receive from you a contact sheet or prints depicting you in either work or consumer-type situations. As was mentioned, pictures are needed to accompany a Gasette feature that is being planned, using basically the same story I prepared for the newspaper.

If I can ever be of help to you, for whatever reason, don't hesitate to call.

Sincerely,

Charlene

Charlene Bassett
Public Relations Representative





Left Photo: Tulsa Mayor Robert LaFortune, (right) presents the "Employer of the Year" Award to Sun Company Inc., for their efforts in employing the handicapped. Gordon Kirk, (left) President of the Sun Pipe Line Company receives the award for the company.

Right Photo: Lex Frieden, (center) director of Transitional Living Project, Texas Institute of Rehabilitation, Houston, was the principal speaker at the Tulsa Mayor's Commission Annual Awards Seminar Luncheon. Pictured (left to right) are C.C. Ingram, Chairman of the Board & Chief Executive Officer of Oklahoma Natural Gas, George Palmer, Vice-Pres., Personnel & Public Affairs of ONG, Barbara Teibner, Chairman of Oklahoma Tulsa Mayor's Commission and Dee Friden, Vice-Pres., Marketing ONG.



BARTLESVILLE The Bartlesville Mayor's Committee on Employment of the Handicapped held their Annual Awards Banquet on October 14th, during "National Employ the Handicapped Week". About 80 persons attended the meeting, including Bartlesville Mayor Keith Carter, city commissioners, and members of the Bartlesville Club for the Physically Handicapped. Mrs. Don Wilson received the Bartlesville "Handicapped Citizen of the Year" Award for her untiring support of all programs involving the handicapped. Also cited for their support of handicapped programs were Phillips Petroleum Company, and Reda Pump Company, a division of T.R.W. Inc.

Mike Phillips of Tulsa, President of Oklahoma Coalition of Citizens with Disabilities was the featured speaker at the banquet. Mr. Phillips founded W.I.N., (Wheelchair Independence Now) in 1971, and has been a staunch supporter of Barrier Free Design, and the rights of handicapped people throughout the state of Oklahoma.

Oklahoma Governor's Committee on
EMPLOYMENT OF THE HANDICAPPED
Don Davis, Exec. Sec'y
Don Smith, Adm. Asst.
301 Will Rogers Building
Oklahoma City, Oklahoma 73105



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2223 EAST 54TH STREET
TULSA OK 74105

THE GOVERNOR'S COMMITTEE ON
EMPLOYMENT OF THE HANDICAPPED

301 Will Rogers Memorial Building - 521-3756
State Capitol Complex
Oklahoma City, Oklahoma 73105



DON DAVIS
Executive Secretary

DON SMITH
Administrative Secretary



JOHN B. HARRIS
Chairman

WALTER BULLINGER
Secretary - Treasurer

NEWSLETTER

OCTOBER 1977

MAYOR'S COMMITTEES IN ACTION



Left Photo: Oklahoma City Mayor, Patience Latting, (left) presents the Oklahoma City "Handicapped Citizen of the Year" Citation to Gregg Burns. George Lewis (right) Mayor's Committee Chairman participated in the presentation. Gregg although severely handicapped has achieved national recognition as an artist.

Right Photo: Orvil Jones, Plant Manager of Dayton Tires, receives the "Employer of the Year" Award (over 200 employees). Mayor Patience Latting (left) and George Lewis Mayor's Committee Chairman (right) assists in the presentation. Dayton Tire was cited for their efforts in employing the handicapped.



Left Photo: Mayor Patience Latting of Oklahoma City, (left) presents the "Employer of the Year" Award (under 200 employees) to Robert Schroer Manager of Boulevard Cafeteria. The Boulevard was cited for their outstanding efforts in employing the handicapped. George Lewis (right) assists in the presentation.



Hire the Handicapped . . . Oklahomans Know it is Good Business

OKLAHOMA NATURAL GAS COMPANY

POST OFFICE BOX 871

TULSA, OKLAHOMA 74102

LAVON W. NEAL
Vice President
Corporate Responsibility and Services

(918) 583-6161

September 29, 1977

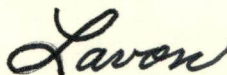
Mr. L. M. Frieden
Texas Institute of Research
and Rehabilitation Annex
105 Drew
Houston, TX 77006

Dear Lex:

I was so pleased to hear all the good reports of your talk at the MCEH Annual Employers' Awards Seminar Luncheon. Just thought you might like some extra copies of the newspaper articles, which I have enclosed.

Looking forward to seeing you the next time you are in Tulsa.

Sincerely,



Lavon W. Neal

Enclosures

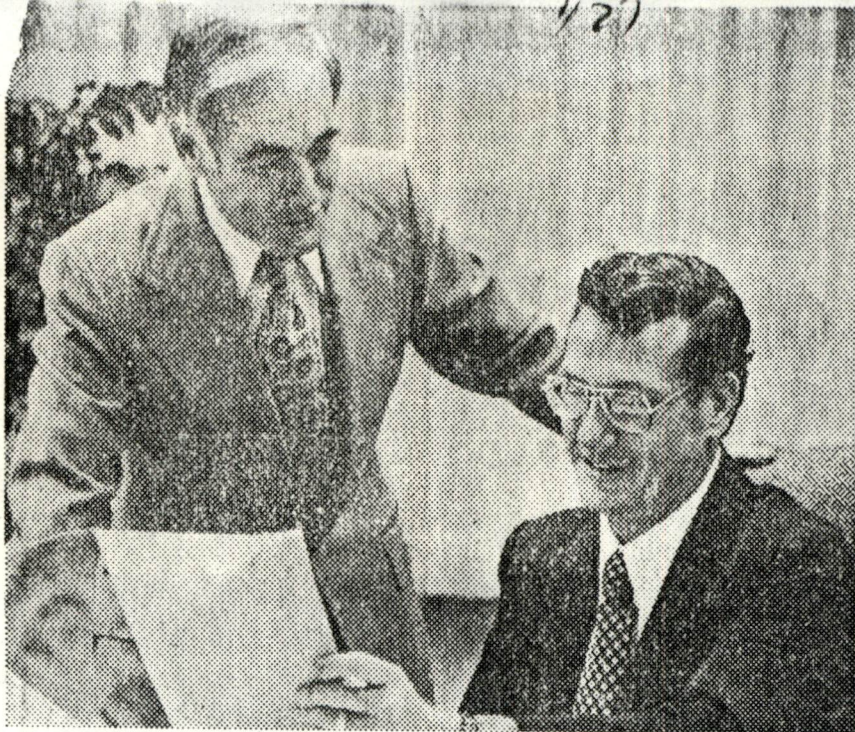


Friday, September 16, 1977



MCEH Speaker

Lex Frieden, director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation & Research in Houston, will speak at an awards seminar luncheon of the Mayor's Commission on Employment of the Handicapped here Sept. 26. Frieden is a University of Tulsa graduate and a quadriplegic who has positions in several national and regional committees for the handicapped. He also is a consultant panel member on the U.S. House of Representatives' Committee on Science & Technology.



SUN RECEIVES AWARD — Gordon Kirk (right), president of Sun Pipe Line Co., and Doug Spurrier, employee counselor, discuss award letter. (Tribune photo by Lewis Jarrett)

Sun Pipe Line honored for hiring handicapped

By LAURIE MOWER

Deana Haynes, a deaf mute, has worked as a keypunch operator at Sun Co., Inc., for eight years. Another deaf woman and a man with cerebral palsy work in the credit card division of the same company.

Over-all in the Tulsa complex, Sun officials estimate they have at least eight or 10 other persons who could be considered handicapped.

However, most of them do not think they are handicapped and neither does Sun.

That may be part of the reason Sun today received the Tulsa Mayor's Commission on Employment of the Handicapped Employer of the Year award.

Mayor LaFortune presented the award to Gordon Kirk, president of the Sun Pipe Line Co. and chairman of the Sun Managers' Council, in the Tulsa complex at a noon luncheon.

When Mrs. Haynes came to work for Sun, no federal or state affirmative action programs required the company to hire her.

The manager of the keypunch department was interested in working with the handicapped and hired Mrs. Haynes through a program begun by the Mayor's commission in 1956.

"WE DID REAL well," said a woman who was employed in keypunch when Mrs. Haynes first went to work.

"We had a supervisor who was real patient. And Dee's smart, she said.

Mrs. Haynes, a 39-year-old mother of two, laughs and appears to communicate easily with her co-workers, who speak highly of her ability and good humor at work.

"Everybody includes her," said Betty Sorenson, a keypunch operator.

Until a company meeting with the United Way several weeks ago, Sun never used sign language interpreters for Mrs. Haynes, Mrs. Sorenson said. But interpreters will be present

during the next meeting scheduled, she said.

Before this year, the company was unable to get interpreters for its meetings, one official said. But a recent federal law concerning the handicapped has made agencies which serve disabled persons easier to locate, he added.

Sun now has a stated affirmative action program, in compliance with federal rules, but the company's attitude toward employing handicapped persons is the same as it was eight years ago.

"IT'S JUST A feeling for people," said Doug Spurrier, employee counselor at Sun. "You don't just turn them away because they have a physical disability."

"The concept we operate from," said Bob Schaeffer, human resources representative for Sunmark Industries, "is the disability rests with the individual, but the handicap rests with the environment."

The company can do nothing about the physical disability, but the handicap can be corrected, he said.

It may mean raising the level of a desk for someone in a wheelchair, or just setting up a system of note writing to communicate with a deaf person, he added.

Kirk said Sun's policy is to "seek out and employ people regardless of their handicap, race, color or creed." He said, though, that even after eight years, the company has just begun.

At present, Sun in Tulsa is conducting a survey to determine how accessible its buildings are to the handicapped, Schaeffer said.

SEMINARS WITH managers and supervisors are being set up to explain the benefits to the company of hiring disabled persons, Spurrier said. The handicapped, he said, have less absenteeism and a lower turnover according to statistics.

Schaeffer said the goal of the seminars is to make managers aware of potential employees.

Kirk said Sun is conducting a national survey of its offices to determine how many of its employees are handicapped.

However, the results of the employee survey probably will be an underestimate, Spurrier said. "Many don't consider themselves handicapped."

Monday, September 26, 1977

Handicapped Crusader, TU Grad, Sets Talk Here

In 1967 Lex Frieden graduated from Alva High School after being voted "Most Likely to Succeed" by his peers. At the time, they didn't know just how successful their classmate—captain of the golf team and Little League coach—would be.

Frieden is a graduate of the University of Tulsa and has done doctoral work in social and rehabilitation psychology.

At 28, he is director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation and Research in Houston. He has an impressive list of credentials that includes consulting with the U.S. House of Representatives' Committee on Science and Technology.

HE'S DONE IT all from a wheelchair, after being paralyzed from the neck down in an automobile accident his first semester of college.

Frieden is in Tulsa to speak Monday at the annual employers' awards-seminar luncheon of the Mayor's Commission on Employment of the Handicapped.

Frieden has been called a consumer advocate.

"I am interested in the rights of the handicapped to be consumers of the goods and services that are available to the rest of society," Frieden said, but he doesn't like a characterization that links him with Nadarism.

"DISABLED PEOPLE should take advantage of every opportunity to speak out for their rights."

Frieden himself appeared at the stockholders meeting of Gulf Oil last June to encourage the company to continue providing necessary services and facilities to the handicapped.

"Many businesses could increase sales by making goods and services available to the handicapped," said Frieden, who grew up learning about the free enterprise system. His dad, Dale E. Frieden, is vice president of marketing for Oklahoma Natural Gas Co.

Some examples of accessibility are obvious, such as curb ramps and door openings wide enough to accommodate wheelchairs. But Frieden said there are also less obvious things, such as having all types of products in reach of the person in a wheelchair at the grocery store or elevator buttons with the numbers in Braille in the office building.

"ESTABLISHMENTS that provide services also must learn to recognize the right of the handicapped person to an independent



Frieden at the Gulf Oil stockholders meeting in June.

dent life. I could cite countless examples of waiters delivering the check to the girl I was taking to dinner," said Frieden, who has been married less than two weeks.

Frieden said at least one-third of the 36 million physically or mentally handicapped persons in the United States could be working. However, less than half of these are employed.

Frieden said that traditionally employers have been given two reasons for hiring the handicapped. First, handicapped people make good employees; and second, if people are employed, they are off welfare.

"BUT MANY handicapped people are more concerned with the moral rather than these economic reasons," he said. "The right to work, be productive and earn a living belong to the disabled person, as much as to any other individual."

In Frieden's job as director of research, he is responsible for overall evaluation of the New Options Transitional Living Project, a model project operating under a grant from the Rehabilitation Services Administration of the Department of Health,

Education and Welfare.

During a six-week stay at the center, handicapped people who have been confined to nursing homes, or other situations where they have been dependent on others, learn to be independent.

FRIEDEN SAID THE consequences of the program are significant.

"People are able to look at themselves, despite their physical disabilities, as responsible for their own care, productivity and happiness."

The project is unique in that it picks up where medical rehabilitation leaves off, an area long ignored, said Frieden.

"Rehabilitation traditionally focused on physical restoration to the extent possible. We pick up with social and psychological restoration helping the individual to learn skills that facilitate independent living and social participation."

People and Places In The News

By JULIE BLAKELY
World Society Editor

Little more than a year ago a group of women interested in the Margaret Hudson Program banded together to form an auxiliary and help the school by putting on a bazaar.

They sewed, glued, pasted, stuffed and cut, solicited goodies from friends and kins and sold over \$1,000 of hand craft. Actually the sale was so successful they didn't really organize a "real" auxiliary until after the sale.

This year a giant garage sale is slated Friday and Saturday at John Calvin Presbyterian church 8181 E. 31st St. with proceeds to help the MHP.

This provides schooling for pregnant students. Volunteers give time to the girls and schools and focus attention on the problems of teen-age parents. The auxiliaries serve as ambassadors of the Margaret Hudson Program.

NOW THE auxiliary meets once a month to hear a speaker from the school. Beginning in November they will meet at the school the fourth Tuesday of each month at 9:30 a.m.

The MHP headquarters are at 507 E. Easton St., where since it began in 1969, over 1,500 girls have been enrolled, sometimes as many as 75 to 85 at a time. Teen-age pregnancy cuts across all racial and socio-economic groups with 94 per cent of the school-age parents keeping their children.

The organization was named Margaret Hudson to honor a Tulsa physician who pioneered child health care for the City Health Department.

Mrs. Robert Block is president of the group.

THEY CALL IT the "Model T Club," those graduates of the University of Tulsa and its predecessor, Henry Kendall College and they will be seated together at the TU alumni luncheon at Westby Center at noon

paralyzed from the neck down following a car accident when he was a freshman at the University of Tulsa. He went on to graduate and do work on his doctorate in social and rehabilitation psychology. The 28-year-old man, whose father, Dale M. Frieden is a vice president of Oklahoma Natural Gas, was flown to Tulsa by ONG and welcomed by C. C. Ingram, president.

"Reforms are expensive but there are needs for reforms in physical accessibility, in employment for instance, modified work schedules that would include split shifts, or half-day work, the teaming of a severely handicapped with one who might be more mentally handicapped, the two could mesh their talents. Use of braille on office equipment, there are many services a blind person can do if guided by braille.

FRIEDEN SUGGESTS a tax allowance for those who employ a large number of handicapped, urges more high level jobs for the handicapped, establish quotas and make known regulations regarding promotions.

"One Houston bank has tellers who can read braille and speak by hand to the deaf. In Houston, 15 per cent of the people are handicapped. They will patronize a bank or any other establishment that can accommodate their needs. Many places we cannot get in to do business," Frieden said.

Welcoming guests in the foyer were Mrs. N. D. Henshaw, president of the Tulsa Center for Physically Limited and Mrs. Robert Murdock, executive director.



All heart—that's the word of Mrs. Joy Avery-Dewelt, left, who used sign language to interpret the words of Mrs. Barbara Teubner, center, chairman of the Mayor's Commission on Employment of the Handicapped and guest speaker, former Tulsan Lex M. Frieden, Houston, at luncheon Monday at the Tulsa Center for Physically Limited. (Related news in People and Places. World Staff Photo)

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THEY CALL IT the "Model T Club," those graduates of the University of Tulsa and its predecessor, Henry Kendall College and they will be seated together at the TU alumni luncheon at Westby Center at noon Saturday. Ralph Veatch is leader of this segment of alumni.

DR. AND MRS. Walter Brown have as their houseguests their son and daughter-in-law Dr. and Mrs. Phillip Brown and their children Brooke and Sara of Nashville, Tenn. Dr. Phillip Brown is senior resident in cardio thoracic surgery at Vanderbilt University Medical Center. Mrs. Brown is the former Sue Nuckolls, Ponca City.

The visitors are sharing time with his aunt Naomi Harrington.

ANNOUNCEMENT IS made by Mrs. Oleta Osborn Moorman and John Thurman Murdock of their marriage Sept. 16 in Enid. Vows were exchanged in a garden ceremony in the home of the bridegroom's daughter and son-in-law Mr. and Mrs. George Howard Wilson.

NOW AT HOME in Stillwater where the bridegroom is a student at the Oklahoma State University are Mr. and Mrs. Joshua Kim Mikesuah, who were married Sept. 2 in Wichita Falls, Tex.

The bride, the former Edythe Dalene Yoder, is the daughter of Mr. and Mrs. E. W. Yoder and the bridegroom is the son of Mr. and Mrs. Henry Mihesuah, Duncan.

"TULSA'S MAYOR'S Commission on Employment of the Handicapped is one of the best in the west," said Lex M. Frieden, Houston, director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation and Research.

This was at a luncheon held at noon at the Tulsa Center for Physically Limited that brought involved Tulsans from all walks of life to see awards presented to John Byrne for his work at Children's Medical Center; to Sun Pipe Line as employer of the year, and to Woodland Hills Mall for accessibility consideration in building.

Mrs. Richard M. (Barbara) Teubner, chairman, introduced the presenters, Mayor Robert J. LaFortune, Mary Caroline Cole, A.I.A. and JaniGuss. Bill Smith, accepted the Mall and Gordon Kirk for Sun.

FRIEDEN WHO became

following a car accident when he was a freshman at the University of Tulsa. He went on to graduate and do work on his doctorate in social and rehabilitation psychology. The 28-year-old man, whose father, Dale M. Frieden is a vice president of Oklahoma Natural Gas, was flown to Tulsa by ONG and welcomed by C. C. Ingram, president.

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All heart—that's the word of Mrs. Dewelt, left, who used sign language the words of Mrs. Barbara Teubner, chairman of the Mayor's Commission on Employment of the Handicapped speaker, former Tulsa Lex M. Frieden at luncheon Monday at the Tulsa Physically Limited. (Related news in Places, World Staff Photo)

OKLAHOMA NATURAL GAS COMPANY

POST OFFICE BOX 871

TULSA, OKLAHOMA 74102

LAVON W. NEAL
Vice President
Corporate Responsibility and Services

(918) 583-6161

July 20, 1977

Mr. L. M. Frieden
9667 Meadowvale
Houston, TX 77042

Dear Lex:

On behalf of the Mayor's Commission on Employment of the Handicapped, I am inviting you to speak at the Fall Employers' Award and Seminar luncheon at 12 noon Monday, September 26, at the Tulsa Recreation for the Physically Limited.

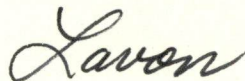
As discussed in our telephone conversation on July 19, this is to confirm your 20- to 25-minute talk at the Seminar. As I mentioned, the mayor will attend and present the Commission's "Employer of the Year" award.

We are going to make a great effort to have a large number of Tulsa employers represented at this Seminar and provide, through your communication, education to make the Tulsa employers aware of the needs of the handicapped and the desirability of employing the handicapped.

For your introduction, I will need your biographical sketch. Also, we would like to have two black and white glossy photographs as we are going to try to get good media coverage. If you would let me know when you would like to arrive and depart, we will be glad to send you a first-class ticket.

For your information, I am enclosing a copy of the June 9 minutes of the Commission's meeting and other correspondence. Looking forward to seeing you.

Sincerely,



Lavon W. Neal

Enclosures

Copy: Barbara Teubner
Chairperson, M.C.E.H.



TEXAS INSTITUTE FOR REHABILITATION AND RESEARCH
IN THE
TEXAS MEDICAL CENTER
1333 MOORSUND AVENUE
HOUSTON, TEXAS 77030

P. O. Box 20095
Houston, Texas 77025

Telephone
Area Code 713, 797-1440

August 23, 1977

Ms. Lavon Neal
Oklahoma Natural Gas Company
P. O. Box 871
Tulsa, Oklahoma 74102

Dear Ms. Neal:

Thank you for inviting me to speak at the Employers Seminar on September 26 sponsored by the Mayors Commission on Employment of the Handicapped. As you know, I always appreciate the opportunity to visit Tulsa.

Due to the nature of my disability, I require the assistance of an attendant, Malcolm Brody, who will accompany me to Tulsa. If it would be allright with you, I will send you receipts for our coach fare reimbursement after the meeting.

I am enclosing a biographical sketch for you, and I will send pictures as soon as I have them. Please let me know if there is any other material you would like, or if there are other arrangements I should make.

I look forward to seeing you next month. I hope I can make a worthwhile contribution to your program.

Sincerely,

Lex Frieden
New Options Research Director

LF/asm
enclosure



MAYOR'S COMMISSION ON EMPLOYMENT OF THE HANDICAPPED
200 CIVIC CENTER • TULSA, OKLAHOMA • 74103

MINUTES OF THE MEETING OF THE M.C.E.H.
June 9, 1977

Members Present:

Mrs. Mary Bland
John L. Byrne
Bill J. Schneider
Mrs. Barbara Teubner
Roy Wilson
Frank Winford

Associate Members Present:

Russell Bami
Miss Mary Caroline Cole
Joe Darnell
Gerald Garner
Mrs. Jani Guss
Dan Holt
Dean Lassman
Miss Marie Morrison
Mrs. Lavon Neal
Robert Schaeffer
Doug Spurrier
Mrs. Ursula Velazquez
Mrs. Wanda Walker

The Chairman regrets the briefness of these minutes but the recording device did not function and the following minutes have been reconstituted from memory.

The minutes of the May 12, 1977 meeting were approved with the following corrections:

- (1) In addition to the minutes of the April 14, 1977 meeting being distributed to the members, a new roster was also distributed.
- (2) Under Public Relations Committee the date of the Arthritis Factory's opening should have been April 27, 1977 rather than April 22, 1977. With these corrections the minutes were approved.

COMMITTEE REPORTS:

ARCHITECTURAL BARRIERS COMMITTEE: Mr. John Byrne stated he has asked Miss Mary Caroline Cole to assume the responsibilities of the chairmanship of the Architectural Barriers Committee. Mr. Mike Phillips, former chairman, had asked to be replaced as chairman due to his time commitment with the Oklahoma Coalition of Citizens with Disabilities.

*John
7-5*

AWARDS AND RECOGNITION COMMITTEE: The Committee has a form for Employer of the Year and Handicapped Citizen of the Year. These forms will be reproduced and distributed to all the members with the minutes of this meeting. Everyone is encouraged to recommend candidates to the Committee.

PUBLIC INFORMATION COMMITTEE: The Arthritis Factory has asked that the list of items which they require to carry out their work be as widely distributed as possible. Copies of the list were passed out to the members of the Commission.

SEMINAR AND EDUCATION COMMITTEE: The day and time for a fall seminar should be arranged as soon as possible. We need to make known to churches and other fraternal and service organizations that members of the Commission will be glad to speak before their organizations regarding the work of the Commission.

AD HOC COMMITTEE:

JOB PLACEMENT COMMITTEE: Mrs. Mary Bland, chairman, reported that members of the Committee will be meeting shortly to develop their strategy for the remainder of the year.

OLD BUSINESS:

REPORT OF THE WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS: Miss Mary Caroline Cole gave a very thorough report of the activities which went on at the Conference.

NEW BUSINESS:

LETTER FROM LAVON W. NEAL: Mrs. Neal submitted a letter to the Commission recommending some very positive actions in which the Commission could engage. Copies of the letter are attached to the minutes of this meeting.

LEGISLATIVE REPORT: Mr. Byrne asked how many members of the Commission were regularly receiving Performance. He stated that a roster of the membership would be mailed to the President's Commission asking that each of the members receive a copy of the magazine. He commented on several of the articles that were in the magazine stating that it was a worthwhile instrument to keep people abreast of changes in the law.

MR. BYRNE'S RESIGNATION: Mr. Byrne stated that he has submitted a letter to Mayor LaFortune resigning from the Commission because he is terminating his association with Children's Medical Center and his new responsibilities will make it difficult for him to attend the regularly scheduled meetings of the Commission.

The resignation was accepted with regret.

Meeting adjourned at 11:57 a.m.

Respectfully submitted,

Barbara M. Teubner (Mrs. Richard D.)
Secretary-Treasurer, M.C.E.H.

John L. Byrne
Chairman, M.C.E.H.

OKLAHOMA NATURAL GAS COMPANY

POST OFFICE BOX 871

TULSA, OKLAHOMA 74102

LAVON W. NEAL
Vice President
Corporate Responsibility and Services

(918) 583-6161

June 1, 1977

Mr. John L. Byrne
Chairman
Mayor's Commission on Employment
of the Handicapped
200 Civic Center
Tulsa, OK 74103

Dear Mr. Byrne:

At the last meeting during discussion regarding planning for the fall employers' seminar to be conducted by the Mayor's Commission on Employment of the Handicapped, the question was asked "What do employers need or want to know?" The following is a list of suggestions on information that could be provided to employers at the seminar:

1. The commission's role in employment of the handicapped.
2. Definition of who should be considered handicapped.
3. Information on the availability for employment of qualified handicapped individuals in Tulsa.
4. Specific ways to provide accessibility to buildings—for specific handicaps.
5. Oklahoma State Employment Service's role in referring handicapped job applicants to employers.
6. Names of handicapped individuals and/or commission members available to speak to professional and civic organizations (Tulsa Personnel Association, EEO Association) and companies on employment of handicapped individuals.

Sincerely,

Lavon Neal

Lavon W. Neal



HANDICAPPED CITIZEN OF THE YEAR

The "Handicapped Citizen of the Year" Award is presented yearly to a handicapped person who has surmounted his or her disability to the extent that he or she has become a useful citizen and serves as an inspiration to others. Nominations must be received by 1-1-78 -- for consideration.

Nominee's Name: _____ Date of Birth _____

Home Address: _____ Phone: _____

Marital Status: _____ Number of Children: _____

Name of Employer: _____

Employer's Address: _____ Phone: _____

Describe Nominee's Disability and Tell How and When Acquired: _____

Describe Nominee's Rehabilitation: _____

Explain What Vocational Training Was Necessary to Enable Nominee to Enter or Return to Useful Employment: _____

What Difficulties Did Nominee Encounter in Surmounting His or Her Handicap? _____

NOTE: Use additional sheet to describe details you consider pertinent.

NOMINATION SUBMITTED BY: _____

ADDRESS: _____ PHONE: _____

Send Nomination: Mayor's Commission on Employment of the Handicapped
2800 Southwest Boulevard
Tulsa, Oklahoma 74107
C/O Jani Guss, Committee Member for Nomination of "Handicapped
Citizen of the Year."

MAYOR'S COMMISSION ON EMPLOYMENT OF THE HANDICAPPED

NOMINATION FOR EMPLOYER OF THE YEAR AWARD

COMPANY NAME OF EMPLOYER

STREET ADDRESS

City

State

Zip

Phone

THE NOMINATED COMPANY EMPLOYS _____ PERSONS INCLUDING _____ HANDICAPPED
Number Number

WORKERS ENGAGED IN THE FOLLOWING TYPES OF WORK:

Job Title

Handicap

Length of Employment

DESCRIPTION OF DUTIES:

Job Title

Handicap

Length of Employment

DESCRIPTION OF DUTIES:

Job Title

Handicap

Length of Employment

DESCRIPTION OF DUTIES:

NAME OF EMPLOYEES WHO ARE DIRECTLY INVOLVED WITH THE HANDICAPPED WORKERS:

JOB TITLE:

DOES THE NOMINEE (Check all that are applicable)

- _____ Employ handicapped persons on a full-time basis at the same wage rate as the non-handicapped worker?
- _____ Provide job and salary advancement programs for deserving handicapped workers on the same basis as other employees?
- _____ Regularly evaluate handicapped workers' job performance?
- _____ Provide the same benefits to handicapped employees that are provided to all employees?

Other reasons for nomination (and additional sheets and supporting information).

Name of person leading nomination Title Company or Organization

Street Address City State Zip Code

DO NOT ATTEMPT TO WIN THIS AWARD, AN EMPLOYEE MUST HAVE EMPLOYED HANDICAPPED PERSONS DURING THE YEAR. THIS MUST BE CONFIRMED AND RETURNED BY OCTOBER 1, 1976.

5-28-77
SENT TO ELECTION NO: FAVOR'S CONSIDERED ON EMPLOYMENT OF THE HANDICAPPED

280 JEFFERSON BOULEVARD

EL PASO, TEXAS 79107

C/O JANI GROSS, CO-OPERATIVE MEMBER FOR

NOTIFICATION OF HANDICAPPED CITIZEN AND EMPLOYER

OF THE YEAR.

TULSA WORLD

Business / Oil

Riley W. Wilson, Editor

Handicapped Crusader, TU Grad, Sets Talk Here

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Tulsa World

9-16-77



MCEH Speaker

Lex Frieden, director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation & Research in Houston, will speak at an awards seminar luncheon of the Mayor's Commission on Employment of the Handicapped here Sept. 26. Frieden is a University of Tulsa graduate and a quadriplegic who has positions in several national and regional committees for the handicapped. He also is a consultant panel member on the U.S. House of Representatives' Committee on Science & Technology.

TULSA WORLD

Business / Oil

Riley W. Wilson, Editor

Handicapped Crusader, TU Grad, Sets Talk Here

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At 28, he is director of research for the New Options Transitional Living Project at the Texas Institute for Rehabilitation and Research in Houston. He has an impressive list of credentials that includes consulting with the U.S. House of Representatives' Committee on Science and Technology.

HE'S DONE IT all from a wheelchair, after being paralyzed from the neck down in an automobile accident his first semester of college.

Frieden is in Tulsa to speak Monday at the annual employers' awards-seminar luncheon of the Mayor's Commission on Employment of the Handicapped.

Frieden has been called a consumer advocate.

"I am interested in the rights of the handicapped to be consumers of the goods and services that are available to the rest of society," Frieden said, but he doesn't like a characterization that links him with Nadarism.

"DISABLED PEOPLE should take advantage of every opportunity to speak out for their rights."

Frieden himself appeared at the stockholders meeting of Gulf Oil last June to encourage the company to continue providing necessary services and facilities to the handicapped.

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OKLAHOMA NATURAL GAS COMPANY

POST OFFICE BOX 871

TULSA, OKLAHOMA 74102

C. C. INGRAM
Chairman of the Board

(918) 583-6161

September 26, 1977

Mr. Lex M. Frieden
Texas Institute of Research
and Rehabilitation Annex
105 Drew
Houston, TX 77006

Dear Lex:

I thoroughly enjoyed your presentation at the MCEH luncheon today in Tulsa. You "told it like it is" and that's what people need to hear. The rapt attention given your talk is proof that your message came across in fine style.

Best of wishes. It was nice to see you again.

Sincerely,



C. C. Ingram



TULSA WORLD

Business / Oil

Riley W. Wilson, Editor

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TEXAS INSTITUTE FOR REHABILITATION AND RESEARCH
IN THE
TEXAS MEDICAL CENTER
1333 MOORSUND AVENUE
HOUSTON, TEXAS 77030

P. O. Box 20095
Houston, Texas 77025

Telephone
Area Code 713, 797-1440

September 30, 1977

Ms. Lavon Neal
Oklahoma National Gas Company
Box 871
Tulsa, Oklahoma 74101

Dear Ms. Neal:

Enclosed are the airfare receipts for my trip to Tulsa to speak at the MCEH luncheon. Reimbursement for both tickets should be addressed to me at 9667 Meadowvale, Houston, Texas, 77063.

Thank you for inviting me to speak and for arranging my trip.

Sincerely,

Lex Frieden
New Options Research Director

enclosures

LF/asm

MEMORANDUM

FORM 260 (REV. 10-63)

copy to: Let
Route _____

To J. S. Berry J. C. Day
A. R. Duffy Pam Cox
Julia Spaulding Gail Parnell
Jeanne Fishpaw M. H. Smith
D. E. Frieden ✓ Patsy Cowan
Mrs. D. E. Frieden ✓ Joyce Hawthorne
G. A. Palmer Charlene Steele

Date September 9, 1977

MAYOR'S COMMISSION ON EMPLOYMENT OF THE HANDICAPPED EMPLOYERS' AWARDS-SEMINAR LUNCHEON

Reservations have been made for you to attend the Annual Mayor's Commission on Employment of the Handicapped Employers' Awards-Seminar Luncheon on Monday, September 26, 1977, at 12 noon, Tulsa Center for the Physically Limited, 815 South Utica Avenue, Tulsa, Oklahoma. Lex M. Frieden, D. E. Frieden's son, will be the principal speaker.

Tickets will not be necessary; just identify yourself as an Oklahoma Natural Gas Company employee at the door.

If you cannot attend, please let me know.

Patsy
Patsy Cowan

Special to the Sunday World

INTERVIEW WITH LEX FRIEDEN

TULSA -- In 1967 Lex Frieden graduated from Alva High School after being voted "Most Likely to Succeed" by his peers. At the time, they didn't know just how successful their classmate--captain of the golf team and Little League coach--would be.

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And, he's done it all from a wheelchair, after being paralyzed from the neck down in an automobile accident his first semester of college.

Frieden is ("WILL BE" IF STORY IS USED PRIOR TO SUNDAY) in Tulsa to speak at tomorrow's (MONDAY, SEPTEMBER 26) annual employers' awards-seminar luncheon of the Mayor's Commission on Employment of the Handicapped.

Frieden has been called a consumer advocate. "I am interested in the rights of the handicapped to be consumers of the goods and services that are available to the rest of society," Frieden said. But, he doesn't like a characterization that links him with Nadarism.

"Disabled people should take advantage of every opportunity to speak out for their rights." Frieden himself appeared at the stockholders' meeting of Gulf Oil last June to encourage the company to continue providing necessary services and facilities to the handicapped.

"Many businesses could increase sales by making goods and services available to the handicapped," said Frieden, who grew up learning about the free enterprise system. His dad, Dale E. Frieden, is vice president of marketing for Oklahoma Natural Gas Company. Some examples of accessibility are obvious, such as curb ramps and door openings wide enough to accommodate wheelchairs.

But Frieden said there are also less obvious things, such as having all types of products in reach of the person in a wheelchair at the grocery story or elevator buttons with the numbers in Braille in the office building.

"Establishments that provide services also must learn to recognize the right of the handicapped person to an independent life. I could cite countless examples of waiters delivering the check to the girl I was taking to dinner," said Frieden, who has been married less than two weeks.

The handicapped person as a consumer is only half of an unending circle, he said. "Before he can be a consumer, he must have money to spend."

According to Frieden, at least one-third of the 36 million physically or mentally handicapped persons in the United States could be working. However, less than half of these are employed.

Frieden said that traditionally employers have been given two reasons for hiring the handicapped. First, handicapped people make good employees; and second, if people are employed, they are off welfare.

"But many handicapped people are more concerned with the moral rather than these economic reasons," he said. "The right to work, be productive and earn a living belong to the disabled person, as much as to any other individual."

Frieden sees not only growing awareness of the needs of the handicapped person but also a greater commitment on the part of government. "One just has to look at cities that are using money to make public transportation accessible to the mobility impaired as well as the deaf and blind."

These things make it easier for the handicapped person to mobilize himself, but he thinks businesses are lagging behind in the hiring of the handicapped.

"Society has become aware of the need to accommodate the handicapped since passage of the Rehabilitation Act of 1973. Still, employers are unsure of their position."

Frieden said the act's term "reasonable accommodations" is threatening to some employers. "Often they don't know what's considered reasonable and it frightens them. However, there are many alternatives to be explored and money isn't the key factor here. More important is imagination and an open mind. Reasonable accommodations may be a very simple thing."

Frieden thinks employers should be on the lookout for subtle forms of discrimination. "Though they may not mean to be, job descriptions can be very discriminating. Employers should look for discrepancies, such as a job description that calls for a person to drive when there is actually no driving in the job duties.

"Employers make judgments based on their own experiences. Since most employers haven't been handicapped, this is an unfair evaluation," according to Frieden, and another reason for the handicapped person to speak out at every opportunity.

Another key point that Frieden makes to the business community is that too often the employer will take a skeptical view of the handicapped person. "He's not doing himself or the employee justice. It's been proven time and again that a person's performance will reflect the expectations of others.

"If expectations are negative, there's a psychological barrier that will be difficult for both the employer and the employee to overcome," he said.

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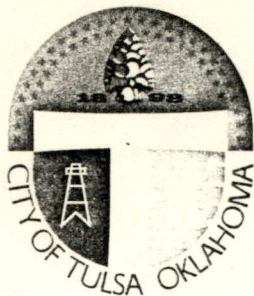
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For additional information contact: Charlene Bassett, (918) 583-6161 office or 582-5406 home, or Lex Frieden (713) 797-1440, ext. 504, office or 781-8949 home.

Cutline

At the annual meeting of Gulf Oil stockholders in June, Lex Frieden complimented the board of directors for making the meeting accessible to people in wheelchairs. He also encouraged the company to continue to provide some full-service operations at stations for individuals who are unable to adequately serve themselves.



MAYOR'S COMMISSION ON EMPLOYMENT OF THE HANDICAPPED
200 CIVIC CENTER • TULSA, OKLAHOMA • 74103

You and Your Guests Are Cordially Invited To Attend:

THE ANNUAL MCEH EMPLOYERS' AWARDS-SEMINAR LUNCHEON

Monday, September 26, 1977

12 Noon.....Luncheon.....\$4.50

Tulsa Center for the Physically Limited

815 South Utica Avenue, Tulsa, Oklahoma

PROGRAM

INVOCATION: William J. Wiseman, S.T.D., D.D., Senior Pastor,
First Presbyterian Church, Tulsa, Oklahoma

WELCOME: Barbara M. Teubner (Mrs. Richard D.), Chairman, MCEH,
(Mayor's Commission on Employment of the Handicapped)

PRESENTATION: MCEH AWARDS OF ACCESSIBILITY AND RECOGNITION.

PRESENTATION: MCEH "EMPLOYER OF THE YEAR AWARD-1977",

The Honorable Robert J. LaFortune, Mayor, City of Tulsa, Oklahoma.

PRINCIPAL SPEAKER: Mr. Lex M. Frieden, Houston, Texas.

R.S.V.P. Requested

Robert J. LaFortune

Robert J. LaFortune, Mayor,
City of Tulsa, Oklahoma.

Barbara M. Teubner

Barbara M. Teubner (Mrs.),
Chairman, MCEH.

Please detach portion below, and return, NO LATER THAN SEPT. 20, 1977,

To: Mrs. Jeane Fishpaw, c/o: Oklahoma Natural Gas Company

P.O. Box 871, Tulsa, Oklahoma 74102

For: Additional Reservations: Mrs. Fishpaw, (918) 583-6161-Ext. 596.

Enclosed is my Check, payable to: CITY OF TULSA, in the amt. of _____,
which will reserve _____ places (@ \$4.50) for me and my guests, for the
ANNUAL MCEH AWARDS-SEMINAR LUNCHEON, September 26, 1977.

NAME: _____

BUSINESS/FIRM/PERSONAL: _____

ADDRESS: _____ TELEPHONE: _____

(Received for MCEH by: _____ Date Received: _____)