

Originally Processed With FOIA(s):
S

FOIA Number:
S

FOIA MARKER

**This is not a textual record. This is used as an
administrative marker by the George Bush Presidential
Library Staff.**

Record Group/Collection:	Donated Historical Materials
Collection/Office of Origin:	Frieden, Lex, Collection
Series:	Related Materials
Subseries:	Conferences

OA/ID Number:	52072
Folder ID Number:	52072-006

Folder Title:
Miscellaneous Conferences '77

Stack:

Row:

Section:

Shelf:

Position:

24

If my paper is accepted, I am willing to present at an:

- ☐ Congress Paper Session only
☐ Congress Poster Presentation Session only
☒ Congress or Academy Paper Session

TITLE OF PAPER: New Options Transitional Living Project: Report on One
Year's Experience

AUTHOR(S): Give full name, academic degree and institutional affiliation as you wish it to be listed in the printed program. List PRIMARY AUTHOR first.

J.A.Cole, Ph.D., Texas Institute for Rehabilitation & Research, Houston, Texas

L.M.Frieden, B.S., Texas Institute for Rehabilitation & Research, Houston, Texas

J.C.Sperry, LPT, Texas Institute for Rehabilitation & Research, Houston, Texas

ABSTRACT

Submit in duplicate, typewritten and not more than 200 words. Be concise and informative, giving statement of study's specific objective (could be stated in the title), brief method, specific results obtained, and a statement of conclusion based on the results. Write the abstract in one paragraph. Use complete, connected sentences; define unfamiliar terms, abbreviations, and symbols the first time used. THIS ABSTRACT WILL BE PUBLISHED IN THE OFFICIAL CONVENTION PROGRAM.

New Options, the transitional program at Texas Institute for Rehabilitation and Research, has provided a six week independent living experience for more than fifty severely physically disabled individuals during its first year of operation.

The program content continues to undergo revisions in both subject matter and method of presentation. Although the general focus on living arrangements, vocational-educational opportunities, financial management, and areas of personal and social need has remained relatively constant, specific content has varied according to the needs of individual participants, feedback from previous groups, and group leaders' skill in conveying certain information.

Case studies illustrate changes participants have made in their (a) self-image, (b) socialization patterns, (c) store of information about opportunities and resources, (d) general skill at planning and making arrangements, and (e) goals for the future. In some cases persons have experienced problems coping with the demands of independence and have made few, if any, changes in their lives.

Data collected as part of a major research emphasis in the project indicate that most individuals who seek admission to the transitional program are confined to nursing homes or their parents' homes where environmental and attitudinal restrictions may limit functional adaptation to disability. Followup data suggest that participants are motivated by their experience in New Options to become more self directive and self dependent.

DATE: 4/27/77 PRIMARY AUTHOR: (name) Jean A. Cole, Ph.D.
(address) Transitional Project Director
TIRR, 1333 Moursund Houston, Texas
(telephone) (713) 797-1440

American Congress of Rehabilitation Medicine

APPLICATION FORM for SCIENTIFIC PAPERS

ANNUAL MEETING, Miami, Florida

October 30 — November 4, 1977

THE PROGRAM COMMITTEE OF THE AMERICAN CONGRESS OF REHABILITATION MEDICINE INVITES SUBMISSION OF SCIENTIFIC PAPERS DESCRIBING ORIGINAL WORK IN THE FIELD OF REHABILITATION MEDICINE. THE PAPERS MAY BE: PRELIMINARY OR FINAL REPORTS IN WHICH RESULTS ARE POSITIVE OR NEGATIVE; CASE STUDIES OF UNUSUAL INTEREST; NEW TECHNIQUES; OR REPORTS OF PROGRESS IN THE PRACTICE OR TEACHING OF REHABILITATION MEDICINE. THE DEADLINE FOR SUBMITTING PAPERS TO THE PROGRAM COMMITTEE IS MAY 1, 1977.

GENERAL INFORMATION

1. **TO SUBMIT A PAPER:** Type an abstract of not more than 200 words *on the reverse side of this form*. You have received two copies of this form. Your abstract must be typed on each form, and both must be returned to the ACRM Central Office by May 1, 1977. Your abstract should state the purpose, methods, results and conclusions presented in your paper, either in that order or with initial emphasis on your findings.
2. **EVALUATION BY THE PROGRAM COMMITTEE:** Three evaluators will independently study each abstract, and will recommend acceptance or rejection on the basis of the paper's (a) experimental design, (b) completeness or completability, and (c) pertinence. Authors will be notified of the Program Committee's decisions by June 30, 1977.

Authors whose papers are accepted will be allotted a maximum of thirteen (13) minutes for delivery of the paper, inclusive of slides and/or films. Seven (7) minutes will be allotted for discussion to be led by the Session Chairperson.

Those papers accepted for Poster Presentation will follow the protocol of the enclosure on 'Scientific Papers Poster Presentation'.

3. **AUDIO-VISUAL AIDS:** Authors needing projection equipment for slides or films will have an opportunity to indicate their equipment requirements on a special form which will be included with the notice of acceptance of the author's papers.

PLEASE NOTE: Audio-visual aids should be used only to complement or support the scientific paper. If slides and films are used, they must be legible to an audience of 250 to 300 persons. Each presentation will be limited to 2x2 slides, lantern slides or 16 mm movie equipment.

4. **FINAL DISPOSITION OF PAPERS:** Authors of papers accepted for presentation at the annual meeting are invited to submit their papers to the Editorial Board of the ARCHIVES OF PHYSICAL MEDICINE AND REHABILITATION, which will determine their suitability for publication in the official journal of the Congress.

YOUR ABSTRACT MUST BE TYPED IN THE SPACE PROVIDED ON THE REVERSE SIDE OF THIS FORM

Statement by Lex Frieden to the Chairman and Board of Directors of Gulf Oil Corporation at the Annual Meeting of Shareholders in Houston, Texas on April 19, 1977.

Mr. Chairman, I would like to compliment you and the members of the Board for your foresight and courtesy in holding this meeting in a facility which is architecturally and physically accessible to those of us who depend on wheelchairs for mobility. There are approximately 36 million handicapped individuals in the United States today. I believe it would be in the best interest of the Corporation to invite and encourage the business of this significant portion of our population by implementing the following three-point action plan.

- *First - I suggest that the Corporation make a commitment beyond the mandate of affirmative action to recruit, employ, and advance in employment qualified handicapped individuals.
- *Second - I recommend that the Corporation avoid discrimination by maintaining full service islands at all Gulf service stations in order to serve those individuals who for many reasons may be unable to adequately serve themselves.
- *Finally - I recommend that all Gulf facilities, including service stations and particularly restrooms, be made physically and architecturally accessible to persons in wheelchairs and those who are otherwise mobility impaired.

I suggest that the implementation of such a plan would be good business by and for the Corporation. It could stimulate new business and generate income by attracting millions of handicapped consumers. Furthermore, it could greatly enhance the public image of the Corporation by demonstrating a genuine interest in people as well as profits.

Thank you

Mr. McAfee replied, "We appreciate that even more. And I'm not meaning anything but to indicate that we are aware of your interest and do appreciate it. Please go on." Mrs. Jackman said, "In December of 1975, Gulf was agreed by Gulf to operate in Angola under the same terms which prevailed before the suspension of operation until discussion leading to a new, long-term relationship could be undertaken.

"I presume that these discussions have taken place with the Angolan Government, and I would like to know what the long-term relationship will be. Are there any problems between Gulf and the Government of Angola? Are the operations in Cabinda being interfered with in any way which has necessitated protection either by the Angolan Government forces or, as we have heard, by the allegedly heavy concentration of Cuban troops in Cabinda?

"I would also like to know if the investment and operations in Zaire will be nationalized as were Mobil and Texaco? If not, why not? Does Gulf hope that Cabinda could be liberated with the help of Zairean Government to avoid expropriation of the Government of Angola?"

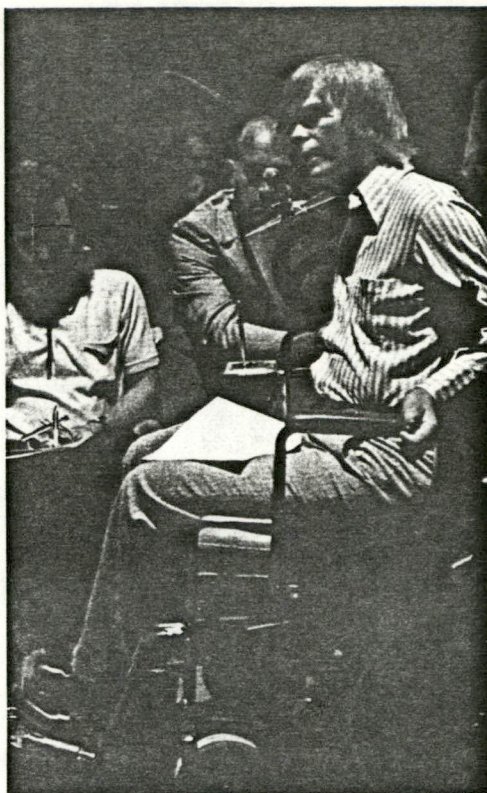
In reply, Mr. McAfee said, "Briefly, our operations in Cabinda have proceeded—since we were invited to return—remarkably smoothly, and our production there has averaged, recently, in the neighborhood of 10,000 barrels a day."

"We have only very recently been invited to enter negotiations with the Government of Angola with respect to the longer term. To the best of my knowledge, the first of the meetings contemplated have not yet been held."

He added that the Company anticipates that a satisfactory arrangement would be worked out but could not speculate on just what that arrangement would be.

"With respect to Zaire . . . and nationalization, we hope it will not take place, because we feel there is considerable potential there. We want to continue to play our part in helping that nation produce its natural resources. There is a possibility that nationalization may be at least tempered by the fact that the financial arrangements with respect to our operations there involved a consortium of international banks, which bring into play the international financial community, which we feel is a stabilizing factor in such situations. . . ."

He asked Mr. Lee if he had anything to add to his comments. The Gulf President said, "I'd just add that I think we would deal up with a participation-type arrangement in Cabinda, similar to the other West African areas and not to a complete takeover as is happening in the Middle East



Lex Frieden complimented Gulf for making the Annual Meeting accessible for people who are in wheelchairs.

areas. That's the kind of indication we have gotten so far from the Angolan Government.

"I think as you talked about the security situation in Cabinda," Mr. Lee continued, "I'd just like to say that we continue—some of our people there—have continued to get threats from time to time—personal threats, threats to the equipment, and so forth—but we have really had no problem inside our operating area."

Among others who were recognized from the Chair were W. A. Morris, who asked a number of questions on litigation against the Company; Ms. Doreen Poling, who asked about investigations into the fires at the Philadelphia Refinery in 1975; and Ms. Grace M. Nelson, an employee who raised a number of questions centering on employee concerns about the move of certain Houston employees to West Belt Center.

Ms. Nelson talked of the inconvenience caused to some employees by the move, and of the limited transportation facilities to the new location.

Mr. McAfee replied that while the Annual Meeting was not really the place to air employee grievances, he would like to say that he felt that the new Beltway facility was something of which everyone could be proud of and pleased with. "The comments that I've received from those who have actually moved out there and who are now in the midst of moving out—and several hundred employees are already there—have been very positive," he said. "Of course,

there will be wrinkles and problems to be solved. And when you move into a new area, there are certain things to get straightened out. I recognize that, and I realize that it will involve an inconvenience for some. In the long run, however, in our judgment and in the combined judgment of all concerned, it will make for a more convenient and a more satisfying, more productive working atmosphere for all."

Lex Frieden of Houston, when recognized, said, "I would like to compliment you and the members of the Board of Directors for making this meeting physically and architecturally accessible to those of us in wheelchairs."

"There are approximately 36 million handicapped individuals in the United States today, and I believe it would be in the best interests of this corporation to invite and encourage the business of this significant portion of our population by implementing the following three-step action plan.

"First, Mr. Chairman, I suggest that the Corporation go beyond the letter of the Affirmative Action legislation in an effort to recruit, to employ, and to advance in employment, qualified handicapped individuals."

"Second, I recommend that the Corporation avoid discrimination by maintaining full-service islands at all Gulf service stations in order to serve those individuals who for many reasons may be unable to adequately serve themselves."

"Finally, Mr. Chairman, I recommend that the Corporation make all facilities, including service stations and particularly restrooms, physically and architecturally accessible to persons in wheelchairs and those individuals who are otherwise mobility impaired. . . ."

In his response, Mr. McAfee said, "We are very sympathetic with what you've said, and as a matter of fact, are indeed in the midst of enhancing our ability to accommodate those who unfortunately are handicapped. . . . As far as . . . service stations are concerned, we certainly are aware of the necessity of maintaining an adequate portion of our services on a full-service basis—and that, of course, is our policy."

Ms. Lysbeth Kaye Stone of Houston picked up the same theme a short time later saying, "You've answered part of my question . . . but part of it still remains. Do you think you could tell me what percentage of sales now are done in the self-service stations?"

The Chairman called on R. W. Baldwin, President of GORAM, to respond. Mr. Baldwin said, "Out of something like 18,000 outlets, we have self-service stations in some 1,300. Over and above that, we have self-serve islands in approximately 6,000 other

Mr. McAfee replied, "We appreciate that even more. And I'm not meaning anything but to indicate that we are aware of your interest and do appreciate it. Please go on."

Mrs. Jackman said, "In December of 1975, was agreed by Gulf to operate in Angola under the same terms which prevailed before suspension of operation until discussion leading to a new, long-term relationship could be undertaken."

"I presume that these discussions have taken place with the Angolan Government, and I would like to know what the long-term relationship will be. Are there any problems between Gulf and the Government of Angola? Are the operations in Cabinda being interfered with in any way which has necessitated protection either by the Angolan Government forces or, as we have heard, by the allegedly heavy concentration of Cuban troops in Cabinda?"

"I would also like to know if the investment and operations in Zaire will be nationalized as were Mobil and Texaco? If not, why not? Does Gulf hope that Cabinda could be liberated with the help of Zaire government to avoid expropriation of the government of Angola?"

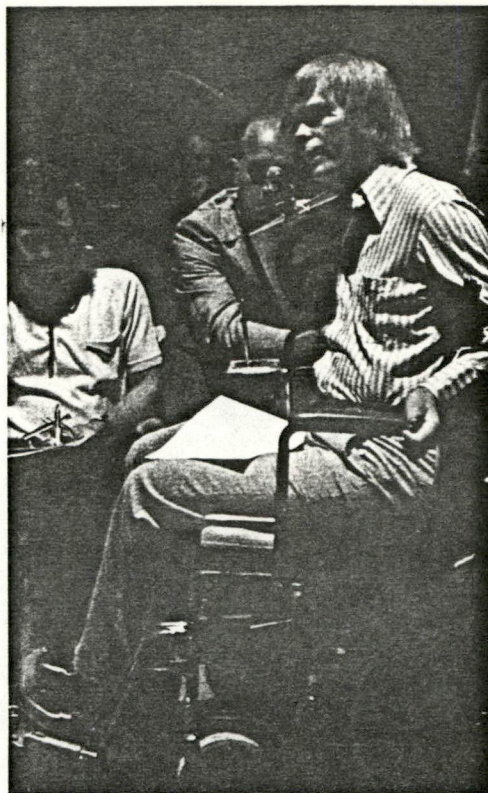
In reply, Mr. McAfee said, "Briefly, our operations in Cabinda have proceeded—since we were invited to return—remarkably smoothly, and our production there has averaged, recently, in the neighborhood of 30,000 barrels a day."

"We have only very recently been invited to enter negotiations with the Government of Angola with respect to the longer term. To the best of my knowledge, the first of the meetings contemplated have not yet been held."

He added that the Company anticipates that a satisfactory arrangement would be worked out but could not speculate on just what that arrangement would be.

"With respect to Zaire . . . and nationalization, we hope it will not take place, because we feel there is considerable potential here. We want to continue to play our part in helping that nation produce its natural resources. There is a possibility that nationalization may be at least tempered by the fact that the financial arrangements with respect to our operations there involved a consortium of international banks, which bring into play the international financial community, which we feel is a stabilizing factor in such situations. . . ."

He asked Mr. Lee if he had anything to add to his comments. The Gulf President said, "I'd just add that I think we would end up with a participation-type arrangement in Cabinda, similar to the other West African areas and not to a complete takeover as is happening in the Middle East



Lex Frieden complimented Gulf for making the Annual Meeting accessible for people who are in wheelchairs.

areas. That's the kind of indication we have gotten so far from the Angolan Government.

"I think as you talked about the security situation in Cabinda," Mr. Lee continued, "I'd just like to say that we continue—some of our people there—have continued to get threats from time to time—personal threats, threats to the equipment, and so forth—but we have really had no problem inside our operating area."

Among others who were recognized from the Chair were W. A. Morris, who asked a number of questions on litigation against the Company; Ms. Doreen Poling, who asked about investigations into the fires at the Philadelphia Refinery in 1975; and Ms. Grace M. Nelson, an employee who raised a number of questions centering on employee concerns about the move of certain Houston employees to West Belt Center.

Ms. Nelson talked of the inconvenience caused to some employees by the move, and of the limited transportation facilities to the new location.

Mr. McAfee replied that while the Annual Meeting was not really the place to air employee grievances, he would like to say that he felt that the new Beltway facility was something of which everyone could be proud of and pleased with. "The comments that I've received from those who have actually moved out there and who are now in the midst of moving out—and several hundred employees are already there—have been very positive," he said. "Of course,

there will be wrinkles and problems to be solved. And when you move into a new area, there are certain things to get straightened out. I recognize that, and I realize that it will involve an inconvenience for some. In the long run, however, in our judgment and in the combined judgment of all concerned, it will make for a more convenient and a more satisfying, more productive working atmosphere for all."

Lex Frieden of Houston, when recognized, said, "I would like to compliment you and the members of the Board of Directors for making this meeting physically and architecturally accessible to those of us in wheelchairs."

"There are approximately 36 million handicapped individuals in the United States today, and I believe it would be in the best interests of this corporation to invite and encourage the business of this significant portion of our population by implementing the following three-step action plan."

"First, Mr. Chairman, I suggest that the Corporation go beyond the letter of the Affirmative Action legislation in an effort to recruit, to employ, and to advance in employment, qualified handicapped individuals."

"Second, I recommend that the Corporation avoid discrimination by maintaining full-service islands at all Gulf service stations in order to serve those individuals who for many reasons may be unable to adequately serve themselves."

"Finally, Mr. Chairman, I recommend that the Corporation make all facilities, including service stations and particularly restrooms, physically and architecturally accessible to persons in wheelchairs and those individuals who are otherwise mobility impaired. . . ."

In his response, Mr. McAfee said, "We are very sympathetic with what you've said, and as a matter of fact, are indeed in the midst of enhancing our ability to accommodate those who unfortunately are handicapped. . . . As far as . . . service stations are concerned, we certainly are aware of the necessity of maintaining an adequate portion of our services on a full-service basis—and that, of course, is our policy."

Ms. Lysbeth Kaye Stone of Houston picked up the same theme a short time later saying, "You've answered part of my question . . . but part of it still remains. Do you think you could tell me what percentage of sales now are done in the self-service stations?"

The Chairman called on R. W. Baldwin, President of GORAM, to respond. Mr. Baldwin said, "Out of something like 18,000 outlets, we have self-service stations in some 1,300. Over and above that, we have self-serve islands in approximately 6,000 other

Mr. McAfee replied, "We appreciate that even more. And I'm not meaning anything but to indicate that we are aware of your interest and do appreciate it. Please go on." Mrs. Jackman said, "In December of 1975, we were agreed by Gulf to operate in Angola under the same terms which prevailed before the suspension of operation until discussion leading to a new, long-term relationship could be undertaken."

"I presume that these discussions have taken place with the Angolan Government, and I would like to know what the long-term relationship will be. Are there any problems between Gulf and the Government of Angola? Are the operations in Cabinda being interfered with in any way which has necessitated protection either by the Angolan Government forces or, as we have heard, by the allegedly heavy concentration of Cuban troops in Cabinda?"

"I would also like to know if the investment and operations in Zaire will be nationalized as were Mobil and Texaco? If not, why not? Does Gulf hope that Cabinda could be liberated with the help of Zaire government to avoid expropriation of the government of Angola?"

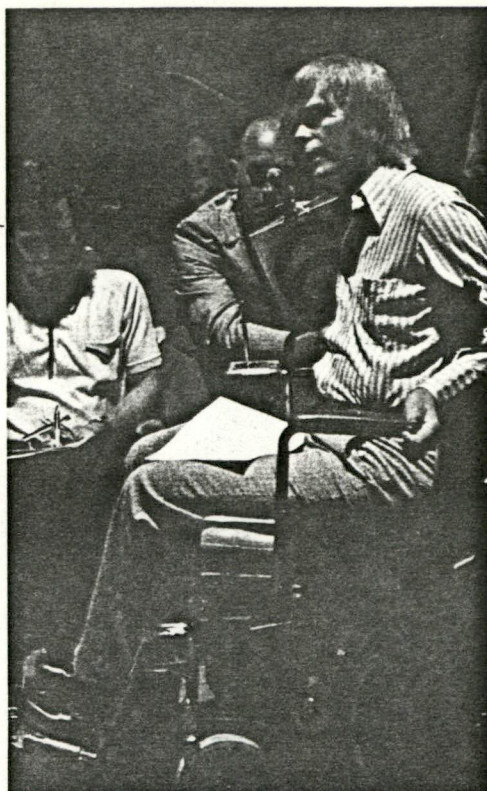
In reply, Mr. McAfee said, "Briefly, our operations in Cabinda have proceeded—since we were invited to return—remarkably smoothly, and our production there has increased, recently, in the neighborhood of 10,000 barrels a day."

"We have only very recently been invited to enter negotiations with the Government of Angola with respect to the longer term. To the best of my knowledge, the first of the meetings contemplated have not yet been held."

He added that the Company anticipates that a satisfactory arrangement would be worked out but could not speculate on just what that arrangement would be.

"With respect to Zaire . . . and nationalization, we hope it will not take place, because we feel there is considerable potential there. We want to continue to play our part in helping that nation produce its natural resources. There is a possibility that nationalization may be at least tempered by the fact that the financial arrangements with respect to our operations there involved a consortium of international banks, which is bringing into play the international financial community, which we feel is a stabilizing factor in such situations. . . ."

He asked Mr. Lee if he had anything to add to his comments. The Gulf President said, "I'd just add that I think we would end up with a participation-type arrangement in Cabinda, similar to the other West African areas and not to a complete takeover as is happening in the Middle East



Lex Frieden complimented Gulf for making the Annual Meeting accessible for people who are in wheelchairs.

areas. That's the kind of indication we have gotten so far from the Angolan Government."

"I think as you talked about the security situation in Cabinda," Mr. Lee continued, "I'd just like to say that we continue—some of our people there—have continued to get threats from time to time—personal threats, threats to the equipment, and so forth—but we have really had no problem inside our operating area."

Among others who were recognized from the Chair were W. A. Morris, who asked a number of questions on litigation against the Company; Ms. Doreen Poling, who asked about investigations into the fires at the Philadelphia Refinery in 1975; and Ms. Grace M. Nelson, an employee who raised a number of questions centering on employee concerns about the move of certain Houston employees to West Belt Center.

Ms. Nelson talked of the inconvenience caused to some employees by the move, and of the limited transportation facilities to the new location.

Mr. McAfee replied that while the Annual Meeting was not really the place to air employee grievances, he would like to say that he felt that the new Beltway facility was something of which everyone could be proud of and pleased with. "The comments that I've received from those who have actually moved out there and who are now in the midst of moving out—and several hundred employees are already there—have been very positive," he said. "Of course,

there will be wrinkles and problems to be solved. And when you move into a new area, there are certain things to get straightened out. I recognize that, and I realize that it will involve an inconvenience for some. In the long run, however, in our judgment and in the combined judgment of all concerned, it will make for a more convenient and a more satisfying, more productive working atmosphere for all."

Lex Frieden of Houston, when recognized, said, "I would like to compliment you and the members of the Board of Directors for making this meeting physically and architecturally accessible to those of us in wheelchairs."

"There are approximately 36 million handicapped individuals in the United States today, and I believe it would be in the best interests of this corporation to invite and encourage the business of this significant portion of our population by implementing the following three-step action plan."

"First, Mr. Chairman, I suggest that the Corporation go beyond the letter of the Affirmative Action legislation in an effort to recruit, to employ, and to advance in employment, qualified handicapped individuals."

"Second, I recommend that the Corporation avoid discrimination by maintaining full-service islands at all Gulf service stations in order to serve those individuals who for many reasons may be unable to adequately serve themselves."

"Finally, Mr. Chairman, I recommend that the Corporation make all facilities, including service stations and particularly restrooms, physically and architecturally accessible to persons in wheelchairs and those individuals who are otherwise mobility impaired. . . ."

In his response, Mr. McAfee said, "We are very sympathetic with what you've said, and as a matter of fact, are indeed in the midst of enhancing our ability to accommodate those who unfortunately are handicapped. . . . As far as . . . service stations are concerned, we certainly are aware of the necessity of maintaining an adequate portion of our services on a full-service basis—and that, of course, is our policy."

Ms. Lysbeth Kaye Stone of Houston picked up the same theme a short time later saying, "You've answered part of my question . . . but part of it still remains. Do you think you could tell me what percentage of sales now are done in the self-service stations?"

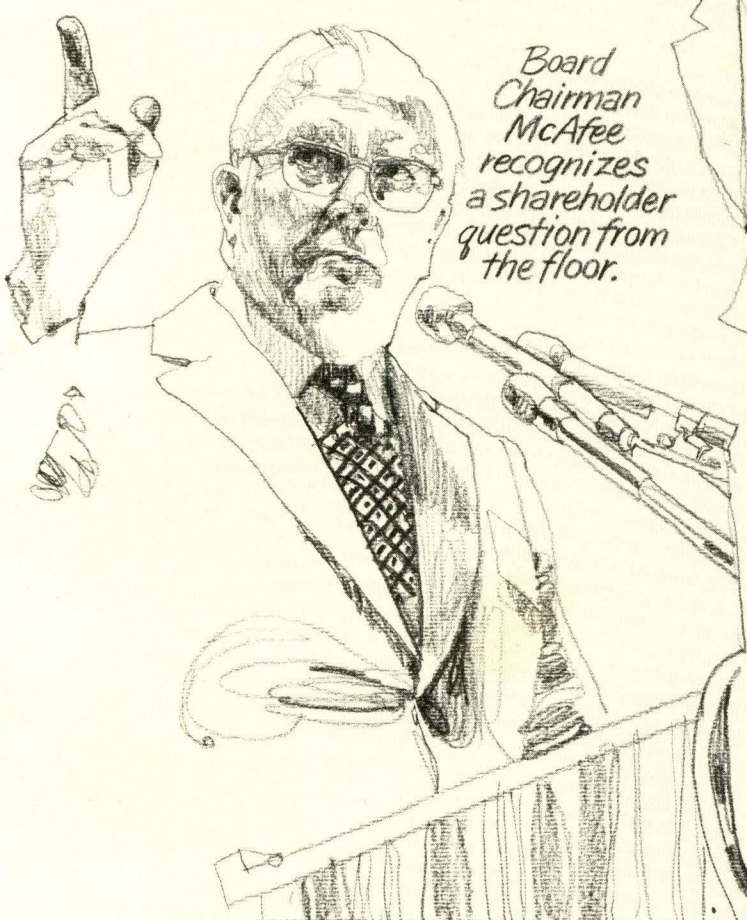
The Chairman called on R. W. Baldwin, President of GORAM, to respond. Mr. Baldwin said, "Out of something like 18,000 outlets, we have self-service stations in some 1,300. Over and above that, we have self-serve islands in approximately 6,000 other



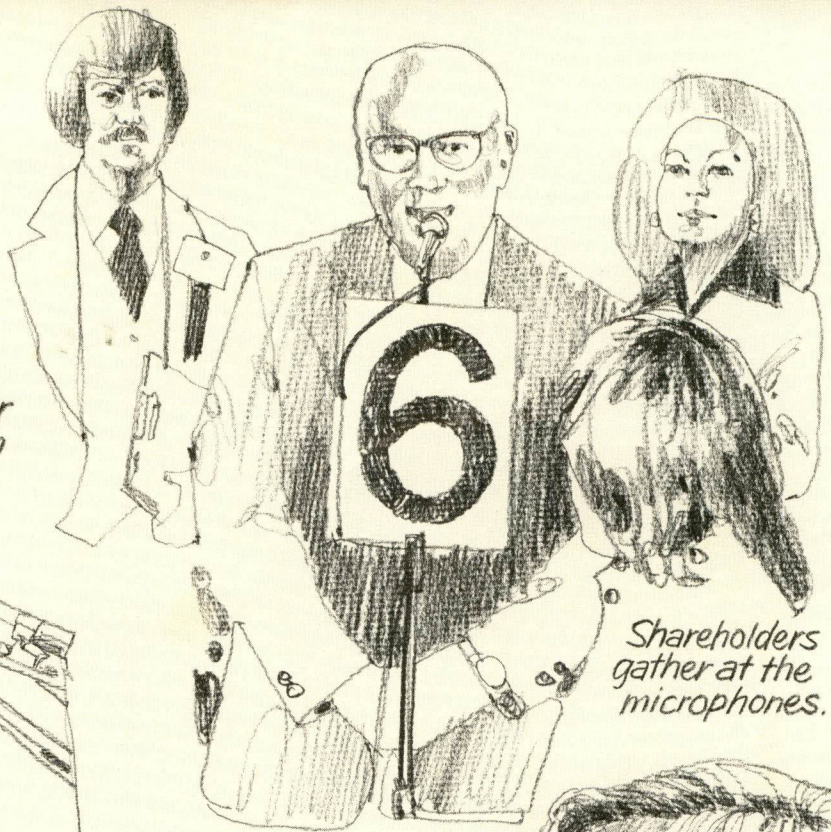
May - June 1977



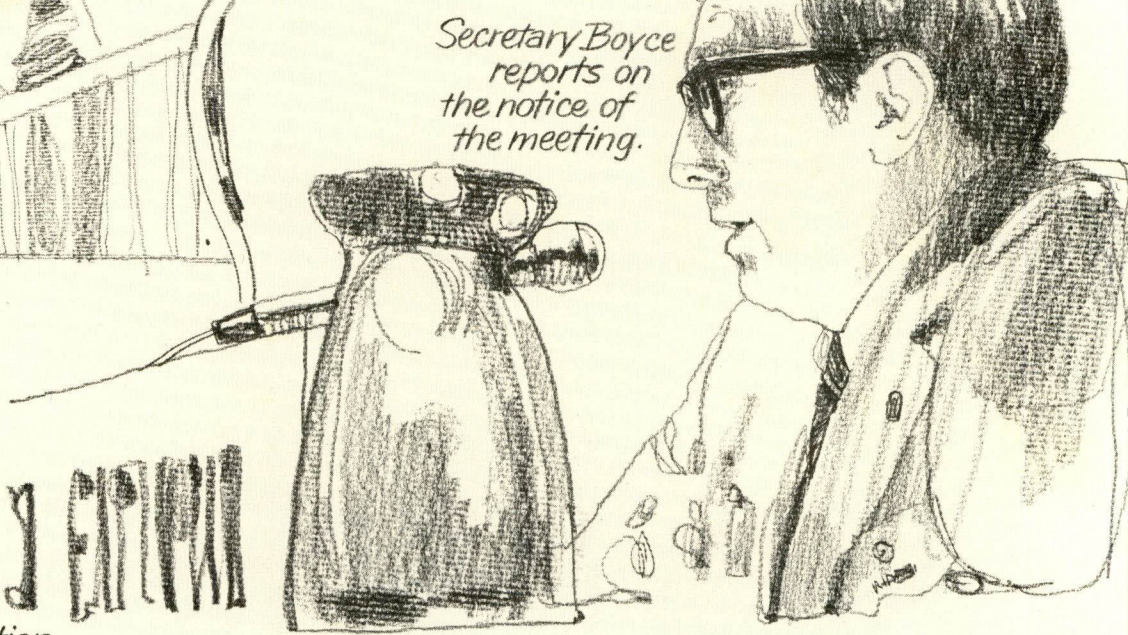
THE NEW DISCO



Board Chairman McAfee recognizes a shareholder question from the floor.

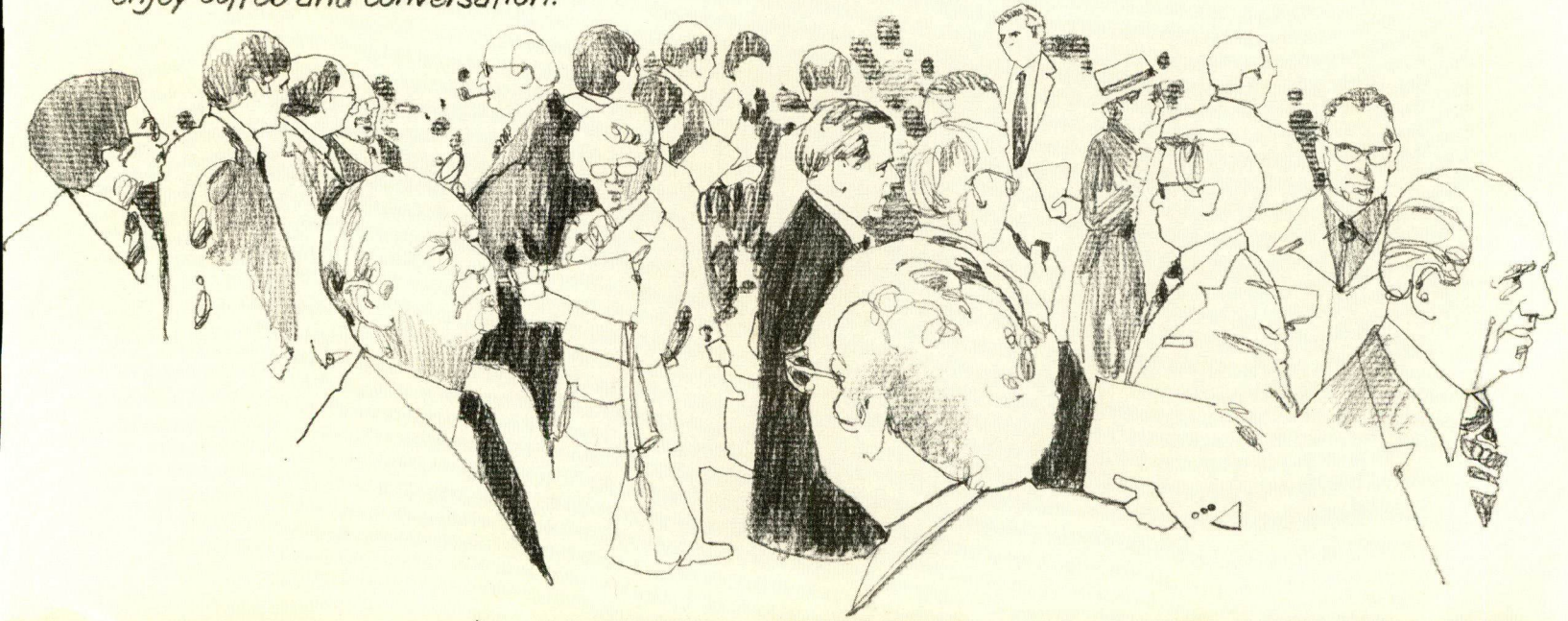
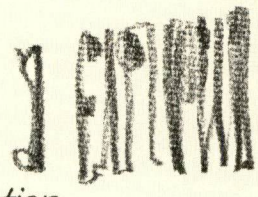


Shareholders gather at the microphones.



Secretary Boyce reports on the notice of the meeting.

Before the meeting, shareholders and Company officials enjoy coffee and conversation.



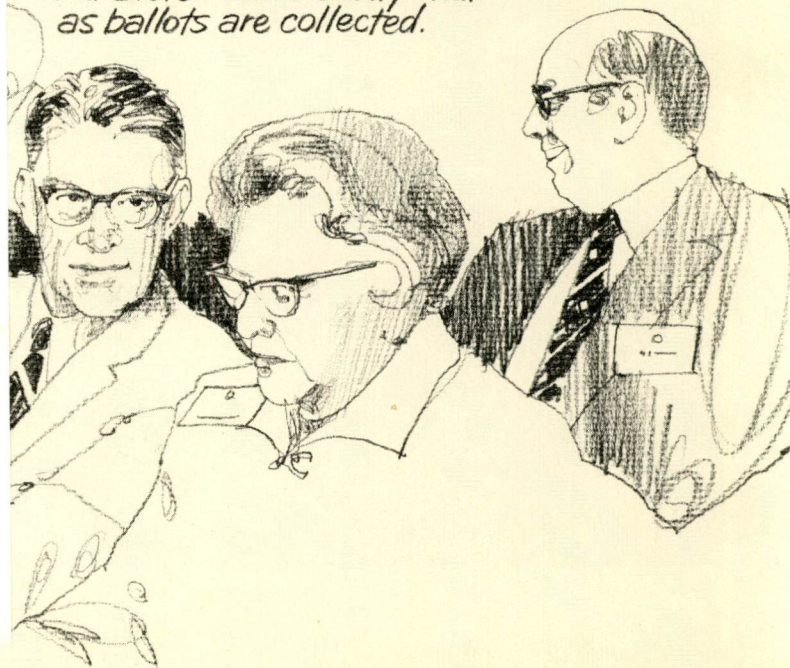


Annual Meeting 1977

President Lee reports on first quarter earnings.



Directors N.W. Pearson and Sister Jane Scully chat as ballots are collected.



Annual Meeting 1977

The Music Hall in Houston, Texas, was the site of Gulf Oil Corporation's Annual Meeting for 1977.

After calling the meeting to order at 10:30 a.m. on Tuesday, April 19, and introducing himself, Jerry McAfee, Chairman of the Board and Chief Executive Officer of Gulf Oil Corporation, said: "For the past several years, the meeting, as you know, has been held in Pittsburgh and we've had numerous requests from shareholders in other parts of the country to hold it elsewhere so they would have an opportunity to attend and participate.

"Houston has been a vital part of our history and it's now the headquarters of our three largest strategy centers. Since we have more than 18,000 shareholders in this area, we felt that Houston was a good choice for our 1977 meeting."

Mr. McAfee then introduced James E. Lee, President, and Charles A. Boyce, Associate

General Counsel and Corporate Secretary, who shared the platform with him. He called on Mr. Boyce to report on the notice of the meeting and other procedural matters.

In his report, Mr. Boyce said, "Prior to the opening of this meeting, the Management Proxy Committee, made up of Messrs. McAfee, Lee, and Boyce received proxies from the holders' 150,725,952 shares of the capital stock of the Corporation, which is 77 percent of the total shares entitled to vote at this meeting. Fifty-one percent is needed for a quorum."

Following Mr. Boyce's report, Mr. McAfee said, "The Chair rules that a quorum is present and that this meeting is a proper one for the transaction of business."

As he proceeded into the order of business, Mr. McAfee said, "This meeting gives us an important opportunity to report to you on the affairs of our Company, and it also provides an opportunity for the shareholders to ask questions of the management. Our first objective today, however, is to complete all of the business before us, and then, second, to have a fair discussion of our business."

He noted that ample time had been set aside for questions and comments at an appropriate time in the meeting and asked those in attendance to please follow the agenda and the rules of procedure that had been given them.

The order of business, as specified in the agenda, called for reports by Mr. McAfee and Mr. Lee, and then items requiring share-

holder action, specifically, the election of Directors, the appointment of independent accountants, and the approval or disapproval of three shareholder resolutions. After the balloting, Mr. McAfee pointed out that he would take up other matters concerning the Company in a general question-and-answer period.

When he had finished outlining procedures to be followed in asking questions, Mr. McAfee said, "At this point, I would like you to meet the persons who have been nominated by management to stand for election as Directors for whom we will be voting shortly.

"We are very much indebted to these Directors whose expertise and broad knowledge contributed so much to the Corporation over the past year and for the past years. The average attendance of our Directors at all Board and committee meetings held during the past 12 months was 96 percent . . . a record of which we are very proud.

"Mr. Beverley Matthews, who has served this Corporation with distinction as a Board Member since 1958, is not standing for election this year. I want to express the Corporation's deep appreciation for his long and dedicated service and to inform you that management will recommend to the Board, meeting this afternoon, that Mr. Matthews be elected a Director Emeritus. In that capacity, he will continue to serve the Corporation in a non-voting position and will be called upon from time to time for his advice and counsel."

Gulf's Annual Meeting for 1977 was held in the Music Hall in Houston, Texas, on April 19.



He asked Mr. Matthews to rise to receive recognition from the shareholders in attendance.

Mr. McAfee proceeded to introduce the nominees for the Board, information about whom had been included in the Proxy Statement. The nominees were asked to rise and face the audience and remain standing until all were introduced.

Mr. McAfee said, "The Director nominees who are not Gulf employees and who make up the majority of the Board are Mr. Robert Dickey III, a new nominee. He is Chairman and President of the Dravo Corporation in Pittsburgh. He brings to Gulf's Board knowledge gained through many years of business experience and civic responsibility, and we welcome him.

"Charles M. Beeghly, a Director since 1969, is a member of the Audit Committee and Human Resources Committee and has served the Corporation and the Board on special assignments.

"R. Hal Dean, a Director since 1970, is a member of the Human Resources Committee and has served the Corporation and the Board on special assignments.

"James H. Higgins, a Director since 1970, is Chairman of the Audit Committee.

"George Kozmetsky, a Director since 1975, is a member of the Committee on Business Principles and the Audit Committee.

"Nathan W. Pearson, a Director since 1969, is a member of the Audit Committee.

"Sister Jane Scully, a Director since 1975, is a member of the Human Resources Committee and the Committee on Business Principles.

"Edwin Singer, a Director since 1971, is a member of the Human Resources Committee.

"James M. Walton, a Director since 1970, is a member of the Audit Committee and the Committee on Business Principles."

Mr. McAfee continued by introducing the nominees who are officers of Gulf:

"Z. David Bonner, a Director since 1974, is Chairman of Gulf Oil Chemicals Company, a division of Gulf Oil Corporation.

"James E. Lee . . . a Director since 1973, is President of Gulf Oil Corporation.

"Edward B. Walker, a Director since 1974, is President of Gulf Energy & Minerals Company, a division of Gulf Oil Corporation.

"And I'm Jerry McAfee, a Director since 1976, Chairman of the Board and Chief Executive Officer."

Mr. McAfee, having completed introduction of the nominees, said he felt it an appropriate time to recognize some of the other top officers "who have provided the day-to-day momentum to keep Gulf moving forward." He began with the other heads



Board Chairman and Chief Executive Officer Jerry McAfee addressed the more than 1,300 shareholders present.

of strategy centers: Robert W. Baldwin, President of Gulf Refining & Marketing Company; Herbert I. Goodman, President of Gulf Trading & Transportation Company; Zane Q. Johnson, President of Gulf Science & Technology Company; William P. Moyles, President of Gulf Oil Real Estate Development Company; and Clarence D. Shepard, Chairman of Gulf Oil Canada Limited.

Principal staff officers from corporate headquarters in Pittsburgh who were in attendance included Gerald W. Bush, Senior Vice President, Human Resources; Harold H. Hammer, Executive Vice President and Principal Financial Officer; Pierre E. Holloway, Senior Vice President; Juergen Lendorff, Senior Vice President, Corporate Planning Group; Merle E. Minks, General Counsel; James L. Murdy, Vice President and Comptroller; Jayne B. Spain, Senior Vice President, Public Affairs; and Paul H. Weyrauch, Treasurer.

With the introductions completed, Mr. McAfee said, "Now, ladies and gentlemen, I would like to make some comments about the state of our Corporation and its future direction.

"One year ago, when I first addressed a meeting of Gulf Oil Corporation shareholders, I began by saying, 'It seems clear that our greatest challenge as a Company today is to restore our confidence in ourselves and our credibility with others.' I then spoke of turning the adversity of the past into the opportunity of the future. I went on to say that we would seek to build bridges of understanding with governments so that we could work constructively, and not in contradiction, in helping to meet the nation's mounting energy problems.

"I repeat those words this morning because they established the philosophical path that we in Gulf endeavored to follow throughout 1976. Significant strides along that path have been taken, and this meeting gives us an excellent opportunity to bring you, our shareholders, up to date on the progress that has been made.

"Our first task was to set our course—to establish with clarity and certainty that all of our actions would be conducted in accordance with the highest standards of business ethics and would be able to withstand the harshest glare of public scrutiny. To that end, among other things, our Board of Directors adopted a Code of Business Principles amplifying the brief Statement of Business Principles issued early last year, which has been made an integral working part of our daily operations. [The Code is reprinted on pps. 4 and 5.] Briefly, the Code reaffirms management's obligation to earn a reasonable return on the investments entrusted to us by shareholders and lenders; it pledges that we will do so in a climate of fairness toward our employees and customers; and it recognizes the public's right to receive reliable information on our activities.

"It is our hope that the Code will not only help us to act in a forthright manner, but will also help us to be perceived as doing so. No code, of course, can do it all; with words there must be action. But we want the world to know the basis for our actions.

"In the same vein, I'd like to take this opportunity to announce publicly Gulf's support for the Declaration on International Investment and Multinational Enterprises recently adopted and promulgated by the Organization for Economic Cooperation and Development. That Declaration sets forth guidelines for the conduct of multinational corporations and host governments that we think represent positive parameters on which their relationships with each other can be built.

"Unfortunately, few institutions are highly regarded today, and public opinion polls give indications that business in general, and the oil industry in particular, rank fairly low in the public's favor. Today's climate of gov-

Annual Meeting 1977

ernment control and regulation stems in part from a mistaken belief that if left alone business will permanently damage the environment, the economy, and the political system in order to gain a short-term profit advantage. We in Gulf have no greater challenge than to demonstrate convincingly that this is not the case, that we are in the game for the long term, and that the public, as well as our shareholders, benefit from our efforts. It has been extremely gratifying to observe the enthusiasm and the unanimity with which thousands of Gulf people all across the country and all around the world have rededicated themselves to this task during the year just completed.

"At the moment, I can think of no single item that is more in the public interest than increasing the nation's domestic energy production. Therefore, our *second* task over the past year has been to refocus our corporate effort toward the business that we know and do best—developing, producing, processing, and distributing extractive energy resources. We believe that there is ample investment

opportunity for us in the traditional areas of oil and natural gas, in coal and uranium, in the upgrading of our hydrocarbons into chemicals, and in closely related fields.

"As an essential part of this refocusing, we completed the corporate reorganization that was begun in mid-1975. We invested a record \$1.74 billion in worldwide capital and exploration projects in 1976, with more than \$1 billion of that amount going into the development of energy projects in North America. One tangible result of this re-emphasis on our basic business is that we have succeeded in flattening the decline in our domestic oil and natural gas production.

"We ended 1976 in the best financial position in our history—and we will be putting that muscle behind our refocused efforts in the future as we spend more than \$2 billion a year on capital and exploration projects over the balance of this decade, with more than two-thirds earmarked for the United States and some 85 percent for North America.

"The *third* step that we've taken along our philosophical path has been to seek ways to build those constructive bridges of understanding with the public and with governments which we talked about last year. Having put our own house in order, having put our financial muscle behind our efforts to improve domestic energy production—thus demonstrating our determination by action, not just words—we now feel confident that our voice will be listened to. We believe we have a constructive contribution to make. In fact, I will go so far as to suggest that it would be a disservice to the nation if we and others in our industry were not to share with those who must determine energy policy the benefit of our many years of experience in the field.

"To that end, we have expanded our contacts in Washington, providing expert testimony before numerous congressional committees and hearings, and we have met formally on 20 occasions so far this year with members of Congress or their staffs on particular legislative problems. In March, Gulf people testified on energy policy at all 10 town-hall meetings sponsored by the Administration—and through advertising, we urged the general public to attend and testify as well.

"All of this is part of our effort to keep our shareholders, customers, dealers, employees, annuitants, and other interested audiences fully informed about Gulf's philosophies and activities. That bridge-building endeavor began on January 14, 1976, the day our new corporate leadership assumed its responsibilities, and has proceeded apace ever since. Our communications program has also included special let-

GULF'S CODE OF BUSINESS PRINCIPLES

Editor's note: Copies of this Code were delivered to all employees in March. In the covering letter that was a part of the pamphlet, Board Chairman Jerry McAfee said, "This document . . . sets forth Gulf's basic philosophy in pursuing its business and the conduct it follows in dealing with investors, employees, customers and consumers, suppliers, governments and the general public . . . All employees are requested to seek any clarification necessary on any of the points covered in this document by contacting their immediate supervisors."

The Statement of Basic Business Principles (Part A) has been endorsed by the Board of Directors of the Corporation and by the Board's Committee on Business Principles. The Amplification of Basic Business Principles (Part B) was prepared at the behest of the Committee on Business Principles and approved by it on February 15, 1977.

A. Statement of Basic Business Principles

Gulf will adhere rigorously to the highest ethical standards of business conduct. To this end the following specific principles are hereby confirmed as corporate policy, binding on all Gulf employees wherever located:

1. Gulf's business will be conducted in strict observance of both the letter and the spirit of the applicable law of the land wherever we operate.
2. Where a situation is not governed by statute—or where the law is unclear or conflicting—Gulf's business will be conducted in such a manner that we would be proud to have the full facts disclosed.
3. In cases of doubt, employees should seek competent legal and other advice, which the Company is prepared to make available through regular channels.
4. Gulf reaffirms its conviction that in any democratic society proper and constructive participation in the political process is a continuing responsibility of individual citizens and groups of citizens, including Gulf employees and the Company itself. Such participation, however, must be in full accord with the regulations, laws, and generally accepted practice of the jurisdiction involved.

Strict adherence to the foregoing principles is hereby made a condition of continued employment.

Secretary C. A. Boyce reported that proxies from 77 percent of shareholders entitled to vote had been received.



B. Amplification of Basic Business Principles

Gulf is a business enterprise having a broad spectrum of investors (shareholders, lenders), who have provided financial resources to the management in expectation of a reasonable return on their investment. Management is dedicated to satisfying those expectations in a legal, moral, responsible, and ethical manner acceptable to the owners, employees, business community, governmental agencies, and the public that it serves. Management will continually strive to enhance the value of the assets entrusted to its stewardship and to provide a stable, challenging, and satisfying place of employment.

Gulf will adhere to the principles stated in Part A in dealings with investors, employees, customers and consumers, suppliers, governments and the general public.

1. Investors: In addition to the basic obligations to earn an attractive rate of return on investment, Gulf recognizes the obligation to its shareholders and all investors to keep them informed about aspects of the Corporation's business important to their investment decisions and the protection of that investment.

2. Employees: Gulf considers its employees one of its most valuable assets and recognizes its obligation to promote their self-fulfillment and well being.

Employees will be selected for employment, promotion, and opportunity for transfer on the basis of their ability to perform the work without discrimination on the basis of race, color, religion, sex, age, national origin, or handicap. Promotions and merit salary increases will be granted on the basis of performance.

Gulf will continue its practice of hiring, training, and upgrading employees who are citizens of the host countries in which it operates. Gulf will provide a clean, safe work environment and strive to provide work that challenges and offers a sense of satisfaction to the employee.

Gulf will assist employees in improving and broadening job skills and promote their self-development. Gulf recognizes its obligation for honest performance evaluation and openness in all dealings with its employees. Gulf will inform employees about corporate matters of general interest and particularly those that affect them personally.

3. Jobbers, Distributors, Dealers, Customers, Consumers: Gulf will deal fairly and equitably with jobbers, distributors, dealers, customers, consumers, and others in

similar positions.

Gulf's policy is to supply its customers with high-quality products at reasonable prices. Gulf assigns a high priority to prompt, efficient, courteous service to customers and to responding effectively to consumer problems. Gulf recognizes the great importance of an adequate supply of energy not only to consumers but to the economies of the countries in which Gulf operates. This requires both an increased supply of energy from diverse sources and sound conservation measures to increase the efficient use of energy. Gulf also recognizes the importance of continued research to provide new and better products.

4. Suppliers: Gulf will purchase goods and services on the basis of cost, quality, reliability, and terms of delivery and service.

5. Public: Gulf recognizes that it has obligations to the public in addition to its obligations to shareholders, employees, customers, and suppliers. Gulf will conduct its business in an open, forthright, ethical manner that is compatible with the public's needs. Gulf assigns a high priority to its obligations to assure a clean, safe environment in every locale in which it has operations and to comply with applicable environmental laws and regulations.

Gulf also believes that the public has the right to know the basic facts about the energy industry and the choices available to it with regard to sources of energy and their relationship to environmental, international, balance of payments, and other relevant issues. These basic principles also apply to Gulf's other business activities. To this end, Gulf will make available to the public factual information sufficient to enable informed public discussion and judgments on these issues.

6. Government: Gulf's business will be conducted in strict observance of both the letter and the spirit of all applicable laws and regulations of the United States and in any country in which the Corporation conducts business. Where the law is unclear or conflicting, Gulf's business will be conducted in such a manner that we would be proud to have the full facts disclosed.

Gulf will deal in an open, forthright manner with state, local, and national governments in all countries where it operates. Gulf will provide to these governments information sufficient to permit them to make informed decisions and enact responsible legislation about energy matters.

Gulf employees are encouraged to become active in local, state, and national

government affairs consistent with the letter and spirit of applicable laws and regulations and Gulf's corporate policies, as this is in their interest as good citizens and as Gulf employees.

Gulf employees will not use corporate funds for political contributions or provide elected members or officials or employees of any government with entertainment, gifts, gratuities, or anything of value through the use of corporate funds, services, or facilities when any such activity violates applicable laws or regulations or Gulf's corporate policies.

Gulf will cooperate fully, to the extent allowed by law and consistent with United States government policy and the policies stated above, with international agencies (such as the International Energy Agency) in regard to energy and other lines of business in which Gulf is engaged.

C. Relation to Corporate Policy Manual

The principles stated in the Statement of Basic Business Principles (Part A) and Amplification of Basic Business Principles (Part B) are general guidelines. Specific and detailed policies and procedures relating to a number of these principles are contained in the Corporate Policy Manual, for example, political contributions, conflict of interest, entertainment of government officials, and equal employment.

The responsibility for carrying out the foregoing principles rests with each employee. This responsibility includes not only observance of the Code's principles but also seeking interpretations in cases of doubt about the Code's application in specific business situations and reporting violations. Reports of violations and requests for interpretations should be in writing. At the employee's discretion, they should be directed either to the Chairman of the Board, Gulf Oil Corporation, Pittsburgh, Pennsylvania, or the employee's supervisor or appropriate Strategy Center Chief Executive Officer, who in turn should forward the matter to the Chairman. Interpretations and/or decisions with respect to violations will be issued by the Chairman after consultation with the Department or Strategy Center involved.

The Chairman will report periodically with respect to significant matters to the Committee on Business Principles of the Board of Directors.

Procedures will be established to monitor compliance with the provisions of this Code.

Annual Meeting 1977

ters to shareholders on matters of urgency, a wide variety of programs to strengthen employee information efforts, and a rewarding new advertising campaign, which I hope many of you have seen, the theme of which is 'Gulf People: Meeting the Challenge,' and which has as its focus the depicting of real Gulf people in the real-life drama of their on-the-job achievements.

"Before all of those publics, we have sought to reiterate the elements which we think must be the key features of an effective energy policy for this nation. Those elements include: conservation; realistic prices; accelerated development of conventional oil and gas resources; a shift from oil and gas to coal and nuclear energy; and the development of technology for other energy sources.

"Tomorrow night, President Carter is scheduled to announce in detail his proposed national energy program—which we sincerely hope will move us forward in each one of these fronts. As much as we would like to have a clear picture of what the future holds for our nation in the energy area, such an assessment is simply not possible today. Even after last night's Presidential address to the nation, speculation on the Administration's proposals continues to be incomplete, inconsistent, and in many respects deeply disturbing. Whatever is proposed will be subjected to prolonged congressional debate and modification. Therefore, a full analysis of how our nation is confronting this most important of decisions at this most crucial of times will have to wait for future forums. (See p. 33, *The News*.)

"We are prepared to support enthusiastically and vigorously the constructive objectives of the President's energy program and to urge our employees, shareholders, and others to join us in this support. Our country has waited far too long to come to grips with its energy problems, and as the President clearly stated in his address to the nation last night, America's energy gap has grown much too wide. The solutions will be difficult and painful. Some may adversely affect Gulf's interests and our corporate goals.

"Nevertheless, it is important, from a national standpoint, that a plan of action be adopted—now. This country simply cannot afford to get bogged down again in an endless and fruitless energy debate in which every group seeks to promote its special interest at the expense of the nation's future. Therefore, we at Gulf pledge in the months ahead to work with the Administration and the Congress in every way possible to help structure a comprehensive energy program, based on realistic, sensible, and attainable goals.

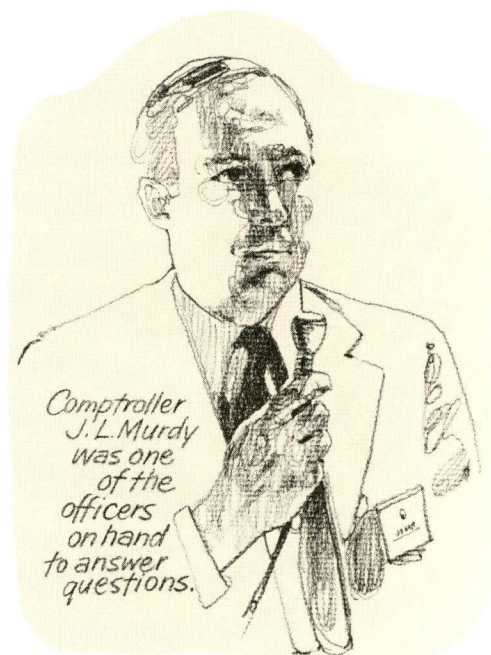
"Of course, we will continue to speak out against specific proposals which we believe would retard energy development. Of course, we will continue to advocate marketplace solutions over new layers of bureaucracy. Of course, we will continue to voice our strong support for individual choice and economic freedom. But our response will be reasoned and our criticism constructive. Equally important, we don't expect to delay our efforts until energy legislation has been enacted into law. Neither the President's proposals nor congressional actions can, in and of themselves, find a barrel of oil or produce a cubic foot of gas. It is only by the way we—all of us!—respond individually and as corporate citizens that the energy dilemma can be solved.

"Let me elaborate briefly on the key elements that we believe must be included in a realistic national energy policy, and indicate some of the costs that will be involved.

"*First, conservation.* Here we're talking about real steps, not cosmetic half-measures. This will not be a simple solution to a difficult problem. Although there is much that can and must be done to eliminate wasteful and unnecessary energy consumption, we cannot conserve our way to energy self-sufficiency. Real conservation includes long lead times and has its own costs. Insulation, for example, whether installed by the individual, a utility, or the government, extracts a toll that must be paid directly or indirectly through higher utility bills and taxes. Higher gasoline or crude oil taxes or special taxes on high-consumption automobiles will involve costs that must be borne by the public with, unfortunately, no assurance that the funds collected will go back into energy development. We should remember that mandated conservation will represent a further loss of discretion in our individual ways of life and should be held to the absolute minimum required to get the job done.

"*Second, realistic prices.* The most constructive incentive for fuel conservation would be realistic prices for oil and gas, beginning with the termination of the absurd requirement that the nation's premium

fuel—natural gas—be sold at distress sale levels. An understanding of energy prices must start with the fact that our industry is the only industry that has remained under Federal price controls since 1973—and that natural gas prices have been set by government regulators for nearly a quarter of a century. We recognize that the shock of immediate decontrol may be too much for the economy to bear. Therefore, we would support an orderly phased decontrol that would avoid unnecessary hardships. We could also accept some sort of standby control if it were fairly established and administered. However they are arrived at, prices for new production must be set high enough to make new exploration economically viable and must be appropriately related to real replacement costs. We care less about the form of pricing than about its substance;



what is important is that the economics and incentives for production are right. In that regard, the recent 65-cent per barrel roll-back in new oil prices is contrary to the nation's energy goals.

"*Third, accelerated development of conventional oil and gas resources.* There is still a lot of oil and gas to be found in the so-called 'nooks and crannies' of continental North America and in its offshore waters. But we can't find it—much less produce it—if we can't gain access to important geological prospects. Incredibly, this access is currently being denied the industry by the same Federal Government which is castigating us for not producing more. Development of the nation's frontier areas cannot be delayed without imposing even higher costs and shortages on future generations. Indus-

try and government can surmount the environmental and regulatory problems involved in the Outer Continental Shelf development if we approach them rationally rather than emotionally. The industry's record in offshore drilling to date has been excellent. In 40 years of operation off the U. S. coast, there have been only a handful of blowouts and oil spills, with no permanent environmental damage.

"Fourth, expanded utilization of coal and uranium. It is now clear that for the medium term—after the nation's production of conventional oil and gas has peaked in the 1980s and 1990s and before other energy sources are available for either technical or economical reasons—our reliance on coal and nuclear energy must significantly increase. Any strong emphasis on coal, of course, will confront the nation with significant environmental trade-offs—but they can be dealt with. Gulf's policy, for example, is that we will not surface-mine land that cannot be reclaimed and we will reclaim land we do surface-mine to a productive level at least as high as when we began mining. As to the concern for clean air, our Solvent Refined Coal process, which upgrades coal into a clean-burning, low-sulfur fuel, may very well be one of the long-term solutions to the environmental dilemma of coal use.

"Regarding nuclear power, President Carter's strong opposition to the breeder reactor and to fuel reprocessing is, in our view, unfortunate and shortsighted, given the nation's limited supply of uranium. This decision, of course, is particularly painful to us. Gulf has a 25-percent interest in a \$250-million nuclear-fuel recycling facility at Barnwell, South Carolina, which we had hoped would be part of the nation's answer to this problem. On the positive side, all of this means that conventional nuclear power and primary uranium will have to play a larger part in the energy picture; therefore our efforts to expand and develop our U. S. uranium resources and reserves will be that much more important for the future.

"Fifth, development of technology for other energy sources. A great deal of consideration has been given to the long-term potentials of oil shale, tar sands, geothermal energy, nuclear fusion, tides, winds, and the sun as sources of energy in the future. Our need here, I believe, is to encourage the development of the technology that eventually will make these alternative energy sources available on a practical basis. The challenges are so immense that this effort will undoubtedly require both private and public funds and facilities.

"This brings me to an important additional point in balancing America's energy equa-

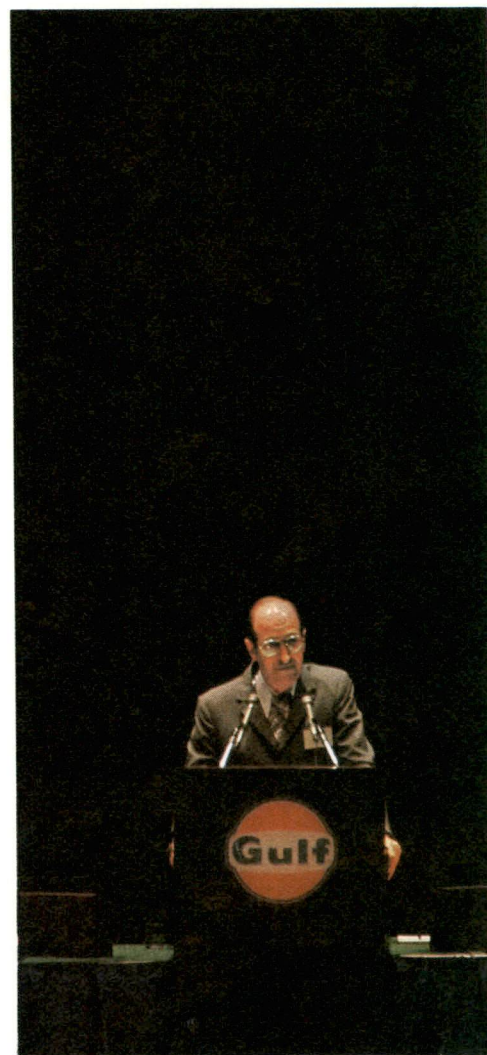
tion—imports. To make up the difference between the energy we will be able to produce over the next 10 to 15 years and the energy we will need there is really only one answer: We will have to import it. This means that our economy is going to have to live with a significant foreign expenditure for oil, which in turn has serious implications for our balance of trade and internal economy. It means that Middle East politics and the rising expectations of the less-developed countries will increasingly command our national attention. It means that the country ought to do everything it can to ensure that the cost of transporting oil is as low as possible. Bigger tankers, with attendant safety provisions, improved port facilities, and innovations such as Seadock, all with the necessary environmental safeguards, are clearly necessary.

"In addition, and perhaps more important than any of these, higher imports mean that the international oil companies must remain viable entities abroad and that our government should work with us to ensure that we continue to have access to the oil we discover and produce overseas. While we have frequently referred to our emphasis on energy resource development in the United States and elsewhere in North America, I want to make it clear that we expect to continue to be a vital part of the international energy picture as well. We will continue to explore overseas wherever the geological prospects warrant and the political climate permits.

"In conclusion, everyone will necessarily have a role in determining the nation's energy solution. It will be costly. It will be painful. It will require changes in our way of life. It will require the best efforts on the part of those of us in the industry, and it will require an enlightened awareness on the part of governments and the public.

"Perhaps the most important—and the most gratifying—development that I have noted lately is the growing understanding on the part of the American people, the public, that we Americans do indeed have a critical problem on our doorstep. How we as a people face up to this problem will determine to a large extent the future of our nation.

"And now, what of Gulf's future? We are primarily an extractive energy company. Whatever may be accomplished toward conserving energy, demand will continue to increase with an expanding economy. Perhaps the form of that energy will change, but the companies that can adapt to new energy sources will be the ones that will be able to continue their contributions to the nation's welfare. That is one of the reasons why we at Gulf will continue to oppose any



President James E. Lee gave a detailed operations report as well as relating the Corporation's First Quarter earnings.

attempts to dismember the energy industry.

"In sum, energy is an area where we see real growth, real public need, and real opportunities to serve and to benefit. It is an area where our expertise can be brought to bear—not only in North America, but in the rest of the world as well. And we think that by continuing to do our job and do it well—in the highly ethical, highly visible manner we have outlined, and on an environmentally acceptable basis—we will continue to merit the public support necessary to prosper."

Mr. McAfee then called upon Mr. Lee to give a more detailed report of Gulf's operations.

Mr. Lee began by saying, "I certainly would like to join you in expressing my pleasure at being here in Houston, a city which is so much a part of Gulf's past, and will continue to be an important part of our future growth. The new Beltway Office Facility, which will bring together more than 2,000 Gulf people from nine different locations, the olefins plant in the nearby Cedar Bayou facility which came on stream in Feb-

Annual Meeting 1977

ruary, and the new chemicals laboratory, now under construction in the Kingwood area, are just a few of the many signs of Gulf's growth in the Houston area."

(Mr. Lee, in an aside, thanked the Houston Medical Department for helping him get his voice back. Laryngitis had all but silenced him the day before.)

"At last year's Annual Meeting," he continued, "I was pleased to present a picture of growth and increased profitability for Gulf in 1976. As you've already heard, those occurred and 1976 was indeed an excellent year. For the first time in two years, Gulf's U. S. sales of refined products and chemicals increased, along with our coal production.

"Energy consumption in the U. S. last year rose 4.8 percent over 1975 and our economists expect this growth to continue with an anticipated rise in real Gross National Product of between five and six percent in 1977. Even with the energy growth-dampening measures sought by the Carter Administration, U. S. energy consumption is expected to continue to grow in the future, increasing between four and five percent this year to create further challenges for the energy industry. The strength of the U. S. economy is apparent today as the nation rapidly pulls out of the most severe winter on record. That winter, of course, caused major dislocations to many segments of the economy, including the energy industry.

"At Gulf, as many of you know, we issued a statement about a month ago indicating that our first quarter earnings would be well below those of the first quarter of 1976. Even though a complete analysis will not be available for another few days,* I can now report that net profit for the first quarter of 1977 was \$166 million, or 85 cents per share, representing a decline of 16 percent from the year-ago level of \$198 million, or \$1.02 per share. Revenue, meanwhile, climbed more than 11 percent to \$4.84 billion from \$4.35 billion.

"We, of course, cannot foretell the future, but we do have reason to believe that our

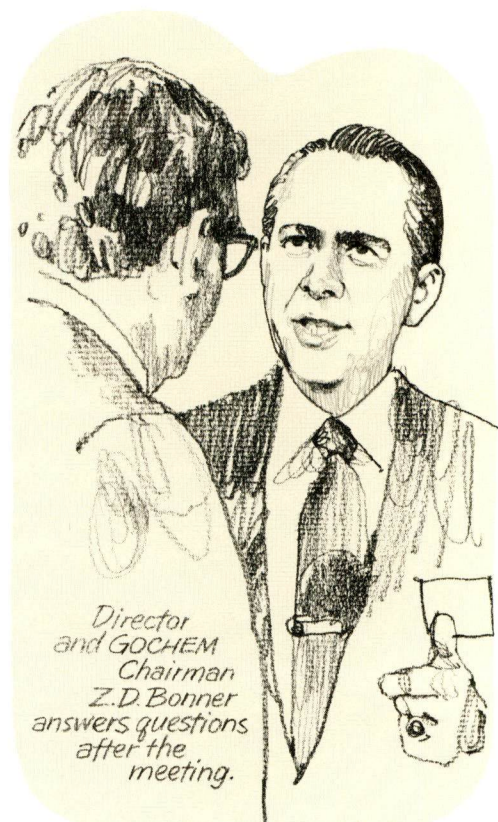
performance will return to a more normal level in the months ahead. Much of the decline we experienced in the first quarter was caused by temporary conditions which include the following:

"First, our inability to recover in the marketplace—both in the U. S. and abroad—the full cost of the recent two-tier increase in crude oil prices mandated by the Organization of Petroleum Exporting Countries, more popularly known as OPEC. This highlights the fact that worldwide most of our products remain under government price controls which limit or delay our ability to pass on these costs to consumers. However, we have been able to increase most of our product prices within the last 30 days and therefore expect the outlook for our downstream—or refining and marketing—operations to improve in future months.

"Second, the fact that every effort was made to ensure that our customers had as much heating oil and natural gas as possible during the recent cold spell. As a result, we incurred heavy costs for manpower, secondary transportation, supplies and outside purchases. Determined not to let our customers in the Northeast and Midwest run out of vital heating oil, we produced 25 percent more distillate in the first quarter this year than a year ago. Our refineries work most efficiently, however, when we are producing maximum gasoline. In addition, we made outside purchases of nearly 3 million barrels of distillate fuels, including imports, at prices higher than we could recover in the marketplace. A similar concentrated effort was made to assure maximum possible production and delivery of natural gas by providing round-the-clock maintenance and deferring workover of wells which might temporarily shut in production. The fact that we could increase supplies during this period is a tribute to the extra effort put forth by many of our employees during the crisis.

"Third, Gulf's chemical operations, which were strongest in early 1976, weakened in the latter part of the year, and entered 1977 with a mirror-image performance—beginning on a very low note but with definite signs of improvement in future months. Petrochemical earnings in the first quarter were depressed by a soft market throughout the world and by the necessity to work off high year-end inventories. Our chemical earnings were also adversely affected by normal startup costs at the Cedar Bayou olefins plant and by the absence of substantial investment tax credits which that facility generated in 1976.

"Another large factor, beyond our control, was the decline in the value of the Canadian dollar. Under accounting rules



this loss—which occurred when translating earnings from Canadian dollars to U. S. dollars—must be taken into income currently although it does not affect cash flow.

"Many, but not all, of the problems of the first quarter, then, appear to be correcting themselves as the economic climate improves. It's important to note that we see no reason to alter our business plan, operating philosophy or investment strategy because of one disappointing quarter. In fact, we have every confidence that our strategies are properly directed and that over the longer term they will prove to be more fruitful.

"Against this background, I would like to briefly review where we stand today and the directions our operations are taking. Rather than repeat what is covered in greater detail in the Annual Report, I will examine our principal operations in relation to the goals and objectives we have established for our Company.

"As Mr. McAfee mentioned, Gulf's most significant operating achievement in 1976 was the progress we made toward arresting the prolonged declines in our U. S. crude oil and natural gas production. We were able to hold production of crude oil essentially flat at nearly 338,000 barrels per day throughout 1976. Although crude production this March was again at 338,000 barrels

*The analysis referred to by Mr. Lee appears in The News section on page 32.

per day, the average for the entire first quarter declined slightly to 332,000 barrels per day partially because of the cold weather problems I mentioned earlier. We expect total production for the year will approximate last year's average level. Natural gas production turned upward during the fourth quarter of 1976. This year, March production averaged 1.9 billion cubic feet per day and for the first three months averaged 1.8 billion cubic feet per day, or about three percent higher than a year earlier.

"In this regard, I am happy to report on

the progress we're making toward fulfilling our contract obligation to the Texas Eastern Transmission Corporation. Natural gas deliveries during the first 18 days of April averaged more than 625 million cubic feet per day, which is the peak demand quantity specified in the contract. This is the first time deliveries have reached this level since 1972.

"This effort, of course, has been very costly. Since the Federal Government's resumption of offshore lease sales in late 1972, Gulf has spent almost \$780 million to acquire and develop leases offshore Louisiana and we

continue to make additional capital expenditures. During this period, we spent more money than any other company in successfully bidding for leases offshore Louisiana and were one of the highest bidders in the entire Gulf of Mexico.

"We have developed these fields as rapidly as possible. In the last seven months alone, we have connected six new fields to Texas Eastern which have added a current daily deliverability of 350 million cubic feet. One of these fields, South Timbalier 163, was brought on production in just 20

Inquiries have been received from shareholders regarding Gulf Oil Corporation's policy on reclamation of surface-mined lands and the Arab boycott of Israel. The following statements have been prepared in answer to those queries:

RECLAMATION OF SURFACE-MINED LANDS

"The policy of Gulf Oil Corporation is to surface-mine only that land which can be reclaimed to a level of productivity at least as high as that existing before being mined. The Corporation supports the establishment of such a standard throughout the industry."

With increased coal prices helping meet the expense of reclamation and with the advent of strict laws in all states where coal is actively being mined, reclamation of surface-mined areas is being practiced effectively today. A program should be established for reclaiming existing areas where reclamation was not carried out in the past and is needed.

More than half of U. S. coal production is derived from surface mines. This method provides an 80-percent recovery of the available coal, and the sulfur content ranges from 0.3 to 5.0 percent, but is less than 1.0 percent for Western surface-mined coal. Generally, coal that is close to or at the surface must be surface-mined since such coal has insufficient geologic strata above it to provide the safe roof structure required for underground mining.

By way of background, viewed in terms of our national interest, it should be noted that coal can be used to narrow substantially the growing gap between U. S. energy requirements and the dwindling supply of oil and gas. If this is to happen, Gulf believes certain actions need to be taken:

1. If additional Federal legislation is implemented, it is most important that the provisions be clear and specific.
2. The procedures for leasing Federal coal lands and the regulations for producing

coal on these lands must be streamlined so that this coal production can be expedited in an environmentally sound manner.

3. Air pollution standards for sulfur should be reviewed and set at practical, achievable levels.

The recoverable energy in U. S. mapped coal reserves is 11 times greater than that of its combined, presently proven oil and gas reserves and double that of OPEC's oil reserves.

Known deposits representing well over 425 billion tons are currently economical to mine. At the projected 1985 rate of consumption, these reserves would last for some 400 years. The United States Geological Survey estimates known coal resources at 1,600 billion tons and assumes at least an equal amount is yet to be discovered.

At present, there are approximately 5,100 coal mines operating in the nation, producing coal at the annual rate of 660 million tons. It is estimated that coal production will increase to over 1 billion tons per year by 1985. While this is a dramatic increase in production capacity, it represents only a 5-percent annual growth rate over the period.

ARAB BOYCOTT

The Arab Boycott of Israel and its impact on United States citizens and businesses has been subject to added publicity and U. S. Government action in recent months. Gulf has operated in the Middle East for many years, and, as might be expected, has received inquiries from shareholders questioning Gulf's policies in connection with the Boycott. The inquiries generally acknowledge that a country can prohibit certain imports and has the right to insist on a certificate affirmatively stating the national origin of imported goods and products and a certificate as to ownership and itinerary of the vessel on which they are transported. As a corollary, a country can prohibit ex-

portation of its products and goods to certain named countries.

Under the United States tax laws, Gulf must report its participation in or cooperation with any boycott not sanctioned by the United States, including any request to do so, and penalties are provided in the laws if the Company does not report or if Gulf does participate in or cooperate with such boycotts. Under the United States Department of Commerce regulations, requests furthering or supporting such boycotts must be reported to the Department, and these reports of requests made after October 7, 1976, are made available to the public. Further legislation is now being considered to prohibit United States persons from complying with or supporting such boycotts. Gulf intends to comply with these and all other applicable laws and employees have been so instructed.

Equally important are Gulf's policies applicable worldwide which preclude discriminatory practices against employees, contractors, or suppliers in the areas of employment and the purchases of products and services. Gulf's policy is to provide equal opportunity for employment and advancement without regard to race, color, religion, sex, age, national origin, or handicap. Additionally, it is Gulf's policy to sell its products and services upon the basis of price, quality, and service and to purchase goods and services upon the basis of cost, quality, reliability, and terms of service.

In line with these policies, Gulf does not intend to issue negative certificates to the effect that goods are not from specified countries or certificates relating as to whether or not it transacts business with Boycott blacklisted companies.

As a company engaged in international business, Gulf is opposed to restrictive trade practices, but in all instances Gulf's policies are aimed at complying with the laws of the United States in respect of boycotts.

Annual Meeting 1977

months from its acquisition in the Federal lease sale in May 1975. All of this clearly demonstrates that Gulf is doing everything humanly possible to meet the terms of this contract. To date, we have delivered more than two trillion cubic feet of the total contract quantity of 4.4 trillion cubic feet and current projections indicate that the entire quantity will be delivered by 1987—or three years ahead of schedule, if not better than that.

"Overall, our goal is to maintain current domestic levels of production for both crude oil and natural gas and, hopefully, to increase them in the future. Nearly half of the more than \$2 billion in capital and exploration expenditures planned for this year will be spent to support our U. S. petroleum exploration and production efforts.

"Because of the natural depletion of our older fields, our crude oil production has historically declined about 8.2 percent per year. This means that we must look to the rapid development of our existing leases, particularly in the Gulf of Mexico, to meet our production goals. New onshore discoveries in West Texas and Louisiana, and our latest discoveries in the Williston Basin in North Dakota, as well as enhanced recovery techniques, will also play an important part in maintaining our production levels.

"Currently, we have a whole or part interest in 41 wildcat wells being drilled both onshore and offshore in the U. S., and we have 25 seismic crews evaluating some 1.5 million of our onshore acres. This represents more than nine percent of all such exploratory work being conducted by the industry in the U. S.

"I think it's important to recognize that there are tremendous uncertainties and tremendous costs involved in finding and developing new natural gas and crude oil reserves. No matter how promising the geological prospects, you really don't know if you have production until you take the chance, spend the money, and actually drill the well. For example, we were disappointed last year when the first well in the Gulf of Alaska, in which we participated, proved to

be a dry hole, and we drilled our second unsuccessful wildcat in the Tanner Banks offshore Southern California this year. We spent more than \$27 million to lease and explore the California acreage. Occasional disappointments are not unusual; they are an integral part of the oil business. But the costs must be balanced by the prospect of sufficient financial rewards when and where we are successful. The price of our product must cover this very real element of risk. We must continue our exploratory efforts in promising frontier areas. In fact, we will be drilling another wildcat in the Gulf of Alaska in May.

"Because of the importance of offshore frontier areas, we are hopeful that the Second Federal Circuit Court of Appeals will uphold the validity of the mid-Atlantic offshore lease sale which was canceled by a Federal District Court in Brooklyn earlier this year. If this decision is rendered by early summer as expected it may still be possible for Gulf to drill at least one of the four wildcats we had planned on our mid-Atlantic leases this year.

"Outside the United States, Canada continues to hold substantial promise over the long term despite current problems with the Canadian dollar, political unrest, and economic distress. Gulf Canada has an active exploration program in Western Canada and such frontier areas as the Canadian Arctic and the Mackenzie Delta where we have a 75-percent interest in an estimated 1.4 trillion cubic feet of natural gas reserves in the Parsons Lake area. If the Arctic Pipeline is approved, as a Federal Power Commission judge recommended earlier this year, this gas as well as that from the Alaskan North Slope can be flowing to Southern Canada and the U. S. by 1982. The Syncrude Project, our first participation in synthetic crude oil, is proceeding well with the first production scheduled for next year.

"Outside North America, there are encouraging signs that a more stable operating climate may be developing in some areas. So while our role in the traditional concessionary areas has been largely limited to that of a crude purchaser, we are continuing to evaluate new opportunities as they arise.

"The Carter Administration's proposal to create a new fund in the World Bank for financing energy projects in the less developed countries is one encouraging sign. Gulf has held discussions about the proposed program with World Bank officials and we are optimistic that such a program would measurably assist poorer countries to develop their critically important resources.

"We have active exploration programs in 13 overseas countries which involved expenditures of \$94 million in 1976 and which

will involve approximately \$140 million in 1977.

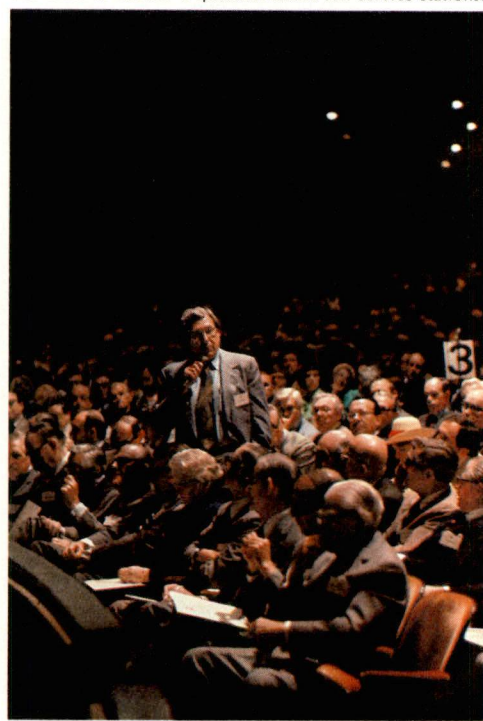
"One of our new ventures in exploration is in Egypt, where we expect the government later this month to ratify a production sharing agreement made last year. Also, in Oman, the Sultan approved on April 6th the assignment of a production sharing agreement in which Gulf will earn a 40-percent working interest in 3.3 million acres. We plan to drill the first wildcat on this acreage during the third quarter this year.

"As you are aware, we have been concentrating much of our exploration and production effort in the North Sea where the first of our four fields, the Thistle Field, will come on production later this year. By 1983, we expect that our share of North Sea production will be about 70,000 barrels per day. We are continuing to make progress in the other three fields and, recently, were awarded a block in the U.K. government's fifth round of leasing.

"The atmosphere in Nigeria continues to be favorable to foreign investment and our relations with the government are good. In Zaire, we have completed the first full year of production operations. Angolan operations, which were suspended through April of 1976 because of the hostilities there, have resumed and Gulf is currently operating under the same terms that existed prior to the suspension of production.

"During the first quarter of 1977, Gulf had 1.3 million barrels per day of crude available through equity production, participation, and long-term agreements in nine countries

R. W. Baldwin, President of GORAM, was called upon by the Chair to answer a question about self-service stations.



overseas. This is equivalent to the average amount that we had during 1976.

"Unrealistic demands forced our negotiated withdrawal from Ecuador at year-end. Although we have not yet been paid, we have learned that the government has been able to borrow sufficient funds to meet the agreed-upon initial payment.

"The unprecedented two-tier price system for foreign crude oil imposed by 11 members of the OPEC cartel on January 1 of this year does place Gulf at a disadvantage in the marketplace. While the full effect of this action is difficult to measure at this time, it is reducing demand for some of the heavier, high-sulfur crudes, such as Kuwaiti crude. However, the greater problem will be whether our refineries—both in the U. S. and abroad—can pass on these costs in areas where our competitors have access to the lower-priced crude. Hopefully, this problem will be moderated if the OPEC producers can agree on a compromise pricing system in July, as the news media now indicates that they will.

"While Mr. McAfee mentioned some of the environmental constraints on our business, I would like to add that the Environmental Protection Agency's decision to remove most lead from all gasolines by 1979 will cost us some \$60 million in nonproductive capital expenditures over the next two to three years. Additionally, recent congressional proposals to require the removal of an octane additive 'MMT' from unleaded gasoline could result in additional capital expenditures to refit our refineries, and could trigger future gasoline shortages.

"We have every reason to expect Gulf's chemical operations to contribute in a major way to future Corporate earnings despite the lag in first quarter profits. The new olefins plant at Cedar Bayou which just came on stream is working well and has increased our annual ethylene capacity to just under 3 billion pounds or 10 percent of the industry total. A low-density polyethylene plastics plant, also completed at Cedar Bayou in 1976, has boosted our total low-density polyethylene capacity to 850 million tons a year, accounting for 12 percent of the industry's capacity and making Gulf the nation's third largest producer. Construction on a large polypropylene plant at Cedar Bayou and the expansion of a high-density polyethylene plant at Orange, Texas, are proceeding well. Both of these facilities are expected to become operational in 1978.

"We made important strides during 1976 toward achieving our goal of becoming a significant coal producer and one of the largest uranium suppliers in the United States. Later this year we will produce our first United States uranium—from the Mari-

*General Counsel
Merle Minks and
Director and GEM
President E.B. Walker
discuss an issue.*



ano mine in New Mexico. Full production from our Rabbit Lake uranium mine in Canada was achieved last year. The second of four 55-cubic-yard draglines is being put into service at the McKinley coal mine in New Mexico as an important step toward achieving an annual capacity of five million tons by 1979. The profit contribution from these sources is just beginning, but their importance to our future will be substantial.

"Underlying all of our operational elements is one of the strongest financial positions in the oil industry today. Our long-term debt has been reduced to about \$1.2 billion while cash and marketable securities have risen to more than \$2 billion. We have achieved a gratifying earnings level—but one which we are committed to improve. Our shareholders' equity increased seven percent over the 1975 level to \$35.62 per share. And earnings last year returned 12.2 percent on shareholders' equity and 10.4 percent on employed capital. This supported our third increase in dividends since 1974, which raised our current annual dividend level to \$1.80 per share. Based on current stock market prices, this means that Gulf returns shareholders one of the highest dividend yields in the industry.

"In summary, then, our commitment to the programs I've just outlined is solidly based. We have the cash to back up our plans and objectives, and we intend to go forward with an aggressive capital program so that in the future we can again stand before you and the public with pride in our accomplishments. Thank you, and now I'll turn the podium back to Mr. McAfee for the remainder of the program."

Mr. McAfee thanked Mr. Lee for his com-

prehensive review, and then turned to the next order of business, the election of Directors. He called upon Mr. Boyce, who formally placed in nomination the 13 individuals recommended by management in the Proxy Statement who had been introduced to the Meeting earlier.

After the nominations had been seconded, Mr. McAfee asked for any further nominations or any questions about the nomination or election of Directors. There followed a brief exchange with Mrs. Elizabeth Jackman who asked if "we are also seconding the remuneration of the Directors?"

Mr. McAfee replied that it was not an item of business. When Mrs. Jackman responded that she felt the annual pension plan benefits for Directors and officers "much too excessive," Mr. McAfee pointed out that "compensation of officers and other employees of Gulf is a matter of ongoing consideration." He said that every effort was made to keep Director fees in line with generally accepted business practices in the nation, and that employee compensation is competitive; that the Company prided itself on the fact that, in regard to Gulf's compensation practices, "we are neither excessive nor deficient."

Since there were no other nominations and no further questions, he declared the nominations closed.

The next item of business was the appointment of independent accountants. Mr. McAfee said, "As reported in the Proxy Statement, an Audit Committee of the Board was established on April 27, 1971, with authority to review the scope of our auditing procedures with Gulf's internal auditor and the



Annual Meeting 1977

independent accountants. The Committee is made up exclusively of outside Directors; the present members are Mr. James H. Higgins, Chairman, and Messrs. Charles M. Beeghly, George Kozmetsky, Nathan W. Pearson, and James M. Walton.

"During 1976, the Audit Committee met on four occasions with Price Waterhouse & Co., the Corporation's independent accountants, and met again in February of this year to review the 1976 financial statements which are set forth in the Annual Report.

"The Committee is authorized to make and does make recommendations to the Board and to our management. In performing this duty, the Committee invites representatives of Price Waterhouse to make any suggestions or comments with respect to the principles and practices of the Corporation in handling its accounts and to make recommendations which they feel would strengthen controls in the Company's auditing procedures. Price Waterhouse also reviews reports made by internal auditors of the Corporation and is asked to concur that all pertinent matters have been brought before the Audit Committee and the Board.

"In performing this function, Price Waterhouse has complete access to all records and other information relating to the Company's activities. Also, as reported in the Proxy Statement, management recommends approval of the appointment of Price Waterhouse as independent accountants for the year 1977."

Mr. McAfee introduced Robert G. Nichols, Regional Managing Partner of Price Waterhouse, and David W. Christopher, Partner in Charge of the Pittsburgh office of Price Waterhouse and responsible for the Gulf audit. The resolution that Price Waterhouse be appointed as independent accountants for the year 1977 was made and seconded.

Since there were no questions on the motion, Mr. McAfee turned to the three shareholder resolutions that had been described in the Proxy Statement. Shareholder Resolution No. 1, Mr. McAfee explained, "proposes the adoption by the Board of a resolution amending the Certificate of In-

corporation to preclude making payments to any foreign country which are declared illegal by the laws of that country." He called on Mark Jaffe, who had submitted the proposal, to introduce it.

Mr. Jaffe then read the resolution and spoke in its behalf. He said, in part, "Mr. Chairman, the issue here is what is the most effective way to implement a ban on illegal corporate payments overseas. By making Resolution No. 1 part of the Corporate Charter, Gulf Oil Corporation is making a commitment to itself that illegal bribery once and for all is forbidden.

"Why include the bribery ban in the Corporate Charter and the Policy Manual? The reasons are twofold. First, . . . this amendment to Gulf's charter would provide the best vehicle for concerned shareholders to enforce a ban on illegal corporate payments. Shareholders would be able to bring a suit against the Corporation and its officials more easily should a bribery occur. There would be no questions concerning whether a fiduciary duty has been breached since it would be clear that the Corporation breached its legal duty to the shareholders. . . .

"Second, the difference between putting a resolution in the Charter and Policy Manual as opposed to only the Policy Manual is the difference between making a law and articulating a policy. A policy may be broken without sanctions. A law may not. A policy can be changed without consultation with the owners of the Corporation, the shareholders. A law may not. . . ."

When Mr. Jaffe had completed his statement, Mr. McAfee responded, "As you know, from the Proxy Statement, management opposes the shareholder resolution for the reasons which have been given in the Proxy Statement. Of course, we support the objectives and, of course, bribery is not a part of our way of life. We feel very strongly, however, that in spite of the arguments set forth by Mr. Jaffe, the necessary steps to make this clear to all Gulf employees everywhere have already been taken and that including this provision in the charter would not accomplish additional good."

Shareholder Resolution No. 2 requested that the Board establish a corporate policy precluding political contributions in the Republic of Korea. The resolution was submitted by the Sisters of Loretto, who also submitted Shareholder Resolution No. 3, a request for a report to shareholders on the Company's operations in the Republic of Korea. Sister Mary Catherine Rabbitt of the Sisters of Loretto was recognized by Mr. McAfee to introduce both resolutions and he suggested that there be a combined discussion period since the subject matter was related.

It is the policy of Gulf Oil Corporation to provide equal opportunity for all qualified job applicants and employees without regard to race, color, religion, sex, national origin, or handicap. Gulf management, at all levels, is responsible for assuring compliance with the policy, and each Gulf employee is expected to be aware of the commitment to equal employment opportunity and to comply with the policy. Furthermore, Affirmative Action Programs have been established at 94 Gulf locations to implement this policy affecting minorities, women, disabled veterans, veterans of the Vietnam Era, and the handicapped. The accompanying statistics show the results throughout the Corporation of affirmative action efforts over the past several years.

This on-going effort has achieved sizable results since February, 1970, when Gulf instituted a formal affirmative action program for increasing minority employment. Since February, 1970, total minority employment has increased from 6.92 percent to 14.0 percent in February, 1977.

In 1972, the emphasis of Equal Employment Opportunity was enlarged to include women. The emphasis of Women's Programs at Gulf has been to increase the number of women, particularly in non-traditional and professional areas, and to upgrade and develop talent which is presently available in the Gulf workforce. Since 1972, women have increased their percentages in all job categories, except for Laborers, where the number employed has substantially decreased. The total number of women in the Gulf workforce has increased from 15.5 percent in 1972, to 18.6 percent in 1977.

Through the Affirmative Action Program, Gulf has made steady progress in equal employment since 1970. Women and minorities are now represented throughout all areas of the workforce and have advanced to more vital and responsible positions within the Corporation. The emphasis of the Affirmative Action Program continues to be on upward mobility to retain the talented persons recruited through equal employment efforts. The percentage increase in the Officials & Managers category is one indication of the success of this effort.

It is management's philosophy that Gulf's future depends upon the ability to employ and develop the best talent available, an objective which can only be achieved when individuals are recognized for their talents and potential and by excluding criteria unrelated to job performance. While Gulf has made steady progress in this area, Affirmative Action continues to be necessary because some segments of our society are underutilized in the workforce and find it difficult to manifest their abilities and achieve their ambitions. At Gulf, equal employment applies to all employees. Everyone should be encouraged to develop their maximum potential within the Corporation.

The commitment and involvement by all of Gulf's managers and supervisors has been instrumental in the progress Gulf has achieved. Improving opportunities for women and minorities continues to be an important part of each manager's and supervisor's job, and performance is evaluated on the results of their efforts. The support of Gulf's Equal Employment Opportunity policy has brought us measurable results and continued support will both reinforce and improve our progress.

MINORITY AND FEMALE EMPLOYMENT STATISTICS

(As of end of February each year)

ALL EMPLOYEES

**MINORITY EMPLOYEES

EEO-1 JOB CATEGORY	YEAR	TOTAL	MALE		FEMALE		BLACK		ALL OTHER		TOTAL	
			NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Officials and Managers	1977	4,628	4,446	96.1	182	3.9	91	2.0	91	2.0	182	3.9
	1976	4,478	4,329	96.67	149	3.33	71	1.59	76	1.70	147	3.28
	1975	4,420	4,282	96.88	138	3.12	59	1.33	68	1.54	127	2.87
	1974	4,242	4,153	97.90	89	2.10	34	0.80	63	1.49	97	2.29
	1973	4,290	4,223	98.44	67	1.56	32	0.75	48	1.11	80	1.86
Professionals	1977	4,065	4,017	98.82	48	1.18	23	0.57	35	0.86	58	1.43
	1976	4,115	4,075	99.03	40	0.97	25	0.61	30	0.73	55	1.34
	1975	4,262	3,770	88.5	492	11.5	167	3.9	132	3.0	299	7.0
	1974	3,826	3,508	91.69	318	8.31	139	3.63	103	2.69	242	6.33
	1973	3,716	3,457	93.03	259	6.97	140	3.77	85	2.29	225	6.05
Technicians	1977	4,275	4,048	94.69	227	5.31	109	2.55	169	3.95	278	6.50
	1976	4,006	3,830	95.61	176	4.39	74	1.85	137	3.42	211	5.27
	1975	3,704	3,570	96.38	134	3.62	37	1.00	105	2.83	142	3.83
	1974	3,982	3,863	97.01	119	2.99	27	0.68	111	2.79	138	3.47
	1973	1,663	1,425	85.7	238	14.3	111	6.7	62	3.7	173	10.4
Sales Workers	1977	1,586	1,403	88.46	183	11.54	106	6.68	56	3.53	162	10.21
	1976	1,586	1,426	89.97	159	10.03	103	6.49	54	3.40	157	9.90
	1975	1,732	1,571	90.70	161	9.30	98	5.66	81	4.67	179	10.33
	1974	1,779	1,612	90.61	167	9.39	68	3.82	64	3.60	132	7.42
	1973	1,952	1,762	89.88	190	9.73	55	2.82	54	2.76	109	5.58
Office and Clerical	1977	2,204	1,981	89.88	223	10.12	53	2.40	53	2.41	106	4.81
	1976	1,641	1,637	99.76	4	0.24	39	2.38	11	0.67	50	3.05
	1975	691	667	96.5	24	3.5	34	4.9	10	1.4	44	6.4
	1974	796	771	96.86	25	3.14	40	5.03	12	1.51	52	6.53
	1973	972	947	97.43	25	2.57	48	4.94	15	1.54	63	6.48
Craftsmen (skilled)	1977	1,210	1,202	99.34	8	0.66	39	3.22	17	1.41	56	4.63
	1976	1,489	1,482	99.53	7	0.47	62	4.16	18	1.21	80	5.37
	1975	1,628	1,622	99.63	6	0.37	50	3.07	18	1.11	68	4.18
	1974	1,641	1,637	99.76	4	0.24	39	2.38	11	0.67	50	3.05
	1973	5,355	1,625	30.3	3,730	69.7	760	14.2	309	5.8	1,069	20.0
Operatives (semi-skilled)	1977	5,399	1,776	32.89	3,623	67.11	693	12.84	263	4.87	956	17.71
	1976	5,607	1,907	34.01	3,700	65.99	698	12.45	257	4.58	955	17.03
	1975	5,910	2,090	35.36	3,820	64.64	649	10.98	234	3.96	883	14.94
	1974	6,046	2,238	37.02	3,808	62.98	538	8.90	221	3.65	759	12.55
	1973	6,675	2,621	39.27	4,054	60.73	481	7.21	221	3.31	702	10.52
Laborers (unskilled)	1977	7,491	2,993	39.95	4,498	60.05	475	6.34	209	2.79	684	9.13
	1976	5,618	5,576	99.3	42	0.7	559	9.9	218	3.9	777	13.8
	1975	5,817	5,794	99.59	24	.41	492	8.46	213	3.66	705	12.12
	1974	5,887	5,872	99.74	15	0.25	456	7.75	168	2.85	624	10.60
	1973	5,259	5,240	99.64	19	0.36	303	5.76	140	2.66	443	8.42
Service Workers	1977	5,502	5,494	99.85	8	0.15	273	4.96	134	2.44	407	7.40
	1976	5,213	5,203	99.81	10	0.19	251	4.81	131	2.52	382	7.33
	1975	5,466	5,453	99.76	13	0.24	185	3.38	127	2.33	312	5.71
	1974	3,640	3,522	96.8	118	3.2	769	21.1	171	4.7	940	25.8
	1973	3,727	3,658	98.15	69	1.85	729	19.56	169	4.53	898	24.09
TOTAL	1977	3,546	3,502	98.76	44	1.24	710	20.02	133	3.75	843	23.77
	1976	4,693	4,658	99.25	35	0.75	772	16.45	133	2.83	905	19.28
	1975	4,942	4,915	99.45	27	0.55	706	14.29	99	2.00	805	16.29
	1974	5,862	5,822	99.32	40	0.68	659	11.24	111	1.90	770	13.14
	1973	6,198	6,164	99.45	34	0.55	621	10.02	111	1.79	732	11.81
TOTAL	1977	374	352	94.1	22	5.9	104	27.8	22	5.9	126	33.7
	1976	572	527	92.13	45	7.87	187	32.69	41	7.17	228	39.86
	1975	496	473	95.36	23	4.64	156	31.45	31	6.25	187	37.70
	1974	413	409	99.03	4	0.97	112	27.12	37	8.96	149	36.08
	1973	418	370	88.52	48	11.48	109	26.08	34	8.13	143	34.21
TOTAL	1977	532	427	80.26	105	19.74	125	23.50	36	6.76	161	30.26
	1976	802	616	76.81	186	23.19	173	21.57	41	5.11	214	26.68
	1975	358	270	75.4	88	24.6	108	30.1	16	4.5	124	34.6
	1974	351	265	75.50	86	24.50	102	29.06	13	3.70	115	32.76
	1973	351	262	74.64	89	25.36	103	29.34	12	3.42	115	32.76
TOTAL	1977	417	332	79.62	85	20.38	117	28.06	10	2.40	127	30.46
	1976	453	364	80.35	89	19.65	125	27.59	9	1.99	134	29.58
	1975	522	431	82.57	91	17.43	139	26.63	11	2.11	150	28.74
	1974	543	442	81.40	101	18.60	142	26.15	8	1.47	150	27.62
	1973	26,589	21,653	81.4	4,936	18.6	2,703	10.2	1,031	3.8	3,734	14.0
TOTAL	1977	26,553	22,031	82.97	4,522	17.03	2,559	9.63	946	3.56	3,505	13.20
	1976	26,581	22,129	83.25	4,452	16.75	2,473	9.30	823	3.10	3,296	12.40
	1975	28,151	23,703	84.20	4,448	15.80	2,233	7.93	884	3.14	3,117	11.07
	1974	29,925	24,528	84.80	4,396	15.20	1,987	6.87	764	2.64	2,751	9.51
	1973	30,153	25,475	84.49	4,678	15.51	1,820	6.04	722	2.39	2,542	8.43
TOTAL	1977	32,442	27,224	83.92	5,218	16.08	1,740	5.36	701	2.16	2,441	7.52

**Minority employees are also included in the statistics under the heading "All Employees."

Annual Meeting 1977

Sister Rabbitt read both resolutions, then said, "In moving these resolutions, we believe that it is in the best interests of shareholders to be informed of the Company's operation in the Republic of Korea, and to be assured by a clear statement of policy that no further political contributions will be made in Korea.

"Continuing discussion in the press of influence-peddling by South Koreans in this country has heightened our concern in this matter. Current investigations in Washington by the Justice Department and the U. S. Congress reflect the seriousness and timeliness of this concern. We feel that a full airing of Gulf's involvement in the Republic of Korea is in order in light of these developments."

Sister Rabbitt went on to tell of a number of contacts she had had with Gulf officials from Pittsburgh on the questions. Although she felt that she had been provided with much helpful background information and other reassurances, her questions remained.

Mrs. Frances Loring of New York City, a proxy holder representing Church Women United in the United States of America, seconded the resolutions.

Mr. McAfee reminded the audience of some 1,300 shareholders that, as outlined in the Proxy Statement, management recommended that they vote against these resolutions. "Not because," he said, "we are now or have any intention of making illegal contributions in Korea—or anywhere else—but because we feel that, as we have endeavored to tell you in many ways during the past year, effective steps have already been taken to preclude this possibility in our operations in the present and in the future."

He added, "It is not our intention to withhold information from any interested shareholder. As Sister Mary Catherine has correctly pointed out, we have had numerous discussions during the past year . . . with her and her associates, giving them full responses to their questions, and we're prepared to do it for any interested shareholder."

When Mrs. Loring returned to the micro-

phone to speak in support of the resolutions because of Church Women United in the USA's concern for "peace and justice," Mr. McAfee responded, "We share your concerns. We are genuinely concerned and we have no intention of letting our operations in Korea, or anywhere else, be anything but what you and the other shareholders of this Corporation can be generally proud of. You may rest easy on that point."

With discussion on the Shareholder Resolutions ended, Mr. McAfee moved on to the voting. He explained the balloting procedures to those in attendance who had not previously voted by submitting their signed proxies or who wished to change their vote. When the ballots had been collected and were being tabulated, Mr. McAfee declared the meeting open for general questions about the Company. He asked, in the interest of fairness, that the questions be kept as brief as possible, limited to subjects that relate to the affairs of the Corporation, and follow the time limit set forth in the rules of the meeting so as many people as possible could be heard.

"After the meeting, there will be several Gulf Oil Corporation executives available with identifying badges . . . and these Gulf officials look forward to talking with you regarding any matters pertaining to the Corporation.

"Before opening the meeting to questions," he said, "I would like to correct an oversight of which I was guilty earlier. We are fortunate today in having in the group in attendance another distinguished Director Emeritus: Mr. William K. Warren. I would like to ask Mr. Warren if he would be so good as to rise and be recognized."

Mr. Warren received a round of applause.

Douglas McGregor of Houston was the first shareholder to be heard, and he asked if officials of the oil companies had been called for conferences with the President to help him decide what his energy program would be.

Mr. McAfee replied, in part, "I regret to have to tell you, sir, that the input which we as one company have been able to make has not been as great as we would have liked it to have been, as we think it properly should have been, but I can assure you, we've done everything we could. Time pressures have, of course, been involved. And we have to be sympathetic with the new Administration in getting its house in order and all that. They did make efforts to invite public participation, public input, and as I mentioned earlier . . . we did take advantage of the 10 town-hall meetings across the country to get in our two cents worth.

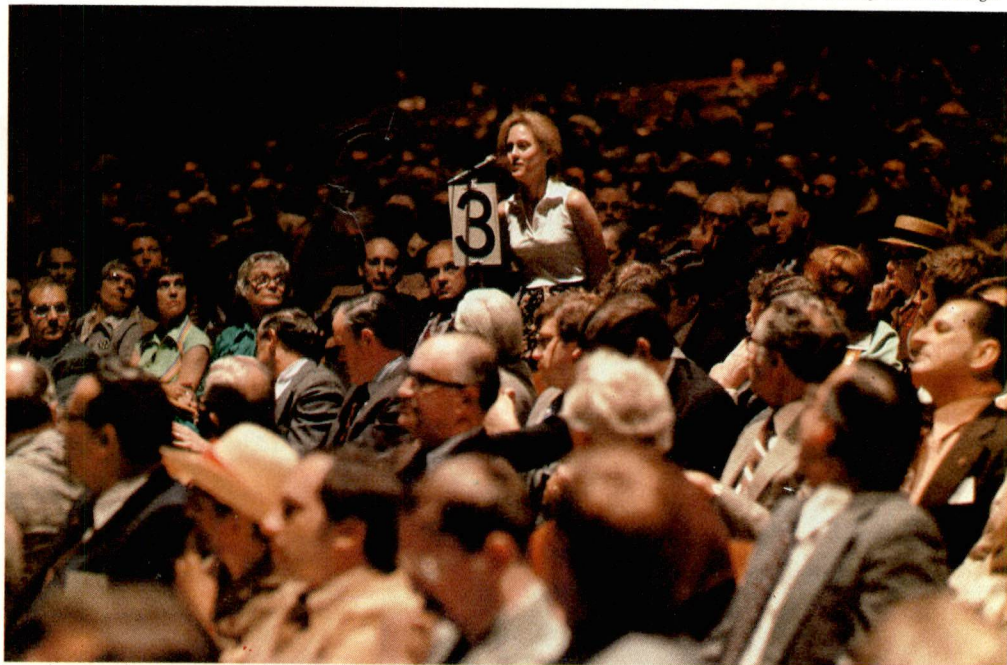
"We've also had private meetings with the staff and some of the congressional staffs involved, and there have been conferences as well. I sincerely hope that in the months ahead there will be ongoing opportunity for us to get our contributions, our constructive and positive contributions, in the pot, as it were, for consideration. . . ."

Mrs. Elizabeth Jackman of Arcadia, California was recognized and said, "As you may or may not know, my interest is in Africa and Gulf's operation in Angola, which I visited."

Mr. McAfee said, "Yes, Mrs. Jackman, we recall from past years that you were good enough to visit our operations there."

Mrs. Jackman said, "I might say that I went at my own expense."

Silvia White, a Rice University student, asked about Gulf's advertising campaign, "Gulf People: Meeting the Challenge."



Mr. McAfee replied, "We appreciate that even more. And I'm not meaning anything but to indicate that we are aware of your interest and do appreciate it. Please go on."

Mrs. Jackman said, "In December of 1975, it was agreed by Gulf to operate in Angola under the same terms which prevailed before suspension of operation until discussion leading to a new, long-term relationship could be undertaken."

"I presume that these discussions have taken place with the Angolan Government, and I would like to know what the long-term relationship will be. Are there any problems between Gulf and the Government of Angola? Are the operations in Cabinda being interfered with in any way which has necessitated protection either by the Angolan Government forces or, as we have heard, by the allegedly heavy concentration of Cuban troops in Cabinda?"

"I would also like to know if the investment and operations in Zaire will be nationalized as were Mobil and Texaco? If not, why not? Does Gulf hope that Cabinda could be liberated with the help of Zaire Government to avoid expropriation of the Government of Angola?"

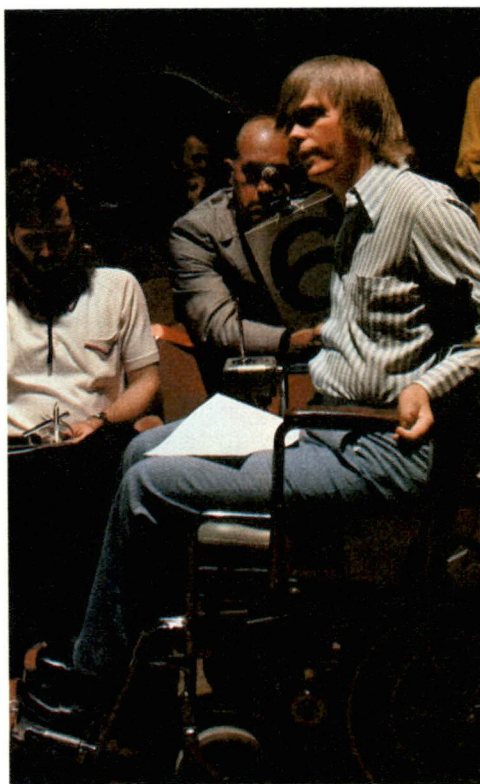
In reply, Mr. McAfee said, "Briefly, our operations in Cabinda have proceeded—since we were invited to return—remarkably smoothly, and our production there has averaged, recently, in the neighborhood of 130,000 barrels a day."

"We have only very recently been invited to enter negotiations with the Government of Angola with respect to the longer term. To the best of my knowledge, the first of the meetings contemplated have not yet been held."

He added that the Company anticipates that a satisfactory arrangement would be worked out but could not speculate on just what that arrangement would be.

"With respect to Zaire . . . and nationalization, we hope it will not take place, because we feel there is considerable potential there. We want to continue to play our part . . . in helping that nation produce its natural resources. There is a possibility that nationalization may be at least tempered by the fact that the financial arrangements with respect to our operations there involved a consortium of international banks, which bring into play the international financial community, which we feel is a stabilizing factor in such situations. . . ."

He asked Mr. Lee if he had anything to add to his comments. The Gulf President said, "I'd just add that I think we would end up with a participation-type arrangement in Cabinda, similar to the other West African areas and not to a complete takeover as is happening in the Middle East



Lex Frieden complimented Gulf for making the Annual Meeting accessible for people who are in wheelchairs.

areas. That's the kind of indication we have gotten so far from the Angolan Government."

"I think as you talked about the security situation in Cabinda," Mr. Lee continued, "I'd just like to say that we continue—some of our people there—have continued to get threats from time to time—personal threats, threats to the equipment, and so forth—but we have really had no problem inside our operating area."

Among others who were recognized from the Chair were W. A. Morris, who asked a number of questions on litigation against the Company; Ms. Doreen Poling, who asked about investigations into the fires at the Philadelphia Refinery in 1975; and Ms. Grace M. Nelson, an employee who raised a number of questions centering on employee concerns about the move of certain Houston employees to West Belt Center.

Ms. Nelson talked of the inconvenience caused to some employees by the move, and of the limited transportation facilities to the new location.

Mr. McAfee replied that while the Annual Meeting was not really the place to air employee grievances, he would like to say that he felt that the new Beltway facility was something of which everyone could be proud of and pleased with. "The comments that I've received from those who have actually moved out there and who are now in the midst of moving out—and several hundred employees are already there—have been very positive," he said. "Of course,

there will be wrinkles and problems to be solved. And when you move into a new area, there are certain things to get straightened out. I recognize that, and I realize that it will involve an inconvenience for some. In the long run, however, in our judgment and in the combined judgment of all concerned, it will make for a more convenient and a more satisfying, more productive working atmosphere for all."

Lex Frieden of Houston, when recognized, said, "I would like to compliment you and the members of the Board of Directors for making this meeting physically and architecturally accessible to those of us in wheelchairs."

"There are approximately 36 million handicapped individuals in the United States today, and I believe it would be in the best interests of this corporation to invite and encourage the business of this significant portion of our population by implementing the following three-step action plan."

"First, Mr. Chairman, I suggest that the Corporation go beyond the letter of the Affirmative Action legislation in an effort to recruit, to employ, and to advance in employment, qualified handicapped individuals."

"Second, I recommend that the Corporation avoid discrimination by maintaining full-service islands at all Gulf service stations in order to serve those individuals who for many reasons may be unable to adequately serve themselves."

"Finally, Mr. Chairman, I recommend that the Corporation make all facilities, including service stations and particularly restrooms, physically and architecturally accessible to persons in wheelchairs and those individuals who are otherwise mobility impaired. . . ."

In his response, Mr. McAfee said, "We are very sympathetic with what you've said, and as a matter of fact, are indeed in the midst of enhancing our ability to accommodate those who unfortunately are handicapped. . . . As far as . . . service stations are concerned, we certainly are aware of the necessity of maintaining an adequate portion of our services on a full-service basis—and that, of course, is our policy."

Ms. Lysbeth Kaye Stone of Houston picked up the same theme a short time later saying, "You've answered part of my question . . . but part of it still remains. Do you think you could tell me what percentage of sales now are done in the self-service stations?"

The Chairman called on R. W. Baldwin, President of GORAM, to respond. Mr. Baldwin said, "Out of something like 18,000 outlets, we have self-service stations in some 1,300. Over and above that, we have self-serve islands in approximately 6,000 other

Annual Meeting 1977

outlets, which I think would come up to be something in the order of about 40 percent of all outlets in which you can get self-service."

Mr. Baldwin went on to say that GORAM is looking into ways to make these outlets readily accessible to the physically handicapped in the future. He noted that in the meantime, a great number of Gulf outlets still offered full service, so that he hoped inconvenience to handicapped persons would be minimal.

Ms. Patricia Lykos of Houston, when recognized, asked, "Why is Gulf Oil—and other energy companies—continually on the defensive? There are several special interest groups . . . who present one side of the story. Many of these organizations slander and distort the oil companies' positions. There are many things that are affecting Gulf Oil; the decision by a Federal judge that a fish in Tennessee—a snail darter—is more important than people, shutting down a hydro-

Grace M. Nelson, an employee in Houston, raised a number of questions about being moved to a new location.



electric plant; various suits precluding drilling off the Eastern Coast; and so forth.

"All this impacts Gulf Oil. What is being done to get this across to the ordinary citizen? You are on the defensive. . . ."

"Mr. Carter's message last night did not reassure me. I see us going the way of the European countries, where our quality of life will be diminished where the only people driving big cars are the bureaucrats, functionaries, and, pardon me, heads of big corporations. . . ."

Ms. Lykos cited failure to proceed with the development of nuclear power, Congress mandating miles-per-gallon quotas for automobiles, and setting emission controls as cases that have had negative effects and have helped create inflation. And 40 percent of the people in the nation, she indicated, think the energy companies are the villains.

"When they are attacking you," she concluded, "they're attacking me. They're attacking everybody here. Every citizen in this country. I don't want to live in medieval times. There are self-appointed elitists that would really like us to go back to those times. I don't intend to. I want to know what I can do to help you all and what you all are going to do, because it's really, you know, all of our survival."

Mr. McAfee said, "Bless your heart. Ms. Lykos, you said it better than I could say it." He continued, "I believe very sincerely that the answer to the problem that you've touched on lies in the combined efforts of all of us to tell our story to ordinary, everyday, general-public people across the breadth and length of this land. It is up to people like you, who do understand it—as you obviously do understand it—to tell other people what the real facts are."

He then went on to discuss the Public Affairs activities in Pittsburgh, Houston, and Washington and other areas of the country which are involved in trying to get the message across. "Believe me," he said, "it's an ongoing thing, and we're taking advantage of every legitimate opportunity we've got to tell our story."

"We do have a problem of credibility. I'm convinced the only way to lick that problem is to continue to do our job, do it honestly, do it well, and eventually that will be seen by the general public. When it is seen by the general public, then the people in Washington will do something about it, and not before then. When they hear one thing from us and another thing from the folks back home, you know darned well who they're going to believe—and they should. When they hear the same thing from us and the folks back home, that is when we're all going to get the right kind of action we need to solve this problem."

TABULATION

Voting for Directors

Name	votes
Jerry McAfee	158,325,711
James E. Lee	158,323,539
Charles M. Beeghly	158,315,500
Z. D. Bonner	158,301,254
R. Hal Dean	158,328,107
Robert Dickey III	158,274,282
James H. Higgins	158,319,522
George Kozmetsky	158,309,327
Nathan W. Pearson	158,319,738
Sister Jane Scully	158,202,283
Edwin Singer	158,314,245
Edward B. Walker III	158,320,116
James M. Walton	158,313,289

Appointment of Independent Accountants

Price	Shares For	Shares Against	Not Voted
Waterhouse	158,123,750	832,207	19,674

Shareholder Resolutions

	Shares For	Shares Against	Not Voted
Number 1	4,490,135	145,659,387	8,826,109
Number 2	6,062,696	144,102,473	8,810,462
Number 3	4,357,247	145,598,956	9,019,428

The total representation by proxy and by shareholders' ballots present in person was 158,975,631—representing 81 percent of the 194,941,257 shares outstanding and entitled to vote.

Later, Sister Rabbitt addressed the Chair and said, "My question relates to the matters that we raised in Resolutions No. 2 and 3. I was just wondering if you would care to comment on the investigations that are going on in Washington now by the Justice Department and the U. S. Congress, and whether or not you see the possibility of Gulf being tied into these investigations in any way concerning the operations of Korean businessmen and Korean nationals in the United States who have solicited funds from U. S. Congress people."

Mr. McAfee replied, "No ma'am. I have no expectation that we will be involved in that present investigation in any way whatsoever. After the Tung Sun Park incident surfaced, we searched our souls—our files—our records once again to see if there was any connection between our Company's operations in Korea and this man. We were unable to find any connection whatsoever."

Mr. Jaffe was recognized and said, "In my previous statement, I mentioned the fact that there was a bill pending before the Senate now on the bribery issue which outlaws foreign bribes by U.S. corporations and pro-

vides fines up to \$500,000 for each violation. I was wondering whether Gulf was supporting the passage of this bill?"

The Board Chairman answered, "Well, this is not a high priority item on our list, Mr. Jaffe, because we have already taken the steps we feel are necessary and effective to deal fully and effectively with this area in our Company's operations."

Among the others who asked questions was Ms. Silvia White, a Rice University student. She asked, "I'd like a comparison of costs between the amount spent on how Gulf was meeting the challenge—your advertisements to us, the public—and the amount spent on developing resources for new energy."

Mr. McAfee answered, "Our capital and exploratory budget in 1976 amounted to just a little over \$1.7 billion. Of this . . . a billion dollars of it—two-thirds more or less—we spent in the United States primarily for exploration and development of energy projects to provide this country with our part of its additional energy requirement."

"The 'Gulf People Meeting the Challenge' program will involve a media expenditure of . . . just under \$8 million."

Mr. McAfee went on to explain, "You are aware, I expect, that Gulf did not do any institutional advertising for quite some period. We have concluded, beginning on the 20th of January of this year, that the time has now come for us to endeavor to tell our story more broadly. And, in response to an earlier question, that's part of the program—to try to get the fact over that, 'Look, we as a corporation 53,000 people strong are endeavoring to do a job and to do it well and to do it honestly and to do it day after day. And there is a tremendous challenge in what we are doing, and, by golly, we're doing it just as well as we know how to do it.'"

"We think that people, when they realize what's involved in finding and producing and converting and distributing and marketing energy—then they'll better appreciate that energy just doesn't happen; that it's got to be worked at. And that has to be what the missing element has been so far."

He said that Mr. Carter's approach to the energy problem—conservation—was of course part of the solution, but that it's going to take not only sacrifice, "it's going to take work just to stay where we are, much less move ahead."

Forrest Barron of Brady, Texas, was recognized and said, "I'd like to thank you for the friendly, affable, kind, informative, considerate way that you handled the Chairmanship of this Corporation."

"I have a question concerning part of Mr. Lee's address regarding the Texas Eastern

Transmission contract. I'm gratified to know that we are able to meet that contract . . . How profitable is it going to be for the Corporation?"

Mr. McAfee turned the question over to Mr. Lee who said that it was difficult to quantify it in dollars and cents. He indicated that Gulf was not going to be out of pocket on the contract, taken on the whole. "But obviously," he said, "it hurts to be delivering it at 21 cents or 30 cents, or whatever the number is, under Texas Eastern. If we had freedom to move it somewhere else, we could move it at a lot more."

Mrs. Lykos returned to the microphone and said that she took issue with Mr. McAfee's opinion that it's enough for Gulf Oil to simply do its job. She mentioned that strong allegations were made by the Governor of Pennsylvania during the winter cold crisis against the oil energy companies and said that this had gone by without response.

Mr. McAfee corrected her by saying that Gulf did respond, but that, unfortunately, the response wasn't as well publicized as the allegations.

After a few final questions, Mr. McAfee said, "I'd like to thank you, ladies and gen-

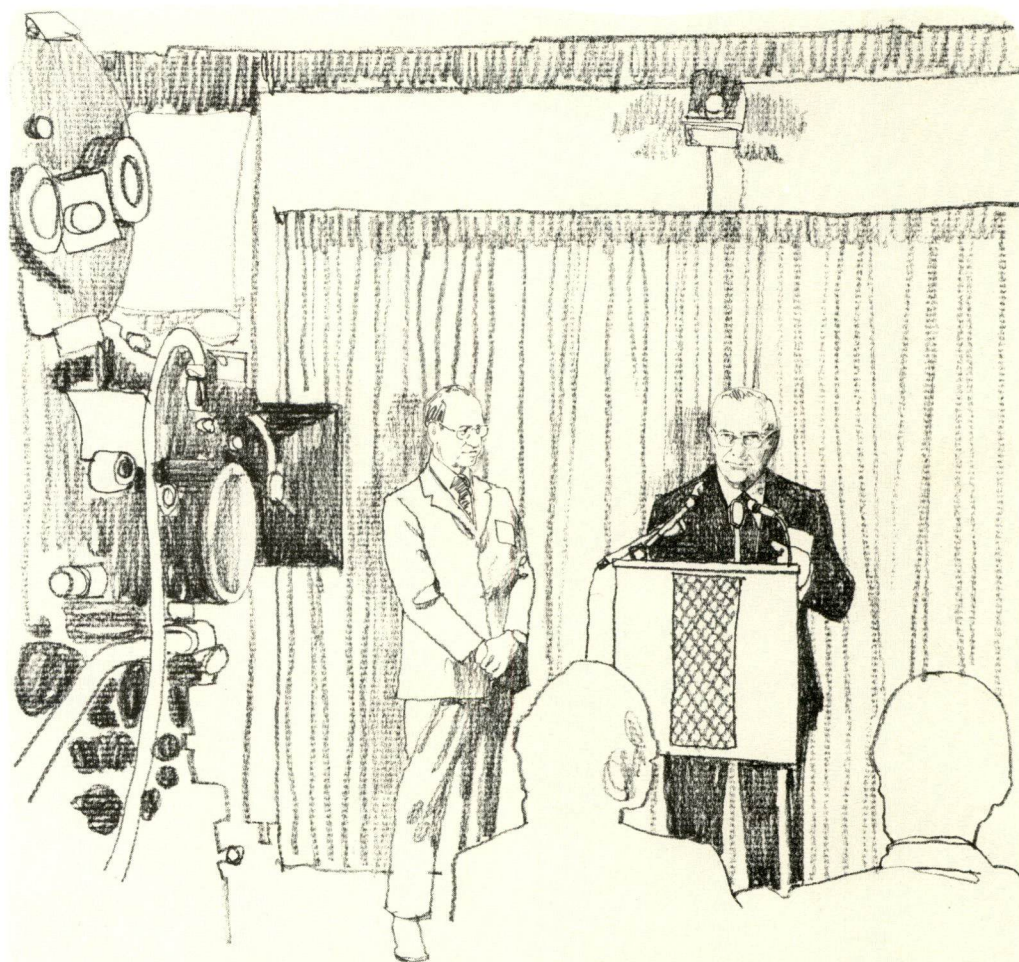
tlemen, for your very excellent questions. In the main, they have been pertinent and constructive, and we appreciate this opportunity to tell you more about your Company."

He called upon Mr. Boyce to report on the results of the balloting.

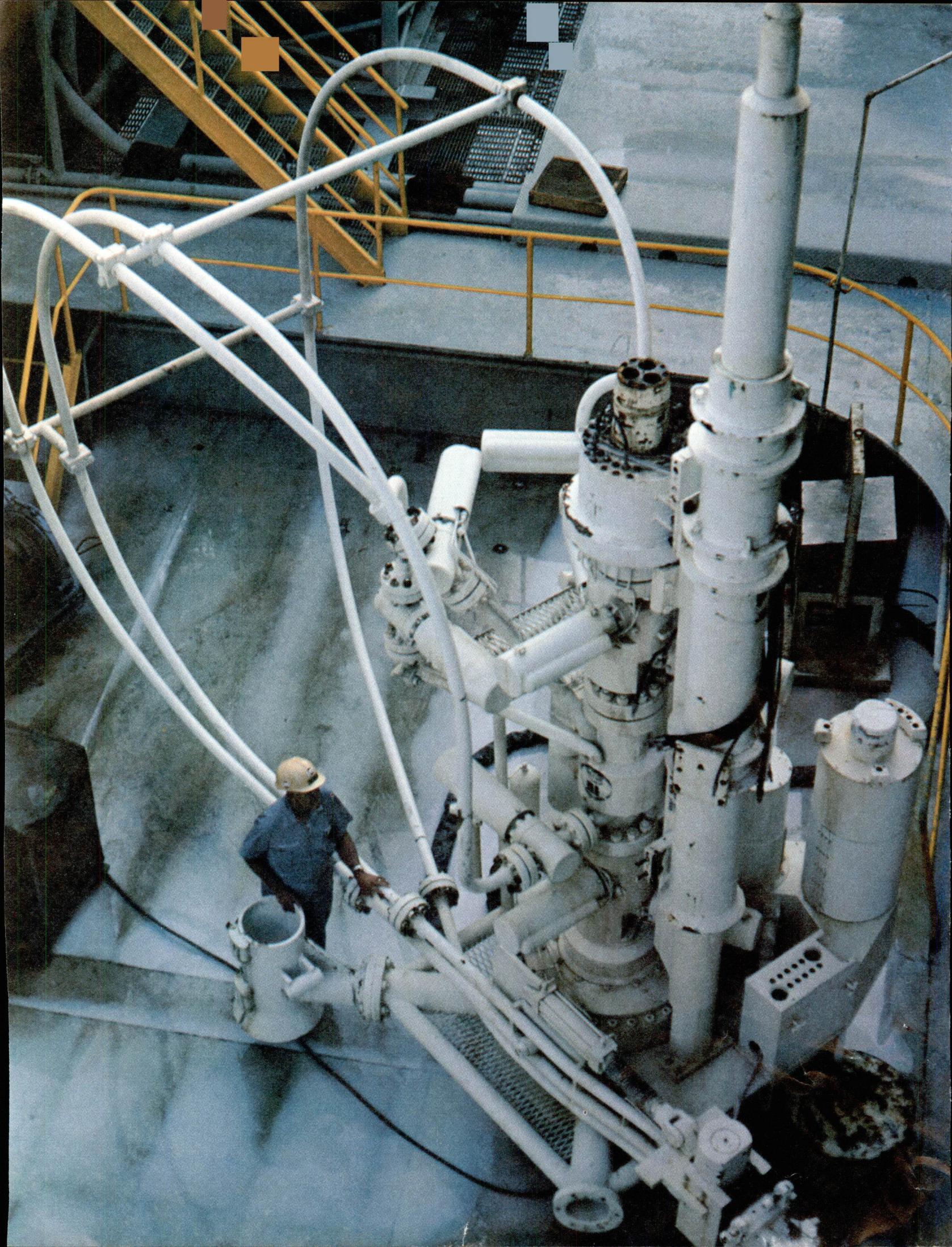
Mr. Boyce said, "Mr. Chairman, the Judges of Election have reported that the 13 candidates nominated by management have all been elected." He also reported that the appointment of Price Waterhouse & Co. as independent accountants had been approved and that all three Shareholder Resolutions had been defeated. (The official tabulation of votes appears in the box on page 16.)

Mr. McAfee said, "Thank you, Mr. Boyce. I now declare that the 13 Directors described in the Proxy Statement have been elected; Price Waterhouse & Co. has been appointed as independent accountants for the year 1977; the Shareholders' Resolutions Nos. 1 and 2 and 3 have been defeated by more than a majority of the votes cast in person and by proxy."

At 1:10 p.m. a motion to adjourn was made and carried.



Messrs. McAfee and Lee meet the press after the meeting.



GULF PLANTS A WET TREE

Gulf Oil Corporation has completed its first diverless wet-tree subsea completion system using electro-hydraulic controls from an existing platform to the tree. The well is OCS-G-1260 No. 1 U.C. in South Timbalier Block 176 Field in the Louisiana offshore.

—From a Gulf Area Engineer's report, Morgan City, Louisiana

Drilling an oil well has sometimes been likened to repairing a watch held out of sight beneath a desk. The driller's tools, whether making hole, angling the bit in a new direction, or fishing for a dropped drill string are never seen. Nor can the driller, like a watch repairman, make contact with his hands—although in the early days of putting down wells with cable-tool rigs, an experienced driller could tell a great deal about the rock he was cutting by taking the vibrating cable in his fingers.

Over the years, as cable tools gave way to rotary drilling, wells went much deeper; and with greater depth, the art of communicating with the well—controlling what happens down-hole—became far more complex. It became even more so when the rigs moved offshore and a layer of ocean was inserted beneath the drilling floor. Blowout preventers, placed on the seabed, required divers to help install them; divers also made final connections when the well was completed. Meanwhile, the driller, commanding a hole he would never see, monitored through an array of gauges his mud and pressure and

the down-hole action of thousands of feet of rotating drill string.

Offshore, when a well was completed, the Christmas tree—the assembly of valves at the wellhead through which the well is produced—was mounted on a platform above water. As the cost of hiring drilling rigs and laying pipelines steadily increased, development wells began to be drilled in clusters from the same platforms from which they would later be produced. Offshore platforms now accommodate as many as two dozen Christmas trees.

But the search for hydrocarbons has moved out to sea into deeper water, forcing the limits of both money and technology. The size, alone, of towering platforms fastened to the ocean floor may have reached its limit with a structure designed to stand in 1,000 feet of water. At least no one at the moment suggests going deeper with a stationary platform. Semi-submersible drilling rigs can of course drill at several times that depth. As for costs, a single concrete gravity platform to stand in 500 feet of water in the North Sea can run hundreds of millions of dollars. Yet the search goes deeper, farther from shore, and where the drill bit finds commercial quantities of petroleum, a Christmas tree must be installed to control the well and produce the oil. Depending on the circumstances—such as water depth, bottom conditions, reserves in place, and productivity rates—future trees will be mounted elsewhere than on fixed platforms. Many have already found their way to the most likely location—the bottom of the sea.

Some 15 years ago, the industry's first sub-

sea completions were installed off California. By June 1973, *Ocean Industry* magazine reported 89 subsea completions had been undertaken in various sectors of the world's offshore, from southeast Asia to the Gulf of Mexico. (The number has since risen annually to where some 250 subsea trees are operating around the world, including several on the floor of the North Sea.)

In that same year of 1973, a Special Drilling and Producing Systems Technology Group was formed by the then Gulf Oil Company—U.S. and placed at the Houston Technical Services Center (HTSC). (This group was later moved into the Offshore Technology Section, HTSC, in April 1974). The group recommended a subsea completion system that would be installed entirely from the surface—without diver assistance—and would be maintained and serviced from the surface. Gulf was already involved with Shell and Lockheed Petroleum Services in testing a system designed by Lockheed based on a pressurized capsule and a "well-head cellar" to allow personnel to work on the bottom in a dry, pressure-controlled environment. The system proposed at HTSC—to be known as a "diverless wet-tree system"—was an alternative to the capsule system, and would be solely a Gulf project. Its purpose: to gain practical experience with a live well in order to evaluate a diverless system relatively insensitive to water depth.

"At the depths we are going to be working in, we want to be able to do things without divers as much as possible," said Virgil Swift, General Manager of Production for the South and East Offshore Division of Gulf

Gulf Drilling Supervisor Walt Connell looks over subsea Christmas tree on the deck of the *New Era* drilling rig, prior to lowering the tree into position on the sea floor.

we are able to replace them with our TFL tools. We attach a fishing tool on the leading end of the tool and pump it down. It will engage the existing safety valve. Then we reverse the flow and bring it back to the surface. We then pump down a new valve and when it gets in position, the locomotives are released, leaving the valve in position." During this operation, the well is shut in by setting plugs in the bottom.

In addition to servicing safety valves and cutting paraffin, TFL tools can also install and service gas-lift valves and measure bottom-hole pressure.

Leading into the well are four two-inch lines. Two lines extend down-hole as tubing strings, one to be used as the production string and the other to be used as the circulating or service string. "We are using the third line now to monitor the annular pressure," said Mr. Bryant. The fourth line carries the hydraulic supply for the operation of the Christmas tree valves.

Mr. Rose explained that the TFL tools can be sent to the bottom of the well, or to any intermediate position along the way, using parallel tubing strings. A cross-over assembly downhole, at the packer, connects the two strings. "The tool goes down one string as far as the packer," said Mr. Rose. "To return the tool to the surface, we pump down through the other string and pressure forces the tool back up the string it came down."

Mr. Bryant pointed out that TFL servicing techniques are not limited solely to subsea trees. "Platform wells are, of necessity, deviated off the vertical," he said. "And if you get a high enough angle in those holes, and you start running tools with a wire line, you get a tremendous amount of friction—which you would not have if the hole were vertical. And sometimes you can get too deep and can't pull the tools out with a wire line without breaking it. In those cases the TFL technique can be useful."

Not only is the operation of the subsea system intended to be diverless—so is its installation. The tree was lowered into position from the *New Era*—landed on the same four guide posts attached to the wellhead that had earlier received the blowout preventers when the well was spudded. Upon completion of the well, the blowout preventers were retrieved. Wire ropes extend from the guide posts to the surface—and down these guide lines the tree was lowered onto the posts.

When the tree was landed and locked on the wellhead, the flowline bundle was laid on the ocean floor and, with a cable running through an alignment structure, pulled up to the tree. A flowline flange and a flange on the tree were mated and locked. Also attached to the same flange assembly was the electric cable that connects to the control panel on the platform. "The electric cable operates pilot valves that will direct hydraulic fluid to whichever valve we want," said Mr. Bryant. Its connection was a delicate operation known as a "wet electrical stab."

On the tree was a mating socket designed to stab into the connection on the flowline flange. More than 30 points had to make contact. There was apprehension that sea water might be trapped within the connection, and to protect the points they had been coated with dielectric grease. "It's a self-cleaning waterproof connection," said Mr. Bryant. When the points on the tree-flange socket drove into the flowline receptacle—driven by a hydraulic cylinder—the connection was made and tested successfully. "Everybody was very relieved," said Mr. Bryant, explaining that to his knowledge such a wet electrical stab had not been performed entirely successfully before.

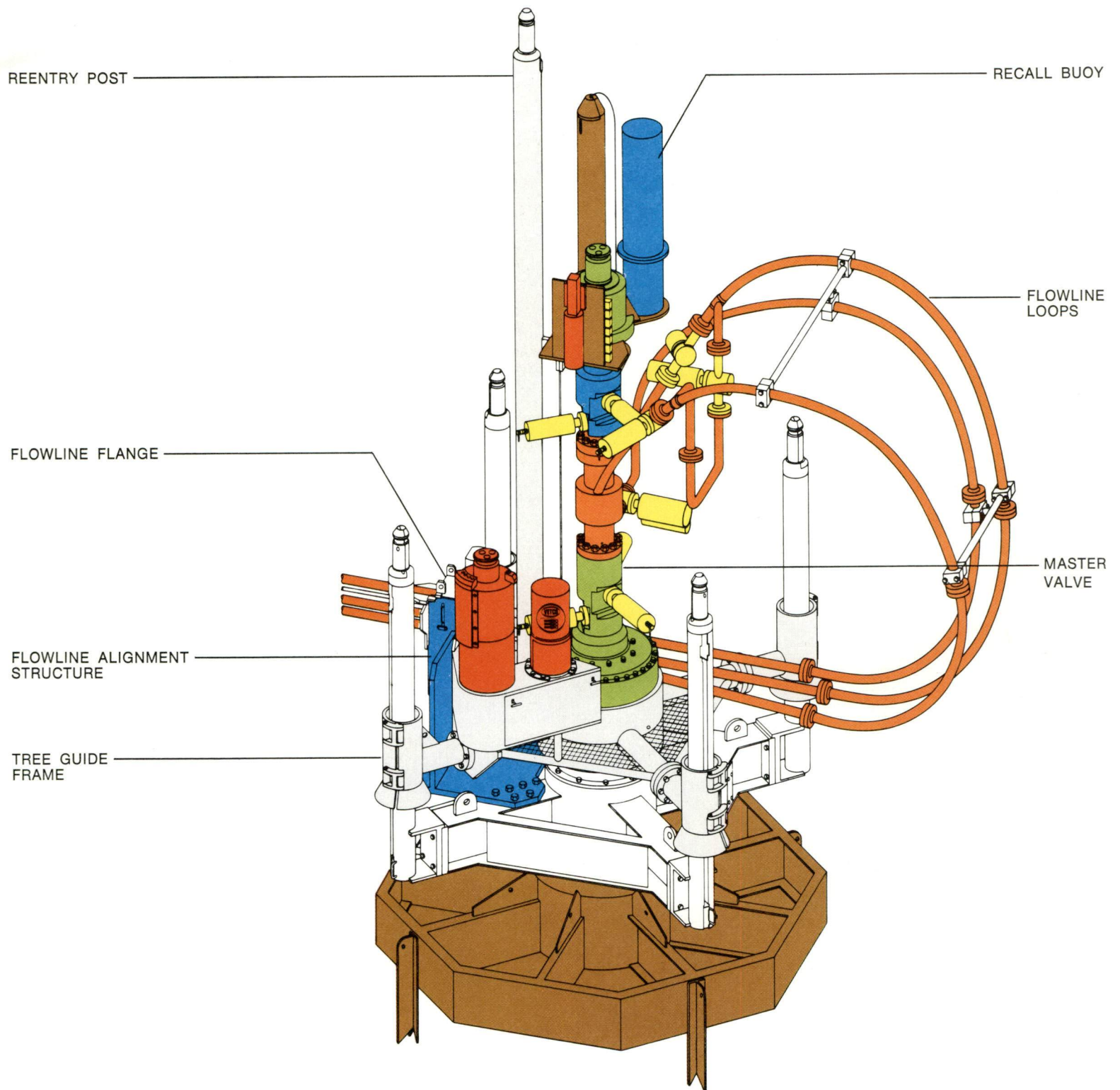
The installation was completed and tested and the well went on stream on November 6, 1976. It is now producing at roughly 450 barrels of oil per day.

Guide lines to the tree were removed, and if reentry is required, a recall buoy attached to the tree can be released by an acoustic signal. "We'll drop a transponder over the side of a work vessel," explained Mr. Bryant. "This will send a sound signal through the water and the buoy will receive it." The buoy will come to the surface trailing a "messenger" line attached to the tree. This line will serve as a guide for lowering appropriate tools that will commence a "remote reentry sequence" that will establish connection with the tree.

In discussing the location of the tree, Mr. Rose said: "The site was chosen because it was a very sure bet—this is strictly a development well in an already existing field. It also provided us a location in close proximity to a manned production platform."

"Our aim now is to test the long-range capabilities and reliability of all the components of this type of system. We did have some problems bringing the well in—we learned a lot there. There is a tremendous learning curve the first time you do anything. For one thing, we learned the importance of quality control in a system like this. We did extensive testing as we went along. But we haven't the manpower, the time, nor the money to run the sort of Failure Mode Analysis that, say, the National Aeronautics and Space Administration runs on every component before one of their space shots. So we have to have quality control of a high order. Although we had some problems, I will say that we did not have any running our tools. The TFL tools performed just as they were supposed to."

In summing up, Mr. Bryant said: "This should be a fairly long-life well. So we'll be able to get an extended test from this system. That way we'll get a feeling of what it's going to be costing us out in those deep-water leases—so we don't have to be guessing."



WET TREE FOR DIVERLESS SINGLE-WELL INSTALLATION

Images of Quality



Gulf Oil Chemicals Company (GOCHEM) has published two brochures that describe in brief the broad scope of its operations. One is entitled, "Gulf Oil Chemicals Company in Profile," and the other, "Cedar Bayou Plant." The first gives an overview of GOCHEM's operations which supply products to world markets through 12 major plants in the United States, Europe, Asia, and South America. The second brochure describes the Cedar Bayou Olefin Plant near Baytown, Texas, which has been producing high-quality petrochemicals since 1963. To illustrate the two brochures, GOCHEM selected Jay Maisel, one of this country's more artistic photographers. Mr. Maisel is a former painter who studied fine arts at Yale, and his photography has been exhibited at New York's Metropolitan Museum, the Baltimore Museum, and at Washington's Smithsonian. The quality of Mr. Maisel's work conveys well the quality of the GOCHEM operations. On this and following pages we present a selection of his pictures from the two brochures.



Gulf commenced production of chemicals in 1952 with an oxo-alcohol unit at the Port Arthur Refinery, and today is a significant worldwide supplier of petrochemicals, plastics, and specialty chemicals. The facing page shows dry-flow cars for shipping polyethylene. At right, high purity propylene towers rise behind fractionating section of a normal alpha olefins unit at Cedar Bayou.



Images of Quality





Towers and stacks are the familiar shapes of Gulf chemicals plants, from Texas to Europoort to Chinhae, Korea. On the facing page, reactors for a normal alpha olefins unit at Cedar Bayou, Texas, occupy the foreground, while water vapor from an ethylene unit's cooling towers rises in the background. At left, a technician conducts a resin density test at GOCHEM's Orange Plant. At right, a rainbow arches over towers at Cedar Bayou.







(facing page) The old tub, which has been removed from the dragline, stands in the foreground; the new tub, which is being assembled on site, can be seen in the background, looking under the machine on the ramp. (above) Dwarfing the vehicles and men around it, the 75-cubic-yard dragline, its boom "laid down," undergoes a major overhaul in Kentucky.

What is black and orange, has two feet, weighs nearly 9 million pounds, and sits on a tub and digs?

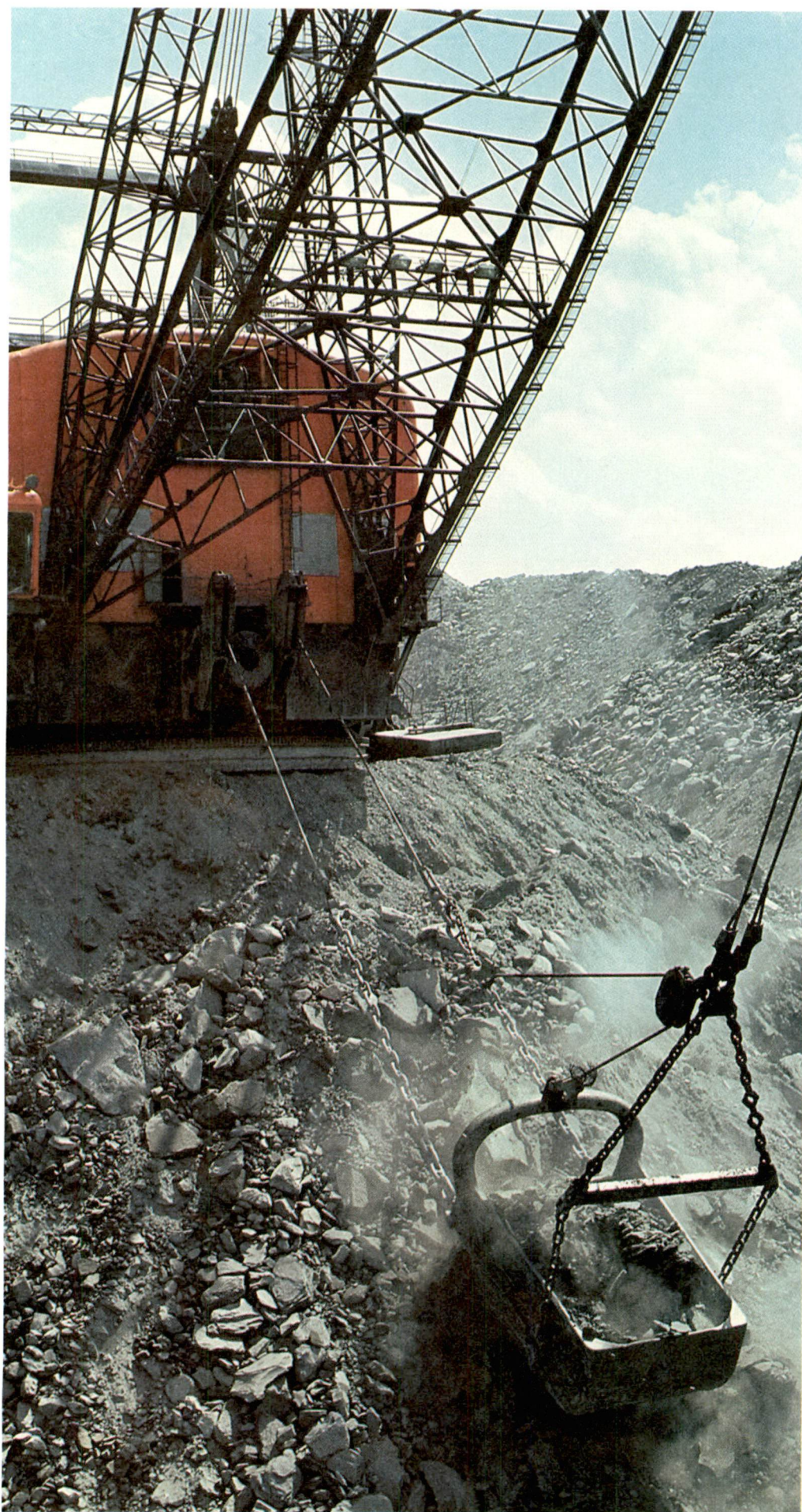
The answer is the 75-cubic-yard dragline at the Colonial Mine of The Pittsburg & Midway Coal Mining Co., a division of Gulf Energy & Minerals Company. The Colonial 2550-W, one of two draglines operating at the mine located near Madisonville, Kentucky, is back in operation after recently having undergone a major overhaul.

Draglines, which are predictably the villains in any article opposing surface mining, are in reality remarkable pieces of equipment. While draglines come in many different sizes, they are always overwhelming in their bulk—almost frightening in their very massiveness and the way in which they can

NEW LIFE FOR A BIG MACHINE

scoop out great gobs of earth and rock in one effortless bite. But there is an undeniable gracefulness in the way in which a dragline lifts its burden, pivots on its base with surprising agility, and deposits the load on a spoilbank to await return to the hole when the land is reclaimed.

The task of the dragline is not to mine the coal—to dig it out of the ground—but rather to remove the overburden, the earth and rock covering the coal, exposing the seam. At the Colonial Mine, the overburden ranges from 50 to 120 feet in thickness; the coal seam from 5 to 10 feet. It is mindboggling to try to comprehend the work accomplished, the tons of earth moved, in a single day by just one man sitting at the controls of this formidable machine.



Problems began developing with the Colonial 2550-W last year. In operation, the dragline sits on a "tub," a base 65 feet in diameter that includes a gear mechanism and has one hundred heavy rollers around its circumference. This is the giant turntable that supports the weight of the dragline and upon which it pivots. The mechanical difficulties came about as some of the rollers on the machine, that had gone into service in 1967, began wearing out. A thorough study convinced P & M management that the 1.3-million-pound tub should be replaced.

"As an engineering project," James A. Borders, President of P & M, said, "it's about like saying you're going to jack up a high-rise office building 40 feet and construct two new floors under it. The job had been done only once before on equipment of this size. Normally, such problems don't develop, but this particular model of dragline has had some trouble. Our concern was to restore the equipment to top operating condition as quickly and efficiently as possible in order to meet the Company's goal of maximizing coal production to help meet the nation's energy needs."

Once the decision was made, the first step was to order the new tub, which had to be fabricated in sections weighing from 10 to 33.5 tons each. The center section was to be delivered to the mine first and then the outer sections would arrive as a series of pie-shaped units to be welded together around the center.

Before any of the new sections could be delivered, however, elaborate preparations had to be made at the site, a location near where the dragline was operating. A concrete pad was poured to hold the new tub. Rails were laid level with the top of the pad and heavy timber cribs were constructed to support the machine while the old tub was removed and the new one installed. This work was started in October of 1976. Planning also involved insuring that sufficient reserves of coal would be available to meet the needs of the mine's utility customers while the dragline was out of service.

As the sections of the new tub arrived, they were moved into position and assembled on the concrete pad at the far end of the work area. As this work progressed, the dragline continued in operation. Then, on March 2, as the welding and milling of the new tub neared completion, the dragline was pulled off the line.

The dragline moves on two huge "feet" that operate on eccentric cams. In taking a step, the back end of the machine is lifted and the front end is dragged backwards, a

(left) While the 75-yard dragline was down for renovation, the companion, 65-yard machine at the mine continued working. Notice how the machine rests on the tub.

distance of 8.5 feet in one rotation of the cam—one step. A ramp of pit rock was prepared from the cribs, tapering to ground level. The machine was walked up the ramp.

Then the boom was laid down, extending over the new tub. The dragline was moved halfway through a step and stopped at "high cam" so that the back of the machine was raised to its highest position. The front was jacked up to level the machine, and steel beams were welded under it to hold it, with the bottom of the tub about 16 inches off the ground.

"We disconnected the tub," Carl Sainato, Division Manager, said, "and lowered it with the aid of five 200-ton jacks until the tub was finally resting on the rails. The rails were greased, and we dragged the old tub from under the machine, pulling it with six large tractors, a distance of some 100 feet."

While the dragline was out of service, repairs were made on its boom and other routine maintenance was carried out.

Rainy spring weather began hampering operations, delaying putting the finishing touches on the new tub. So, the decision was made to move the tub and complete the work under the machine where the workers would be protected.

On March 30, in a reversal of the dismantling procedure, rails were greased, cables attached, and the new tub was skidded under the dragline. Once the work on the tub was completed, the jacks were again called into service, and the tub was raised until it could be attached to the machine. By April 9, the machine was sitting on its new tub; at 8 p.m. on April 12, just 40 days after it had been pulled out of service, the reassembled Colonial 2550-W began walking down the ramp, heading back to work.

Instead of returning to its former excavation site, however, the machine was walked to a new location nearly a mile away. "We stopped the machine periodically during the move to check it out, but there were no real problems," Mr. Sainato said. "It took about 36 hours to cover the ground."

The old tub will remain where it is, as a spare to be rebuilt should similar trouble ever again develop.

"We hope we don't have to go through this exercise again," Mr. Borders said. "But if we do, we'll be ready."

"Do you know," he added, "this really was an awesome undertaking, and I think our employees responded in outstanding fashion. We have been talking in our new advertising campaign about 'Gulf people meeting the challenge.' In my opinion, this has been a classic example."



(right) Welders put the finishing touches on the 1.3-million-pound replacement tub. The machine pivots on the rollers—100 of them—around the edge of the structure.

IN THE NEWS

QUARTERLY DIVIDEND

Directors of Gulf Oil Corporation declared a regular quarterly dividend of forty-five cents (45¢) per share, payable June 10, 1977, to shareholders of record at the close of business May 6, 1977.

REVENUE RISES AS EARNINGS DECLINE

Gulf Oil Corporation has provided a break-out by major line of business and geographic area of its previously reported first-quarter earnings.

The Company reported at its Annual Meeting on April 19 that earnings for the first three months of 1977 declined 16 percent to \$166 million, or 85 cents per share, from \$198 million, or \$1.02 per share, in the year-earlier quarter. Revenue, including consumer excise taxes collected for the United States and foreign governments, rose 11 percent to \$4,841 million from \$4,346 million.

"This translates into a return of only 3.7 cents on each dollar of sales, or 1.7 cents for each gallon of refined product, or its natural gas equivalent, sold during the first quarter," Jerry McAfee, Gulf Chairman and Chief Executive, said. During the first three months of 1976, Gulf earned five cents on each sales dollar and 1.8 cents on each gallon of product.

The return on average employed capital, that is the total funds invested in the business, inched up to 9.8 per cent for the 12 months ended March 31 from 9.5 percent a year earlier, while the return on shareholders' equity rose to 11.5 percent from 11 percent.

"Our industry's ability to earn an adequate return on investment is crucial if this nation is to meet its future energy requirements," Mr. McAfee said. He noted that Gulf's worldwide capital and exploration expenditures of \$438 million during the first quarter were two-and-a-half times earnings and were 15 percent higher than the \$381 million spent in the first quarter last year.

The largest increase in expenditures occurred in support of U.S. exploration and production projects, where outlays were boosted by 38 percent to \$230 million. Increased drilling activity and higher expenditures for fluid injection to enhance oil and gas recovery were principally responsible. In all, 69 percent of Gulf's total capital and exploration expenditures in the quarter, or \$301 million, was made in the U.S.

The sharpest declines in earnings occurred in those areas which had produced the greatest gains during 1976—refining and marketing, chemicals and foreign currency translations, Mr. McAfee said. As previously reported, some of these reversals are believed to be temporary, such as the delay in recovering higher world crude costs and the impact of the extremely cold winter in much of the U.S. As a result, Mr. McAfee reiterated a statement made at the Annual Meeting, that Gulf has "every reason to believe that our performance will return to a more normal level in the months ahead."

Worldwide chemical earnings dropped sharply during the first quarter to \$13 million from \$47 million a year earlier. A slight decline in total sales volume masked an eight-percent drop in sales of higher value manufactured petrochemical products in the U.S. and a 15-percent falloff in European volume. Startup costs at the Company's new olefins plant at Cedar Bayou, Texas, penalized earnings by approximately \$10 million.

U.S. petroleum earnings of \$92 million were 17 percent below the \$111 million earned in the first quarter of 1976, but were

33 percent higher than the \$69 million reported in the fourth quarter last year. The year-to-year decline primarily reflected the fact that increased crude and labor costs exceeded revenue gains on refined products by nearly one-third of a cent a gallon. High-cost imports of crude oil and products increased 41 percent to 438,000 barrels per day during the quarter.

U.S. petroleum production declined slightly to 332,000 barrels per day from 337,000 a year earlier, while natural gas production increased three percent to 1,808 million cubic feet per day from 1,755 million. Higher average prices were offset by increased wildcat drilling and exploration expenses.

Profits from Canadian petroleum operations fell 53 percent to \$16 million from \$34 million in the first three months of 1976, despite a 13.5-percent increase in refined product sales. The decline was entirely due to a \$21-million swing in foreign currency translations.

Overall, foreign currency adjustments reduced earnings by \$13 million in the first quarter compared with an \$8-million gain for the first three months of 1976.

For the first time, Gulf is breaking out European earnings, where petroleum profits of \$3 million compared with a year-ago loss of \$26 million. This year's profit includes a \$19-million gain resulting from a permanent reduction in LIFO inventory levels.

Other foreign petroleum operations produced earnings of \$38 million, basically unchanged from a year earlier. Increased production from West Africa, where operations in Angola were suspended during the first quarter of 1976, more than offset a 15-percent decline in liftings from Kuwait and the loss of 58,000 barrels per day from Ecuador, where Gulf withdrew from operations at year-end. Refined product margins

in Korea were impaired by the government's refusal to allow prices to be raised to offset the upper-tier crude costs imposed by the Organization of Petroleum Exporting Countries.

Gulf's minerals operations recorded their first profitable quarter—\$5 million—compared with a \$2-million loss in the 1976 reporting period. U.S. operations benefited from improved coal profits and the one-year suspension of oil shale lease payments granted by the Department of the Interior, while Canadian operations enjoyed substantially higher uranium production and sales from the Rabbit Lake, Saskatchewan, mine.

Nuclear losses relating to Gulf's 50-percent interest in General Atomic Company narrowed to \$2 million from \$3 million a year ago.

GULF OFFERS INITIAL REACTION TO CARTER'S ENERGY PROGRAM

At Gulf's Annual Meeting (see pp. 1-17), Board Chairman Jerry McAfee pointed out that President Carter's energy program—to be announced the following day—would be subjected to prolonged congressional debate and modification. He emphasized that a full assessment would not be possible immediately. However, the following summary remarks, prepared by the Public Affairs Department after analysis of the President's message, represent Gulf's initial reaction to the President's energy program.

Gulf fully supports President Carter's determination to establish an effective national energy program. The President has accurately represented our energy situation as one that is real, is very serious, and will require prompt and, in many ways, difficult actions by all of us. Although the days of ample supplies of cheap energy are gone, the U.S. can use energy much more efficiently, and it does have extensive alternate fuel resources. Simply put, our challenge is to manage our affairs so that we rapidly effect a smooth transition to alternate higher cost energy forms. If we do not do so, we risk facing a period of hardship and suffering, such as that experienced in some parts of the country this past winter, and then

we'll have to make the necessary transition on a crash basis—which is always more costly and more painful.

There are many basic provisions in the President's plan which are necessary and constructive. Gulf will actively support the President's intention to establish a national energy program and all of the steps which we feel will make a constructive contribution. We undoubtedly will disagree on some of the details, and perhaps very strongly on a few. Following are our initial reactions to his announced energy program.

Conservation

The President places significant emphasis on conservation. If conservation is to be effective, we must realize that each of us individually is "that other fellow" who is using energy so extravagantly. Conservation will only be accomplished effectively if we all participate through increasing efficiency in all the various ways in which we use energy. We believe that conservation can only be achieved if energy prices are allowed to rise to at least their replacement cost levels. The American public simply will not take the energy situation seriously if they observe that Congress itself has such little concern that it is not willing to increase energy prices.

Increased Production of Domestic Energy Resources

Although conservation is essential, even with significant conservation efforts we will require increased production of all fuels. The President does recognize the need to continue the search for oil and gas, and to expand the use of coal, nuclear energy, and solar power. However, his stated program includes few provisions to stimulate such domestic energy production. Such provisions must be an important part of any successful U.S. energy plan.

Energy Prices

We support the President's recognition that oil and gas prices must rise, and his recognition that new oil and gas production must receive prices high enough to justify the investment required to locate and produce such resources. We also recognize the merit in taxation creating some portion of the increase in domestic crude prices. However, we do feel that there are three essential elements to such an arrangement:

1. A significant portion of the revenues should be used to accelerate the establishment of improved conservation measures and of new energy technologies and sources. It will take a substantial amount of time to

develop non-conventional energy sources. Because of this time factor and the high risk involved in developing new technologies, Federal assistance for funding precommercial-scale demonstration plants is justified.

2. The tax rates should not be so high as to limit the funds available to industry for finding and producing energy resources. These funds will have to increase more rapidly than the inflation factor. For example, wells will have to be drilled deeper and in more remote locations and, therefore, at continually increasing real costs as time goes by. If the funds available do not increase at an equal rate, the inevitable result will be a premature reduction in the number of wells drilled and a more rapid decline in oil and gas production. This can be remedied by authorizing producers to plow back a portion of the crude tax revenues into exploration and production of fuels.

3. A portion of the taxes should be refunded directly to the individual consumer. Energy tax revenues should be used for energy-related programs or for consumer refunds; they should not be diverted to unrelated purposes.

The President's price control proposals would eliminate the composite domestic price calculation. They would also eliminate the need for entitlements from 1980 on, provided that OPEC prices increase at essentially the same rate as the U.S. GNP deflator. Since this is unlikely, some provisions will have to be made to handle a potential two-tier domestic versus foreign price situation in the 1980s.

We also feel that it is most important that the program recognize the necessity of ultimately moving towards a situation in which due recognition is given to market prices for fuels. Accordingly, all interim price control steps should be so structured as to facilitate ultimate decontrol, rather than to complicate it. Extension of Federal Power Commission regulatory authority to intrastate gas is certainly a step in the wrong direction since it would not only retard production but also expand gas price controls into an unregulated market.

The proposal to decontrol gasoline is a constructive move. With crude prices remaining under control, gasoline decontrol will have little impact on prices.

Increased Use of Coal and Nuclear Power

Increased use of coal, primarily through emphasis on conversion of electric power plant boilers from oil and gas to coal, and on nuclear energy, are stressed in the President's proposal. Both of these are absolutely essential if the nation is to have adequate energy supplies, even given highly effective conservation efforts. We are concerned that the President's plan does not provide adequate emphasis to measures needed to facilitate increased coal and nuclear power production. For example, last year EPA announced that of all the states and territories, only American Samoa and the Virgin Islands were meeting all of the primary air quality standards. Some of the states may never meet some of the standards, because nature itself is a "polluter" under the existing law and the proposed amendments. Problems such as this will have to be resolved before significant conversion to coal can take place.

Strategic Petroleum Reserves

Gulf has actively supported the rapid development of the Strategic Petroleum Reserve. We fully support the President's proposal to speed up this development and to increase the amount of reserves. This is one of the numerous programs which will have to be funded from the energy tax revenues.

Utility Conversion of Naphtha to Synthetic Natural Gas

Naphtha is currently being used as a feedstock for many of the nation's chemical products. Reduced availability could have inflationary and employment repercussions throughout the chemical processing and product fabrication industry.

The time has come for dramatic action on our energy situation. We no longer have the luxury of unlimited time for debate, nor can we afford to delay decisions and actions in the hope that a more "painless" solution may be just around the corner. The seriousness of the energy situation cannot be overstated. Therefore, Gulf sincerely hopes that the seriousness is not understated by the failure of Congress, industry, and consumers to support, after reasonable deliberation, the President's goal of establishing a workable, comprehensive national energy program.

GULF REITERATES STAND ON ALLEGED OVERCHARGES

On April 28 the Federal Energy Administration issued revised Notices of Proposed Disallowance (NOPD) to Gulf alleging overcharges for foreign imported crude oil dating back to 1973. The FEA has suggested that substantial portions of the disallowances will be refunded to customers. This most recent action by the FEA represents the third revision in the FEA's calculation of allowable landed cost of the Company's imported crudes.

In a time when the nation faces serious energy problems, Gulf feels it essential that the industry and the government make an extraordinary effort to maintain their respective credibilities. Gulf has made this commitment to the government, to its shareholders, and to the public, and feels it an essential part of reaching a reasoned and workable energy policy for the nation.

Gulf also feels that shareholders deserve to be brought up to date on this matter.

The subject matter of these Notices has been under review between Gulf and the FEA since May 1974, when the FEA raised the question of the landed costs of Nigerian and Angolan crude oil for the months of October 1973 through January 1974. The alleged overcharge was \$46.5 million with considerable attendant publicity. In response to a Notice of Probable Violation, Gulf maintained it was in compliance with the FEA regulations which, essentially, required Gulf to follow its historical and generally accepted practices of pricing imported foreign crude oil at arm's length prices.

The FEA issued new regulations in October 1974 on computing maximum prices that affiliates could charge for foreign crude oil transferred to other affiliates. The FEA determined a maximum price retroactive to October 1, 1973, through May 1975, by its regulatory formula having as its base only limited transactions among third parties and sent Gulf Notices in June and July 1975, proposing to disallow some \$88 million in foreign crude oil costs. This, again, was done with considerable attendant publicity.

Gulf continuously informed shareholders of this matter through its Annual Reports.

A third Notice has now been issued for the same period proposing a disallowance of \$79.6 million incorporating the two previous amounts adjusted to a somewhat lower scale. This action, for the third time, was accomplished with a flare of publicity.

Gulf disagrees with the FEA approach to determining the international market price of foreign crude oil. However, using the FEA price determinations, Gulf's affiliate prices of imported crude oil for the total period have been under the FEA prices. Instead of overcharging for this period, Gulf has undercharged about \$30 million because of its affiliates' prices being less than the FEA prices. This was not mentioned by the FEA, although mention was made of other allowable costs which have not been recovered, which Gulf believes will also be considered. The Company hopes the entire matter can be resolved with the FEA.

Gulf has a total commitment to the development of a sound and reasonable energy policy for the United States and knows that government and industry must work toward this objective.

Gulf intends to reply to the NOPDs and raise the legal and factual positions to be considered. To do otherwise would not be in the best interests of the shareholders or the consumers.

TANNER BANKS WELLS PLUGGED

Gulf has plugged and abandoned its second exploratory well on the Tanner Banks, offshore California.

The two wells, drilled on leases obtained in the Federal Lease Sale 35 in December, 1975, are the first exploration wells finalized by the industry. Gulf's Tanner Banks leases were obtained at a cost of \$18.2 million. Drilling costs for the two wells totaled nearly \$9 million.

The first well was taken to a total depth of 9,498 feet in 680 feet of water. The second well, drilled 6.6 miles southeast of the first well, was taken to a depth of 9,681 feet in approximately 1,080 feet of water.

Dr. M. R. J. Wyllie, Vice President, Western Division, Gulf Energy and Minerals Company-U.S., said Gulf now has no plans for further exploratory wells on the Tanner Banks.

RALSTON NAMED GEOMAN PRESIDENT

M. L. Ralston has been appointed President of Global Energy Operations and Management Company (GEOMAN), a unit of Gulf Energy and Minerals Company—International.

GEOMAN was formed in 1974 to offer Gulf's technical expertise in exploration, production, and gas liquids extraction on a commercial basis internationally.

Mr. Ralston, who joined Gulf at the Port Arthur Refinery in 1947, has served the Corporation in Kuwait, Korea, and London where, in 1972, he became Executive Vice President of Gulf Oil Company—Eastern Hemisphere. In 1974 he transferred to Houston as Executive Vice President of Gulf Oil Company—U.S., and in 1975 he was appointed Executive Vice President of GEOMAN.

ENHANCED RECOVERY IN SASKATCHEWAN

Gulf Canada's \$2.5-million pilot project for enhanced recovery of oil in the Willmar Field near Carlyle, Saskatchewan, is under way following approval by the Department of Mineral Resources, under the Saskatchewan Government's incentive program.

The first well in the project, Willmar Martin 6A-32, is now drilling. When completed, it will be used to "pulse test" the formation to determine the location of four additional wells, one of the critical factors in the success of the experiment. Pulse testing will involve the injection of water or oil into the reservoir through the 6A-32 well while sensitive bottom-hole pressure gauges in existing nearby wells indicate the time required for the pressure wave to move through the formation. The shape of the five-well pattern will be set by these measurements.

The enhanced recovery project will employ "miscible flood"—injection of rich gas or "solvent" fluids into the reservoir—a technique not used before in any Saskatchewan field. The rich gas will be injected into the central well in the pattern to increase production at the surrounding four new wells.

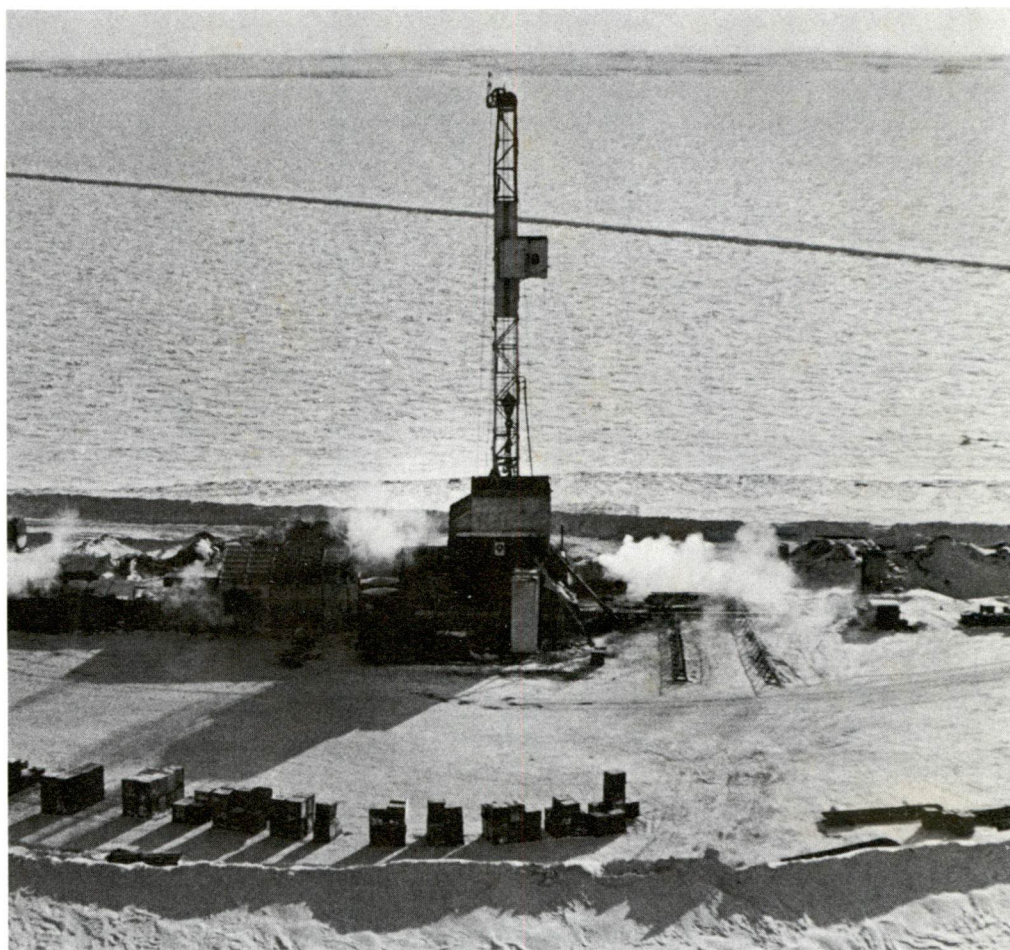
EXPLORATION RESTRUCTURED

Restructuring of the Exploration Department of Gulf Energy and Minerals Company—International has been announced by Melvin J. Hill, President.

Four regional groups have been formed with overall responsibility for exploration activities in their regions.

Heading the groups are: Manuel Rigo, Regional Vice President—Middle East; Floyd C. Hoadley, Regional Vice President—Africa; Mauro D. Beltrandi, Regional Vice President—Europe; and David A. Davis, Regional Vice President—Asia.

In addition, a technical group, headed by Georges Pardo, will be responsible for GEM-International's technical capabilities on a worldwide basis.



TWO WELLS FIND GAS IN MACKENZIE DELTA

Two delineation wells drilled by Gulf Canada and Mobil Oil Canada in the Parsons Lake area of the Mackenzie Delta, about 40 miles north of Inuvik, N.W.T., have recorded gas during recent tests.

The Gulf-Mobil Parsons L-37 delineation well (above), directionally drilled from land to a point below the frozen lake, tested gas at 22.8 million cubic feet per day from the Parsons sandstone.

The Gulf-Mobil Parsons P-41 delineation well, south of Parsons Lake, also tested gas from the Parsons sandstone at 12.5 million cubic feet per day.

The Gulf-Mobil Kamik F-38 well, the third well in the first round of winter drilling, was a step-out to the Gulf-Mobil Kamik D-48 light oil discovery drilled last year. The Kamik F-38 well is dry and abandoned.

Gulf and Mobil released one of the three rigs following the first round of Delta drilling, and drilling locations are now being prepared for the Gulf-Mobil Siku E-21, a further Parsons Lake delineation well, and Gulf-Mobil Ogruknang M-31, a wildcat location about 20 miles west of Parsons Lake.

Gulf and Mobil have drilled 13 wells in the Parsons Lake area that have tested gas, and one well that has tested oil.

THE ORANGE DISC

P. O. Box 1166, PITTSBURGH, PA. 15230

BULK RATE
U. S. POSTAGE

PAID

PITTSBURGH, PA.
PERMIT NO. 1629

THIRD CLASS

052177 LEX.M.FRIEDEN*1
LEX M. FRIEDEN
6138 EAST 53RD STREET
TULSA, OKLAHOMA 74135



Chesebrough-Pond's Inc.

33 BENEDICT PLACE, GREENWICH, CONN. 06830

March 16, 1977

Mr. Lex Frieden
Texas Institute for Rehabilitation
P.O. Box 20095
Houston, Texas 77025

Dear Mr. Frieden:

I am sure by the very warm applause that greeted you following your presentation, that you were aware of the impact you made.

I was greatly impressed by the depth and content of your talk and I am sure everyone took away a message that will improve care within their facility.

My personal thanks again for your superb contribution.

Sincerely,

A handwritten signature in blue ink, appearing to be 'E. W. Hazlett', written over a horizontal line.

E. W. Hazlett
Product Manager

EWH/lh

Chesebrough-Pond's Inc.

33 BENEDICT PLACE, GREENWICH, CONN. 06830

March 16, 1977

Ms. Joyce Nelson
Texas Institute for Rehabilitation
P. O. Box 20095
Houston, Texas 77025

Dear Ms. Nelson:

I am sure by the very warm applause that greeted you following your presentation, that you were aware of the impact you made.

Without question you and Lex are paving new ground everyday, both in the way you share experiences and grow in understanding for each other. This was very obvious to all of us, both during the meeting and at lunch.

People have suggested that you and Lex could probably put on a most informative seminar that would be an inspiration to all paralyzed people across the country.

My personal thanks again for your superb contribution.

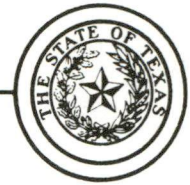
Sincerely yours,



E. W. Hazlett
Product Manager

EWL/lh

Texas Rehabilitation Commission



COMMISSIONER FOR REHABILITATION Jess M. Irwin, Jr.

BOARD MEMBERS

John D. Simpson, Jr.
CHAIRMAN

Mrs. Marjorie C. Kastman
VICE CHAIRMAN

John T. Bean
SECRETARY

Jack B. Dale, Jr.
Clifford S. Knape, Ph.D.
J. E. Miller, M.D.

April 1, 1977

Mr. Lex Frieden, Research Director
New Options Transitional Living Project
9667 Meadow Vale
Houston, Texas 77063

Dear Lex,

It was indeed a pleasure to meet you at our recent College and University Conference. Your candid comments on the panel gave all of us some important insight regarding what it's like to be a college student with handicaps.

Many thanks for getting away to be with us. I look forward to seeing you at other functions, and hope that you'll call on me if I can be of assistance.

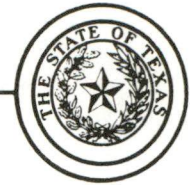
Sincerely,

A handwritten signature in blue ink, appearing to read "Ron Trull".

Ron Trull, Program Specialist
College and University Program

RT:dc

Texas Rehabilitation Commission



COMMISSIONER FOR REHABILITATION Jess M. Irwin, Jr.

BOARD MEMBERS

John D. Simpson, Jr.
CHAIRMAN

Mrs. Marjorie C. Kastman
VICE CHAIRMAN

John T. Bean
SECRETARY

Jack B. Dale, Jr.
Clifford S. Knappe, Ph.D.
J. E. Miller, M.D.

March 11, 1977

Mr. Lex Frieden, Research Director
New Options Transitional Living Project
9667 Meadow Vale
Houston, Texas 77063

Dear Mr. Frieden,

We're very pleased that you can be a part of our College and University Conference at Texas A & M University. Please find attached an agenda for this conference. The date and the time of your presentation are circled on the agenda.

The Conference is being held in room 302 of the Rudder Conference Tower. If you are planning to stay over night, facility and reservation information are also attached.

I am enclosing information regarding subjects, topics and/or questions that we hope you will address in your presentation.

Again, we are pleased that you can be with us at Texas A & M. Please don't hesitate to call me (512 - 452-8192, ext. 200 or TEXAN 823-4200) if you have any questions regarding this conference.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ron Trull".

Ron Trull
Program Specialist,
College and University Program

RT/dc

COLLEGE AND UNIVERSITY CONFERENCE
ON THE CAMPUS OF TEXAS A & M UNIVERSITY
MARCH 22 - 24, 1977

Tuesday, March 22nd

11:00 - 1:00 Registration

1:00 - 1:30 Welcome and Opening Remarks

 Ron Trull
 Delvin Sparks
 Tom Word

1:30 - 2:00 Welcome to Texas A & M University

 John Koldus, Ed.D.
 Vice President for Student Services
 Texas A & M University

2:00 - 3:00 The Basic Educational Opportunity Grant -- A
 Resource for Clients

 W. Carl Hammack, Ph.D.
 Branch Chief
 Student Financial Aids
 Department of Health, Education and Welfare
 Regional Office
 Dallas, Texas

3:00 - 3:30 Break

3:30 - 5:00 Issues and Answers in the College Program

 John Fenoglio, Director
 General Programs

Wednesday, March 23rd

8:30 - 10:00 Fiscal Procedures for College Training

 Bob Dale, Chief Accountant

10:00 - 10:30 Break

10:30 - 11:30 "Points to Ponder" for the College Counselor

 Clayton Morgan, Ed.D

11:30 - 1:00	Lunch
1:00 - 2:30	"Points to Ponder" continued Clayton Morgan
2:30 - 3:00	Break
3:00 - 4:30	Concurrent Group Sessions

Group 1

Serving Clients at the Large
Four-Year University

Group Facilitator:

Art Power, TRC Counselor
University of Texas at El Paso

Group 2

Serving Clients at the Smaller
Four-Year College

Group Facilitator:

Delvin Sparks, Program Specialist
General Programs, Austin

Group 3

Serving Clients at the Community/
Two-Year College

Group Facilitators:

Tom Word, Regional Training Officer,
Austin
David Burks, TRC Counselor, Austin
Community College

Thursday, March 24th

8:30 - 9:30

The College Coordinator -- A Resource
for the Client and the Counselor

Jim Hayes, Coordinator
Educational Support Services Office
The University of Texas at Arlington

John Baker, TRC Counselor
Arlington District Office

9:30 - 10:00

Break

10:00 - 11:00

From the Students' Viewpoint

Panel:

Lex Frieden, Research Director
New Options Transitional Living Project
Texas Institute for Rehabilitation Research
Houston, Texas

Selected Students from Texas A & M

Facilitators:

Ron Trull, Program Specialist
Don Gardner, TRC Counselor
Texas A & M University

11:00 - 11:30

Evaluation and Wrap-Up

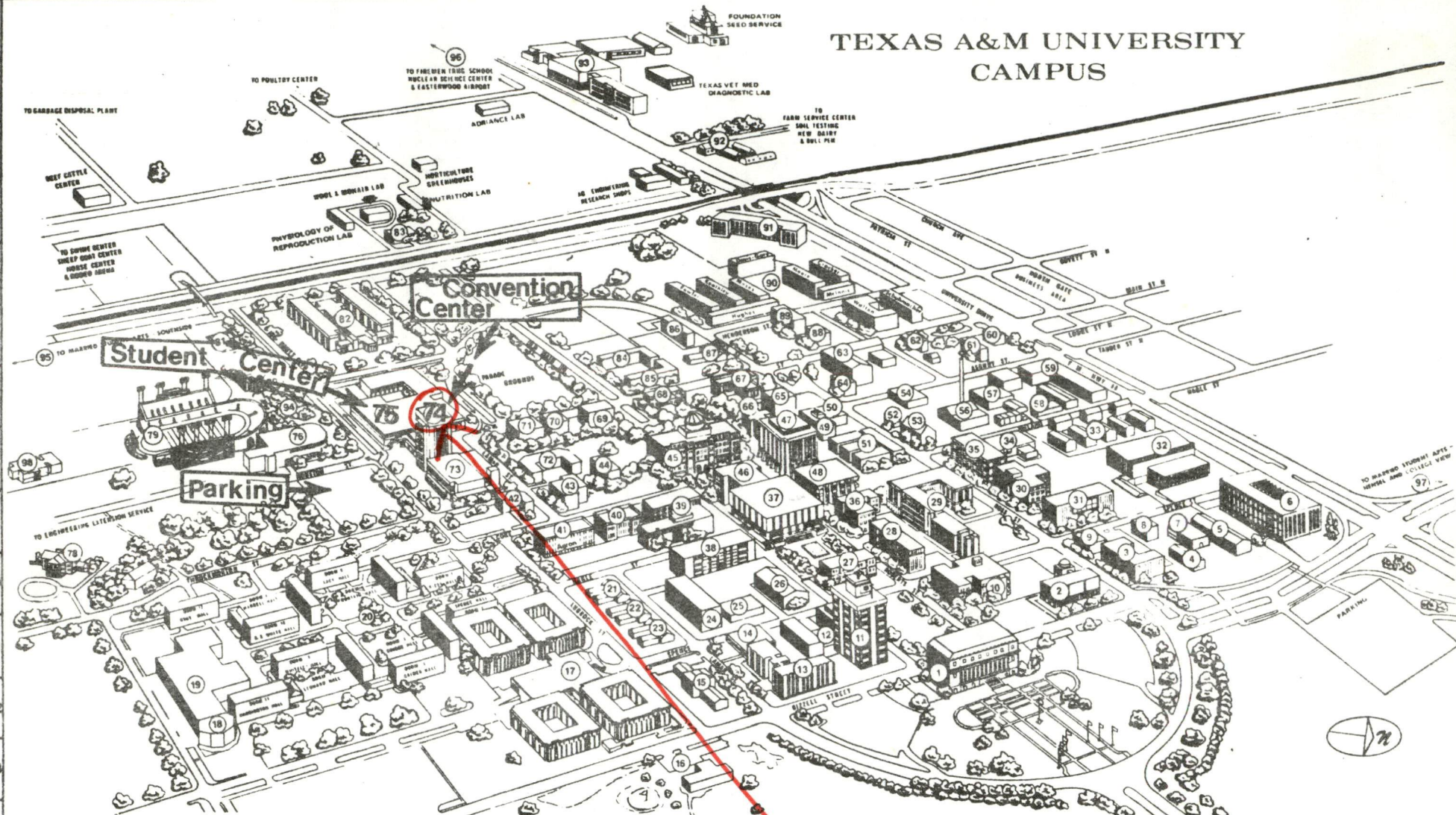
Ron Trull, Program Specialist

Lex,

Here are some of the topics/questions that we hope you will be able to relate to in the panel discussion, "From the student's viewpoint."

1. Can you think back to your first day(s) on a college campus and talk a little bit about your thoughts and feelings at that time (ie. joys, fears, anticipations)?
2. What, if any, were your biggest problems adjusting to college life with a disability?
3. Who made you feel most welcome at college?
4. Did you encounter any professors whose reaction(s) to your disability caused you problems? For example, did some profs expect less or more from you or treat you differently in any way from the other students?
5. What kinds of reactions to your disability did you get from other students?
6. What kinds of feelings do you have about your relationship with the rehabilitation agency and your rehab counselor(s)? For example, are there any things that your counselor did that were exceptionally helpful? Are there some things that you would have liked your counselor to do that he/she didn't or couldn't do?
7. Would you have liked to have had more information regarding career planning from the rehabilitation counselor?
8. In what ways do you feel that rehabilitation agencies can improve their services to their clients who are attending college?

TEXAS A&M UNIVERSITY CAMPUS



45 Academic Building L-7 14	Data Processing Center L 11 61	Hotard Hall T-6 52	Radiological Safety O-7
18 Adams Band Hall D-12 80	DeWare Field House and E 6 17	Hydromechanics Lab T-6 50	Registration Center N 7
94 Aggie Club E-7	Downs Natatorium R-8	Krueger, Dunn, Aston, D 11 79	Rudder Auditorium- Theater H-7
27 Agriculture N-9 31	Doherty Building D 11 79	Mosher Residence Halls D 11 79	Rudder Conference Center H-7
41 Agronomy J-8 19	Duncan Dining Hall D 11 79	Kyle Field D 11 79	Sbisa Dining Hall N-6
87 All Faiths Chapel L-6 95	Easterwood Airport D 11 79	Laundry D 11 79	Soates Hall P-9
12 Animal Industries N-10 98	Educational TV Station D 11 79	Law Hall D 11 79	Soil Science Building J-8
26 Animal Pavilion M-10 28	Engineering D 11 79	Legatt Hall D 11 79	South Dorm Area (Dorms 1-12) G-10
2 Architecture R-9 92	Entomology Field Lab D 11 79	Library D 11 79	Southside Apartments N-9
22 Beasley Laboratory K-10 49	Farmer Hall D 11 79	McDonald Building P-7 89	Special Services Building M-6
67 Beutel Health Center L-6 21	Floriculture Greenhouses J-10 7	McNew Engineering Lab T-9 54	Surplus Property Warehouse O-7
39 Biological Sciences K-9 23	Forestry Greenhouses K-10 51	Mechanical Engineering Shops G-6	System Administration Building P-11
8 Bituminous Lab S-9 15	Forestry Science Building L 11 75	Memorial Student Center G-6	System Physical Plant Office Q-7
71 Buzzell Hall L-7 36	Francis Hall N-8 43	Briffley Sciences T-8 13	Teague Research Center M-11
66 Bolton Hall M-7 76	G. Rolfe White Coliseum O-8 44	Miller Hall N-6 33	Temporary Classroom Area R-7
82 Can Athletic Hall F-5 30	Geosciences O-8 44	Nagle Hall J-8 91	USDA M-4
29 Chemistry O-8 16	Golf Clubhouse L 12 90	North Dorm Area M-5 56	Utilities Plant P-7
3 Civil Engineering S-9 70	Goodwin Hall J-7 11	Oceanography & Meteorology N-10 59	Utilities Plant Offices R-6
69 Coke Building J-7 47	Harrington Education Center M-7 53	Oilseed Products Research Lab O-7 93	Veterinary Medicine Complex K-2
97 College View Apartments J-7 47	Harrington Education Center Annex N-8 43	Physics J-8 81	Wofford Cam Pool D-6
4 Concrete Materials Lab T-9 72	Hart Hall I-7 38	Plant Sciences L-9 68	YMCA K-6
88 Consumer Research Center N-5 24	Heep Building L 10 60	Post Office O-6	University Police
46 Cushing Building M-8 86	Henderson Hall L-5 78	President's Home A-9	Housing Office
32 Cyclotron T-8 97	Hensel Apartments R-9 85	Printing Center & PVA Lab O-7 6	Zachry Engineering Center U-9
25 Dairy Products Processing L-10 9	Highway Research Center (TTI) R-9 85	Puryear Hall K-6	

Performance

November-December 1975

Consumers and
Affirmative Action:
Confronting
the Issue



performance

Vol. XXVI, No. 5 and 6
November-December 1975

President's Committee on Employment of the Handicapped **Washington, D.C. 20210**
Harold Russell, *Chairman*
Gordon M. Freeman, Leonard W. Mayo,
Victor Riesel, Jayne Baker Spain, *Vice Chairmen*
Bernard Posner, *Exec. Director*

<i>Contents</i>	<i>Page</i>
Consumers and Affirmative Action: Confronting the Issue . . .	1
Making the Most of Human Resources	7
The Government and the Language	8
Legal Awareness	11
Center for Law and the Deaf	14
Dental Profession Meets Problems of the Handicapped . . .	20
Disabled Housing in Holland: Part II	23
The Chairman's Column	26

Illustration Credits: Layout and illustrations, Toni Reynolds and Dick Mathews; photos, Harrison Allen

Cover Illustration: Consumers speak out on the problems of affirmative action. See story, p. 1.



Editor: Diane Lattin

PERFORMANCE is a nationally distributed magazine designed to report progress in the nationwide program to provide employment opportunities for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities, and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—PERFORMANCE presents the case for the handicapped. Articles may be reprinted with or without credit.

USE OF FUNDS for printing this publication has been approved by the Director of the Office of Management and Budget, June, 1974.

Consumers gather at Brookings Institution to discuss affirmative action.



CONSUMERS AND AFFIRMATIVE ACTION: CONFRONTING THE ISSUE

IN OCTOBER, CONSUMERS CAME to Washington, D.C. from all over the United States for a special conference on affirmative action. This meeting, sponsored by the President's Committee, provided a rare opportunity for consumers to meet with government planners and give input to a program before it was finalized.

On August 29, 1975, regulations governing affirmative action were published in the Federal Register by the Department of Labor. Once these regulations, concerning Section 503 of the Rehabilitation Act, are published, interested people have 45 days in which to give their comments to the Depart-

Charles Bedow, past president, Little People of America, listens to discussion of the issues.

Nancy Kowalski from the National Association of the Deaf interprets for meeting participants who are deaf.

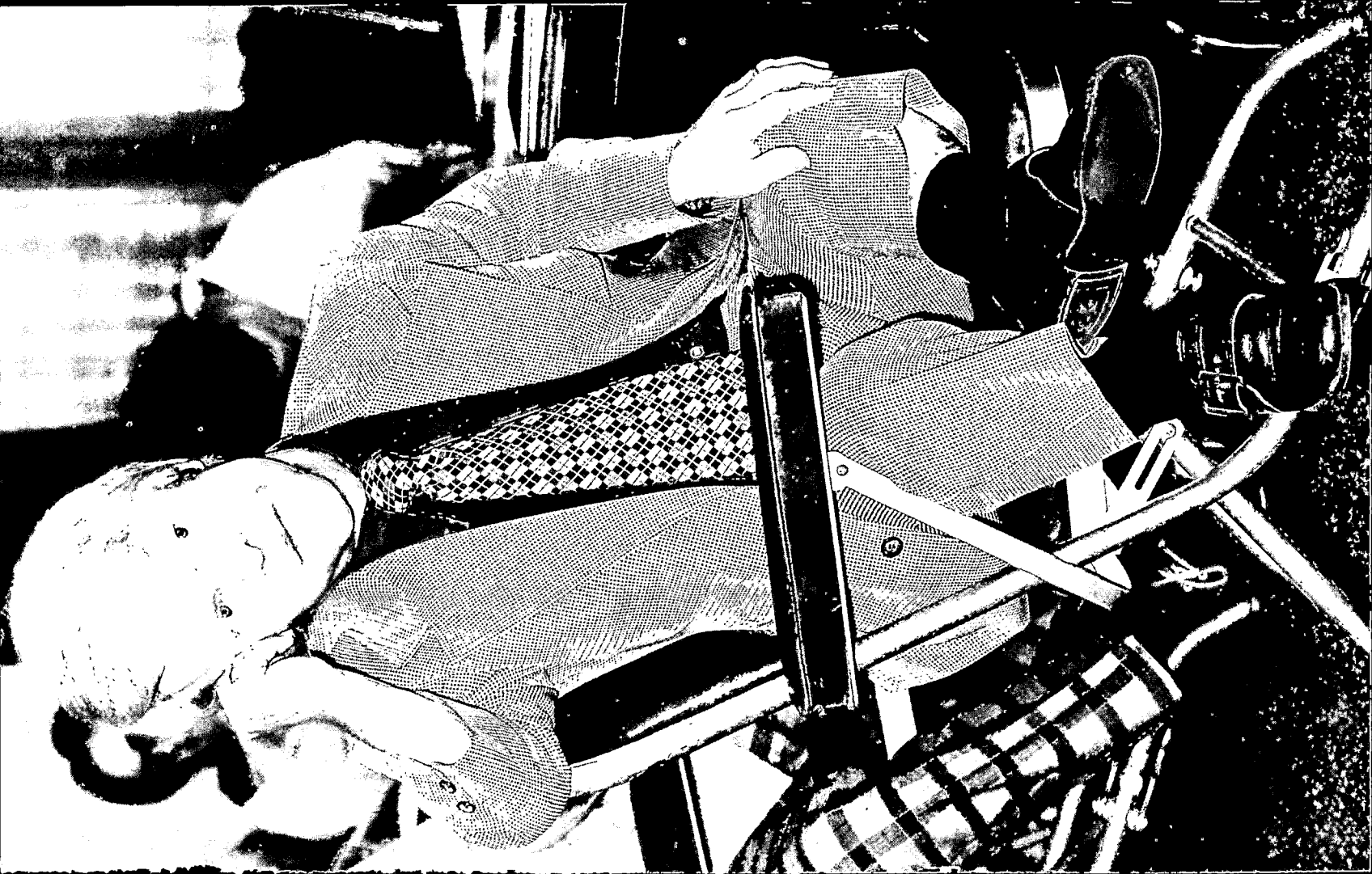


ment of Labor. This meeting was held within this 45-day period so consumers could report to groups which they represent and make a response.

Since the Rehab Act was passed two years ago, there has been much confusion surrounding Section 503. This section requires that anyone contracting with the government for over \$2500 have an affirmative action program for hiring and promoting handicapped workers. The regulations which apply to this section describe the obligation of contractors and subcontractors, the actions consumers may take, and the government enforcement procedures.

Because the basis of this program's enforcement requires that handicapped people who feel they have been discriminated against file a complaint to start corrective action, it is necessary that consumers understand the regulations thoroughly. Also, because this section of the Rehab Act is so important to consumers, it is of special significance that consumers have a say in formulating the regulations which will govern it.

With these concerns in mind the President's Committee set up an all-day meeting at Brookings Institution on October 6 solely for consumers and officials from the Department of Labor



Don Galloway, consumer participant from Center for Independent Living, Berkeley, California.



who are in charge of Section 503 so they could meet and discuss the portions of the regulations which consumers felt were inadequate.

Representing the Office of Federal Contract Compliance Programs were Ward McCreedy and Dave Brigham. Assistant Secretary of Labor for Employment Standards Bernard DeLury also attended, spoke, and answered questions.

Consumer representatives came from California, Florida, Wisconsin, Minnesota, Massachusetts, Texas, and New York, as well as Washington, D.C. They spoke for members of the American Council of the Blind, the Amer-

ican Coalition of Citizens with Disabilities, the National Association of the Deaf, the United Handicapped Federation, the National Paraplegia Foundation, the Center for Independent Living, Little People of America, and other state and local organizations. Individual consumers also attended.

Consumer representatives were invited because they were well versed in programs which affect the handicapped and because they could report back to large constituencies and get the word out about the program. These consumers met government, face to face, and exchanged ideas.

The entire proceedings were taped.

*Pat Thoben speaks
with emphasis on
Section 503.*

*Bud Keith talks things over with other
meeting participants.*



The tape was accepted by the Department of Labor as the official viewpoints of those present, and with the approval of the Solicitor General, it will serve as comments on the program the same as any comments submitted in writing.

The regulations were discussed point by point, with explanations about where changes had occurred and why they had occurred. Much of the discussion centered around the language of the regulations. There was special concern expressed by the disabled consumers about the word "qualified." It was pointed out that the affirmative action programs for blacks, women,

and other minorities do not require this descriptive phrase. It was feared by many of those present that the contractors would use the word "qualified" as a basis for noncompliance.

Additional concern was expressed regarding the mechanisms to be used in determining a worker's "qualifications" and who would make such a determination.

Other points of discussion were what was required of a contractor as far as accommodation in order to be in compliance with the regulations, and questions as to whether the severely handicapped would be adequately covered.

✓
Lex Frieden (right) and his attendant rest during a break in the proceedings.



In addition to the regulations themselves being discussed, government officials were questioned about their own good faith effort as it applies to this program. There was concern on the part of consumers that many people being hired to carry out this program are not themselves disabled, and this may be indicative of how effective the entire affirmative action program will be in meeting the needs of disabled consumers.

Several of the meeting participants voiced their concerns over the enforcement procedures which they felt left the burden of enforcement responsibility on the disabled person. Several com-

mented that the effectiveness of affirmative action for handicapped people would remain an unknown until legal actions leading to court decisions were taken.

The meeting was an important opportunity for disabled consumers to voice these concerns to the government officials responsible for administering a major program to assist disabled people. By discussing reservations and criticisms about the new regulations, both the consumer and the government gained. Effective programs for disabled people need the contributions of disabled people at each step of the way. ●

Making the Most of Human Resources

TWICE THIS YEAR IT has been my privilege to serve as Acting Secretary of the Department of the Interior away from my regular position as Solicitor of the Department.

As the chief legal officer of the Department, I gained a deep understanding and appreciation of the important contributions handicapped persons have made to Interior's operations.

The importance of hiring qualified handicapped people for positions they can fill was brought home even more strongly to me as Acting Secretary.

The Department of the Interior always has had a vital interest in both human resources and natural resources. The Nation's best interest is served when maximum use is made of both.

This Administration is pledged to support the employment of handicapped persons and disabled veterans. The Department of the Interior is making a dedicated effort to carry out a meaningful affirmative action program to hire the handicapped, because we know that persons with seeming disabilities usually perform well in their jobs.

President Ford has said:

"Let the emphasis rest upon the individual's ability rather than his or her disability. The handicapped have proved that they are efficient, effective, and productive workers. They can advance the Government's service to its citizens."

In 1975, Interior has almost 1,700 handicapped employees who work efficiently and effectively in a wide va-

riety of jobs. Handicapped workers, placed according to their abilities, are a reservoir of strength the Federal Government, and other employers, would be foolish not to use.

All bureaus of the Department of the Interior now have affirmative action plans for hiring the handicapped and are working to meet the Department's overall objectives in this area.

Special efforts have been taken to make sure the main Interior building has adequate entrance and other facilities to assist the handicapped. Deficiencies found have been corrected to assist those who must use wheelchairs or other aids.

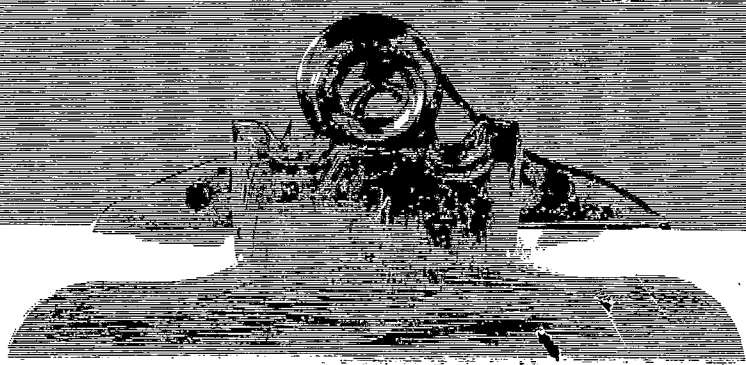
Departmental and bureau personnel who coordinate our handicapped program meet frequently to discuss progress made, exchange ideas, and share information concerning government programs.

Last Spring, one of the most memorable speeches ever given by an Interior employee was delivered by a computer operator of the U.S. Geological Survey. As he is deaf, he used sign language to convey his words. Interpreters effectively explained his message to the hearing audience and those with loss of hearing.

We will continue to emphasize that making the most of human resources pays dividends not only to the handicapped, but to those they serve and the Nation. ●

—Kent Frizzell

Mr. Frizzell is the Acting Secretary of the Interior.



The Government and the Language

IN OUR DAY, WHEN so many people go to the movies to read, it is said that the art of writing is suffering a general decline. That may be so, but whether a widespread decline is real or not, the fact stands that some of the worst, most incompetent prose that I have ever read has been the product of Government writers.

For example,

"As the complexity of administering a municipal organization involved in providing a multiplicity of diverse human and physical services increases, the need for an efficient delivery structure to optimize the utilization of limited resources becomes more acute." (a government memo)

What strikes us first is that the sentence is infuriatingly vague and exasperatingly ugly. The whole thing is no more than a lot of formidable commonplaces strung together like so many dead, sagging fish on a line. When stated in simple words the author's real idea is so obvious as to seem a miserable platitude:

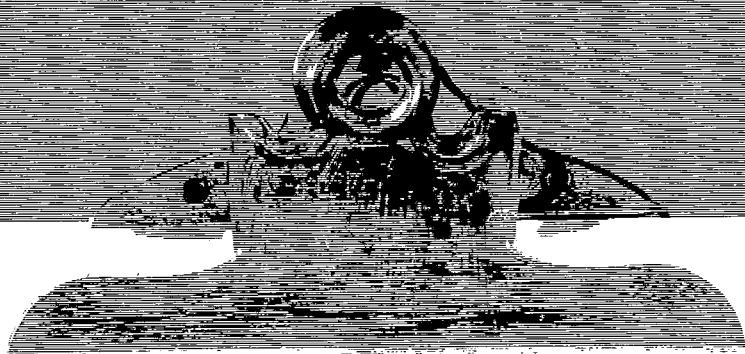
A city provides for many human needs of different kinds; its resources are limited, and as claims on them increase, there is a need to see that they are wisely used.

It is not a difficult or even a faintly impressive idea. Thus the author knows, by resorting to ready-made phrases and words of bogus pomp he would have us believe that his statement is authoritative, scientific and unchallengeable, involved with elevated and mysterious doings, when in fact it is nothing of the kind.

In addition to being intolerably pretentious, the author is also a pedant; a pedant being a person who says more than is required to successfully make his point. Thus, where one word would do, he uses three, sometimes saying the same thing twice. The most important defect, however, is that this sentence does not convey anything that is distinct.

Let us take another.

"When you mention hurdle, bad



things come up in someone's mind. Like there's sort of an insurmountable problem you have to get over." (Brig. General, retired, head of a government agency)

The author of this remark was too lazy to take an interest in what he was saying. His mind was in a state of activity, but not of labor. Nor was he conscientious enough to look up and find out what a common word means—for "problem" is not a synonym of "obstacle" but rather means an unsettled question or inquiry. Plus if the obstacle was insurmountable, not even a GS-16 is going to be able to get over it.

"The non profit agency is another ball game. If you want to take the same route, we should cover all four bases." (PCEH committee member)

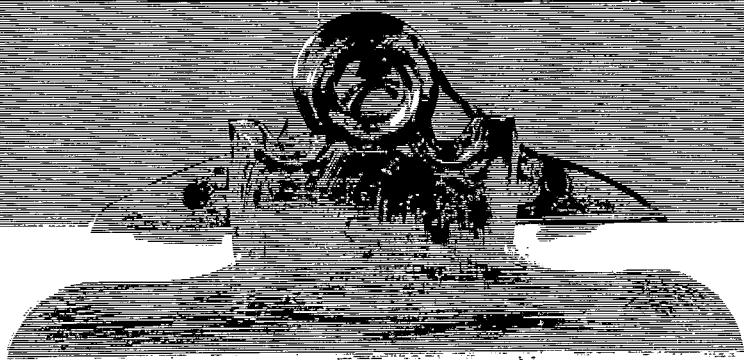
An example of incompatible metaphors. The trope is dismal enough without being flatly absurd.

What do the above examples have in common? The people writing them do not know what their words mean, they have nothing to say, and they are not thinking about what they're saying. Their prose is dull, lax, haphazard, ugly, stale, and irresponsible. Stop shouting, you may say, and tell me why should we bother to write well?

Because only through language can

we make ourselves understood by each other. Think of any serious cause; for example, the deplorable situation of handicapped people in this country. Many elements of their condition of life strike any thoughtful person as being unjust. The aim of the disabled is to have what is unjust in their condition be made just. How is this to be done? How can a vision of justice be made effective? Only by moving men's minds, and how are men's minds to be moved if not by words? The place of others is the true point of perspective when we consider the best course of action to take. Yet, how are we to put ourselves there without the help of words?

There is no political doctrine, no view of life, no system of action that does not stand in need of written words. Language, then, is an instrument of thought: words are the very stuff of which ideas are made. Through words we can make ourselves understood by each other. That is why we need to write personal, sincere statements, clear, solid observations, energetic descriptions. We cannot know what has been thought if we cannot understand what is being said. Ideas, to be effective, must be public—that is, people of differing character and views should each be able to understand the same thing by the same name. Even the most



vivid, important and affecting fact, if turned into a dull, unmeaning commonplace will move no one to do or think anything.

Are There Any Rules for Fabricating Prose?

A few.

Don't use jargon. Jargon is simply the affectation of a commonplace mind trying to be superior by using big words to express a little thing. Jargon is ugly and boring. You cannot bore and persuade your reader at the same time.

Avoid being addicted to cliches. Don't use words or phrases you are used to seeing in print. Things like "finalize" or "significant change" or "rewarding and challenging, etc." Invent your own phrases.

Be as simple as you can. Most people with a simple style are embarrassed by it. Don't be. The simpler a statement, the wider its influence will be.

Don't think about talent. Writing is not a matter of talent. Get rid of the idea. If you think too much of the things you cannot change you are liable to neglect the things you can. Bad writing is not due to failure of technique but of character. Poor prose is produced by a mind trying to evade effort. Good writing, like love, is very hard work.

Rewrite. The first thing that comes to mind will probably not be the best. Prose has no fixed laws so its correction may seem endless; but keep in mind that you should stop once you feel the satisfaction of having said what you meant to say.

Be precise. The power of language consists in its precision. To the extent that words are exactly applied will they exactly convey what the writer meant and then only is language seen to be vigorous and clear.

Write only when you have something you sincerely wish to say. Then you will write well. Orwell said, "The great enemy of clear language is insincerity."

In writing, as in every other activity, the conscientious are successful. Those do best at it, who disregard their own laziness and work on until they have done what they set out to do. No one masters words without first having mastered himself.

To conclude, I am sure the prose which I have produced in this piece is not free of many of the faults that I have named. But I have tried to have it be.

—Dick Sale

Mr. Sale is on the staff of the President's Committee.

Legal Awareness

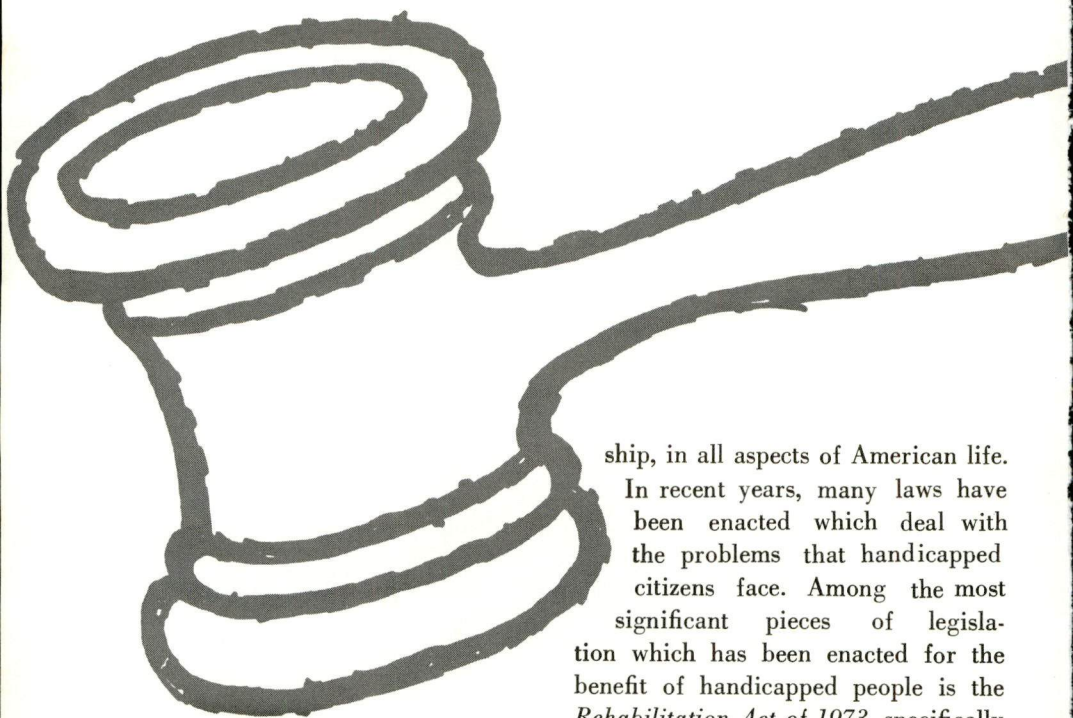


THE MOST POWERFUL WEAPON in the fight for equality is the LAW. The courts and legislatures in this country have been utilized in the past to secure equality for disadvantaged citizens. Finally, handicapped people are awakening to this fact. They are starting to realize that injustices encountered daily by disabled people will only be corrected by the enactment of new legislation, and the filing of court cases for enforcement of existing legislation.

However, laws are of questionable value in assuring equal rights for handicapped persons if the provisions of these laws are not fully understood. The President's Committee has launched a project aimed at informing handi-

capped citizens about their legal rights. In its first effort, the President's Committee has compiled, researched and analyzed laws which most directly affect handicapped residents of the metropolitan Washington, D.C. area. The project involves assembling relevant federal legislation as well as the laws of three jurisdictions—the District of Columbia, Maryland, and Virginia.

The handbook focuses on ten areas of the law which directly affect the lives of handicapped persons, including employment, education, architectural bar-



riers, and transportation. By analyzing these laws, consumers will be able to determine the strengths and weaknesses of enacted legislation, and discover whether or not they are fully utilizing existing laws.

In addition, a major objective behind the handbook is to encourage handicapped people to actively seek enforcement of existing laws. Wherever possible, governmental offices and agencies responsible for enforcement have been located and listed with the laws. It is only when handicapped citizens themselves start demanding equal rights, that they will obtain full citizen-

ship, in all aspects of American life.

In recent years, many laws have been enacted which deal with the problems that handicapped citizens face. Among the most significant pieces of legislation which has been enacted for the benefit of handicapped people is the *Rehabilitation Act of 1973*, specifically sections 503 and 504. Section 503 requires all federal contractors with government contracts over \$2,500 to take affirmative action to hire and advance in employment qualified handicapped individuals. Section 504 prohibits discrimination against handicapped persons in any federally funded program or activity. It is clear that these two sections will be the basis of much court litigation aimed at eliminating both overt and covert discrimination against handicapped persons.

In addition, the courts in many jurisdictions have handed down legal decisions affirming the right of full citizenship to handicapped persons. In the case of *Mills v. District of Columbia*,



and lives of handicapped citizens. This would be done through educational documents and programs of public education.

Unfortunately, to date, the majority of handicapped persons, legislators, public officials, and professional rehabilitation workers are ignorant about many of the laws which affect handicapped people. The President's Committee can assist in making these individuals aware of what can be done, has been done, and still needs to be done.

Readers of "Performance" can assist in this project. Readers could send "Performance" any information they have concerning legislation, court cases, and legal matters in their cities, or states, or counties. This cooperative effort is necessary in order to report completely and accurately on legal awareness in the United States. ●

—Diana Elms

—Tom Herrmann

Ms. Elms is a law student at Catholic University. Mr. Herrmann is a law student at George Washington University. Both are part-time staff members of PCEH, working on legal rights of handicapped citizens.

The handbook on federal and metropolitan Washington, D.C., laws is available from the President's Committee upon request.

for example, the court decreed that every school-age child is entitled to a "free and suitable publicly-supported education, regardless of the degree of the child's mental, physical or emotional disability or impairment." Hopefully, this case indicates a continuing trend of court decisions.

The handbook is viewed as a model which can be followed by other parts of the country. Since State and local laws which affect handicapped persons differ throughout the United States, hopefully, other States, countries, and cities will undertake similar projects designed to inform handicapped citizens about their local laws. Handicapped persons must be aware of existing laws before they can attempt to enforce or change them.

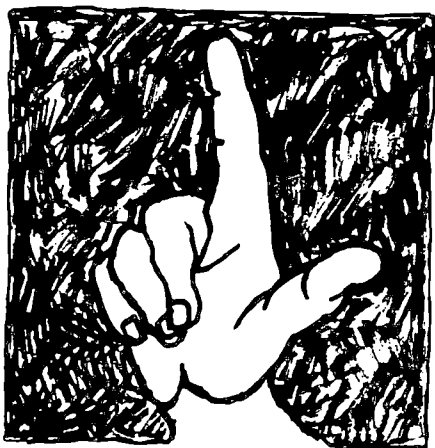
In addition to its value as a model, the handbook has been a catalyst for a host of ideas aimed at educating handicapped people on the status of the law. One of these ideas is for the President's Committee to collect existing legislation and court cases from around the country. Then, the President's Committee can provide information about legislation, court cases, administrative enforcement, and other legal matters affecting the employment

CENTER FOR LAW AND THE DEAF

THIS AUGUST AT THE VIIIth World Congress of the Deaf, Glenn Goldberg, in his capacity as executive director, announced the establishment of the Center for Law and the Deaf, under the auspices of the George Washington University (GWU) Law School and Gallaudet College. The Center, the first of it's kind, is funded by a federal grant from the U.S. Department of Health, Education and Welfare.

The rationale behind this Center is easy to understand. Of all the minority groups in the United States, including other handicapped groups, the deaf have been the most underrepresented and misunderstood in the courts of the land. For hundreds of years, deaf persons have been denied the opportunity







to utilize their legal rights. Because of their communication problems, they were often thought mentally handicapped, and incompetent to conduct their affairs in ways which most people take for granted. The proposal summary states in part, "Their communicational handicaps have denied the deaf access to the wide array of governmental and other legal services and legal education programs that have succeeded in plugging other societal minorities into the legal process. Furthermore, there are virtually no deaf lawyers or law students available, nor any significant number of normally-hearing attorneys willing to defend their interests or secure their fair share of community resources and services."

Because there is no existing model on which the Center can be based, the

program at this time is flexible. Much, much more input needs to be obtained, from deaf persons, advocacy groups, voluntary health groups, parents, professionals working with the deaf, and members of the judiciary. As more information becomes available to the staff at the Center, more projects and activities will be implemented. However, there are a number of projects and activities which have already begun, and more which are in the process of being started. Some of these are: a legal clinic, a continuing education workshop project, a law student identification effort, and a clearinghouse function.

The legal clinic is located on the Gallaudet College campus. Each Friday afternoon, the walk-in clinic will be open to serve deaf individuals from the Washington metropolitan area. Goldberg stresses the importance of people coming in personally with their problems. "Ethical and other considerations virtually prohibit any substantial legal assistance being given over the telephone or TTY." The deaf client will come into the clinic and fill out a standard form. He will then meet his law student and go into a private conference room, along with an interpreter. "Because of this unusual three way set up," said Goldberg, "we are greatly concerned that the client gets the confidentiality to which he is entitled. Both

the law students and the interpreters will be required to maintain professional, ethical standards of confidentiality."

After talking with the client and obtaining any necessary additional information and/or documents, the law students will consult with lawyers on the staff and then contact the client with the information or advice he needs.

The law students are able to practice in the courtroom only in the District of Columbia. Thus, if the client's case needs to be presented before a judge or a jury in Maryland or Virginia, arrangements will be made by the Center for a staff attorney or an outside lawyer to make this presentation. However, the law student will remain with the client throughout the case to explain procedures and to make sure that the client is receiving proper and adequate representation.

There will be no charge for legal representation by the Center. In some cases, it may be necessary for the client to pay some fees, but in indigent cases, these fees can be waived by the court. At this time the clinic will serve anyone who walks in. "However," Goldberg stated, "we want to serve where the need is most severe. If, for example, a wealthy deaf businessman came in and wanted to sue another business, that might not be within the purposes of the Center."

In February, the legal clinic will also offer assistance with tax forms. Other projects undertaken by the legal clinics will depend on the needs and desires of the deaf community. While the burden of demonstrating their needs and desires rests with the deaf clients, the Center will make every attempt to meet them. If, for example, there is demand for additional legal clinics in other areas or locations, the Center stands ready to establish them. Flexibility is purposely built in so that the deaf community can have an active and purposeful role in the Center.

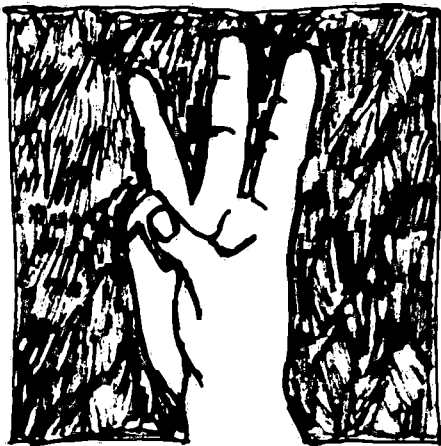
Another project currently in progress is a law student identification effort to identify qualified deaf persons who might wish to pursue a career in law. The Center is presently carrying out a nation-wide recruitment effort. Once prospective law students are identified, the Center, in conjunction with the George Washington University Law School, will seek to facilitate admission of these applicants to the Law School, either by special minority programs, or normal admission procedures. The Center hopes to have some deaf students enrolled in the Law School by the fall of 1976. Provisions will be made to have interpreters in the classroom, and special tutoring and counseling services available to students. The Center will also hold workshops and other activities for the prospective students to give

them an idea of what law school involves and to facilitate entrance into the school curriculum. They will also help students find and apply for various kinds of grants, scholarships, and financial aid.

Continuing education workshops began in October, 1975. These workshops will be conducted by law students at first. Eventually deaf persons will be trained to give them. The workshops consist of a series of talks and lectures concerned with "rights, remedies, and legal first aid measures" in such areas as consumer protection, landlord-tenant rights, home purchases, credit, and so forth. While these will at first be patterned after those offered routinely by the GWU Law School, as topics of particular interest of concern to deaf persons become apparent, these areas will be incorporated into the workshop format. "You don't have to have a big group to request a workshop," emphasizes Goldberg. "If a group of ten or so deaf persons wanted to meet at someone's home and have a workshop, we will be willing to provide one."

Because the Center will be working closely with the Gallaudet Public Services Program, it will also be able to offer workshops in Philadelphia, PA, Richmond, VA, and Charlotte, NC, and surrounding areas where the Public Services Program has offices.

The Clearinghouse function of the Center will be very important. The Center will compile, catalogue and maintain a variety of materials concerned with the laws and the deaf. This material will be available to lawyers, deaf persons, agencies and organizations who need it. The staff at the Center is also able to assist in responding to inquiries from other agencies and or-



ganizations who receive requests for information. The Center will also put out a variety of newsletters, brochures, pamphlets, and other materials for the use of deaf persons, advocacy groups, lawyers, and interested persons. They are also contemplating a monthly review of items in the Federal Register which are of interest to the deaf.

The Center will engage in legal activism efforts on the behalf of deaf per-

sons throughout the United States. Some contemplated efforts are: attempting to straighten out some problems that deaf persons encounter with the telephone such as long distance rates which are exorbitant when the deaf person has to use the TTY; helping to establish laws requiring that all agencies of the government provide interpreters, particularly in the social service areas; and requiring definitions of federal agencies on their interpretation of laws which affect deaf persons.

"Above all," Goldberg stresses, "we need to hear from deaf persons about what they want, what they need, and the problems they are having." There are many situations where the law mistakenly presumes, in general, that everyone understands his rights, and that everyone is equal before the law. This presumption is often a grave disadvantage to the deaf.

To rectify this situation, information about the nature of deafness must be disseminated to all persons and agencies who come into contact with hearing impaired persons. The laws of the land can be used as an instrument of social reform, as a tool to provide justice and equality to all citizens. However, inadequacies in the laws and the needs of special interest groups must be communicated to our legislators, the judicial branch, law enforcement per-

sonnel, and other persons before this reform can take place.

The Center for Law and the Deaf stands ready to take an active role in helping achieve these goals. It is up to the deaf community to let them know what needs to be done.

For further information on the Center for Law and the Deaf contact:

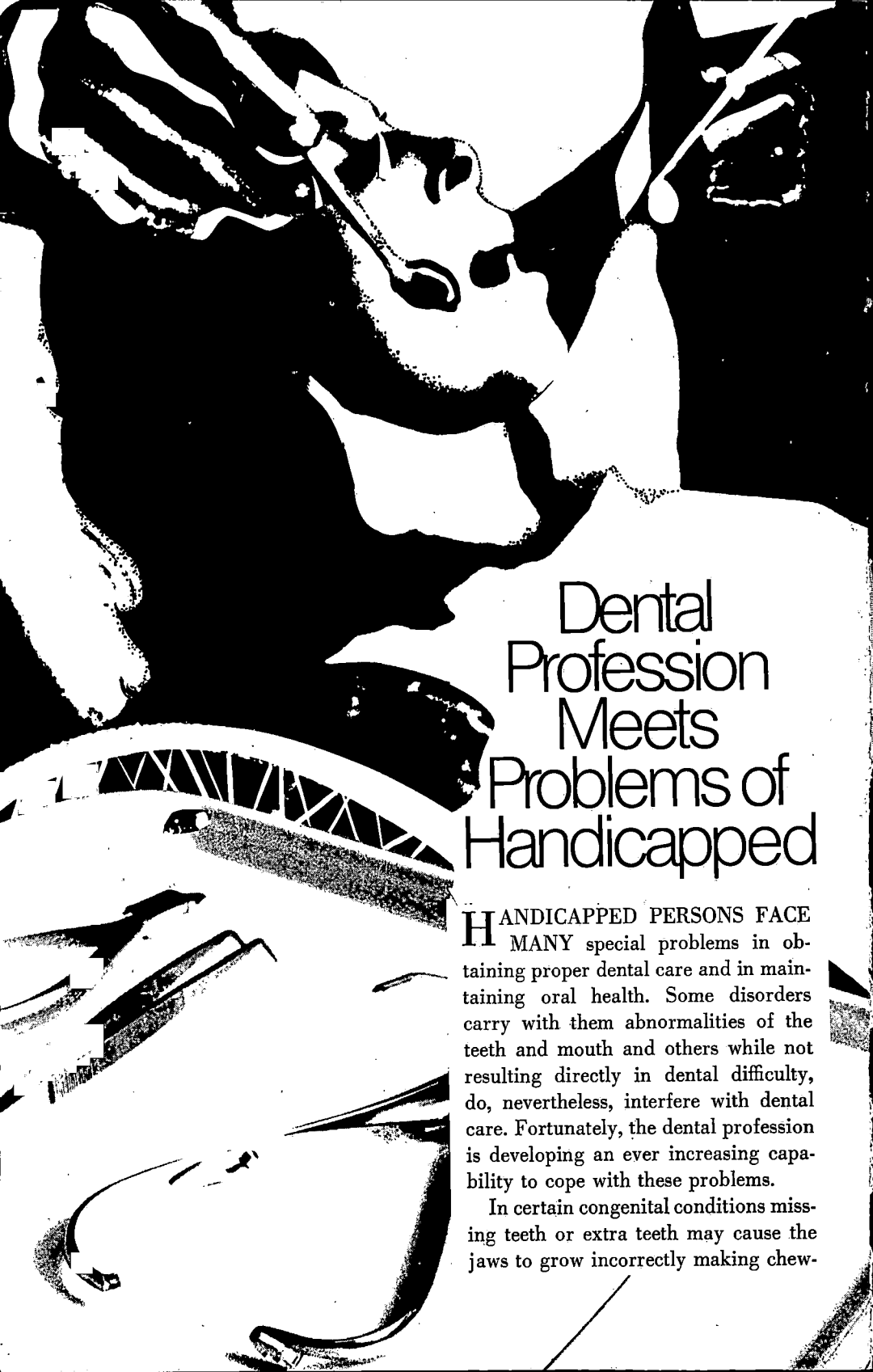
Center for Law and the Deaf
Gallaudet College
Kendall Green
Washington, DC 20002
Telephone

(202) 447-0432 Voice and TTY
447-0695 Voice and TTY
447-0736 Voice and TTY ●

—Muriel Horton

Muriel Horton is on the staff of PCEH.





Dental Profession Meets Problems of Handicapped

HANDICAPPED PERSONS FACE MANY special problems in obtaining proper dental care and in maintaining oral health. Some disorders carry with them abnormalities of the teeth and mouth and others while not resulting directly in dental difficulty, do, nevertheless, interfere with dental care. Fortunately, the dental profession is developing an ever increasing capability to cope with these problems.

In certain congenital conditions missing teeth or extra teeth may cause the jaws to grow incorrectly making chew-

ing difficult and spoiling appearance. Often this can be corrected with orthodontic movement or with special prosthetic appliances. Presence of a cleft palate can make swallowing difficult and speech unintelligible. A combination of surgery and prosthetic devices is often used to correct these problems.

Some systemic diseases cause problems that interfere with dental care. Very special measures are often needed to provide even routine care for persons suffering from hemophilia or other bleeding disorders. Diabetics, because of their susceptibility to infection and poor healing, are especially vulnerable to periodontal disease (pyorrhea). Persons with sickle cell anemia are very susceptible to infection and antibiotic protection is provided as it is also for anyone with a history of rheumatic fever before dental procedures are undertaken.

Medication taken to treat a systemic condition can cause intraoral problems. The drugs used to control some seizure disorders can cause overgrowth of the gums and the dentist must work closely with the physician to control dosage and perhaps find alternate medications that are equally effective.

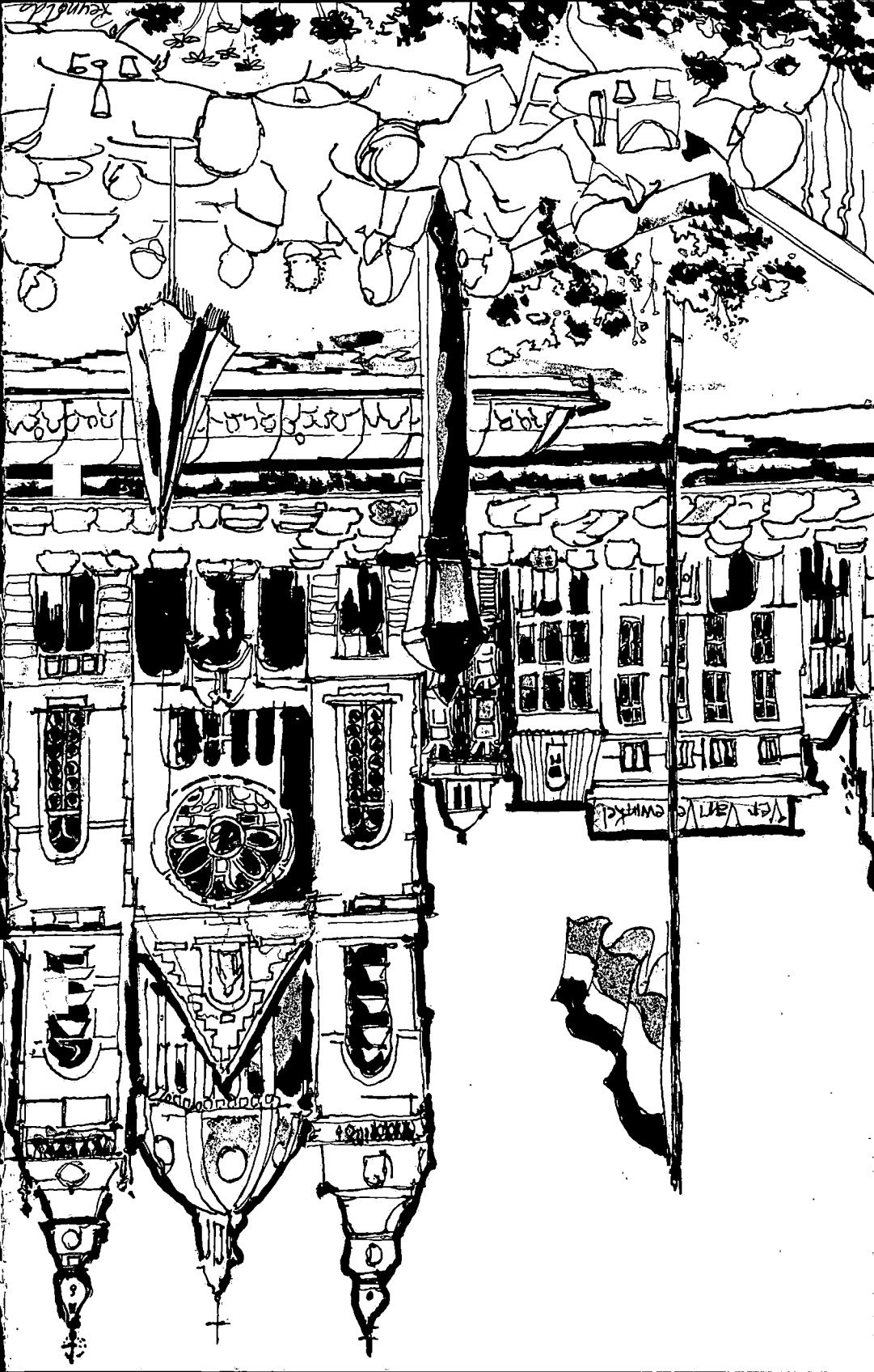
Lack of mobility often prevents some persons with handicaps from obtaining dental care but usually some provision can be made for them. In some cities there is Ambulette service to transport patients in wheelchairs. Many dental offices are built in elevator buildings without stairs and with wide doorways to accommodate wheelchairs and some treatment rooms are designed for treatment with the patient remaining in the wheelchair or transferred to specially

constructed dental chairs. Often, homebound patients can be treated by dentists making house calls with portable equipment. A growing number of institutions today are being equipped with dental clinics for those confined within them and unable to leave.

There are a host of procedures used for patients with whom communication is impaired. If explanation cannot be accomplished because of mental retardation or emotional disturbance, and cooperation is lacking, behavioral control can be gotten with medication given to calm or sedate the patient or referral can be made to a hospital or specially equipped dental office for treatment with general anesthesia. Similarly, medication is available to lessen or stop the uncontrolled movements of such diseases as cerebral palsy.

Finally, the message of prevention is reaching the handicapped. Research and clinical experience have shown that much dental disease can be prevented or lessened in severity if certain procedures are followed. Happily, today, more dentists and dental auxiliaries are trained in teaching these methods and are bringing the message to handicapped people at home and in institutions. They are involving family members and institutional workers in helping to provide this benefit for those who cannot do it themselves. ●

This article, by George Bailenson, D.D.S., President of the Academy of Dentistry for the Handicapped, Springfield, Ohio, is reprinted from the July 1975 issue of "On Your Own," a publication of the University of Alabama.





Disabled Housing in Holland Part II

The first half of this article, which appeared in the October issue of "Performance," discussed housing for the disabled in Sweden. The second half discusses housing for disabled people in Holland.

ANOTHER EARLY MORNING plane to Amsterdam. Holland—the world's most populous country per square mile, where they are still retrieving land from the sea, and where every square foot of land seems to be put to use.

We took a train to Arnhem near the German border. Ninety-eight percent of the center city was destroyed in the fierce battle to push the Allied lines across the Rhine.

We soon found ourselves in the pleasant hillside site of Het Dorp. Translated, The Village. It was started in 1964, with 25 million guilder (\$10 million dollars) raised by a telethon.

Het Dorp is the opposite of integration. It is a 400-unit community of severely handicapped persons from throughout Holland. The Village is on the outskirts of Arnhem, somewhat

isolated from the city. It is built on 44 acres of wooded and hilly ground, which is unfortunate for the tenants, but the land was donated, so all arguments are discounted. Besides, every tenant has an electric wheelchair for getting around.

These electric wheelchairs are a tremendous maintenance problem for the staff. They constantly break down. The wheelchair repair shop has 14 workers every day doing 40 repairs a day. So ten percent of the tenants are immobilized all the time.

Het Dorp might be compared to a large American motel complex. Each unit has a separate door (indeed, a separate street address and mailbox) but the unit is merely a bed-sitting room. Walls between some of the units have been removed to make quarters for the 60 married couples in the village. One child was born there.

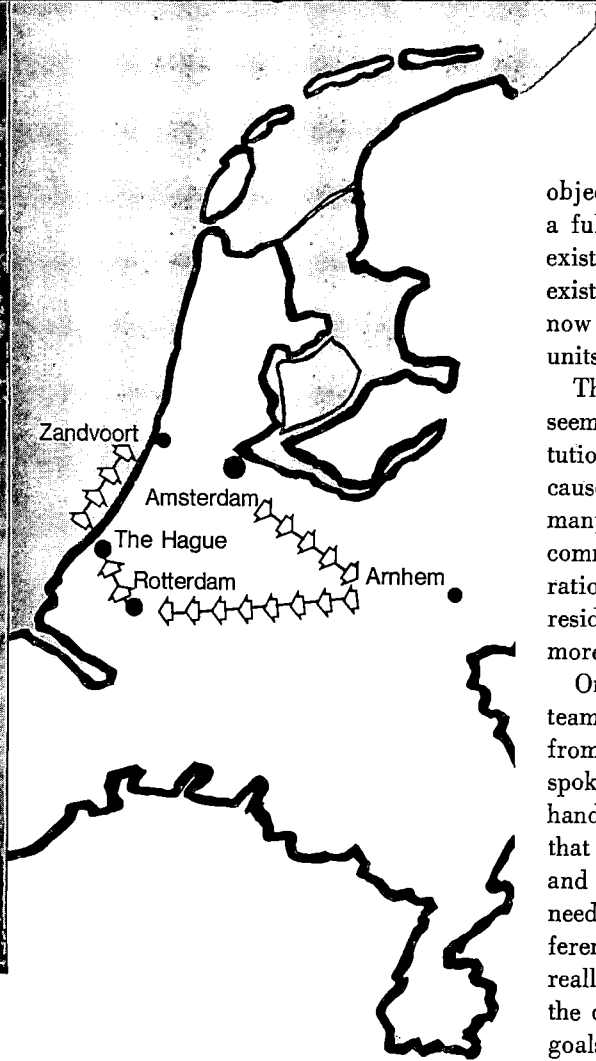
Along the highway edge of the community there has been an attempt to attract "outsiders" by making a small shopping center—bank, hairdresser, travel agency and restaurant. But there isn't really too much social interaction between the disabled residents and neighbors. In fact, there isn't too much interaction among the residents. Partly this is caused by the architecture—each block of units becomes self-sufficient for about 30 people. There is an attendant for each 9 persons, who together comprise a "group." Three such groups enjoy communal dining on food prepared at a central kitchen and delivered to each building at meal time. There are also common lounges for each building. There's a church, library and a small workshop for crafts and

things. The church can be converted to a large assembly hall.

Het Dorp was started as a governmental program about a dozen years ago to get people out of institutions. Some would say they have merely transplanted the institution. The big advantage of Het Dorp, according to the administrators, is that it dignifies the individual with privacy.

Daily costs for the residents are met by local governments where the residents came from. The daily rate is about \$40 a day. Social security takes care of some of this. A few work in a sheltered workshop, and from their 1,000 guilders a month they hand back 400. A couple go to work in Arnhem. Some graduate to normal housing.

We went through Rotterdam to Zwijndrecht to see some adapted housing. It was very impressive. Some 1,000 units are already existing in the province of South Holland and 600 more are under construction. If you can visualize a group of townhouses, the changes occur in the two houses at one end of the series. The separation wall of the lower levels of both houses is removed to make a 2- or 3-bedroom one-level house for someone in a wheelchair. The upper floor is converted into two smaller homes, generally for retired couples. Each has an outside entrance and a raised roof. From the combined rental income from the 3 units (rather than 2) the builder reaps a larger return on his investment, so there is every incentive to proceed with a certain number of these modified units. Generally, about ten percent of the total units were adapted in this fashion.



From the Hague we went by train again to the resort town of Zandvoort to see another facility exclusively for the severely handicapped. This is a star-shaped structure radiating out from a central circular lounging area, with each wing containing sleeping and dining quarters for the residents. The central area is quite large and contains a few shops, such as barber and hairdresser.

Zandvoort, and another similar facility at Amstelveen, and yet another planned for Zoetermeer, represent the

objective of the government to provide a full range of facilities. They are in existence and will probably stay in existence, but more adapted units are now available than collective living units.

These collective facilities, however, seem gradually to become more institutional in tone—not necessarily because of the architecture or because so many daily functions are performed in common, or because the staff is on a ratio of one to one. But because the residents gradually but inevitably grow more and more dependent.

One of the final contacts of the study team was a meeting with an official from the Ministry of Housing. He spoke of Holland's efforts to house its handicapped citizens, acknowledged that it should probably be doing more, and that he is evaluating what more needs to be done. We spoke of the differences of our political milieu that really keeps our countries separate in the choice and pursuit of our housing goals. The social and financial supports by the governments of Holland and Sweden are most generous and differ vastly from those of the United States. When it is considered that 70 percent of the housing in Holland and 90 percent of the housing in Sweden is government assisted, compared with a mere 20 percent in the United States, it is doubtful that what we brought back can be translated into policies and programs. ●

—Edmond Leonard

Mr. Leonard is program director for PCEH.

The Chairman's Column



Harold Russell

Let me start this month's column with a few thoughts sent to me by Elton Ringsak, this year's Handicapped American of the Year. Elton spoke so well to those attending the Annual Meeting that I thought those of you who were unable to attend would be encouraged by his comments:

To me, handicapped people are a very special "breed of cat."

They have too much pride to "holler" that they are a forgotten minority group, that the world owes them a liv-

ing and no one cares. It is likewise true that at one time or another, a handicapped person will be frustrated, disgusted and will feel sorry for himself. Especially when he cannot do menial little things. But, this is also true of the person that looks and appears 100 percent healthy.

Therefore, each and every handicapped person who is seeking employment or a "slot" in society must:

First, sit down by himself and list his own personal assets and liabilities or what he can or cannot do;

Second, take his strong points and build onto them;

Third, go forth and sell himself to a possible employer or use his mind and become self-employed; and

Fourth, never forget that the free enterprise system is a jungle, where everyone is trying to survive by paying their bills and keeping their jobs, positions or businesses away from someone else.

We reach the crux of our problem. How to convince the adult world that we are just as capable, or more so, as a person who appears sound of body and mind!

Little children and young people ask you only once why you cannot run or what happened to your fingers, legs or arms and then accept you. It is only when they become involved in social

and business life, our jungle, that suddenly, at times, people start shying away from disfigurement or various types of handicapped persons. It is our job to show these adults that we are useful, productive and the same persons that they accepted when they were young.

Just close your eyes and let your mind observe. We realize, that no matter how small a problem is, to the individual concerned it may seem to be the biggest crisis he has ever had and he needs and wants assistance. We, the handicapped, will give him all the help possible.

So, bar out of your mind that you have any type of a handicap which makes you less of a person than anyone else.

JERSEY CITY STATE COLLEGE has begun a new program called "Dial-a-class" to offer homebound, hospitalized and shut-in persons an opportunity to complete their high school education and obtain the equivalency certificate. Dial-a-class also welcomes disabled people who want to earn a college degree. The students participated in lectures, with nondisabled students on a daily basis and can hear and be heard by all the class. No special telephone equipment is needed. Contact: George Smith, director, Dial-a-class, c/o Dean of Education, Jersey City State College, 2039 Kennedy Boulevard, Jersey City, NJ 07305.

BRAILLE CHECKS . . . Bank of America now offers special "large print" embossed checks for use by blind people. The checks have raised printing and are accompanied by large-print deposit slips and a check register in

black on yellow paper. The checks are available without charge.

STATE LAWS AT A GLANCE . . .

An outline of state laws requiring accessibility for handicapped persons can be obtained by writing to the President's Committee. This analysis is from data collected by the School of Architecture, Syracuse University, which is under contract to HUD to revise, update, and expand the ANSI Standard 117.1, the existing standard for making buildings accessible. Write The President's Committee on Employment of the Handicapped, Washington, DC 20210.

DEAF VIEWERS . . . For the first time ever in a sporting event, deaf people got play-by-play calls and color commentary on the Baltimore Colts/Washington Redskins pre-season game in sign language. While all the action was being seen, a small portion of the screen was set aside for the interpreter to communicate the play-by-play calls and color commentary. This unprecedented move by a Washington, D.C., station, WMAL-TV, was prompted by a letter from a deaf viewer commenting how deaf people can see all the action but have to read the next morning's paper for the score and details.

LITTLE PEOPLE . . . The National Institute for Rehabilitation Engineering, based in Pompton Lakes, N.J., has developed special equipment for autos to enable dwarfs and midgets to drive comfortably and safely. Special equipment includes special seats/gas/brake/dimmer hand controls, high quality metal foldaway steering spinners, extensions for transmission control and turn levers, cruise control to

maintain gas on long, high speed highway travel, and special mirrors. Write: National Institute for Rehabilitation Engineering, Pompton Lakes, NJ 07442.

READERS DIGEST publishes a large type edition. Each edition contains more than half the articles appearing in the regular edition. The book is 348 pages. Subscription price is \$19.95 for 12 months. For more info write the Readers Digest, Pleasantville, NY 10570.

ILEOSTOMY GUIDE available. Written by Linda Gross, E.T., the guidebook contains 48 pages with illustrations explaining all aspects of care and management of this kind of surgery, including living with an ileostomy, caring for it, problems and what to do, techniques of management, where to find help. Copies are available from the United Ostomy Association, 1111 Wilshire Boulevard, Los Angeles, CA 90017 for \$3.50 each.

"EPILEPSY REHABILITATION" is the title of a new book sponsored by the Epilepsy Foundation of America. Written by Dr. George Wright, it suggests clear, practical ways in which people with seizure disorders can be successfully integrated into the mainstream of society and provides case studies that illustrates how this can be done. The book offers vital material for professionals, people with convulsive disorders, and families of an epileptic person. Write: Epilepsy Foundation of America, Suite 408, 1828 L Street, N.W., Washington, DC 20336. \$15.00.

INSURANCE INFORMATION WANTED . . . a nationwide appeal

to concerned persons of all states to send in copies of any legislation relating to insurance of the handicapped. Present and pending bills are needed to clarify needs and get more effective action. Write: August W. Christman, 2030 West Irving Park Road, Chicago, IL 60618.

A LITTLE EXTRA CARE is the new slide presentation written for individuals in service occupations and related fields. It can also be used in classrooms or to acquaint general audiences about the needs of handicapped people. These slides provide a basic understanding of the most common disabilities and how to offer to help. Disabilities covered are limited endurance, lack of muscular control, speech problems, paralysis, blindness and physical problems of old age. Write: Sister Kenny Institute, 1800 Chicago Avenue, Minneapolis, MN 55404. Cost is \$45.00. GUIDEBOOKS FOR TRAVELERS . . .

A list of guidebooks for handicapped travelers is available from the President's Committee on Employment of the Handicapped, Washington, DC 20210. This free booklet provides information on how to obtain guidebooks of eighty-five cities in the United States as well as cities in Canada, Australia and Europe.

SOCIAL SECURITY . . . The Social Security Administration has made plans to produce recorded editions of four pamphlets relating to medicare, disability benefits, supplemental security income, and old age and survivors benefits. The recorded edition will include information about the latest changes in all of these programs and will be distributed in large quanti-

ties to the national library network for blind and physically handicapped people.

AAAS PROGRAM . . . The American Association for the Advancement of Science has started its "Program for the Handicapped in Science." The purpose of this project, which is funded by RSA through the George Washington University Rehabilitation and Research Training Center is to identify and explore barriers obstructing the entry and participation of disabled persons to education and employment opportunities in science. The project will seek to examine and evaluate ways in which scientific professional associations and organizations of and for the handicapped can contribute to equal opportunities in science careers. In order to build an ongoing and realistic program the AAAS needs the expert consultation of handicapped persons who have experienced difficulties in receiving an education placement. If you are a disabled scientist, please identify yourself to Martha Redden, director, Project on the Handicapped, Office of Opportunities in Science, 1776 Massachusetts Avenue, N.W., Washington, DC 20036. (The project will not use the names of the scientists who respond.)

BOWEL MANAGEMENT . . . Raymond C. Cheever and Charles D. Elmer, R.P.T., have coauthored "*Bowel Management: A Manual of Ideas and Techniques*." Cheever, publisher and editor of "Accent on Living," a national magazine for disabled persons, says "There's nothing like this for the layman on bowel management." The manual explains programs used by

three major rehabilitation centers, including methods of facilitating bowel evacuation, with emphasis on frequency, timing, diet, water intake, use of medicine and laxatives, position and toilet aids. Write: Accent Publication, P. O. Box 700, Bloomington, IL 61701. Cost is \$3.50.

NEW GRANT . . . The Center for Independent Living's Computer Training Program received its second year continuation grant from the California State Department of Vocational Rehabilitation to expand its program of instruction to the physically disabled. The Department of Rehabilitation was overwhelmed by the program's initial success. When it came time to consider grant renewal, the department awarded the program \$75,000, \$25,000 more than it got for its first year of operation. This increased funding allows the program to enroll up to 20 students, twice as many as last year. Classes will begin in January of 1976.

Because of production problems that have caused delays in printing "Performance," we are combining the November and December issues. This will mean that by the new year we hope to be able to get "Performance" to readers on time—all the time.

We regret any inconvenience and look forward to serving you better, starting with the bicentennial year.

Happy Holidays!

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON, D.C. 20210

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE \$300

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED

FIRST CLASS MAIL

LAB-441

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

P. O. Box 20095
Houston, Texas 77025

April 18, 1977

Telephone
Area Code 713, 797-1440

Dear

Lex

Thank you so very much for contributing your time and efforts to making our first urinary incontinence seminar a success. The praise of the participants speaks for itself in evaluating the impact your presentation will have toward improving the treatment of urinary incontinence in our community.

Enclosed is a copy of the overall critique of the seminar for your consideration. If you have further suggestions or comments, please don't hesitate to convey them. We have learned a great deal from the evaluations that will be of use in future planning.

My personal thanks again for your help and I look forward to continuing a warm relationship and periodic collaboration over the coming years.

Sincerely yours,

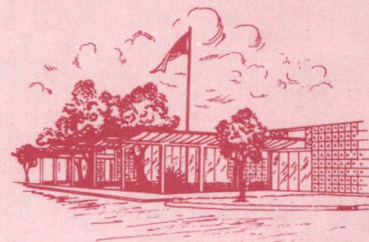
Lee

Ms. Lee Shields, R.N.
Clinical Nurse Specialist

LS/fr
Encl.

Thanks again! I plan to keep in touch!
Lee

NURSING



CRITIQUE OF SEMINAR ON "MANAGEMENT OF URINARY INCONTINENCE"

March 11, 1977

Number of Registrants 120
Number in Attendance 97

Description of Participants

By License:

Registered Nurses	64 (with experience ranging from 2 months to 30 years)
Licensed Vocational Nurses	4
Other (Technicians)	8

By Positions:

Educators	12 (with experience ranging from 3 months to 16 years)
Administrators	3
Supervisors	5
Not Identified	30+

By Facilities:

General Hospitals	26
Rehabilitation Hospitals	22
Nursing Homes	10
Visiting Nurse Assn. and/or Public Health Nurse	5
Offices	3
Insurance Agencies	5
Other	5

EVALUATION SCALE:

Excellent	Good	Fair	Poor
5	4	2	1

The "critique form" and rating scale for this seminar differed from that used to evaluate the October 22, 1976 seminar. The ratings have been estimated with similar point values assigned to equivalent descriptive terms but should not be analyzed in a comparative manner because of the variation in scales and format.

Evaluations were submitted by 52 participants.

Critique of Seminar (continued)

OVERALL RATINGS FOR CONTENT

1. The overall helpful and informative nature of this seminar was rated as being:

Excellent	-	by 32 participants
Good	-	by 18 participants
Fair	-	by 1 participant

All but 2 nurses felt that no portion of the seminar was confusing. Comments as to the overall organization included: compliments that the presentations were clear, concise and simple without any "talking down to the audience"; commendation that despite inadequate time for panelists, presentations were overall succinct and very informative. The suggestion was made that the time be divided more evenly to prevent rushing the speakers and necessitating the guests to sit long periods.

2. The general ease of application of the information presented to their everyday duties was rated as:

Excellent	-	by 24 participants
Good	-	by 20 participants
Fair	-	by 7 participants

Ways in which the participants intend to use the acquired information ranged from-

- 1) Twenty (20) nurses disseminating it within the hospital setting by means of in-service and staff development program sessions and for aides, LVNs, staff nurses, and co-workers. One supervisory nurse intends to use it the best she can in her tour of daily activities. Specific areas for clinical use mentioned were in intermediate neurology unit, nursing homes, and physical rehabilitation units.
 - 2) Twelve (12) "nurse clinicians" plan to share the information with their patients and families, in patient teaching, giving patients alternatives in external collecting devices, particularly for discharge planning and in teaching patients better responsibility for control of their urinary incontinence. One nurse hopes to use the information to innovate new methods.
 - 3) Many nurse educators plan to incorporate the information into their classroom presentations and to use the knowledge in their clinical supervision of nursing students.
 - 4) One nurse hopes just to retain it and one nurse plans to continue to use all the information which apparently was not new to her.
3. The presentation of new procedures and techniques was rated as being helpful in the following degrees:

Excellent	-	by 24 participants
Good	-	by 22 participants
Fair	-	by 2 participants
Poor	-	by 1 participant

Identification of new information of interest to the participants was tabulated as follows:

Artificial Urinary Sphincter	-	22 participants
Intermittent Catheterization Self-Catheterization Using Clean Technique	-	16 participants
External Collecting Devices	-	9 participants

Critique of Seminar (continued)

Relationship of Pharmacologic Advances to Management
of Neurogenic Bladders - 7 participants

Techniques of Bladder Training for Aged and Brain Damaged -
8 participants

Tightening of Anal Sphincter

Flow Sheets

Tips on Working with Staff

S-P Tubes - 1 participant

Teaching Patient Responsibility - 1 participant

Just About Everything - 1 participant

4. Questions #3, #4, and #6 on the critique form dealt with "Infection Control" which was not a major objective for this seminar. Since the emphasis in the presentations was largely on management approaches for urinary incontinence, over half (22) of the participants rated infection control as being stressed in a good manner but not of excellence in value.

Critique of Seminar (continued)

CRITIQUE OF INDIVIDUAL PRESENTATIONS

1. "Causes of Incontinence and Approaches to Treatment". - Excellent - 51.

Descriptions of this presentation were as follows:

Charming, beautiful person and fantastic speaker who effectively explained a complicated subject in a very simple, basic, down-to-earth clear succinct understandable, easy to follow manner for all levels present; presentation was lively, interesting, stimulating and awakening.

Specific comments included:

Appreciation for outline.

Thanks for information regarding physiology and drugs with request for more medical detail pertaining to physiology of the bladder and pharmacologic advances.

Request for more question-answer time.

Offer to work with him by one nurse.

- 2&3. "Intermittent Self-Catheterization" - Very Good - 45.

Descriptions of this presentation cited it as:

Clear, informative, helpful, interesting, organized, diverse and useful with effective use of slides.

Specific comments included:

Suggestions that presenter speak more slowly and use less slides and avoid rushing through slides to allow longer screen time for audience benefit.

Suggestion that speaker be allowed more time for own presentation (to allow excellence of basic knowledge to surface) with less responsibility for guest introductions and overall emcee duties. Comment was made that "hand microphone" was terrible.

"External Collecting Devices" - Good.

Informative, helpful, thorough, essentially good presentation.

Appreciation was made for presentation of new pediatric collecting devices.

Omission of comments on female incontinence devices was noted. These could have been viewed in exhibits.

4. Consumer Panel - Excellent - 51.

Described as being:

Extremely impressive, very articulate, interesting, very informative, helpful, beneficial, and extremely commendable.

Specific comments:

Thanks to courageous people who gave a first-hand, non-stereotyped view of their experiences in having to deal with our innovations. Their openness and willingness to share their expertise was highly valued. Their emphasis on the importance of individualized patient care planning lent good balance to the program. Discussion of the cost factors was appreciated. Gratitude was expressed for the honesty and genuine emotional

Critique of Seminar (continued)

expression used to convey an immense amount of information in a very short time.

Requests for more question-answer time was made. One nurse stated that they could run a whole seminar.

5. Incontinence in the Aged and Brain Damaged - Very Good - 46.

Descriptions of this presentation noted it to be:

Interesting (especially last part), very helpful, useful, practical, adaptable, articulate, informative, very comprehensive, and enjoyable.

Specific comments:

Request for copy of tape.

Request for material in printed form.

Commendation for using a positive approach to a difficult problem in a caring manner.

Gratitude for re-confirming one nurse's belief that much more education of the patient, family and staff is necessary.

Thanks for care plan and flow sheet.

Suggestion that more examples of specific neurological conditions might have contributed to making it even more interesting.

One request that the extent of neuro-anatomical damage be correlated to the amount of catheter dependency; e.g., the middle and anterior cerebral artery involvement- leg involvement, i.e., more paralysis than in arm regarding need for permanent catheter; however, if arm is more involved, many patients (especially in nursing homes) need not necessarily have permanent catheters. This nurse felt that this information should be part of the nursing assessment, especially with application to persons suffering cerebrovascular accidents.

6. Guest Panel - Nursing home care practices and procedures - Very Good - 35.

General description:

Informative, pertinent, valuable, specific, concise, realistic, helpful and interesting. Each contributed a lot in a very short period of time.

Specific comments:

Presentations helped to bridge gap between hospital and community by showing that each segment is necessary in order to make a working rewarding program.

Request for either more time or fewer panelists to allow questions and discussion. Length of talks made morning session too long and seemed to make presentations run together at the end. Increased voice projection needed to make more audible.

Three cheers and special note of Ms. Blake's original and enjoyable comments were made.

Applause for Mrs. Ruth Ann Blake was cited for possessing an excellent philosophy of care within the community. Appreciation of her comments pertaining to the human and economic aspects of patient care and her mention of the need for doctors and nurses to be paid for procedures- not talking.

Critique of Seminar (continued)

7. Implantation of Urinary Sphincter - Excellent - 51.

General evaluation:

Impressive, interesting, informative, objective, enjoyable and facinating.

Specific comments:

Good delivery of current up-to-date information of an amazing and ingenious device. Complimented the specific and easy to follow manner of presenting a general overview of the subject.

Critique of Seminar (continued)

PROMOTION AND SPONSORSHIP

1. Company Representatives:

Thirty-seven participants found it helpful to have Chesebrough-Pond's, Inc. personnel available on a voluntary basis, apart from the program, to answer product questions. A few did not recall encountering them but felt they would have been helpful if needed. A number of educators stated they were not involved in the use of products in an extensive way.

2. Time Schedule:

Request that it be adhered to more closely.

3. Appreciation for Exhibits -

Particularly hand-outs and literature supplied.

4. Lunch:

Described as excellent, terrific, exceptional; especially good food, delicious, tasty, filling, good service and good selection, refreshing, different, and mmm good by 36 participants.

A few complained of it being cold and burnt but acceptable. Another dislikes seafood and clams (?)

5. Smoking:

No provisions made for non-smokers.

6. Temperature:

Majority mentioned auditorium being too cold. One was glad she wore long sleeves.

7. Audio:

Microphones a distraction.

8. Appreciation voiced by several for the low-key financial sponsorship !!!

See enclosures.

March, 1977
L.S.



OKLAHOMA SOCIETY FOR CRIPPLED CHILDREN INC.

Headquarters & Service Center, 2100 N.W. 63rd Street, Oklahoma City, Okla. 73116 Telephone: 405-848-7603
Area Service Center, Tulsa, Okla. Telephone: 918-835-9408

May 24, 1977

BOARD OF DIRECTORS:

President:
Allan W. Muchmore
Ponca City

President-Elect:
Tom Braddock
Altus

Vice-President:
L.J. Gregg
Seminole

Treasurer:
William D. Little, Jr.
Ada

President Emeritus:
Hansel B. Johnson
Tulsa

Mr. Lex Frieden
9667 Meadowvale
Houston, Texas 77042

Dear Mr. ~~Frieden~~ ^{Frieden}:

BOARD MEMBERS:

Mrs. Alfred T. Baker
Durant

Robert P. Baughman
Bartlesville

William D. Beard
Ponca City

Tams Bixby, III
Muskogee

Bill Boerstler
Bristow

Robert L. Bosworth
Ponca City

Dick Brunsteter
Alva

Mrs. George E. Calvert
Oklahoma City

Charles T. Clark
Tulsa

James B. Dolman
Ardmore

Earl Q. Gray
Ardmore

L. Dean Hoyer
Oklahoma City

Mrs. Lloyd Leveridge
Oklahoma City

R. Place Montgomery
Hobart

T.D. Nicklas
Lawton

Gale F. Pryor
Holdenville

Blaine Puckett
Sayre

Jake Pullen
Hugo

Voyle C. Scurlock
Oklahoma City

Fred G. Turner
McAlester

It was a pleasure having you in Oklahoma for the 2nd Mobility Conference which was held in April in Tulsa.

The Conference witnessed the organization of OCCD with Mike Phillips elected as the first president.

Enclosed is a check in the amount of \$25 which is a small honorarium for the great amount of service and leadership which you offered to the individuals who were participating in the Mobility Conference. It would be appreciated if you would sign the enclosed voucher and return same to our office via the self-addressed, postage-paid enclosed envelope.

When you are next in Oklahoma, I would look forward to renewing our acquaintance and wish you best of success in all of your endeavors.

Sincerely,

Wallace P. Bonifield
Wallace P. Bonifield
Executive Director

WPB:fn
Encl.

MEDICAL ADVISORY COMMITTEE:

Dr. S. Fulton Tompkins
Oklahoma City

Dr. H. Jackson Woodward
Norman

Lillian Ivey, Ed.D.
Edmond

EXECUTIVE DIRECTOR:

Wallace P. Bonifield



STATEWIDE SERVICES FOR OKLAHOMA'S BOYS AND GIRLS

DIRECT SERVICES TO THE HANDICAPPED

Care, Treatment, Medication

Physical Therapy, Speech Therapy

Emergency Transportation, X-Rays

Loan or Purchase of Equipment:

Wheelchairs, Braces, Crutches,

Hydraulic Lifts, Artificial Limbs

Parental Counseling

Developmental Testing

Summer Camp Programs

PROGRAMS TO PREVENT CRIPPLING

MOBILE HEARING CLINIC, staffed by a fulltime audiologist, travels the state serving children OSCC has found to have problems which if not detected could force the youngsters to slip into the silence of deafness.

SCOLIOSIS SCREENING detects lateral curvature of the spine in teenagers to prevent disfigurement or disablement which could keep them from assuming productive roles during adulthood.

VISION, SPEECH AND HEARING SCREENINGS, offered free to any school system upon request, insure all avenues of communications are open for a child so that the best possible relationships can be maintained during school years, in social contacts with peers and as employment skills are developed.

PROFESSIONAL TRAINING FOR TEACHERS, ADMINISTRATORS

Workshops, Seminars, Symposiums

Speech & Language Development

Exceptional, Hyper-Active &

Multi-Handicapped Children

Learning Disabilities

INFORMATION, REFERRAL

& WHEELCHAIR LOAN

Oklahoma City 405-848-7603

Tulsa 918-835-9408



EDUCATION AND
TRAINING ... 4%

MANAGEMENT, GENERAL
& FINANCING ... 19%



MICHAEL LANDON has been named National Easter Seal Chairman and Telethon Host for 1977. Oklahoma residents will see him on KTUL-TV, Channel 8, Tulsa, during the 20-hour Easter Seal Telethon.

The Oklahoma Society for Crippled Children, "The Easter Seal Agency," provided 70,236 services to 47,425 individuals during 1975-76 through its many disability prevention programs and by direct assistance to individuals handicapped by birth defects, disease or accidents. Financial records are kept in accordance with National Health Council and the American Institute of Certified Public Accountant's standards and an audit is conducted annually.

HOUSE OF DELEGATES:

William Allen
Tulsa

L.D. Bains
Miami

Paul Bell
Eufaula

David Cox
Prague

Mrs. Marilyn Davis
Tulsa

Mrs. Clayton E. Dial
Bristow

A.L. Ellison
Purcell

Wayne Estes
Seminole

Ray Firth
Watonga

R.L. Gilbert
Lawton

J.V. Haney
Tulsa

Gene Hart
Tulsa

Otto Hess
Oklahoma City

Alexander J. Hruby
Duncan

Rene Huckaba
Yukon

L.D. Johnson
Spiro

Dean Karns
Marlow

O. Gale Kinzie
Ponca City

T. Dayle Latimer
Oklahoma City

Willis Mackey
Wynnewood

Bob McClain
Marietta

Ditz McIlvain
Perkins

Mrs. Lloyd B. Miller
Durant

Hal Muldrow
Norman

Faye O'Dell
Perry

Jess Page
Wagoner

Mrs. Arthur Lory Rakestraw
Oklahoma City

Dr. Jon Tom Staton
Muskogee

Joe Tunnell
Lindsay

Jess C. Wesner
Cordell

Bob R. Williams
Shawnee

Clyde Wyant, Jr.
Tulsa

STAFF:

Wallace P. Bonifield
Executive Director

Martha Snow
Director of Field Services

Chris Bosworth
Audiologist

Olive Harrelld
Office Manager

Colean Hume
Tulsa Supervisor

Helen Hood
Administrative Assistant,
Care, Treatment & Education

SPEECH THERAPISTS:

Maribeth Govin
Suzanne Wood

PHYSICAL THERAPISTS, SCOLIOSIS PROGRAM

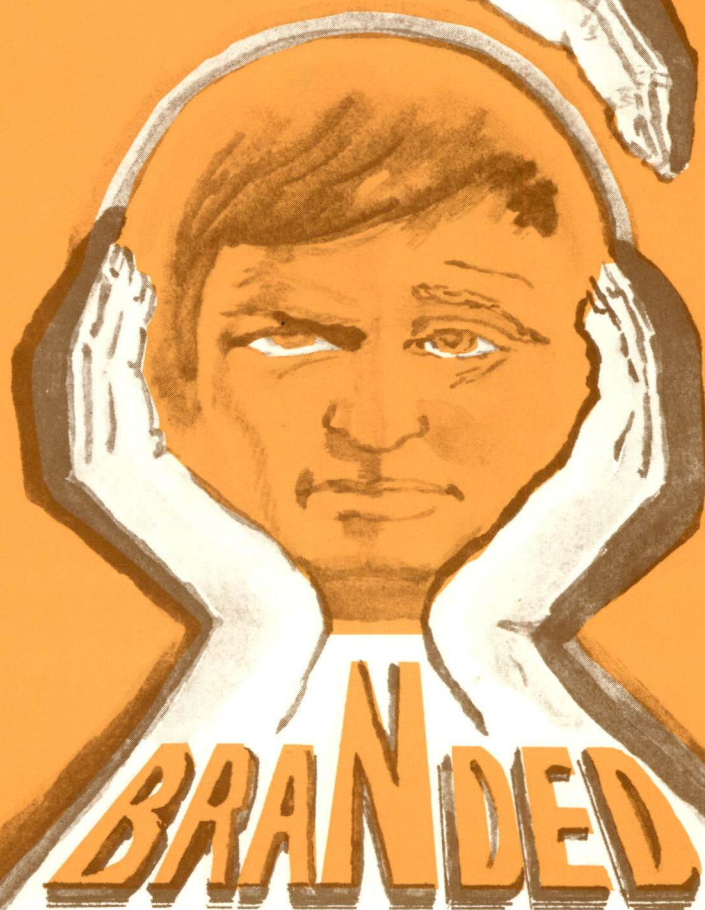
Gwen Housman, RPT
Thelma Pedersen, RPT

DECEMBER, 1975

POLLING

MAGAZINE

VOLUME II, NUMBER I



John Bell Jr.

The Purpose of Polling



by
Daniel A. Poling II
Editor-In-Chief

POLLING MAGAZINE has been in existence for approximately 18 months. This is its third issue, but from now on it will be published quarterly, thanks to a federal grant from the Division of Developmental Disabilities (DD), Department of HEW. Under the mandate of this grant, **Polling** is to become as rapidly as possible the voice and advocate of the DD consumer movement.

Now, precisely what do we mean when we say, "the DD Consumer Movement?" By speaking of people with developmental disabilities, we are referring to those who have become handicapped in their childhood or early adolescence; the handicap has hindered the normal emotional and social development

of that person. Presently, developmental disabilities refer to three specific categories: individuals with cerebral palsy, epilepsy, or mental retardation. At this writing, however, Congress is considering a new DD act which is expected to greatly expand the formal definition of developmental disabilities.

Individuals with DD have always been at the very bottom of the totum pole within the disabled minority. We have traditionally been branded and treated like lepers both by the rest of our own disabled minority and by society as a whole.

This state of dehumanization has been poignantly described by Clinton Hilliard, a cerebral palsy victim who is the head of the speech pathology department at Crotched Mountain Center in New Hampshire: "It was born. I say 'it' as 'it' needed to be differentiated from the usual 'he' or 'she' that might have been born on March 16, 1927. 'It' was blue as a result of the then little known RF factor; 'its' skull was mishapen due to the use of forceps. The doctors were certain that 'it' would not survive, since 'it' could not swallow and barely breathe. The parents were advised to ignore 'it' and let 'it' go back to 'its' maker. This advice continued until 'it' was 11 years old; only the methods of termination changed."

The sole purpose of **Polling Magazine** is to get as many DD consumers involved in fighting for social change as is possible. Indeed, approximately one-third of each issue will be devoted to consumers within each of the three disability categories; mental retardation, epilepsy, and cerebral palsy. **Polling** will be a forum in which DD consumers can share their feelings, fears, and dreams, a forum in which the DD consumer can develop his or her own identity and locate the source of self-fulfillment, a platform on which DD consumers can organize and mobilize for decisive action throughout society.

The time has come for all DD consumers to stand and demonstrate to the rest of society that we are indeed living, breathing, feeling, human beings, people with great potential and tremendous promise.

Giving Credit Where Credit Is Due

Some disabled are noted for their sharp criticism of the system; and, to be sure, much of their criticism is justified. However, we should also recognize positive occurrences as we harp upon the negative ones. This magazine has just been through an extremely stormy financial period. We would have not been able to weather it without the unqualified backing of some key people within the system.

The system can be responsive to your needs if only you approach it responsibly and rationally! With this, we express our sincere gratitude to: Leo Hausman, President, UCP of NYC; Edward Reitman, Ass't. Exec. Dir., UCP of NYC; Clark Ross, Ass't. Dir., UCPA, Washington Office; Doris Haar, Chief, Program Development Branch, Division of Developmental Disabilities, HEW; William H. Staley, Office For Handicapped Individuals, HEW; James L. Buckley, U. S. Senator; Jacob K. Javits, U. S. Senator; Edward M. Kennedy, U. S. Senator; Jennings Randolph, U. S. Senator; Harrison A. Williams, U. S. Senator; Edward I. Koch, U. S. Congressman; John M. Murphy, U. S. Congressman; Peter A. Peyser, U. S. Congressman; Charles B. Rangel, U. S. Congressman.

POLLING MAGAZINE

"The Advocate of the DD Consumer Movement"

VOLUME II, NO. 1

Published under the auspices of the Epilepsy Foundation of America, Inc., and United Cerebral Palsy of New York City, Inc.

122 East 23rd St.
New York, NY 10010

EDITOR-IN-CHIEF

Daniel A. Poling II

ART DIRECTOR

and
LAYOUT

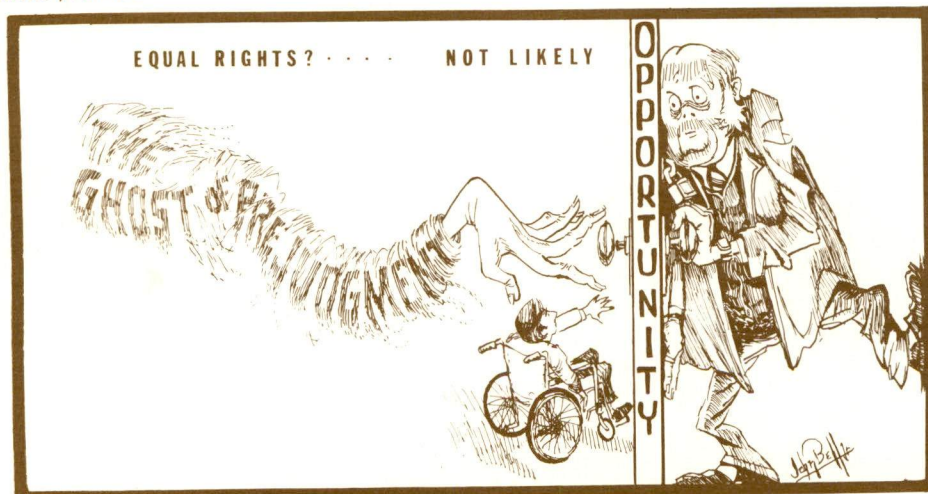
John Bell, Jr.

©Copyright 1975

May not be reprinted in whole or part without permission of the publisher.

(Disclaimer)

The views expressed in **POLLING MAGAZINE** are those of DD consumers and do not necessarily coincide with those of the Epilepsy Foundation of America, Inc., or United Cerebral Palsy of New York City, Inc.



CONTENTS

VOLUME II

NUMBER I

DECEMBER, 1975

PAGE

Branded

4.

Epilepsy - An
Interview with
Chris Brady

10.

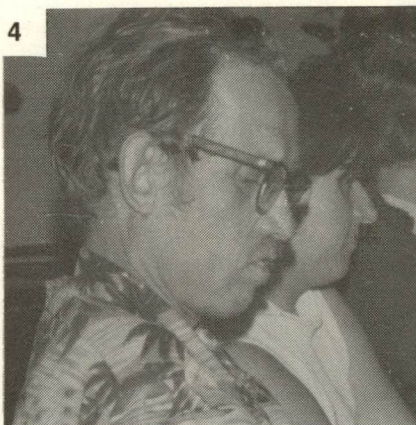
Where is UCPA
Headed?

15.

My First Two
NACDD Meetings

20.

4



10



15



20



The Sections

- 4. *Mentally Retarded*
- 9. *Epilepsy*
- 15. *Cerebral Palsy*
- 22. *Biographies*

Branded

by Daniel A. Poling II

My wife, Terry and I arrived in Denver on a dreary, chilly day in midsummer to conduct an interview with nine MR Coloradians. The Rocky Mountains were surrounded by fog. To the Airport Holiday Inn came a number of residents from state institutions. Pat Alire, Linda Jackson, Lance Solomon, and Shane Christianson came from the Ridge State Home and Training School; Donald Hinkle and Obedia Willia came from Clarkson State Hostel; Charles Dieterle came from the Kelwood House in Boulder; Michael Gregory and Christie Rothfuss, two who had once been institutionalized but who had recently been successfully integrated into the community, also came. Harold Knight, a member of the Colorado State DD Advisory Counsel, and his wife were with me for the interview.

We talked and listened for the entire evening, as these MR consumers gradually discussed their deeper feelings and thoughts. It became progressively clear to Harold and me that they were living with a staggering handicap that hung like a yoke around their necks, a handicap not of mental retardation, but rather of social stigma. They had been branded as deviants, freaks.

"Some people call us retarded. How do you feel about that?" I asked.

"We should be treated like men, that is, adults. We can do just as much as other people!"

"Because down deep when they say things like that, they probably got emotional problems themselves, but they just hate to admit it!"

To understand the psychological and sociological consequences of emotional branding, one must understand something of the "self-fulfilling prophecy." W. I. Thomas, the dean of American sociologists, set forth a theorem basic to the social sciences: "If men define situations as real, they are real in their consequences."* The self-fulfilling prophecy begins as a false definition of a situation. The new behavior which results makes the originally false conception come true. Society has branded MR consumers as inferior, so they are treated as inferior; because they are constantly treated as inferior, they come to believe this false definition. The following sequence is an example of this:

DAP: Do any of you have any dreams - something you wish for?

ANS: Mr. Poling, there's things I wish I could do better. Sometimes I can't run as fast as the others, but I'm steady on a job, hold it down, but I wish I could do better.

DAP: In what way do you wish you could do better?

ANS: I wish I could be like others.

DAP: Why?

ANS: I don't know, but I wish I could. I try to get along with everyone. I don't want to be different. I want to be the same. I want to be an adult, like everyone else.

Many MR consumers actually refer to themselves as, "us kids." At one point in the discussion, I tried to discover why by comparing an MR woman with Mary Betz, the citizen advocacy coordinator from Boulder. Mary was wearing a diamond engagement ring and had the appearance of a happy woman living a productive life.

MR Woman: Us kids can't do much. We're not allowed to do much on our own.

DAP: How old are you?

MR Woman: 24

DAP: Well then, that makes you an adult. You can do anything you make your mind up to do.

MR Woman: No. Us kids aren't allowed to be adults. We got to do what the employees (the staff of the institution) and our parents tell us to do.

DAP: Look at Mary, do you consider Mary to be an adult?

MR Woman: Yes.

DAP: Well, when I look at you and then look at Mary, I can't see any difference between the two. You are both extremely attractive young ladies.

MR Woman: Oh no! Mary is an adult. I'm not an adult; I'm a kid.

DAP: If Mary is an adult and you are a kid, what makes the difference between you two?

MR Woman: I live in an institution. Mary doesn't.

It seems that much of this feeling of inferiority is tied to living and being confined to an institution. Indeed, the primary goal of many MR consumers is to get out and become independent:

MR Consumer: I had a dream for three years. I wanted to get out . . . but they won't let me out of this . . . I'm not ready. One day I sat down on the stairs . . . and said, "I want to get out of this . . . to be on my own . . . I've been here too long" . . . It'll be nice when I have my own apartment, so I can come and go when I please. Nobody can tell me when to take a bath or when to go to bed. I'll be like everybody else then!

An MR consumer who had already integrated into the community confirmed this feeling:

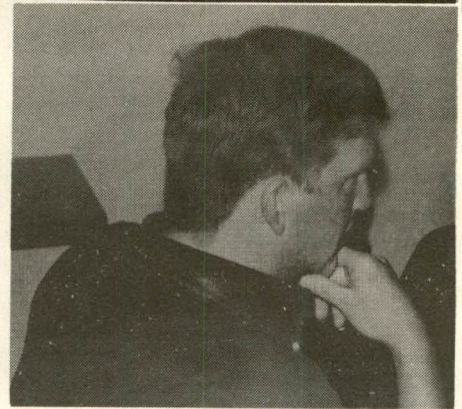
DAP: Have you ever lived outside of an institution before?

ANS: No, this is my first time.

DAP: I like it much better. I go out to work and I take my bath whenever I please — not when somebody else tells me to!

DAP: Do you recommend that everybody move out of the institution?

ANS: Yes, I sure do! That's the only way to live!



The problems of a negative self-image seem to permeate their lives. Unfortunately, and unwittingly, these feelings are often reinforced by the parents:

DAP: Some people say that we should not have sex and should not be parents. What do you think?

MR Woman: My mom says that us kids shouldn't do that. That it's bad. Us kids can't be bad.

DAP: How old are you?

MR Woman: 24

DAP: Do you realize most people your age are having both sex and babies? That it's all part of being an adult?

MR Woman: It's all right for adults to do that stuff, but us kids can't be bad.

MR Man: That stuff involves responsibilities. My dad says I'm not ready for responsibilities.

DAP: Why not?

MR Man: Because I'm handicapped.

DAP: That has nothing to do with it! Look at me. I look ten times more disabled than you, but I have sex and I'm married. Why shouldn't you?

MR Man: I live in an institution. You don't.

Regarding the self-fulfillment prophecy, Robert Merton, professor of sociology at Columbia, states:

"The application of the Thomas theorem also suggests how the tragic, often vicious, circle of self-fulfilling prophecies can be broken. The initial definition of the situation which has set the circle in motion must be abandoned. Only when the original assumption is questioned and a new definition of the situation introduced, does the consequent flow of events give the lie to the assumption. Only then does the belief no longer father the reality."*

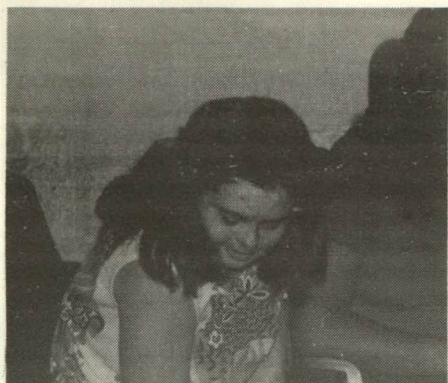
It follows, then, that the only way to break this vicious circle is for society to change or be changed, so that an MR consumer is defined as equal, not inferior; as conforming, not deviant; as valuable, not worthless. One way to start this process is to offer him meaningful work and to pay him a respectable wage:

DAP: How do you feel about working?

ANS: I think it's good to work 8 hours every day and put in your time. There's not

*Social Theory and Social Structure, by Robert Merton, Page 424.

*As quoted in Social Theory and Social Structure by Robert Merton, Page 421.



much to do around the house and I think you'd better get out and fight for your money and do things like that.

DAP: What about anybody else? Do you like to work?

ANS: Yes, I like to work. I put in 8 hours a day. I go to work at 8:00 and I come home about 4:00. I come home to take a bath and clean up and all that and this way, to work, is to keep your mind off and that's one way to do it.

ANS: Mr. Poling, my goal is to get out of pots and pans to get a better job and the better job I hope to be is an electrician's helper. I used to be an electrician's helper.

DAP: What is that?

ANS: An electrician's helper is to help out the electrician... like help do the wiring, go up in attics, to do things like that. I used to do that kind of stuff and I know a lot about electrical wires.

Another way to help change the self-fulfilling prophecy is to teach the MR consumer his rights and responsibilities as a United States citizen. He must respect himself enough to demand his human and civil rights. He must have the educational opportunities to understand that one way to protect these rights is by participating in the political process. I was dumbfounded to discover that these young adults didn't have the vaguest idea of what "voting" means:

DAP: How many of you know what voting is?

MR Woman: I know what it is. It's like a lady asked us one day at Safeway. Our name and everything and she wrote out a paper for us.

MR Man: Voting is like the Constitution and so, voting is like you have to vote for a president.

MR Man: Well, it means like Gerry or Nixon... it means for our president.

MR Man: Well, I think, voting is to me a privilege and you should get out and vote for our country.

Parents of MR consumers must force themselves to let their children think and not remain tied to emotional and intellectual apron-strings:

DAP: You don't want to vote?

MR Man: Well, I can vote if I want to. See, before I can vote, I gotta go through my parents. If my parents say I can't vote, I can't vote.

D. D. Consumers, Speak Out and Be Heard

Many disabled people love to criticize, but seldom have concrete alternatives to offer. If we want to be treated as mature adults, then we must act like them. **POLLING MAGAZINE** is the forum in which the right to criticize can be exercised, but this right must be used judiciously by offering concrete, realistic alternatives. Here are some specifics you should consider when writing an article for **POLLING MAGAZINE**:

Correspondence With The Editor: The Editor welcomes correspondence with DD consumers and others about manuscripts they may wish to submit for possible publication. First preference will be given to DD consumers; however, material by others will be considered if it is relevant. If a DD consumer requires journalistic assistance in the writing of an article, it is available.

Possible Topics of Articles: Articles on any subject of interest to DD consumers will be considered. Possible topics include: grassroots organizations, significant contributions to society, success stories, personal and/or group projects, and personal and/or group problems. In addition, we are looking for "how to" articles regarding problem situations that are commonly confronted by DD consumers. Finally, contents of this magazine may be commented upon in letters to the Editor. The Editor reserves the right to revise any article. Any article specifically written for this magazine may not be published elsewhere without acknowledgement of its source.

Preparation and Length of Articles: As a general rule, articles should be double-spaced and typed on one side of the page. If possible, articles should be submitted in duplicate. In the case of DD consumers, exceptions to the above stipulations will be made when the writer does not have access to a typewriter and other office equipment. Letters to the Editor should be approximately 200 words in length; other articles should be about 500 words in length.

Biographies and Photographs: A short biography of the author should accompany each article. Photographs are welcomed. Photos should be black and white glossies and can be on any subject relating to the article. Photos of authors are especially desirable. In exceptional cases, **POLLING MAGAZINE** will pay to have photos taken of a particular subject. However, prior consent must be obtained from the Editor.

Cartoons and Illustrations: Cartoons and illustrations on any subject pertinent to this field are greatly appreciated.

Tentative Deadlines for the Next Three Issues:

The tentative deadlines for the next three issues are:

March Issue deadline, Dec. 30, 1975

June Issue deadline, March 28, 1975

September Issue .. deadline, June 31, 1975

DAP: Do you mind repeating that? I don't believe my ears!

MR Man: Well, I have to go through my parents because, because I'm not old enough. They won't let me in, no way.

DAP: How old are you?

MR Man: 26. That's not old enough to vote, is it?

At least part of the blame for this situation lies with the parents. To be sure, their intentions are pure; yet they often do more harm than good. The MR consumer who now stands in his parents' shadows should be standing on their shoulders. Even a midget can see more than a giant if he stands on the giant's shoulders. That is how civilization has evolved, with each generation building upon the strengths of the one before. And that is one step in the process of bringing the MR consumer into the mainstream of society. As long as the parents remain over-protective, their children will be incapable of living normal, happy, productive lives. As long as their opportunities are stifled, they will continue to prove the validity of the self-fulfilling prophecy. As long as emotional support brings with it a lack of respect, they will remain a de-humanized element in society.

One Man's Contribution To Society

The most damaging stigma plaguing MR consumers is the widespread belief that they cannot function as productive members of society. Precisely what does this stigma imply? For any individual to live productively, he must develop and maintain a symbiotic relationship between himself and his society. Furthermore, any individual entering into a symbiotic relationship with society must possess the capacity to contribute to that relationship.

It is widely believed that most MR consumers do not possess this crucial capacity. Malcolm B. Brodie is now demonstrating the fallacy in this belief. Mac was a medical corpsman with the U. S. Navy in Vietnam, assigned to a Marine Division. While on patrol, he stepped on a booby trap, was thrown into a tree, and received a severe concussion. He was in a coma for six months. When he awoke, he had permanent mid-brain damage, which manifests itself in symptoms of short-term memory loss and frequent disorientation.

"I wanted to continue in the field of medicine. I especially enjoyed some phases of nursing," Mac said.

After his release from the hospital, Mac became a trainee attendant at the Texas Institute for Rehabilitation and Research. There, two and a half years ago, he met Lex Frieden, a C-4-5-6 quadriplegic, who broke his neck in an auto accident. Mac and Lex became good friends. Together, they developed the concept of a symbiotic

(Continued on P-7)

A Challenge For Colorado

According to the Federal DD act, one-third of the membership of each state DD advisory council must consist of consumers. In practice, most of these positions have been filled by the parents of consumers, and not the consumers themselves. The main defense of this practice is that qualified persons who are true consumers simply cannot be found.

This past August, while in Denver, Colorado, we met a highly articulate MR consumer, Charles Dieterle, from Boulder. Despite his having lived in institutions most of his life, Charles is a sharp character and a born leader. He now serves on the Advisory Committee for the Child Advocacy Project of NARC.

In evaluating Charles' performance on this committee, Ms. Jane L. Kolodziej, Assistant Coordinator of the Child Advocacy Project said, "He has insight into situations that are helpful to those of us working with staff people on the National Advisory Committee. He reminds us of the local program, and makes it easier for us to focus upon the problems that individuals working in the Citizens Advocacy Program face. More importantly, he has kept us aware of the population we serve."

Polling Magazine requests that Dick Lomm, the Governor of Colorado, consider appointing Charles Dieterle to his state's DD advisory council. Colorado is now faced with a challenge, with a chance to become a pioneer in the DD field.

There is presently great unrest and discontent within the ranks of the Colorado's MR consumers (they are, for example, still being paid 10 cents an hour for their work). Charlie could act as their ombudsman on the DD advisory council. Only an individual like Charlie can represent the true interests of his group. Charlie knows the problems because he has been there himself!

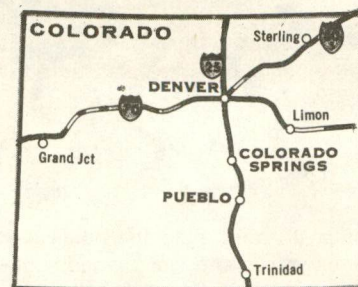
(Editor's note: The following is a recent letter that we received from Charlie Dieterle.)

Dear Mr. Poling:

One of my major problems is getting out of Kelwood. It is a residential care run by the Boulder County Board. I figured I learned all I can learn in Kelwood, but I don't have enough money at this point to move out. So I started doing pots and pans eight

hours a day. I get tired sometimes of doing pots. I hope to make my goal to get back as an apprentice electrician's helper cause I remember the good times in Grand Junction when I climbed and put up wires.

I don't like Kelwood. It's too run down and the rent's too high. I get sick and tired of the rules they've got there. Curfew . . . being in at ten thirty. Sitting at the table too long when we get through. I don't care for the houseparents . . . they're not there when you need them and are grouchy and all that. They keep medicine locked up and won't give it to you when you need it. The food should be better and the house should be fixed up. One of the good things they've done was put a sprinkler system in.



One other achievements I want to learn is financing money and doing budgeting better. That's one of the biggest achievements in the outside . . . to make money work in society.

I have a problem dating a girl . . . when I get up or come downstairs she asks if I want to go out. I don't have the money to take her out all the time. And she never pays.

(Signed) Charles Dieterle

We Are People First

The Handicapped At Work:

WE ARE PEOPLE FIRST is a group of mentally retarded adults who are learning to work for themselves. They have lived in institutions, have been talked for, planned for, and decided on in the past.

WE ARE PEOPLE FIRST helps them act, plan, and make decisions for themselves. They want to be known as "PEOPLE FIRST," rather than as handicapped or mentally retarded.

Their second convention, planned for this fall, will be given extensive coverage in our next edition. Five hundred and sixty persons attended their conference last year, at which they told Oregon they were ready to be of service to the community.

The president of PEOPLE FIRST, Ms. Valerie Schaaf, chaired the last convention. During the two days, she demonstrated considerable ease with the microphone — adroitly moving speakers along, prompting them, and relaying messages. Valerie says she has been turned down for jobs "because I'm slow;" she now works the graveyard shift at a cannery. Valerie received a phone call last year from Governor Tom McCall of Oregon, who sent his best wishes to the convention and invited the executive committee to visit his office.

The keynote address of the convention was given by Ms. Judy Cunio. Judy, in her mid-twenties, just received her high school equivalency diploma and is now attending a community college. She used to be institutionalized, but now she is enjoying an integrated life within the community. Below is the text of her keynote address.

I think it is good to hire the handicapped. It is good for both the employee and for the employer. In the first place, it will give the employee a chance to make something out of himself. And second, the employer will find that the handicapped person is often willing to produce more than someone else who has no handicap.

It has always been a mystery to me why thousands of students who really don't want to get an education are forced to go to school. But a handicapped person who might be willing to attend school is told, "you just don't fit in." It is the same in the world of work, and this should never be. It is especially not fair

Freedom of Speech

Editor's note: The following is a June, 1975 report from the President's Committee on Employment of the Handicapped.)

Do mentally retarded people have the right to express themselves? Sometimes they are deprived of that right by their parents. But parents are not always aware they are trampling on a human right, the right to speak.

John E. Winters, Executive Director of the Escambia County (Florida) Association for Retarded Citizens, has witnessed in his office a number of instances of this problem. Here are three of them; the names of the participants have been changed.

Scene I

Cast: Mother; Father; George, 17; John

Mother: Is there an opening in your workshop? You know, George is now out of school.

John: Yes. But George is going to need 16 weeks of evaluation, like everyone else.

Mother: Oh, he doesn't need it. We know he'll make a good worker.

Father: He likes to do things around the house.

John: [To George, slouched with his head down.] George, would you like to work in the workshop?

Mother: Of course he would!

Father: Of course!

Scene II

Cast: Mother, Father; Rose, 18; John

Mother: Rose has has excellent training. She's been in a workshop in Alabama.

John: [To Rose]. How did you like it, Rose?

Rose: I liked it fine.

Mother: She didn't like it at all. She had . . . uh . . . problems with boys. They bothered her.

John: [To Rose]. Do you have a boyfriend?

Mother: Well! She never would do a thing like that! [The father never spoke.]

Scene III

Cast: Mother; Corinne, 19; John. Corinne has had an illegitimate child.

John: [To Corinne]. How's your baby?

Mother: Her baby is fine. Now look, if she goes back to the workshop, I want to make sure she won't have any more contacts with boys. I don't want this to happen again. Corinne isn't really a bad girl.*She's over-sexed.

John: [To Mother] Could I talk with Corinne alone?

Mother: Certainly not! Remember. I want a guarantee she will be constantly watched in the workshop.

John: I can't do that.

Mother: I want a guarantee.

John: What do you do when Corinne is home?

Mother: I make sure she doesn't go out with boys! [Six weeks later, Corinne had to be readmitted to the institution. Her mother claimed she was uncontrollable.]

ONE MAN's (Continued from P-5)

relationship.

Lex described their relationship at length: "The mentally handicapped individual helps his physically disabled roommate with such routine daily activities as dressing and undressing, transferring, cooking, and personal hygiene. He might be asked to accompany his friend to school, work, or just out on the town.

"The physically handicapped person provides his mentally retarded roommate with the direction and supervision necessary to effectively complete relatively complicated tasks. He is also available to advocate in his partner's behalf, whenever the need arises.

"In this arrangement, both partners enjoy the fruits of independent living. They share the joys of non-institutional living without sacrificing the care and security offered by the institution. This sort of interdependent relationship may actually result in better care for both individuals than either could receive in an institution, and it certainly leads to a more normal lifestyle."

This symbiotic relationship is working well. A year ago, they leased a 4-bedroom house and talked Robert (an able-bodied student) into moving in with them as their driver. Since then, they have both been more active and independent than before. They have traveled extensively together — something they could not have done alone.

Because of Mac, Lex is now extremely productive. He is in his fourth year of graduate school at the University of Houston and is writing his dissertation based upon a study of personal independence in the daily activities of quadriplegics. In addition, a beautiful young woman has entered his life. Joyce Nelson now lives with Mac and Lex, replacing their able-bodied driver. Joyce is 26 years old and a paraplegic, as a result of encephalomeningomyelitis. In addition to driving and cooking for the group, she is majoring in business administration at the University of Houston. Joyce enjoys the benefits of this symbiotic group relationship and contributes meaningfully to group welfare.

Mac contributes as much as he receives in this group relationship. While his personal function would be greatly impaired without the group, so too would the functioning of the entire triangle be greatly impaired without him. He has become a functioning, productive member of society.

Tomorrow's Challenge

by Judy Cunio

to the handicapped adult who, because of his life-long disappointments in jobs and in school, often has more will to excel than most others. He wants only to prove himself. I can say this because I speak from my own experience.

Sometimes, just because a person is physically handicapped, people think he doesn't have enough intelligence to do a job, but that is not true at all. Being handicapped does not always mean that you are mentally retarded. You would think everyone would know this, but it's not so. There may be millions of jobs the handicapped could do even better than a normal person. Even if his personality is not that way, the handicapped person has had to train himself to be more patient than the average person.

The employer who is boss to a handicapped worker will gain more because he will have better cooperation from his employee. On the other hand, by taking complete care of him and not letting a handicapped person take on the responsibility of supporting himself, the state is doing more harm than good. Everyone, no matter who he is, needs to have duties.

Take, for instance, our state institutions. Think of all the people that must be paid to take care of the many types of handicaps. That takes quite a bit of money. It is much cheaper to have the handicapped living in the community, working and supporting themselves. The state and federal government would save money all the way around, if the handicapped worked. The state puts us into training for years. And then instead of letting us go the whole way and support ourselves, they consider us good for only rest home care. We might sit almost idle for the rest of our lives. All of this care has to be paid for by the government.

We don't want to seem ungrateful, but all this makes us cold with fear.

This keeps running through my mind. Overlook the disability of a person and look for the ability, and you will find a lot more. In fact, you may find a gold mine or two.

To every employer I want to say: Hire the handicapped. We are not poor safety risks. America is a wonderful place. But we need to be free. All we want is a chance to prove that we have a lot to offer, with or without arms, legs, eyes, ears, and yes, even without a high IQ. So please give us a chance.

Retarded Citizens Speak Out

(Editor's note: In a rap session with Bernard Posner, the Executive Director of the President's Committee on Employment of the Handicapped, the following dialogue took place. This dialogue was published in a July, 1975 memorandum from the President's Committee on Employment of the Handicapped.)

"I'm going to ask you a pretty rough question. You don't have to answer it if you don't want to. Here all of you are: you're working, you live in your own neighborhoods. Do the people you work with, or do your neighbors, ever think about you as being . . . uh . . . different?"

I couldn't bring myself to say the words "mentally retarded." But the dozen or so retarded young men and women sitting in a circle in one of the rooms of an association for retarded citizens in a suburb of Washington, D. C., that night knew what I meant.

Silence. I sat on the edge of my chair.

Frances was first to speak. She's twenty, works in a sheltered workshop, wears thick glasses, and is excessively affectionate to everyone.

"I don't like it when people call me retarded," she said. "Retarded means you can't do anything. But I can do many things. I can work in the workshop in Rockville. I can handle my own money. I can take care of myself. So I'm not retarded."

Lester, thirty years old, well over six feet tall, spoke next. He had been silent at first, but when he started talking, it was as if a dam had burst. "Once my father sent me to a trade school some place in Virginia. He said I should learn a trade. It was a trade school for the mentally handicapped. I stayed there one day. I couldn't go back again."

"Why?"

"All those people reminded me of me."

"How do you consider yourself? What are you?"

"Oh, I had a birth defect," he said matter-of-factly.

Georgie was next, a blond young man with delicate sensitive features. "I don't like it when they call me 'gay'," he said.

"Do they call you 'gay' right in front of you?"

"No. But I can tell the way they look at me and talk about me. In the tire warehouse where I worked, one day I went up to a couple of the fellows and I told them, 'You think I'm gay, don't you?' And they said, 'You are, aren't you?' And I stood up to them and said, 'No, I'm not.'"

"Did that help?"

"No, they still talked about me."

"But what about the other thing . . . ?"

"You mean, like, retarded? Oh that doesn't bother me as much as 'gay' bothers me. I'm not 'gay'. I'm not."

Yet Georgie didn't get a job because of the tag, "mentally retarded." He applied for a job in a tire shop and, like all employees, had to take a physical exam. The personnel officer

was ready to hire him. But the doctor called. The conversation, Georgie said, went something like this:

"I don't think you should hire Georgie. He's mentally retarded, you know. The work might be too strenuous for him."

A young woman sat off to one side, the only one not speaking. I watched her. I wanted her to join the conversation, and turned to her:

"And how about you? Would you tell us how you feel when people look at you as be-

ing, uh, different? And by the way, where do you work?"

"Oh, I'm a special education teacher. I came here tonight to observe."

It wasn't that she looked like all the rest. It was that all the rest looked like her. Normal.

Bruce, in his twenties, slightly built, with a tiny moustache, summed it all up so well:

"Reject?" he asked. "That means the same thing as retarded, doesn't it?"

Who Ever Claimed MR Consumers Weren't Creative?

(Editor's Note: The following are excerpts from *Mental Retardation News*, May 1975.)

The poems below are some of those written by nine members of a poetry class at the Training and Rehabilitation Center, Nashville, Tennessee. The poems were published and edited by Tom Hibbett, a teacher's aide at the Center who conducted the class.

"I'd never taught poetry before," Hibbett said. "The teaching method just evolved from day to day. We would read the poems, talk about how they worked. Then they would compose poems of their own."

In the discussion of poems, Hibbett said he found a wide range of understanding — "Some stayed on the literal, overt level; other students went beyond the face value of the poem."

Limited Edition

the poems were published in a limited mimeographed edition called *The Windowpane*, which has virtually sold out.

Some of the poems tell of everyday activities — going on shopping trips, about friends, family, holidays; some are humorous; some take the form of recollections or wishes.

By permission of Tom Hibbett, we are reprinting a few of these copyrighted poems. Tom adds, "In my association with the people at the Center, I learned much more than I taught, not only about poetry, but also about the things of which poetry speaks."

TIME

*Time is for you and me
We have time to be happy
We don't have time to be blue
We have time to make other people happy
We have time to sing
People don't have to hurry
Animals don't hurry
People hurry
They hurry and hurry*

... Jerry Adams

BEACH

*As the girl was walking on the beach
The sea gulls swarmed above.
She threw them food within their reach;
They screamed at her of love.*

... Priscilla Dolan

RIVER

*Merry Christmas house
With a dog outside the house
Tied by the house
A house along the river
It's a beautiful . . .
Happy Christmas river
Happy river
People fishing
People playing in the water
Mountains near the river
And a happy house
Trees are pretty
Happy poem
Pretty river
The boat in the water
I love the river*

... Linda McServy

Standing on a New Frontier

(Editor's Note: A fresh challenge, a new frontier, effects everyone differently. Here is how two EFA Service Agents respond to their new experience.)

Last spring, I went to the Bureau of Vocational Rehabilitation in Pittsburgh in an effort to secure a job. In August, I received a call from my placement counselor telling me to call Mrs. Beth Korelitz from the Allegheny Plateau Chapter of the Epilepsy Foundation. In September, the grant for the project was given to the Chapter and Bess (as she likes to be called) was full of enthusiasm as she told me about my new job.

I am approaching this project with great

hopes and not a little trepidation. My first priority will be to understand the scope and limitations of my work and to establish a realistic, concrete goal attainable within the limits of my time and funds. I am especially anxious to talk with epileptics and parents of epileptics because I have been fortunate to have had an almost normal background, and I feel that I have an open, healthy personal attitude toward my epilepsy. I see my own attitude reflected in the attitudes of others. Communicating this self-image to others will make my efforts worth while.

Mary Beth Smith Service Agent
Western Pennsylvania

Epilepsy and Today's Society

by Herb Leavitt

Although we live in an age of technological and medical sophistication, we still treat epilepsy, a condition of neurological instability, as an illness of the dark ages.

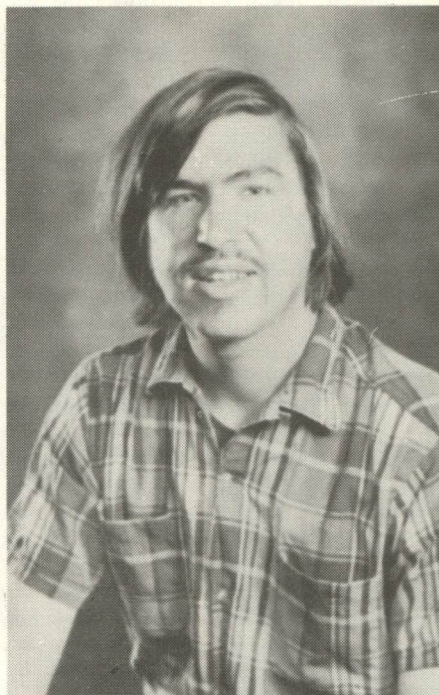
Maine alone has a total of twenty thousand epileptics (one fiftieth of the state's population); yet, few of them will receive the proper care and treatment necessary for the severity of their condition. For years persons with epilepsy have kept their affliction secret. Not until recently has the public awakened to the realities of treatment and counseling as alternatives to institutionalization and heavy sedation. The person with epilepsy has finally begun to come out of the woodwork.

While most epileptics are capable of leading normal lives with the aid of proper treatment, there still remains a small percentage who either are receiving no treatment or are psychologically incapable of handling the circumstances surrounding their condition. Those not receiving treatment, for the most part, aren't because they feel that their condition is demeaning; they do not want it publicized. Many times, this pride is the cause of serious injury and, in some instances, death. For if the epileptic had let someone know before hand what to do in the event of a seizure, injury could have been reduced considerably and, in some instances, avoided entirely. Those psychologically incapable of handling their condition are too often either institutionalized or heavily medicated so that their opportunity to understand epilepsy is greatly reduced.

The person with epilepsy should be made aware of the psychological and physiological dangers that come with rejecting the realities and responsibilities of the condition. Only too often, the condition worsens as a result of psychological stigma (tension, depression, etc.) or outside physical interference (colds, flu, over-tiredness, etc.), and the administration of powerful tranquilizers becomes the only alternative for restraint of the problem.

While extreme caution should be taken toward any physical or emotional strain, the epileptic should not become too physically lax, and should be encouraged to become involved in most normal forms of activity, such as taking walks and playing basketball. However, extreme caution should be exercised when the patient is involved in such activities as swimming, driving a motor vehicle, or anything else that might pose risks to the patient or to those surrounding him.

Although most forms of epilepsy are treated with proper medication, the disease still has its uncontrollable side. Such drugs as phenobarbital and dilantin are in most cases capable of treating and, at times, arresting the condition. However, even in an age when modern medicine has the capability to control much of the condition, there still remain many cases where the cause of disorder is never



discovered and the proper form of treatment never found. Even so, someone who becomes an epileptic does not necessarily remain one, for in most cases the patient will outgrow his disorder, the problem will correct itself, or corrective treatment is ultimately discovered.

There are times when the condition is not correctable, not just as a result of difficulties encountered in the disorder itself, but as a result of difficulties brought on by the patient himself. I have encountered persons with epilepsy who not only refuse to discuss their condition, but treat it as if they were perfectly healthy. The use of such stimuli as alcohol and street drugs, or even excessive amounts of caffeine to counterbalance the barbituates which control the condition, often cause petit mal and, at times, grand mal seizures. In some instances, minor brain damage has been reported as a result of mixing outside stimuli with anticonvulsive medications. Alcohol and drugs of any nature, except the specified medication, should be avoided entirely. If coffee is used, it should be decaffeinated. Such precautions should be followed whenever anticonvulsants are being taken.

Too often, epilepsy is incorrectly diagnosed and treated during a seizure due to the unavailability of specific and necessary medical information. As a result, the extent of damage is often worse than it might have been. It is because of such situations that identifying material like Medic Alert bracelets and/or necklaces should be worn, so that proper diagnosis and treatment may be undertaken.

I recently had a grand mal seizure in a local coffee shop in Augusta. As a result of the panic that ensued, I now have three stitches in the back of my head and have gone through several weeks of constant petit mal seizures. If somebody had only taken a coat or sweater, folded it up, and placed it between my head and the floor until the ambulance arrived, chances are that I would not have been injured.

In the event of an epileptic seizure:

1. Move all objects out of the patient's way so he doesn't become injured.
2. Insert something (spoon, tongue depressor, etc.) between the teeth so that the patient will not swallow his tongue.
3. Call the ambulance.

The last thing you should do is panic. Frequently, a person having convulsions becomes injured worse than he might have because somebody became frightened; the epileptic having a seizure is of no danger to anyone but himself.

Most epileptics are not looking for sympathy. But a greater understanding and acknowledgement of the nature of the condition is essential, for the person with epilepsy is still looked upon as one of society's outcasts. It is not unusual that an epileptic is unable to acquire gainful employment because the employer feels the nature of the condition is too great an insurance risk. As a result, it is only through state and federally funded programs that the person finally has the opportunity to become as successfully employed as his associates.

*I
love living
am a woman
enjoy my marriage
like to read
to run
to play tennis and ski*

*love living
find people fascinating
hate discrimination
try to live ethically
to constantly learn
to constantly grow
to understand my self and others*

*love living
am an epileptic*

Stephanie Grossman
Service Agent
Epilepsy Association of Central Maryland

Interview: Chris Brady, Houston Service Agent

(Editor's Note: On August 11th, my wife, Terry, and I travelled to Houston, Texas to interview Christopher Brady, the EFA's service agent for that area. With the campus of the University of Houston serving as a backdrop, Chris and I sat and talked.)

DAP: Before we begin, what's your name and background?

CB: My name is Chris Brady. I'm 23 years old. I was born in Texas up in the Panhandle, went through 3 years of college, and was accepted in Dental School here in Houston, at the University of Texas Dental Branch.

DAP: Could you talk about the first time you realized that you had epilepsy?

CB: On November 22 of my first year at dental school, my folks were down visiting. As I was waking up that morning, I had my first seizure. When I finally did wake up, I wondered what the firemen were doing in the apartment. I thought the apartment complex was on fire. I remembered my wife, Ronnie, was nearby, crying. That was when I went through a battery of tests. At first they thought I had a brain tumor or something. But the diagnosis turned out to be epilepsy. I was lucky enough to get stabilized on my medication fairly rapidly.

I was doing fine and finished my freshman year of dental school, and after I got out of school, I decided that I didn't have epilepsy, that there was nothing wrong with me, that I had just reacted to the pressures of school. And I quit taking all the medicine. On June 21, I had another grand mal seizure, and this time when I woke up the firemen had me halfway to the ambulance. Needless to say I got back in touch with my neurologist, got readjusted to my medication, and have had only two petit mal seizures and no grand mal seizures since then. I've been lucky.

About this time a year ago, a friend of my wife who works with the hotline for runaway children here in Houston suggested that we look in the yellow pages to see if the city had any organization where people who had epilepsy had banded together. We finally looked and found the Houston Epilepsy Association. We got in touch with them and scheduled some counseling. More than anything, it made me realize that I wasn't alone. It made me realize that doctors don't tell you a lot of things that the medical profession really knows.

DAP: Could you be more specific?

CB: Some people that were starting vicious rumors, saying, "Now you all won't be able to have kids because Chris has

epilepsy," and things like that, things that I now know are totally absurd. The counseling put my wife and I back on track. I was feeling sorry for myself at the time, very sorry. I kept wondering, why me? Why did this have to mess up my life? It knocked me down, but I was finally able to shake it through counseling and through the fact that I began to work with other kids. When you see a 13-year-old who has seizures three times a week and he's able to cope, you realize you have little to feel sorry for. The counselor at the Houston Epilepsy Association, Ellie Jacob, started a teen group, and asked my wife and me to help her with it. We've been working with them for a year now. We have a fantastic time. The group meets and exchanges gossip about what went on in the two weeks since they're seen each other. Then we break up into smaller groups — sensitivity sessions — and Ronnie, Ellie, and I each take one group with about 15 or 20 active members, and we sit and discuss things that are bothering us, like whether we share our medication with others at school, what peer group pressure is like from friends, whether we try to convince them to share our medication. We also talk of morality; whether we use our parents, whether we use our affliction to get something out of our parents, whether we use our brothers and sisters. We dig into dozens of things, and the kids get a lot out of it. In fact, we haven't had a meeting for about a month and the phone has been ringing off the wall. They all want to know when we're going to have another meeting.

DAP: Were you having any emotional problems before your first seizure?

CB: Not as far as I could tell. My wife and I had been married for almost a year and there were no real problems. Everything was related to the onset of my epilepsy. My wife didn't know how to take it. She went to the doctor — the first doctor we went to — and she wanted to know what to do when I had a seizure. He wasn't about to tell her — he didn't tell her anything — and she was scared to death. She was afraid I was going to swallow my tongue and turn blue in the face and die, or chew my tongue up. She didn't know whether to stick a pencil in my mouth or what. Finally, my neurologist talked to her and the counselors talked to her and we now know what to do when I have a seizure — if I have a seizure — and how to handle it.

DAP: Are you ashamed of your epilepsy?

CB: No, I'm not ashamed of it at all.

DAP: What about after you first found out?

CB: After I first found out I was... we were very frightened. We thought it was a brain tumor or something similar, but after it was diagnosed as epilepsy, I was

mostly confused. I didn't know what it was, I didn't have anything to relate to it. I could only remember a student at college who had epilepsy. He had a seizure in the cafeteria, and he dropped his tray and his food went flying everywhere. I can remember how everyone laughed and how sick it made me feel, and I thought, now I've got what he's got, but I didn't know fully how to accept it, and...

DAP: Did you feel like a freak?

CB: I then felt as if I was the only one who had my affliction. Yes, I guess I felt weird, I felt different, I didn't feel... after it began I didn't feel... it put a definite strain on my wife and me and our relationship.

DAP: Did your wife reject you for a time?

CB: No, I don't think she rejected me. I think she was scared most of all. I don't think it was an out-and-out rejection. She didn't know how to react to the situation as it stood. But after the counseling, when she found out that I wasn't the only person in the entire world who had epilepsy, she became interested and is now taking an active part in the group and in working with the kids.

DAP: Do you think your disability has made your relationship with your wife stronger?

CB: Definitely. It brought us together, because we've gone through a time of trial together, sailing through this storm in our small boat. We've weathered the storm, and we're still together. Our relationship is stronger for it. We're both active in the Houston Epilepsy Association.

DAP: What do you want for the future?

CB: I have several dreams. I hope to be able to go to a smaller community to practice dentistry and not have people look down on me simply because I have epilepsy. At one time I was worried about handling people who looked down on me, made me feel small, especially in a smaller community where I might be the only dentist for 3 or 4 thousand people. How would the people react to me if I had a seizure in my dental office? Would I lose all my patients? Would they all start going to someone else? I was worried about that, but my wife and I talked about it and decided that if it happens, it happens. I'm not going to change. Hopefully, some people are going to realize that it doesn't make any difference one way or the other. You have to have faith in your fellow man, and that's what we're basing the entire concept of our future on right now. I went through a trial at the dental school after I got back from the hospital, after my first seizure. I was in the hospital for about 2 weeks, trying to catch up in school. The Dean of the College called me in and talked to me. He was concerned about my ability to study dentistry while I had epilepsy. I

didn't know what to do, and he said he would talk with me about it at a later time. I caught up with my school work and we started going to the Houston Epilepsy Association. When he called me back into his office in August of last year and I talked to him, I was on my feet. I knew what I was talking about. I was able to put up a good defense. He was pointing out some things that I hadn't recognized about dentistry and epilepsy, the possibility of having seizures, and he was trying to suggest alternatives. I wouldn't have anything of it. Nothing else has been said, and I don't think anything will. I think I am accepted for what I am, for the fact that I can do it. As long as I continue to succeed, everything will be fine.

DAP: Do you try to conceal the facts from your patients?

CB: I don't make an issue of it. I guess most of the people at the dental school probably know I have epilepsy, because I missed two weeks and they asked me about it.

DAP: What about when you start your own practice?

CB: I'm not going to conceal it, no. It's me, it's a part of me — I'm not going to be a phony. They can accept me for what I am, for what I have, for the quality of work that I do, or they can go to another dentist. If they do, I'll go out and dig ditches, I guess.

DAP: Do you plan to have children?

CB: Yes, definitely. My wife and I have talked about it and we've found out it's not necessarily a clear-cut case of genetics. I have epilepsy, my children may not. I found that certain states still have laws forbidding people who have epilepsy from marrying or having children. I had a similar problem at school, where some of my friends gave me a bad time about my marriage.

DAP: I never knew a seizure was the equivalent of a divorce proceeding!

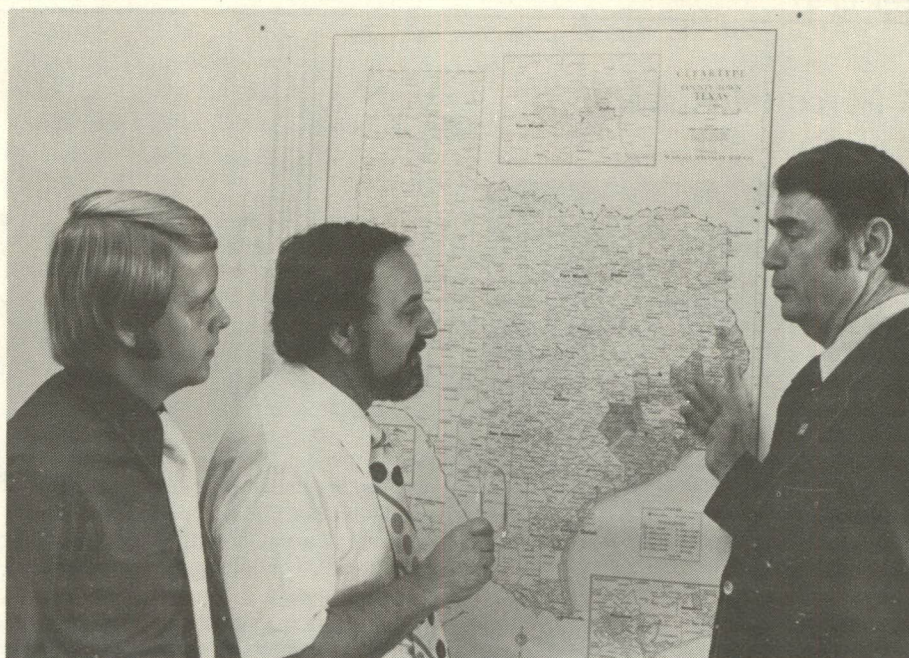
CB: Well, one so-called friend said that if I had children, my wife and I would be bringing down "the overall genetic character of America," and I was ready to fight. I compared him to Hitler, trying to inbreed the population for a certain strain. I was really upset. I can look back on it now and see it as funny, but at the time I was really upset about it. It just shows ignorance that exists — that even sophomores in dental school, who supposedly had absorbed some medical information, had such a concept of epilepsy.

DAP: That is so pathetic it is funny.

CB: It is, it really is and I feel sorry for the person who said that — he just doesn't realize what he is saying.

DAP: Tell me now — what do you like about the HEA service agent program?

CB: The thing about the overall concept of the program is that it permits the person with epilepsy to work with others. It



Chris Brady with Don Franis and Fred Ross, Executive Director of Houston Epileptic Association.

gives him total exposure to other people, as well as giving non-handicapped people the chance to see us, to see that there isn't anything really wrong with us, that we're able to function within society. And that's what we want, after all. To be accepted for what we can do. We don't want to be given a free ride for anything. That, plus the fact that we have a chance to try to start a really reliable consumer group, is something that is a challenge to me. I pulled a few strings and we now have a parents' group in addition to the teen group that we began. And the parents are really interested. They're waiting to start the sessions. It's not just the person with epilepsy, or the child with epilepsy, it's everyone. If we start with the parents of the teen-agers, we can expand to the entire community.

DAP: Do you have any reservations?

CB: None that I can see. I was thinking at first that we were going to build a consumer organization of three or four thousand people and touch bases with everyone who has epilepsy, but I'm coming to the realization that that is probably impossible, that many people are not going to want to take an active part in it, even though they may have epilepsy. We found several people here in Houston who have epilepsy and are scared to admit it. They're afraid that it's going to hurt their careers, or knock them out financially, or whatever. If we can pull five of them over, influential people, I'll be pleased. Let the people know about the agency, let them know what we have set up, and let them know that we are here. It'll be tricky — but that might be my only reservation — the

fact that I don't reach as many people as I would like to.

DAP: Why will it be tricky?

CB: Because a lot of the people are afraid of the stigma attached to their handicap. A business man, who has been out in the community for 20 years has epilepsy, but nobody knows it, not even his wife. She just knows that he takes medication and she doesn't question him about it . . . he's going to be very, very leery about coming right out and saying, "Hey, I have epilepsy. Accept me for what I am." I mean, he's been living in the dark and hiding. Because of his attitude, he is going to turn around and put off anyone with epilepsy twice as fast as he would someone else because he's afraid that that person will see in him what he has. That's where the challenge lies, getting these people to accept us. I think we can do it, but it's going to be hard. I really don't know what means we're going to use.

DAP: One more question. What do you have to say to others with epilepsy?

CB: That's a big one! There's so much I'd like to say. I suppose the most important thing is to accept the fact that you have epilepsy. Begin to form groups. Get in touch with the National Epilepsy Foundation of America, and work for a reliable consumer organization for those who have epilepsy. This is the only way we can make our needs known.

You can see how racism is, how it hasn't changed completely, even though integration was ordered long ago. In a sense, we're fighting the same kind of fight. To be recognized. And that is the biggest thing we have to strive for.

A Personal History

by Annette L. Pitre



As an epileptic myself, I know the need for research on this misunderstood disease. Epilepsy can strike anyone at any time. It makes no distinctions among its victims. Yet society brands seizures as "fits" and those of us with epilepsy as outcasts. In the hope of encouraging further research, I wish to enlighten the public about my disease.

I was born in 1936 in Southern Louisiana. My birth was hard, and I had my first convulsion at seven months, a problem which was not then diagnosed as epilepsy.

In the second grade, I was taken out of school, because my doctor feared that it was too much of a strain. But thanks to a wonderful teacher and my family, I made high grades at home and graduated.

I began taking medication and the convulsions disappeared. I finished high school with honors, graduating second in my class. After graduation I quickly went to work, finally finding a position I loved, as a legal secretary.

Then it hit me. I was in an automobile accident in 1958, and just barely pulled through. It was then, for the first time, that I was told I had epilepsy, either as a result of my difficult birth or from the automobile accident. Fortunately, I was able to return to work.

Within a year, the seizures began to worsen. I had to give up driving, even though the seizures were mainly petit mal, and I never had any after effects. In 1968, I had a nervous breakdown and was finally forced to stop working; the doctors related it to my epilepsy.

There are those who try to bury their problem through shame or embarrassment. But I tell anyone I am with that I have epilepsy so that if I have a seizure, they will know what to do. To me, epilepsy is simply another disease; because of my medication, my seizures are infrequent and the restrictions on my activities minimal. People are generally understanding, and, as they learn more of my problem, seem to want to spend more time with me. I have learned that epilepsy is not an unusual liability; as long as I take the necessary precautions, I can carry on as well as anybody else who is afflicted with one of nature's lesser diseases.

A Bitter-Sweet Life

(Editor's Note: The following is reprinted from the *National Spokesman* of EFA, February, 1975.)

It was more than twenty-one years ago that epilepsy hit our family. To keep up with the expenses of a family with six children, my husband was working two jobs. I remember very well; it was the day before Thanksgiving, 1953. I was in the basement doing the laundry, trying to get everything done before the holiday, when the phone rang. I was told to come to the hospital at once as my husband had been injured, but what had happened to him had all the doctors puzzled. After many, many days in and out of the hospitals, many tests, X-rays, and EEG'S, they finally found that my husband, at age 38, had had a grand mal seizure; he had epilepsy.

It seemed like the end of the world to us. My husband went on medication and didn't have the second seizure until 11 months later. He had the car running that morning and was getting ready to leave to take the boys and get some work done on our old car. He came back in to kiss the baby goodbye, then went back out. I suddenly wondered why he hadn't left yet, looked out the window and there he lay, face down in the cinders of the driveway! It was my first experience of a seizure, and I thought it was horrible. We had to call the emergency squad and get him to the hospital. Thank God he heals quickly!

That was only the beginning. Since we had a large family, my husband had to continue working. He never had a seizure on the job, but many, many elsewhere. Each time he wouldn't be able to work for several days. I went to work when my youngest of six was four years old (1953), and have been working, sometimes part-time, sometimes full-time, ever since.

My husband worked, (and I might add, did a good job of it) until 1960. In October 1960, he was critically injured, through no fault of his, but from company negligence. His back was fractured in five places, his kidneys were damaged, and there were many more external and internal injuries. I was working at the time in a wholesale drug house full-time and expecting my seventh child. Again, I got the phone call my husband was critically injured and in the hospital.

When my husband was able to talk, he informed them he was an epileptic, so he could have medication. The company he was working for used this information against him.

Finally, after several years, he did get Industrial Compensation and Social Security. For several years, it was rough. I had to condition our children to be big enough to live with what had happened to us, to go on and live their own lives, to look ahead to their own futures. Living with epilepsy is like living over a bomb, not knowing what minute it will explode. As the years have passed, my husband's seizures have increased. Sometimes he has three in one day. Once he had a seizure in the bathtub with the water running, I found him just in time! I'm not tossing bouquets at myself, only explaining.

My husband is very, very bitter about it. He says "Why me?" He is one of a family of nine, and even his brother and sisters have shied away from him. So is it any wonder people who are afflicted or their families don't care to broadcast it?

My husband would like to work again — but he knows that is gone forever. He enjoys the summer time when he can get out. He does cut the grass and take wonderful care of the yard, as much as his back will let him. He has lost five inches in stature and has a kyphosis on his back, which is also crowding out his lungs. So every seizure he has tears up his back; he is months getting better, and he lives in constant pain. In November, 1972, I had to rush him to the hospital again. This time, it was a perforated bleeding ulcer. He wasn't expected to live through the day. They couldn't possibly operate because of his extremely weakened condition and chronic emphysema. However, after they froze him and gave him 13 pints of blood, he started getting better. He was in the intensive care unit for four days.

I have cited just a few incidents in the life of my husband. There have been many, many more. I thank God, humbly, for my seven wonderful children — six of whom are happily married. Their husbands and wives all know of "Dad's condition."

Our oldest son is a paramedic and saving lives. Our youngest is now 12, has never missed a day since her first day of kindergarten and is doing fine in school. She has grown up with her Daddy's "condition".

You're welcome to my story, but don't use my name (because of those seven wonderful kids.)

Epilepsy Foundation Consumer Action Groups

(Editor's Note: Last spring, the Division of Development Disabilities, HEW, requested the Epilepsy Foundation of America, Inc., United Cerebral Palsy of New York City, Inc., and Polling Magazine to cooperate in developing a DD consumer movement. The following is a description of the joint efforts of EFA and Polling Magazine towards this end.)

The Epilepsy Foundation of America (EFA) has recently received funding for the development of a nationwide network of self-help consumer groups composed of those afflicted with epilepsy.

The overall objective of the project is to establish groups attached to and growing out of existing EFA chapters. Until now, chapters have not had the capacity to expand the pool of vocational opportunities or to exert influence upon providers of relevant services.

The program has several goals, all of which serve to strengthen the concept of group action:

a) employment of individuals with epilepsy as service agents to the consumer groups.

The service agent is to organize and mobilize consumer interest through the development of a broad, prognostic effort. The goal is to establish a nucleus, convening a committee to arrange a general assembly of consumers. The service agent is to start a group process organized around the most pressing issues, to identify the procedures that govern human involvement in service systems, to stimulate and maintain greater cooperative efforts with service providers on a broad front, and to establish regular entry into the service systems for the consumer group.

b) emphasis upon consumer input within a program format, a concept consistent with EFA policy;

c) development of a newsletter, **Polling Magazine**, to disseminate self-help group ideas and innovations, including those related to consumer action;

d) creation of a self-help model at the local level as a permanent, functioning bridge between the consumer and EFA, the service agency.

The new project hopes to create access to existing services, and presents an alternative design for the disabled consumer. The first design, already in existence, retains the service agency as the main determinant of both consumer needs and services. The second is EFA's innovative program, which sees the client as more than a passive consumer. This new model suggests a more aggressive approach. From the outset, consumers obtain and mold services to meet their own needs through group action.

Such a program is not entirely without precedent. Short-term groups established in experimental programs in Chicago, Atlanta, and San Antonio demonstrated the need for such a design among a multiple disabled population with extremely limited prior vocational experience. The study led to an increased desire on the part of some states to provide more and better services. Furthermore, correspondants from many areas have conveyed a sense of isolation, confusion, and uncertainty in their vocational options, and have expressed a desire to associate with other persons who have similar problems.

Functions of the Self-Help Groups

The self-help groups will have two functions. They will focus upon the nature and extent of the personal problems confronting the members; and they will critically assess available resources, expanding to meet whatever needs arise.

In doing so, the groups will become particularly important for the individual. The person with epilepsy is frequently stigmatized, forced to withdraw and isolate himself from society; fear of rejection may cause him to avoid using even those services which are presently available. The group can provide a sense of support and confidence, not only by encouraging him to interact with others, but by preparing him vocationally and improving his knowledge, motivation, and commitment to move into the mainstream.

The plan also assists the service agency by increasing the visibility of the consumer in an organized and economically feasible way.

The EFA project evolved from the observation that the disabled consumer needs a more permanent structure for self-help and social action. The most conspicuous lack in previous studies has been the dearth of opportunity for continuous association on mutually distressing problems.

The final goal of the new project and, indeed, of consumer-oriented rehabilitation as a whole, is to strengthen and expand group effort to achieve a wider, more relevant range of goals and the permanent integration of the disabled into society.

The Pioneers . . .

The following is a list of the EFA fifteen service agents and their respective Chapters.

1. Pat O'Keefe
Service Agent
Minnesota Epilepsy League
529 Jackson St., Suite 225
St. Paul, Mn 55101
2. Dan Collins
Service Agent
Western Washington State Epilepsy Society
145 North West 85th St., Room 203
Seattle, WA 98117
3. Donald Paddock
Service Agent
Epilepsy League of Metropolitan Portland
718 West Burnside
Portland, Or. 97209
4. Jane Huson
Service Agent
Epilepsy Association of Franklin County
137 East State Street
Columbus, OH 43215
5. Robert Bruce Yelton
Service Agent
Epilepsy Society of San Diego
1612-30th Street
San Diego, CA 92102
6. Rose Snyder
Service Agent
Epilepsy Society of San Francisco
693 Sutter Street, Room 318
San Francisco, CA 94102
7. David Fabian
Service Agent
San Antonio Epilepsy Association
1119 South Alamo Street
San Antonio, TX 78210
8. Christopher Brady
Service Agent
Houston Epilepsy Association
2472 Bolsover, Suite 286
Houston, TX 77005
9. Minerva Garza
Service Agent
Georgia Chapter, EFA
2779 G-1 Clairmont Road, NE
Atlanta, GA 30329
10. Judy Goodman
Service Agent
Big Bend Epilepsy Foundation
1005 East Park Avenue, P. O. Box 1515
Tallahassee, FL 32303
11. George McKay
Service Agent
Palm Beach County Chapter
c/o Seizure Control Clinic
2935 Australian Avenue
West Palm Beach, FL 33407
12. Stephanie Grossman
Service Agent
Epilepsy Association of Maryland
2518 North Charles Street
Baltimore, MD 21218
13. Charles Vogel
Service Agent
Washington D.C. Area Chapter, EFA
1328 South Dinwiddie Street
Arlington, VA 22206
14. Mary Beth Smith
Service Agent
Allegheny Plateau Chapter, EFA
438 Union Trust Building
Pittsburgh, PA 15219
15. Linda MacNevin
Service Agent
Epilepsy Society of Massachusetts
3 Arlington Street
Boston, MA 02116

I Cannot Do What I Want To Do Most — Work

(Editor's Note: The following letters are reprinted from the **National Spokesman of EFA**, September, 1974.)

It Is Ironic

It is my belief that productive work has true value in life and contributes to one's self-esteem, which increases as we produce for others.

For many years, I have lived in the hope of being able to produce in my society. While earning my M.S. through part-time employment, I hoped for the day when I would be able to apply my education. However, employers are still reluctant to accept the handicapped and let us both build our self-esteem and produce for them.

When I apply for a position, I must admit to a physical handicap which would in no way hinder the performance I could and would render. This admission causes me to be classified as "over-qualified," or given some other excuse for not being hired.

It is ironic that I am not seriously enough handicapped to qualify for DVR services or for Social Security benefits, yet I cannot do what I want to do most — work.

E. Louise Woods
Oak Park, Illinois

I AM A VICTIM -

I am a victim of petit mal epilepsy. I use the word "victim" only because of the ignorance of other people.

I've been on medication for a number of years and am perfectly healthy. I've been in the service, driven a cab, driven a school bus, been in sales work, and been a security guard. I've done all these things because I didn't reveal my secret.

It's a shame that it had to be a secret, but I know what prejudice can do.

No one would have ever suspected if I hadn't cut down on my medication without consulting my physician. I hadn't had any attacks in years.

Shortly after, I passed out at work. You know the rest. My physician explained, but things were not the same. I quit and went elsewhere, but they were advised by my former employer; it didn't work out. Now I've just become unemployed again. I find some people will not accept me, even though I have only had one seizure in over 16 years, through my own carelessness.

E.R.W.
Missouri

NOT BEEN HIRED

Every time I pick up a newspaper or turn on TV or radio, I hear, "Hire the Handicapped." Well, this is one irate "handicapped" that has not been hired for many years, although I've applied many times.

I have almost two years' experience working as a medical secretary-receptionist, but this doesn't seem to count for much. I lost that job because, while at work, I suffered a grand mal seizure, witnessed by my stunned physician boss. After a neurological workup the next day, my condition was diagnosed as

A Portrait Through Poetry

(Editor's note: Many times, the deepest feelings are best expressed through poetry. This is true of the following two poems. The first, "The Shelf," expresses a serious problem which confronts all epileptics. The second, "Teamwork," suggests the solution.)



THE SHELF

*Why can't I truly be,
Myself — and no one else?
Why must society shove me,
An epileptic, upon a shelf?*

*Why is it that society
Rejects me as a whole,
And my friends disown me,
Once, the truth, they know!*

*Why can't people understand
That I am just like them?
That I have their same feelings —
Plus the longing to have friends!*

*Why can't people accept me —
Accept me for myself?
Why must society shove me,
An epileptic, upon a shelf?*

— Martha Jean Smith



TEAMWORK

*As we demonstrate our Teamwork
And recognize the need
Our sincere cooperation
Will help us to succeed*

*With faith and confidence in self
We willingly face facts
Appreciation we will earn
Resulting from our acts*

*The least hopeful to succeed
A challenge unexplored
Can lead to benefits untold
And reap its own reward*

*Potential for a better life
Is here within our reach
We use this opportunity
To learn much as we teach*

*If we courageously accept
This challenge that is ours
As we do our part, we will find
Strength from higher powers*

—Joan A. McDonough

.....
epilepsy. When I told my boss, he hissed, "Well, what did you think you had!"

My latest neurologist suggested that I not put down on an application that I have epilepsy (I have gone four years without a seizure). If I had a seizure while at work and was dismissed, at least I would have worked for a brief time. But why should I be forced to lie all my life?

Ms. B. E.
Arizona

EVASION —

My seizures have been in check since March, 1955. I had worked for a restaurant for six years and then, knowing they were going

to change ownership, started to look for another job. When I typed my resume, I said that I had a brain injury problem that had been in check since 1955. Only one was even answered, and when I went for the interview and explained the problem was epilepsy, the man actually had to struggle to keep his composure.

My neurologist said if I planned to get a job, I had to change the resume. After three weeks of no work, I did. I went to work in a matter of days, but an epileptic cannot live a normal productive life if he or she must evade the truth.

Ms. M. N.
California

Where Is UCPA Headed?

by Bruce Oka

(Editor's Note: On August 14th, 15th and 16th of this year, John Bell, Bruce Oka, and I met in Fort Smith, Arkansas to discuss matters of mutual concern. The following article is a result of that meeting.)

At times, an adult with cerebral palsy looks at United Cerebral Palsy of America and wonders where on earth this organization is headed. Its official name implies that it is an organization of people with cerebral palsy, run by people with cerebral palsy. In reality, however, such is simply not the case, and the time has come for adults with cerebral palsy to stand back and examine precisely what this organization is all about.

The pamphlet, "Report To the Community," published by the Fund Raising Division of United Cerebral Palsy of New York City, Inc., states: "Doctors and the public scarcely understood cerebral palsy only a generation ago. Concerned parents of handicapped children went from doctor to doctor before finding one who could diagnose the condition. Often, they prescribed no treatment, counselling parents to put their children in institutions.

"Unwilling to accept hopeless, empty lives for their children, some of these parents banded together to give one another mutual strength for helping their children and themselves. They were the beginning of United Cerebral Palsy."

UCPA is in the midst of an evolutionary process; our criticisms are thus intended to be constructive rather than destructive, for growing pains are not only normal but also healthy.

UCP has reached the stage in its evolution where adults with cerebral palsy should have a greater voice in determining its basic policies and where parents and other non-disabled volunteers should play a far less active role. Although a non-profit organization does not have any monetary stockholders, UCPA does indeed have stockholders of a very unique type: those with cerebral palsy. Without this unique stock, the entire association would be rendered null and void. So, let's stop playing games! Not only should we control the majority of the shares of stock within the company, but we should also be receiving dividends, in the form of quality programs. Since we are the only ones who are in a position to adequately judge which are and which are not quality programs, to deprive us of our voice renders the entire national organization a farce.

With the above as our motivation, John Bell, Dan Poling, and I are organizing a Caucus of Adults with Cerebral Palsy. The Caucus must become the active advocate of those with cerebral palsy, both within UCPA and outside of it. It will also be run by democratic principles.

The rationale for the operation of such a Caucus is given in the following article by Marie Moore. We are greatly disturbed by how

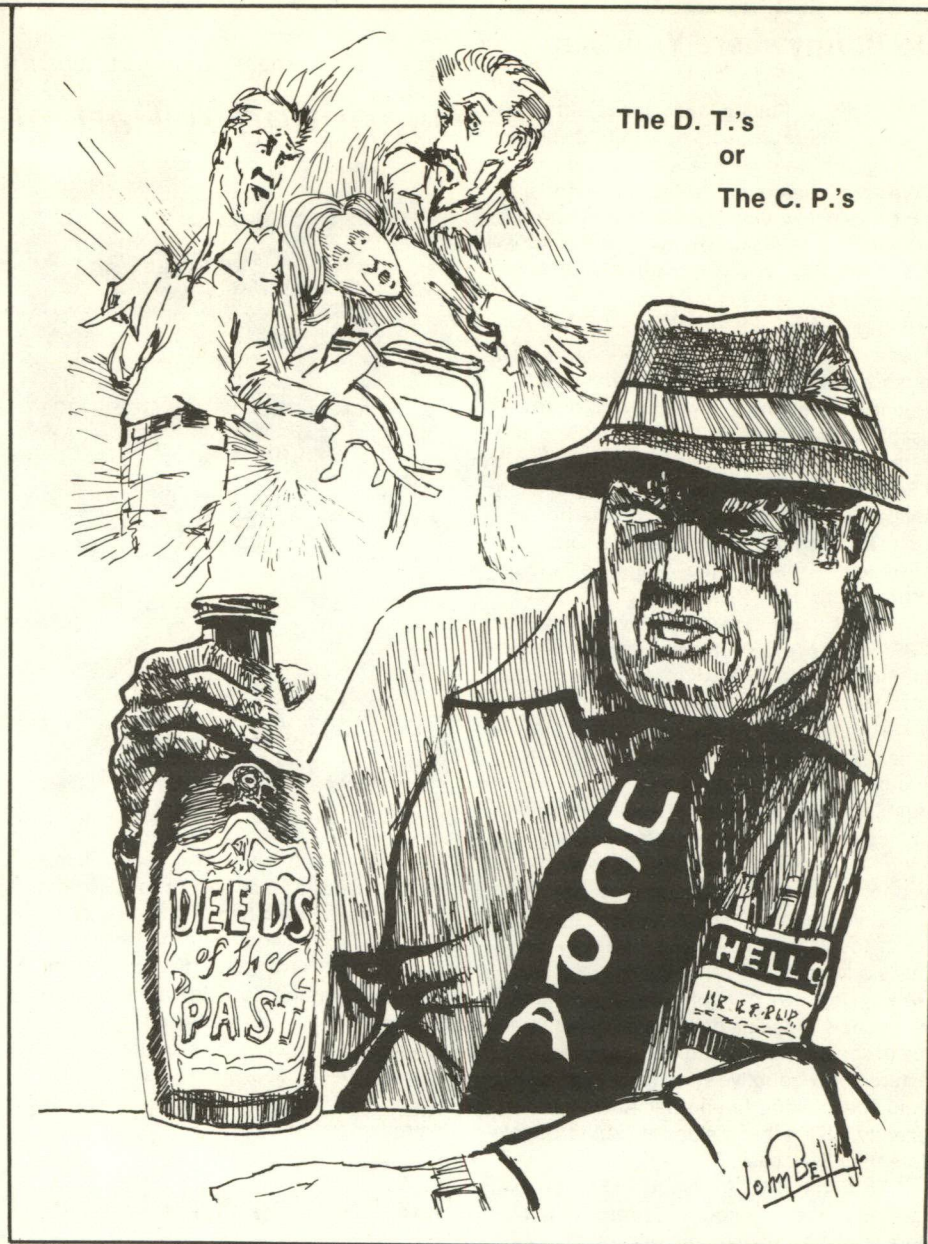
few adults with cerebral palsy are appointed to the standing committees of UCPA and by the way in which these appointments are made. Take, for example, the appointment of Tom O'Brien to the Chair of the Consumer Activities Committee, which makes him a vice president of the corporation and enables him to sit on the Executive Committee. We consider Tom a good friend and applaud his professional integrity and honesty. But his disability is polio, not cerebral palsy. Indeed, while he was being considered for this position, Tom raised the same objection himself, and the reply was always the same: "Unfortunately, there are no adults with cerebral palsy in the entire nation who are qualified for this position."

If this is not outright bigotry and prejudice, we are at a loss to know what is! This attitude seems to permeate the thinking of a substantial number of key individuals in UCPA. Therefore, at least one consumer from each affiliate should be sent to the National Convention in Pittsburgh in April; National should

pay for one-half of each consumer's expenses, with the other half to be borne by the local affiliate. We are also calling for these consumers to observe both the Corporation and the Board of Directors meetings. Finally, we are calling for a mass meeting of consumers afterwards, to evaluate the performance of both the Corporation and the Board, an evaluation which will be published in a subsequent edition of **Polling Magazine**.

Outside UCPA, the Caucus will act with complete autonomy. It will take an aggressive role in the Federal DD structure and in the American Coalition of Citizens with Disabilities, Inc. The disabled minority is just starting to organize into a viable political force, and the Caucus intends to work hard in this endeavor.

During the next fiscal year, there is a strong possibility that the Caucus will receive funding from the Division of Developmental Disabilities, HEW. With this in mind, a grass roots organizational plan will be developed for the



Do It: Anywhere You Can

by Rita A. Varela

The motto of **Poling Magazine** is "Strength in Unity." There is also strength in diversity, and the two are not necessarily opposed.

We've all heard ourselves tell friends, "I don't know how you can work with so-and-so," and can remember times when they've said the same to us. Because people are different, some will succeed where others fail. And right now, it really doesn't matter whether a consumer action group is formed within a United Cerebral Palsy affiliate or independent of it; the main thing is to organize disabled constituents and to receive help and concessions from everywhere possible.

Some critics charge that we are mobilizing faster than the Association expected or will allow, for it is trying to control the consumer movement. They argue that we should withdraw from UCPA and work exclusively with nonaligned activist organizations. But C.P.'s with speech problems sometimes have trouble being accepted in activist groups. Other disabled people are not always willing to make the effort required to insure that all voices are equally respected. This can change. But it is important for C.P.'s to organize, both to be effective in disabled politics and to become a creditable force within UCP. Even if your affiliate isn't as responsible to consumers as it should be, the Executive Director may be able to help you get in touch with adult C.P.'s in your area. That's a start.

A key objective of adult C.P.'s is to change the public's image of the disabled. Traditional health service organizations have to an extent fostered unproductive stereotypes. But these prejudices belong to another America; more recently, UCPA has helped disabled people state their own case:

- Through UCPA, Denise Sherer has traveled across the country, presenting a far more realistic and dynamic view of the young adult C.P.

- C.P.'s want a greater role in determining policy; Daniel Poling has convinced a large portion of UCPA's current leadership that consumers must be consulted.

- Robert Brown, both in his Pittsburgh affiliate and in national forums, has stressed the need for more adult services. Pittsburgh's UCP offers educational assistance, training for independent living, personal guidance, and other programs.

- Young activists, through local chapters of Concerned Youth for Cerebral Palsy, have fought against architectural barriers, sponsored voter registration drives, and, most significantly, initiated campaigns to elect C.P.'s to affiliate boards of directors.

As the UCPA Consumer Activities program expands, and as some of the people currently spearheading this effort move on to other interests or to other disabled organizations, local leaders should fill the openings, for we are best served if our options, and institutions are flexible enough so that consumers who cannot work in one organization can fulfill

their commitment in others. By all means, contact activist groups in your area. But don't

write off the local affiliate until you determine for yourself where they're at.

Becoming A Part of the Action



by Marie Moore

In the past twenty-five years, minority groups used a number of organizational structures to draw attention to their problems, their needs, and their right to equal opportunities. They have gained the attention of the majority through public demonstrations, economic boycotts, public education campaigns, and litigation. Less dramatic methods have also been used, such as activism within established organizations to bring about desired social change.

Whether the United States Congress, a national voluntary agency, or nationally organized associations for business, professions, labor, or trades is the place to influence decisions, minority groups have found effective ways to show their strength. They have evolved from using outside pressure to exerting internal influence.

A fine example of cohesive internal influence upon an established organization is the black Congressional Caucus. The Caucus meets as a body to identify needs, establish priorities, and develop strategies for influencing the Congress. Caucus members use their membership on standing and ad hoc committees to spread Caucus information on all issues.

Similar activities have been organized in the Young Women's Christian Association, the National Education Association, and the two major political parties by blacks, Chicanos, women, and other special interest groups.

Within the United Cerebral Palsy Associations, Inc., adults with cerebral palsy are beginning to organize such a Caucus to influence UCPA and its standing committees by informing them of the concerns and priorities of disabled adults. This structure has the potential to create opportunities for more adults with cerebral palsy, to make them a part of the action that controls their destiny.

It Is Amazing What We Can Learn To Live With Once We Make Up Our Minds

(Editor's Note: The following article is a reprint from the **National Spokesman** of EFA, January 1974.)

People complain, in this modern day and age, about how others still regard epilepsy as an illness of incurable horror. I just wish people with epilepsy — both rich and poor — would stop for a minute and ask themselves how they feel about it.

I feel epileptics are just as much at fault as the general public, because they keep it a secret. And self-pity is one of the worst things they can have.

It's like the old saying: "I cried because I had no shoes, but then I met a man who had no feet."

I have learned through experience that if I take the time to look around me, I can see people who are in worse shape than I am.

Daily, I take the time to thank the Good Lord for my blessings. The right mental attitude is more important than the physical disability itself.

I have learned that a greater part of our happiness, or misery, depends on our dispositions and not on circumstances. It isn't the condition but one's mind that can make one miserable or happy.

The best thing someone with epilepsy can do is to acquire an ability and overcome his disabilities. It is amazing what we can learn to live with once we make up our minds. I know I did. With experience, I have also learned to know my fears and make them my tools. No one is without fear, and the best way to eliminate fear is to do the thing you fear most, to look it squarely in the eye.

I just hope this letter will help others with epilepsy open their eyes and see the light. May the Good Lord bless you all, and give you strength and courage.

Mrs. E.V.O.

(Editor's Note: Women are now acting to discover their own identity and their proper role within society. This is especially true of disabled women, for the disabled woman is a member of not one, but two minorities. The following three articles are written by women with cerebral palsy. The first, by Gretchen Menn, describes the role of the disabled woman in the women's liberation movement. The second two, by Kay Jennings and Audrey Benson, describe exciting projects in which they are involved.)

The Role of Disabled Women in Modern Society

by Gretchen Menn

The women's liberation movement has a special meaning for the handicapped woman. It provides her with the hope of a more open and less superficial society, a society in which she will no longer be judged as a woman or a handicapped person, but, with her brothers and sisters, on a more complete basis. Women who have physical disabilities share many things with all women. Handicapped women are often denied employment for which they are qualified, both because of their sex and because of their physical disabilities. If a handicapped sister is also a member of an ethnic minority, she has a third barrier to overcome.

Society expects both women and handicapped people to be submissive and to avoid initiating relationships with members of the opposite sex. A woman with physical disabilities is often humiliated when men can not see beyond her disability, when she knows that friends are desperately looking elsewhere for dates for out-of-town cousins, when people offer to "fix her up" with the only handicapped man they know.

One focus of the women's movement has been the consciousness-raising group. The group provides a supportive and sharing atmosphere in which women remember, share, face, discuss, and examine incidents in their lives which have been painful, stereo-typing, humiliating, or dissatisfying. In such groups the handicapped — sometimes for the first time — are able to share their experiences as a group further oppressed.

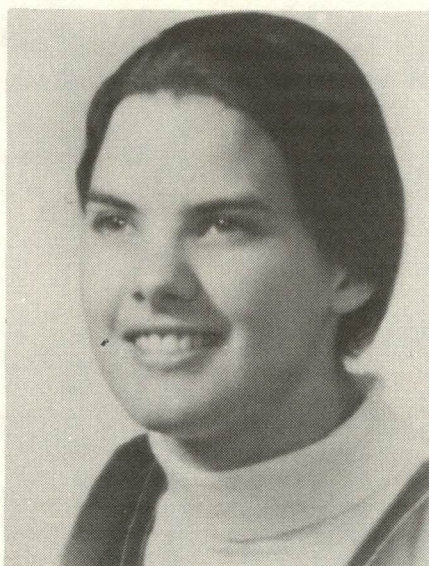
Few people born with cerebral palsy can remember not feeling different. A cerebral palsied adolescent has many memories of rejection, humiliation, misunderstanding, and condescension. Many physically handicapped teenagers feel the need to prove to the world that they are not retarded and are worthy of being members of "the group". They can be snobbish or cruel to teen-agers who are mentally retarded, or who have not had many normalizing social experiences. By sharing and re-examining our experiences, we can begin to realize that, as teen-agers, we sometimes felt this need to prove ourselves because we were often segregated from activities, partly because of our physical disabilities and partly because of the inability of non-handicapped teen-agers to accept differences in others.

The women's liberation movement has created an atmosphere in which all people can free themselves from stereotypes, roles, hang-ups, and prejudices, and will continue to do so. By sharing experiences, han-

dicapped and non-handicapped women can learn of each others' similar fears of rejection, failure, and humiliation. Through the sharing of these experiences and fears, they can reach points of commonality and tear down superficial barriers of race, religion, sex, social class, and handicap.

M.I.C. and the Disabled

by Kay A. Jennings



The needs of disabled people in Duluth, Minnesota and Superior, Wisconsin are under study by physical planners in the area. One of these planners, this writer, is a disabled individual. About 2 years ago, I started working for the Head of the Lakes Council of Governments (HOTL COG), a voluntary organization of local governments in the Duluth-Superior metropolitan area which conducts metropolitan-wide planning activities in such fields as housing, transportation, and environmental quality.

The Duluth-Superior metropolitan area has a population of about 155,000 with a disabled sector of seven to ten per cent. The task of fulfilling their needs is being met by a number of facilities, organizations, and services, but many critical needs remain.

Our first consideration has been housing. High rises for the elderly contain specially constructed units for those disabled persons who are capable of living independently. Group homes throughout the area provide training in independent living for many mentally retarded young people. While these are meeting the needs of some of the retarded, we need more to provide for both present and potential demand. One group whose needs are not being met at all is composed of physically-disabled persons capable of semi-

independent living (individuals who need some degree of care, but who are able to function for the most part by themselves; for example, a person who needs help in dressing or cooking, but who is otherwise able to care for himself.)

We are now strongly recommending the construction of semi-independent and independent living facilities for physically disabled persons. These facilities, whether they be homes or apartments, should be fully integrated into normal community neighborhoods and should be of two types: temporary semi-independent living situations for training purposes, and permanent semi-independent and independent living situations.

The transportation situation in our area is crucial. While bus service is available, it is inaccessible to many elderly and disabled persons; they are forced to rely on friends, relatives, or volunteers to transport them. One solution under consideration is the establishment of a door-to-door "dial-a-ride" service, utilizing specially-designed vans with hydraulic lifts. Additionally, greater cooperation and sharing of equipment between those volunteer organizations who already provide transportation could augment the public services and provide almost total mobility for the disabled.

Another area under study is employment. Disabled people are employed throughout the area at all professional levels. Sheltered workshops exist in both Duluth and Superior, as do Goodwill Industries and the Lighthouse for the Blind. More cooperation between these agencies would be beneficial. A number of private industries are very receptive to employment of the disabled as well; an excellent program for civilian personnel at the Duluth Airbase provides employment for about 80 disabled persons.

Existing problems are complicated by architectural barriers, which are abundant. Several proposals have been made for their elimination. In addition to stricter law enforcement, all public buildings, including the Arena-Auditorium and Superior Public Library, should be made barrier-free. In Duluth, the situation is compounded by the many hills upon which the city is built. Further, rural Wisconsin and Minnesota townships have barriers to available transportation because of their isolation and their distance both from each other and from Superior-Duluth.

Recently, the HOTL COG has been phased out and replaced with the Metropolitan Interstate Committee (MIC). Under the agreement, the region has given the MIC the powers to do research and analysis on metropolitan issues, to aid local units of government, to review federal grants, to comment on plans and policies of local governmental bodies, and to prepare and adopt comprehensive plans for the metropolitan community. The disabled will,

(Continued on P-19)



The United Handicapped Federation

by Audrey Benson

"We have all the issues but we don't have the organizational vehicle by which to address these issues," the parent of a handicapped person said before a weekend seminar on Action Leadership Techniques. After the Seminar, the parent began looking at the possibilities of organizing the handicapped, just as many other minorities had been organized.

After locating and identifying grass roots leadership in the handicapped community during the summer of 1973, we organized an Action Leadership Techniques seminar in October of that year. The seminar searched for insight into the problems of effective organization, analysis of the characteristics needed for creative leadership, and the development of practical skills. Our instruction ranged from discussions about institutional power to how to write a news release.

On Sunday, a steering committee was formed; by January 1, 1974, we had raised enough money to hire an organizer, himself a handicapped person, both to help bring to our organization more groups of handicapped persons and to assist in preparing us to work effectively for the issues at hand.

On September 7, the United Handicapped Federation held its Constitutional Convention. We became duly constituted and incorporated according to the laws of Minnesota so that we could more easily influence stands on issues which affect our self-determination and the quality of our lives. We are an action group, working for social change.

In the past, able-bodied people have been in control of our way of life. Virtually every aspect of our lives — health, education,

employment, rehabilitation, financial aid, transportation, fair compensation — is governed by a specialized system of bewildering complexity. Able-bodied people are in control of these systems. For example, a handicapped person on welfare cannot receive money to buy a pair of shoes without a doctor's prescription, even when the old shoes are completely worn.

There are many examples of the control that others have over our lives. More often than not, it is the system and not the disability that infringes upon the right of the handicapped person to deal with his own affairs.

The United Handicapped Federation proposes to change this situation. Our society has entered the age of "consumerism." Agencies in the business of rehabilitation and service for handicapped people know that they must have consumer representation on their boards, councils, and committees. But they still retain the power to choose. And their choices are people who have had no real connections with the grass roots.

The United Handicapped Federation wants true consumerism. We must choose among our representatives and spokespersons those who have had the same kinds of experiences with the system that we have had: those who are unemployed or underemployed; those on medical assistance or SSI; those who have leadership potential waiting to be tapped.

The United Handicapped Federation is a coalition of some 36 groups of handicapped people in the Minneapolis-St. Paul metropolitan area. We are a vehicle for achieving the rights that are, by law and morality, ours — rights that permit us dignity and give us control of our lives.

The UCPA Election Process

If UCPA is to continue its steady growth and evolution, it must seek the best possible national leadership through an open process of selection.

Although* the next national election is almost two years away, it is time for C.P. consumers to become involved in the selection process. UCPA National Officers are our officers. They direct policy and actions that effect our lives; it is therefore crucial that we begin to make ourselves heard.

To insure a fully open election, the present board of UCPA should:

1. Make public the methodology of the nomination process;
2. Make public the potential candidates;
3. Disclose the criteria by which the candidates are considered;
4. Heed the voice of consumers in the nomination and election processes.

Polling Magazine is ready and willing to become involved both by action and by endorsement of specific candidates, but only if its readers agree. We therefore urge every consumer who cares to tell us to what extent we should become involved.

The results of this poll will be published in future issues, along with biographies of the various candidates for office. Endorsements of specific candidates and details of the election process will also be published, if our readers so desire.



(Editor's Note: The following articles both support and criticize UCPA's commitment to consumer activities.)

Adult CP's Are Critically Evaluating UCPA

by Bill Kiser

As a cerebral palsied adult in my late forties, I have been greatly encouraged by United Cerebral Palsy's effort to promote consumer involvement within its organization. Every organization devoted to helping the handicapped should have a strong consumer representation. I hope the talk of consumer involvement is something more than a toy for us to play with. True consumer involvement cannot only help those of us who have cerebral palsy, but can do much for the entire United Cerebral Palsy organization.

However, we must remember that consumer involvement is a two-way street; there is much to gain, but involvement brings with it the obligation to make the best use of each opportunity.

CEREBRAL PALSY

Contributions Reconsidered

by Harold V. Knight

To write, without being trite or maudlin, of the contributions disabled persons can make to society is not an easy task. The usual pat statements — that a disabled individual can be an inspiration to others by his fortitude and courage, or that a disabled individual should be thankful that he is better off than someone more handicapped — are patently inadequate.

On occasion, I have remarked that everybody has some disability, but mine is simply more obvious. After mumbling, fumbling, and stumbling for more than two-thirds of a century I am not certain that the whole cockeyed world does not, in some way, mumble, fumble, and stumble. In fact, our social order seems to manifest various symptoms of cerebral palsy: the wild movements of the athetoid, the rigidity of the spastic, the lack of balance of ataxia, and the trembling of the tremorous.

Now, I don't want to carry this analogy too far, for, like any figure of speech, it does not stand up under close analysis. But we live in an imperfect world and we must not fear to become involved in it just because our bodies are less capable than we would like. Our contribution lies in what we accomplish, large or small, in spite of our disabilities and not because of them.

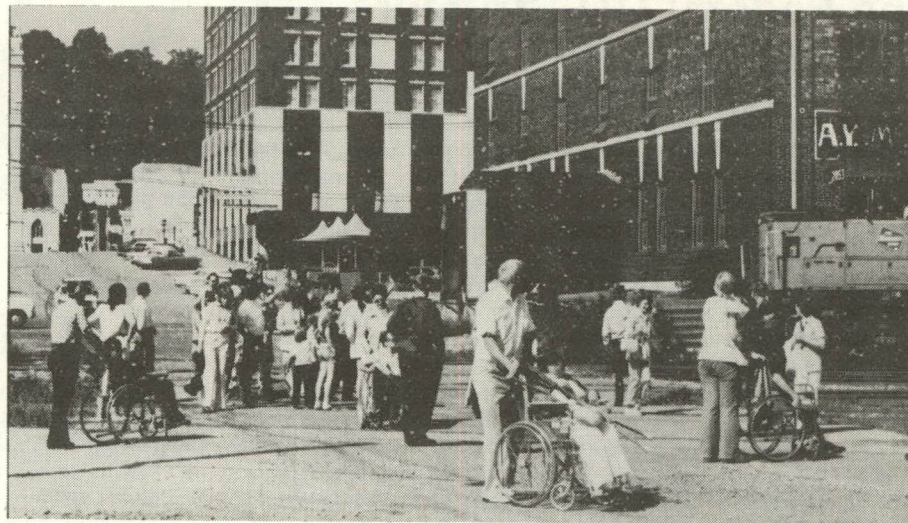
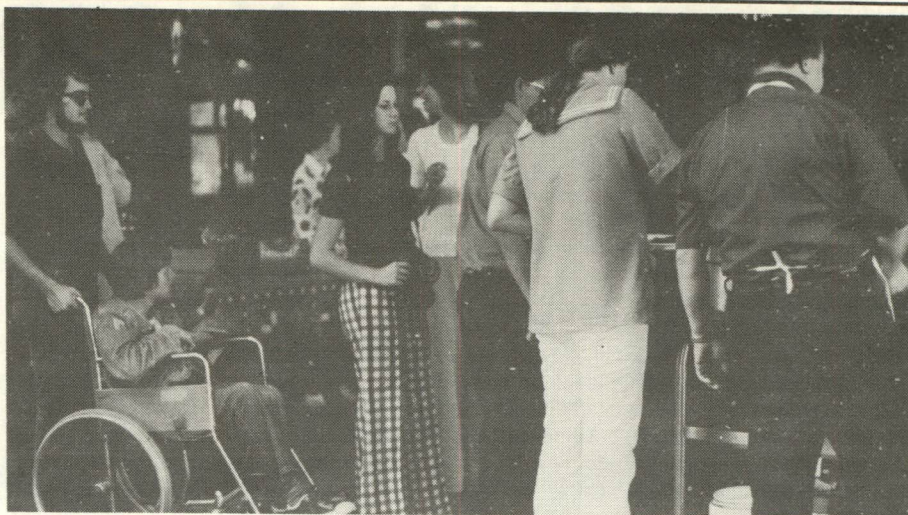
One reward for a disabled writer is that those who read his work do not know he is handicapped — unless he writes about himself. Those who seek to help people with disabilities similar to their own, such as writers, teachers, psychologists, or physicians, are to be highly commended. Those who choose fields unrelated to disability contribute to the understanding of the non-disabled with whom they come into contact simply by being themselves. We do not need to write or speak to communicate. The more we participate in society, the more we communicate.

We must let others know that our abilities, however circumscribed, are as good as theirs. Just because we cannot do everything does not mean that we cannot do something well.

M.I.C. (Continued from P-17)

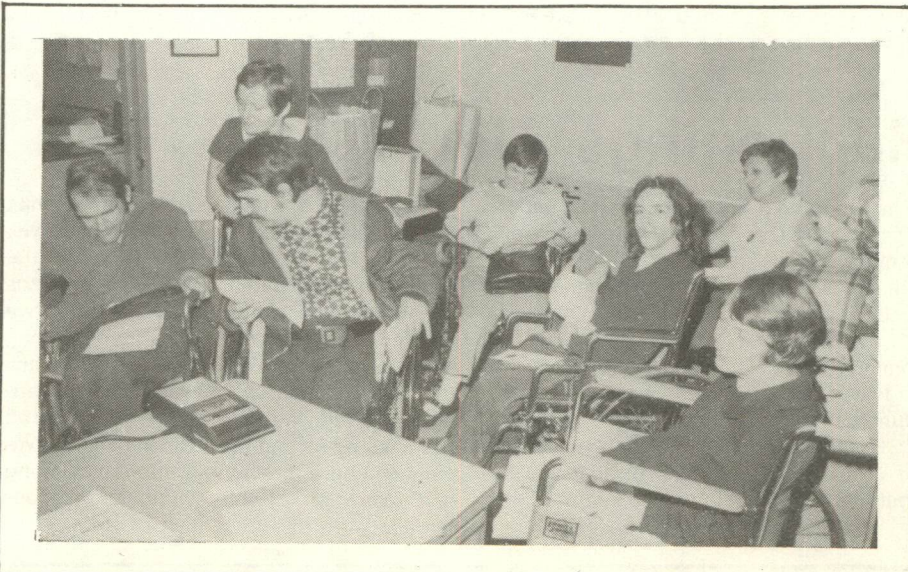
of course, be included in this comprehensive plan.

Our future work will provide for disabled people in the planning processes. Specifically, we have included provisions for disabled people in the Transit Development Program. A proposal is being written for the hiring of disabled persons to work with area building inspectors to ensure compliance with barrier codes. The report is intended to serve as a guide for the review of those projects which affect the disabled. We hope to encourage the construction of more barrier-free housing and are considering the possibility of assessing the need for such housing.



One of the strongest groups of adults with cerebral palsy in the entire nation meets in Iowa. Under the dynamic leadership of Calvin Jondle, it has held statewide bowling tournaments and has traveled to the Grand Old Opera in Nashville, Tennessee. The above picture was taken on the day its members sailed down the Mississippi River.

An adult council session of United Cerebral Palsy of New York City, Inc. UCPNYC services approximately 653 adults with cerebral palsy and has about 10 separate programs. An adult representative from each of these programs is elected by his CP colleagues within a specific program to serve on the adult council. The primary function of the council is to represent the interests of its constituency within the agency.



MY FIRST TWO NACDD MEETINGS

(Editor's Note: The basic function of the National Advisory Council for the Developmentally Disabled is to advise the secretary of HEW on broad issues of program implementation. In the past, it has had the same problem of representation as the state councils. However, just this year, two true DD consumers have been appointed to the NACDD: Jim Stearns of Washington, D. C. and Tom Johnson of Iowa. Both Jim and Tom have cerebral palsy. In this article, Jim Stearns tells of his first impressions of NACDD, and he requests reaction from other DD consumers.)

by James Stearns

As a member of the National Advisory Council on Services and Facilities for the Developmentally Disabled (NACDD), I was struck by one fact during our recent meetings in Washington, D. C. — that, to do their job

well, members of the Council very much need and appreciate help from consumers.

The NACDD advises the Secretary of HEW on how to better run programs which provide services to the developmentally disabled, to

those of us who are cerebral palsied, mentally retarded, or epileptic.

During the meetings, I often asked myself two questions: Are there any needs of the developmentally disabled to which we, as Council members, have not given enough study? Are the present programs working as well as they could to meet those needs which we have seen? When disabled persons, speaking from the audience, gave advice to the Council, I understood just how important it was to listen.

Dan Poling, for example, spoke about the need for more disabled persons to sit on the state boards that supervise DD programs, since only those who have been through the programs know whether they function.

As Dan spoke, I remembered a time when my doctors told me to perform some therapy which neither I nor most of my friends wanted to do. If we had had some way then, as we did not, to talk to the doctors, perhaps they would have seen that the therapy was not working; for no matter how good the therapy sounded in the textbooks, I had no faith in it and would not follow the program. As a Council member, I realized that the most important question was one that was answered in part by Dan's idea: how do the consumers feel about our work? Do they have any faith in us?

Another consumer heard by the Council was William Adrian, a disabled government worker, who asked the Council to help the disabled find jobs. William uncovered an area of which the Council had been less aware than it should have been.

Disabled people, then, had a hand in Council business during these two meetings in two ways. First, the Council learned that disabled persons must speak up — in meetings and in letters to Congressmen and others who run the programs that touch the lives of the disabled. Disabled persons must also communicate through radio, television, and newspapers, so that others can learn about their needs. Second, what is said by the disabled will now be heard by the National Council.

So that the voice of the disabled becomes even louder, I hope that readers of this article would respond to the following questions in letters to **Polling**:

1. What needs of yours have not been met by the government?
2. What needs of yours have been met in part, but have not been met as well as you think they might have been?
3. What projects have you been working on that might better the lives of other DD consumers?

I believe that, with Council members working together with disabled persons, we can reach our common goal: to give to the disabled every possible benefit that is enjoyed by the able-bodied. It is to this end that we all must work.

The Federal DD Structure — What Is It?

As DD consumers, it is vital for us to have some understanding of what the Federal DD structure is so we can effectively relate to our power base. After months of Congressional deliberations, President Ford signed a new DD Act into law on October 6, 1975, over the strong objections of the Office of Management and Budget, who claimed that the bill was too expensive, and with the endorsement of the Department of Health, Education, and Welfare, who argued that the bill was much needed and long overdue. The new Developmental Disabilities (DD) Act continues and revises three existing programs — University Affiliated Facilities (UAF's), State Grants, and Special Project Grants — and creates a new statutory mechanism to establish and protect the rights of persons with developmental disabilities.

Because of the new DD act, the Federal DD structure is about to undergo some substantial changes. Superficially, however, this is the present structure:

The developmental disability program is a joint Federal and State endeavor, in which the Federal government gives grants to the 50 states in accordance with an established matching formula. That is, the individual States put up a certain percentage and the Feds match it. In every State, there must be a designated State Agency to administer the DD monies. There also must be a statewide DD planning and advisory council in each of the 50 States. One third of the membership of these State Councils must be DD consumers, individuals who do not have a vested interest in maintaining the status quo of the present DD structure.

Because the DD structure cuts across Federal department lines, directly including 8 or 9 Federal programs and indirectly including a number of others, DD consumers can potentially gather significant and substantial power by gaining membership to state DD planning and advisory councils. By "power", I mean gaining direct control over many of the Federal State programs which affect our lives.

In the past, however, parents of DD consumers have been defined as "consumers" themselves, and have been allowed to represent the consumer interest on state councils. Although many parents are no doubt well motivated, this creates an obvious conflict of interest. If the DD consumers of this nation are ever to be considered first class citizens, we must be granted the undisputed right to control our lives.

Happenings Alert . . .

The following events are of crucial importance to each DD consumer. Both deserve our attention and assistance.

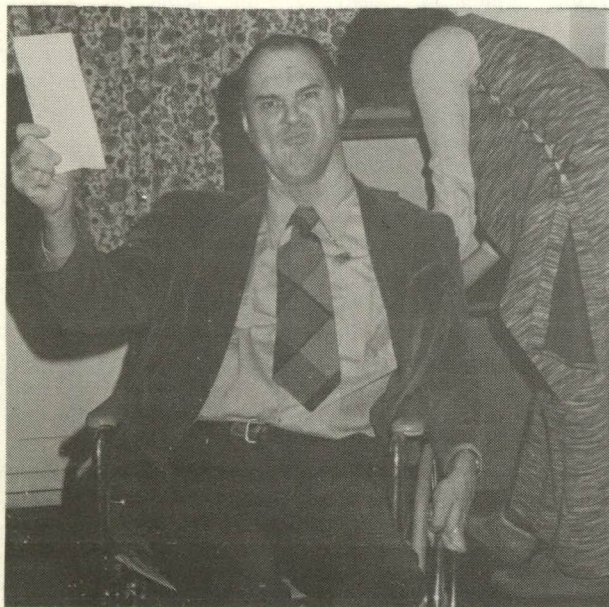
The American Coalition for Citizens with Disabilities, Inc., (ACCD) is in its second year of existence. ACCD was established to promote the social and economic well-being and to assure the full exercise of human constitutional rights of citizens with disabilities. ACCD is endeavoring to work with individuals and groups of all types of disabilities. We should be heard within this coalition.

Sometime in the next several years, a White House Conference on the handicapped will be held. The Conferences will explore the problems faced by handicapped Americans and will develop administrative and legislative recommendations for solving them. **Polling** has already been in contact with Mr. Wallace Babbington, Director of the Office For Handicapped Individuals, HEW. Mr. Babbington has assured us that the DD consumer movement will have direct input into the planning and execution of this White House Conference.

C.P's in San Diego In The Process of Voting . . .



C.P. Consumer Clint Hilliard Voting In New Hampshire



Biographies of DD Consumers Contributing to This Issue

General

James Stearns lives in Washington, has cerebral palsy, and is in his final year of law school at Georgetown University. He is presently a law clerk at the Georgetown University Health Policy Center. He also serves on the National Advisory Council on Services and Facilities for the Developmentally Disabled and is a member of the UCPA Governmental Affairs Committee.

Clinton T. Hilliard, who has cerebral palsy, has considerable experience in the field of Speech Technology and is the Director of the Speech and Hearing Department at the Crochod Mountain Foundation in Greenfield, New Hampshire. He holds a B.A. in National Science from Muhlenberg College, Allentown, Pennsylvania, and an M.A. in Speech from the University of Alabama. Clint is married and has one daughter, who is 14 years old.

Daniel A. Poling II, 38, has cerebral palsy and resides in New York City. He has a B.A. in Sociology from Hunter College and has done graduate work at both Dartmouth College and Columbia University. He is married, has two stepchildren and two grandchildren. He has done extensive social work in New York racial ghettos and is currently the Editor-in-Chief of **Polling Magazine**.

Epilepsy

Annette L. Pitre, 39, is a graduate of a trade school. She was born in Southern Louisiana, where she has lived all her life. She has been a legal secretary and the deputy clerk of her county court.

Herb Leavitt, 22, lives in Augusta, Maine. He has his high school equivalency diploma and does voluntary work at the Maine Chapter of the Epilepsy Foundation of America, Inc. He is an active member of the Winthrop Street Universalist Church.

Martha Jane Smith, 27, who has epilepsy, is a current resident of Florida. She has done undergraduate work at Texas A & I University in Kingsville, Texas, where she was majoring in American Literature. She dropped out of school to marry. She and her husband have an 18 months old daughter.

Joan A. McDonough, who is an epileptic, resides in Columbus, Ohio. She is a board member of the Epileptic Association of Franklin County.

Mary Beth Smith, 30, who has epilepsy, is a graduate of the University of Dayton, Ohio. She is married and the mother of 2 children. She is an EFA Service Agent.

Stephanie Grossman, 23, has epilepsy and resides in Baltimore, Md. She has a B.A. in Psychology from Stanford University in California and has done graduate work in Clinical Psychology at Rutgers University in New Jersey. She is an EFA Service Agent.

Cerebral Palsy

Bruce Oka, who has cerebral palsy, is a resident of California. He has extensive experience in the field of community rehabilitative workshops and is currently majoring in social work education at California State University. He is second vice-president of the United Cerebral Palsy Association of San Francisco, Inc., and a member of the California State DD Board Number Five.

John Bell, Jr., a distinguished artist, has cerebral palsy. He is past President and present Chairman of the Board of United Cerebral Palsy of Arkansas and a member of both the Arkansas State DD Council and the Arkansas DD Grant Review Committee.

Bill Kiser has cerebral palsy. He has his own syndicated column, "The Handicapped Mailbag," and has just written his first book, **A New Light of Hope**. He is a recent recipient of the President's Award of United Cerebral Palsy, Inc.

Harold V. Knight, 68 years old and in semi-retirement, has made his living for 44 years as a writer. He was born with moderately severe athetoid cerebral palsy. His newspaper credits include a Jamestown weekly, The North Dakota Union Publication, and a column called Statehouse Drama. He has written five books and is working on a sixth.

Marie Moore is the National Advocacy Coordinator for UCPA Child Advocacy project, sponsored by the Bureau of Education for the Handicapped. Ms. Moore is a certified occupational therapist and has her M.A. She is also a black woman and an activist.

Gretchen E. Menn has cerebral palsy and is now a developmental disability service specialist at the Region VII Information Center for Developmental Disabilities in Kansas City, Kansas. For 13 years, she attended a school for orthopedically handicapped students and has a B. A. in History and English from the College of Emporia in Emporia, Kansas and an M. A. in SOCIOLOGY FROM THE University of Missouri at Kansas City.

Rita A. Varela, who has cerebral palsy, now resides in Zephyrhills, Fla. She has a B. A. from the City College of New York and a M. A. in Political Sciences from New York University. She is presently a free-lance writer and is active in the Polk County United Cerebral Palsy affiliate in Lakeland, Florida.

Audrey Benson, 38, who has cerebral palsy, presently resides in Minneapolis, Minnesota. She has a B. A. in Social Work from the Moorhead State College, Moorhead, Minnesota. She has been a counselor for Goodwill Industries and is now the President of the United Handicap Federation in St. Paul, Minnesota.

Kay A. Jennings is a 25 year old cerebral palsied resident of Duluth, Minnesota. She received her B.A. Degree in Biology from the College of St. Scholastica, Duluth. She is presently employed by Head of the Lakes Council of Governments, conducting research on various projects, including the needs of the disabled in the Duluth-Superior Area.

Mental Retardation

Charlie Dieterle, in his mid-twenties and an MR consumer, is currently a resident of Boulder, Colorado. He now serves on the Advisory Committee for the Child Advocacy Project of the National Association for Retarded Citizens, Inc.

Judy Cunio is in her mid-twenties, has cerebral palsy, and is a resident of Oregon.

Caucus. Each district will have an interim chairman who will select six additional people to form an organizing committee within that particular district. John Bell, Dan Poling, and I will supervise the organization of 2 districts each; the Southeast and Southwest districts will be John's responsibility; the Northeast and Midwest districts will be Dan's; the Midwest and Western districts will be mine. If you are a C.P., and if you and your group would like to become members of the Caucus, fill out the membership form in this issue and mail it to **Polling Magazine**.

Our criticism of UCPA is meant to be constructive rather than destructive. These are rapidly changing times; if UCPA intends to remain a viable and creditable force, it must remain flexible. We believe that UCPA can and will change. Indeed, a number of local affiliates are taking the lead in promoting greater consumer involvement. We would like to thank those affiliates by listing their names and the names of their principle offices below:

Leo Hausman, President, UCP of NYC; John Bell, Jr., Chairman, UCP of Arkansas; Thomas O'Brien, President, UCP of Metro Boston; John L. Davis, President, UCP of New Jersey; Mrs. Martin Eaton, Vice President, UCPA, NY State Past President; Elmer Lux, President, UCP of New York State; John E. Migliaccio, President, UCP of Rhode Island; Miss Elizabeth R. Schantz, President, UCP of Delaware (consumer); William E. Laughlin, President, UCP of Illinois; Mrs. Richard Karon, UCPA Director; Clifford J. Girompiny, President, UCP of Colorado; Mrs. Robert O. Walters, President, UCP of Colorado Springs; Joe L. Childs, President, UCP of Kansas; Mrs. Walter Gill, President, UCP of Greater Kansas City; Harper V. Orth, President, UCP of Oklahoma; Jules Dunes, President, UCP of San Francisco; Glen R. Ecklos, President, UCP of Santa Clara County.

Caucus Membership Application

As described above, the Caucus of Adults with Cerebral Palsy is now being organized on a nation-wide basis. There are two types of membership: Individual or Group. Individual members must be 18 or over and have cerebral palsy. Member groups have voting strengths equivalent to the number of members who are 18 or over and have cerebral palsy.

To apply for membership in the Caucus of Adults with Cerebral Palsy, fill out the following form and mail to **Polling Magazine**, c/o United Cerebral Palsy of New York City, Inc., 1430 Broadway, New York, NY 10018.

A Caucus Representative from your district will be in contact with you.

NAME

STREET ADDRESS

CITY AND STATE ZIP

For What Type of Membership Are You Applying?

Individual Group

If you are applying for a group membership, what is the full name and address of your group?

.....

NAME

STREET ADDRESS

CITY AND STATE ZIP

Name of your Group's Principle Officer:

If you are applying for Group Membership, how many of your members are 18 years old or over and have cerebral palsy?

According to UCPA's breakdown of districts, which of the six districts are you in?

.....

**POLLING MAGAZINE welcomes
advertising from any and all sources.**

**For more information,
write to:**

**EDITOR
POLLING MAGAZINE**

**c/o United Cerebral Palsy of NYC, Inc.
122 East 23rd Street
New York, N.Y. 10010**

Rates available upon request.



WE WISH YOU THE BEST OF THE
HOLIDAY SEASON

This questionnaire is not intended as an invasion of privacy. It is simply an attempt to make your stay with us as comfortable as possible.

- 1) Name_____
- 2) Degree of disability_____
- 3) Room preference (single, double, parlor suite)
- 4) If you are accompanied by someone, is this person handicapped?_____.
Degree of disability_____
- 5) Width of your wheelchair(s)—rim to rim

- 6) Size of bed preferred. (twin, double, queen)
- 7) Do you need additional space near bed for machinery to aid in transfer from bed to chair, etc.?_____Please indicate amount of floor space._____
- 8) Will you need additional linens (towels, pillows, etc.?) Please indicate type
- 9) Bathrooms are not equipped with grab bars. If this is a **necessity**, please indicate and we will try to make a portable stand available._____
- 10) We have tried to arrange meals and eating space for maximum ease. If you have any special needs, please indicate.

- 11) Will you need transportation from airport, bus, etc.?_____Notify us of time and point of arrival.

PROGRAM NOTES



The Easter Seal Agency
The Oklahoma Society for Crippled Children
Statewide Headquarters: 2100 N.W. 63,
Oklahoma City, Ok. 73116
Telephone: 405—848-7603
Tulsa Area Center: 6945 E. 11th Street,
Tulsa, Ok., 74112
Telephone: 918—835-9408
●
Oklahoma Federation For The Blind

Independence:

Progress

Through

Unity

SEMINAR FOR PEOPLE WITH MOBILITY HANDICAPS

APRIL 1-3, 1977

FAIRMONT MAYO HOTEL
TULSA, OKLAHOMA

SPONSORED BY

THE OKLAHOMA SOCIETY FOR CRIPPLED
CHILDREN

THE EASTER SEAL AGENCY

AND

THE OKLAHOMA FEDERATION
FOR THE BLIND

Independence:

FRIDAY, April 1

7:30 p.m.

Registration and refreshments

7:30-8:30 p.m.

Introductory Remarks: Eunice Fiorito, American Coalition of Citizens with Disabilities, Inc., honored guest

8:30-10:30 p.m.

Discussion: Coalition and organization of the coalition.

10:30 p.m. Mixer (Byol)

SATURDAY, April 2

9:00-10:00 a.m.

Registration and coffee break.

10:00-10:30 a.m.

"Independent Living," Lex Friedan, American Coalition of Citizens with Disabilities, Inc.

10:30-11:00 a.m.

"Education Bill, Public Law 94-142," Phillip Swartz, Phillips Petroleum Co.

11:00-12:00 noon

Panel Discussion: "Independent Living."

12:30-1:30 p.m.

Lunch

Progress Through Unity

2:00-5:00 p.m.

Coalition Workshop:

"Rights of the Disabled,"

Lee Slater, Oklahoma Election Board

Organization of Local Handicapped Clubs,

Dr. David Clemans

Mr. Mike Phillips

Leadership Training

Members of the Oklahoma Federation for the Blind

7:00-10:00 p.m.

Dinner with the delegates to the White House Conference on the Handicapped

SUNDAY, April 3

9:00-10:00 a.m.

"New Concepts of Health,"

Mrs. Helen Kutz, Norman

10:00-10:30 a.m.

Coffee Break

10:30-12:00 noon

Coalition business meeting

PRE-REGISTRATION FORM

SEMINAR FOR PEOPLE WITH MOBILITY HANDICAPS, APRIL 1-3, 1977

(Please complete and mail with registration fee as soon as possible to The Oklahoma Easter Seal Society, 6945 E. 11th Street, Tulsa, Ok. 74112)

Pre-registration is \$7.00 regular, \$10.00 at the door and \$20.00 for observers. A rebate of \$2.00 will be provided to the first 150 individuals who register.

Yes, I plan to attend the seminar—

Name_____

Address_____

City_____

State_____ Zip_____

Phone_____

Please check:

☐ My registration fee is enclosed.

☐ I will pay at the seminar.

Wheelchair group will meet

A three-day statewide conference for persons in wheelchairs will be held at the Mayo Hotel April 1 to 3, Wallace P. Bonifield, executive director of the Oklahoma Easter Seal Agency, announced today.

Tulsa Mike Phillips was named chairman of the conference, which is expected to draw about 200 persons with mobility problems.

Bonifield said this is the second event of its kind in Oklahoma and is being sponsored jointly by Easter Seals and the Oklahoma Federation for the Blind.

Speakers will include Eunice Fiorito and Lex Friedan of the American Coalition of Citizens with Disabilities; Phillip Swartz of the Phillips Petroleum legal department; Lee Slater of the Oklahoma Election Board, and Mrs. Helen Kutz, Norman, who will talk on concepts of health.

A panel discussion on aspects of independent living will include Charles Banks, director of Protection Inspections Services in Tulsa, and Mrs. Mary Carolyn Cole, with the American Institute of Architects.

Dr. David Clemans, Bartlesville, and Rev. Bob Kirkendall, Enid, will join Mike Phillips in a workshop on organizing local handicapped clubs.

Reservations or additional information may be obtained by calling the Easter Seal office through the Oklahoma Society for Crippled Children at 835-9408.



HANDI-CALL

2223 EAST 54th STREET
TULSA, OKLAHOMA 74105
(918) 747-1215

Dear Lex:

I suppose you saw this in the papers. I hope he's a good one. Concerning the films you mentioned, I was thinking ① Films are exclusionary to the blind, so they shouldn't be made a part of any general meeting ② We will have a hospitality suite consisting of 2 adjoining rooms. ③ You mentioned some films that might better be shown in a ~~an~~ ex, uh, secluded setting. Putting this all together, I come up with this. You bring as many films as you want to (also a projector if you can) We can set this up in the hospitality suite & show films on a request basis whenever we want to.

Let me know if you want to do that & maybe I can line up a screen.

Be sure & send me those Xerox copies if you can manage it. (Blue Curb laws, if you'll recall.)

I am taking your advice about contacting a signer for the leaf.

Drop me a note soon.

Mike

P.S. Who won the ~~back~~ backgammon game?

P.P.S. ~~How~~ do you spell backgammon?

Wheelchair Independence Now

2223 E. 54th
TULSA, OKLA. 74105

Feb 16

Dear Tex:

We went to the Mayo today to discuss the convention. The management seems more cooperative this year; they even agreed to keep the ramp in place this time. There will be parking for your van in an open lot to the north of the Mayo on the same side of the street. You could park across the street in a parking garage, but that has attendant parking only. (By the way, just as we got to the Mayo, your dad came in & introduced himself to us. So we had a nice chat.)

Did I tell you that I had taken your advice & invited a city official (Norma

Wheelchair Independence Now

2223 E. 54th
TULSA, OKLA. 74105

- 2 -

Eagleton, the new finance commissioner?)
to meet Eunice Fiorito?

Oh yes, can you tell me where to send
for copies of some so-called "blue curb"
laws. Our Mayor's Committee is considering
some sort of law to prohibit parking in
our spaces, and they want me to get them
copies of laws from other cities.

Let me hear from you soon. Are you
a delegate? What's the latest word?

Mike

P.S. Here is a copy of the brochure we
are sending out.

MEMORANDUM

FORM 260 (REV. 10-63)

FYI -

Route

Lex Frieden
(copy)

To L. W. Neal

Date April 4, 1977

SEMINAR FOR PEOPLE WITH MOBILITY HANDICAPS
APRIL 1-3, 1977, SHERATON SKYLINE EAST
TULSA, OKLAHOMA

The seminar was attended by approximately 125 people from various parts of the state--all paying their own travel and room expenses. The Easter Seal Agency, The Oklahoma Society for Crippled Children, and Oklahoma Federation for the Blind sponsored the seminar and provided financial assistance for the meeting rooms, etc. I am guessing that 100 of the participants were people with handicap disabilities. Mayor LaFortune spoke to the group Saturday morning.

I attended the seminar Friday evening and Saturday morning. It was most informative and inspiring to me to see so many handicap people dedicated to attaining a sense of "independent living"--not being dependent on someone else for support and care.

I was present when the Oklahoma Coalition of Citizens with Disabilities was organized. I understand 18 other states have organized. Mike Phillips, Tulsa, was elected president. You may know that Mike and his wife Judy are paraplegics, both have college degrees and are private tutors. Other officers and board elected were representatives of a cross section of the state.

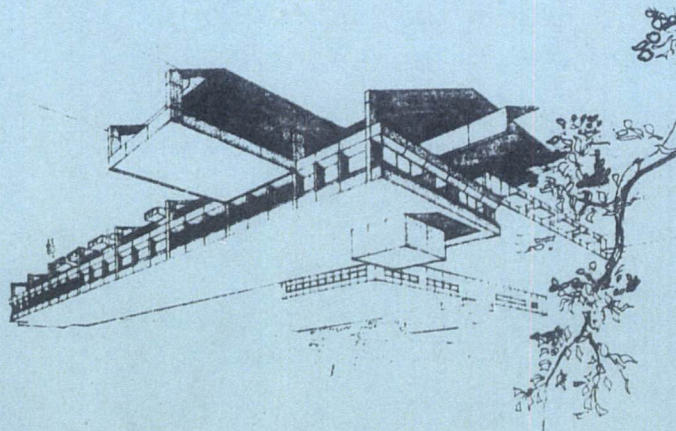
Now, obviously, I had a personal commitment and reason to attend the seminar. Lex is secretary of the National Coalition and was a Texas delegate to the White House Conference on Handicapped Individuals. It is my personal viewpoint that the Coalition's goals to bring organizations together in joint efforts is better for government and the private sector in as much as duplication of time, money, and talent can be shared in achieving independence for people with handicap disabilities.

D. E. Frieden

D. E. Frieden

Atts.

Copy: J. D. Scott w/o att.
G. A. Palmer w/o att.



T.I.R.R.
is
a not-for-profit organization
serving the physically handicapped
through
HEALTH – RESEARCH – EDUCATION

*Texas Institute for Rehabilitation and Research
Texas Medical Center
Houston, Texas*

The ~~Dedication~~ of the New Wing of Texas Institute for Rehabilitation and Research

Tuesday, October 12, 1976

T.I.R.R. gratefully
acknowledges the support
of the following for the
construction of this wing.

M.D. Anderson Foundation

Baker Foundation

Brown Foundation

Clayton Fund

Fondren Foundation

Hamill Foundation

Houston Endowment, Inc.

Burdine Johnson Foundation

R. Johnston

Mrs. Alta G. Longenbaugh

Lillian Mading Trust

Rollish Estate

T.I.R.R. Auxiliary

Wolff Foundation

Mr. and Mrs. Robert M. Waters

PRESIDING

William A. Spencer, M.D.

President

Texas Institute for Rehabilitation and Research

INVOCATION

Kenneth Vaux, Dr. Theol.

Director of Medical Ethics and

Professor of Theology and Ethics

Institute of Religion

WELCOME

Charles R. Rathbun

Chairman, Board of Trustees

Texas Institute for Rehabilitation and Research

REMARKS

John C. Calhoun, Jr., Ph.D.

Vice President of Academic Affairs

Texas A & M University

Hebbel E. Hoff, M.D.

Dean of Faculty Affairs

Baylor College of Medicine

Fred J. Benson, P.E.

Dean, College of Engineering

Texas A & M University

Lex Frieden

Research Director, New Options Program

Texas Institute for Rehabilitation and Research

Honorable Olin E. Teague

Member, House of Representatives

Congress of the United States

Tours of the New Wing and Reception Immediately Following the Program.