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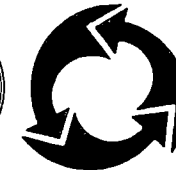
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National Conference

EVENING PLENARY SESSION



**EMPLOYMENT SUCCESSES, PROBLEMS, AND
NEEDS OF DISABLED BLACK AMERICANS**

Co-sponsored by

THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF THE HANDICAPPED
and
THE CENTER FOR THE STUDY OF
HANDICAPPED CHILDREN & YOUTH,
SCHOOL OF EDUCATION, HOWARD
UNIVERSITY.

Howard University
Washington, D.C.

February 11 - 13, 1987

PLENARY SESSION

Thursday, February 12, 1987

Location: East Ballroom

4:30 PM - 5:30 PM

Presiding: Mr. Jesse Fowler
President's Committee on the
Employment of the Handicapped

Introduction of Mr. Jay Rochlin
Guest Speakers: Acting Executive Director
President's Committee on Employment
of the Handicapped

Speaker: Mr. Lex Friedan
Executive Director
National Council on
the Handicapped

Speaker: Mr. Jack Duncan
Legal Counsel
National Rehabilitation
Association

RECEPTION

Thursday, February 12, 1987

Location: West Ballroom

6:00 PM - 7:00 PM

Musical Selection and Entertainment

Gaynell Colburn and Company

* * * * *



Howard University

CENTER FOR THE STUDY OF HANDICAPPED CHILDREN & YOUTH

2900 Van Ness Street, N.W., Washington, D.C. 20008

Telephone (202) 686-6726

January 27, 1987

Mr. Lex Friedan
Executive Director
National Council on the Handicapped
800 Independence Avenue S.W.
Washington, D.C. 20591

Dear Mr. Friedan:

Thank you for agreeing to serve as a Special Invited Guest for the National Conference titled: Employment Successes, Problems, and Needs of Disabled Black Americans. As you will remember this conference which is being co-sponsored by the President's Committee on Employment of the Handicapped is being held from February 11-13, at Howard University. The Thursday Plenary Session will take place at 4:30 PM - 5:30 PM in the East Ballroom of the Armour J. Blackburn Center. A copy of the full conference program is enclosed.

This National Conference represents the involvement of a wide cross-section of resources including government, community agencies, and the corporate sector. I am delighted that you have agreed to participate. Your contribution will further enhance the success and outcome from this important meeting.

I will be pleased to answer any questions which you may have. You may contact me at 202 636-7351. I look forward to seeing you at the conference. Your cooperation and support are appreciated. With every best wish,

Sincerely,

Sylvia Walker, Ed. D.
Director

SW/mj

EMPLOYMENT SUCCESSES, PROBLEMS, AND NEEDS OF DISABLED BLACK AMERICANS

Conference Fact Sheet

Conference Title: Employment Successes, Problems, and Needs of Disabled Black Americans

Location: Howard University
Howard Inn and Armour J. Blackburn Center
Washington, D.C.

PURPOSE AND OBJECTIVES

This National Conference is designed to facilitate the attainment of maximum potential by individuals with handicapping conditions. An objective of this meeting is to bring together experts and representatives from all over the United States to focus upon issues, problems and effective approaches relative to the employment needs of disabled black persons. The Conference objectives include the following:

- Identify and communicate employment successes, needs, and problems of disabled Black Americans.
- Provide information and recommendations which may be used in the development of a follow-up plan of action that will result in increased employment of disabled black persons.

It is anticipated that the information gathered at the conference will have a major impact since the presentations and recommendations will serve as the foundation for specific follow-up strategies that will result in increased employment among disabled Black Americans.

Concurrent Workshop Areas

- (A) Critical Factors in the Employment Successes of Disabled Black Americans
- (B) Effective Approaches to the Education of Disabled Black Americans
- (C) Rehabilitating Disabled Black Americans
- (D) Communication and Networking: Vital Links in the Rehabilitation and Employment of Disabled Black Americans
- (E) Towards Economic Independence: A Goal for Disabled Black Persons in the U.S.
- (F) Media Portrayal of Disabled Americans: Stepping Stones or Stumbling Blocks

CONFERENCE SCHEDULE

Wednesday, February 11, 1987

CONFERENCE CAREER DAY

Location: Armour J. Blackburn Center, Howard University

REGISTRATION: Open at 8:30 AM - Room 148-150

9:00 AM - 10:00 AM

PROJECT PLANNING COMMITTEE MEETING

Location - North end of Cafeteria

10:00 AM - 12:00 Noon

OPERATION JOB MATCH: Job Readiness
Training for Persons With Severe
Physical Disability

Location - Auditorium

Ms. Elaine Rosborough

Training Coordinator

Operation Job Match

Ms. Diane Afes

Project Director

Operation Job Match

10:00 AM - 2:00 PM

CAREER CAVALCADE AND DEMONSTRATIONS

Location - West Ballroom

In collaboration with Mainstream's
Project Link

Career and job clinic: Participants will
be given the opportunity for career
counseling, job interviews, career
information, demonstrations of technology
for independent living, access to
computer-based job information, and
printed materials.

LUNCH: On your own--Restaurant List enclosed in registration package

PLENARY SESSION

Location: East Ballroom

2:30 PM - 3:00 PM

Musical:

Military Band

3:00 PM - 5:00 PM

OPENING SESSION

Presentation
of Colors:

Joint Armed Forces
Color Guard

Presiding:

Mr. Jay Rochlin
Acting Executive Director
President's Committee on Employment
of the Handicapped

Welcome:

Representative from the Office of
the President,
Howard University

Greetings:

Dr. Willie T. Howard
Dean
School of Education
Howard University

SPECIAL INVITED GUESTS

Mr. Clarence Thomas, Chairman
Equal Employment Opportunity Commission

Vice President George Bush

HIGHLIGHTS FROM STATE-OF-THE-ART-POSITION PAPERS

Dr. Milton E. Wilson, Jr., Dean Emeritus, Kent State University

Mrs. Elizabeth H. Anderson, Past President, National Rehabilitation
Association

Dr. Bobbie J. Atkins, Associate Professor, University of Wisconsin

Dr. Martha Walker, Professor, Kent State University

Ms. Eva Britt, Attorney

5:30 PM - 6:30 PM

RECEPTION

Location: Hilltop Lounge/West Ballroom

Thursday, February 12, 1987

CAREER SUCCESS SUPPORT DAY

Location: Armour J. Blackburn Center, Howard University

Registration: Room 142

9:00 AM - 11:30 AM

CONCURRENT MORNING WORKSHOP SESSIONS

SESSION A: Critical Factors in the Employment Successes of Disabled Black Americans
Location - Auditorium

Chairperson: Dr. Milton E. Wilson, Jr.
Dean Emeritus
Kent State University

Panelists: Mr. William Green
Executive Director
C. Melvin Sharpe Health School

Mr. Donald Galloway
Disabled Advocate

Mr. Isaac Hopkins
Manager of External Affairs
New Jersey Bell

Mrs. Mary Wells
Administrative Assistant
Northwest Regional Hospital, Rome, Georgia

Recorder: Ms. Elaine Rosborough
Training Coordinator
Operation Job Match

SESSION B: Effective Approaches to the Education of Disabled Black Americans
Location - Room 148-150

Chairperson: Dr. Martha Walker
Professor
Kent State University

Panelists: Ms. Barbara Hardaway
Faculty Member
Gallaudet College

Dr. Gloria Wolinsky
Professor
Hunter College, CUNY

Mr. Norman Cartier
Employee Development
Digital Equipment Corporation

Mrs. Ethel Briggs
Adult Services Specialist
National Council on the Handicapped

Mr. Clifford Thorne
Director
D.C. Center for Independent Living, Inc.

Recorder: Dr. Juliette Simmons
Chairman
State Health Coordinating Committee
of D.C.

SESSION C: Rehabilitating Disabled Black Americans
Location - Hilltop Lounge

Chairperson:

Dr. Bobbie J. Atkins
Associate Professor
University of Wisconsin

Mr. Merton Gilliam
Coordinator
Independent Living Program, DHS

Dr. Frank Bowe
Director of Research
Architectural & Transportation Barriers
Compliance Board

Dr. Charles Sanders
Department of Rehabilitation and Education
Coppin State College

Dr. Herbert Thornhill
Director
Harlem Hospital Center, Columbia University

Recorder:

Dr. M. Gerlene Ross, Chief
Bureau of Research and Innovation
University of the State of New York

12:00 PM - 2:00 PM

PLENARY LUNCHEON SESSION
Location - East Ballroom

Presiding:

Mr. Vernon Hawkins
Administrator
D.C. Rehabilitation Services Administration

Invocation:

Dr. Evans E. Crawford
Dean of the Chapel
Howard University

LUNCH

Musical Selection:

Rev. Renwick D. Pollard
Pastor
Heck Chapel United Methodist Church

SPECIAL INVITED GUESTS

Dr. Justin Dart
Commissioner of Rehabilitation

Dr. G. Thomas Bellamy, Director
Office of Special Education Programs

2:15 PM - 4:15 PM

CONCURRENT AFTERNOON WORKSHOP SESSIONS

SESSION D: Communication and Networking: Vital Links in the Rehabilitation
and Employment of Disabled Black Americans
Location - Auditorium

Chairperson: Mrs. Elizabeth Anderson
Past President
National Rehabilitation Association

Panelists: Ms. Eunice Fiorito
Special Assistant
Rehabilitation Services Administration

Mr. Dana Jackson
Executive Director
Independent Living for the Handicapped

Mr. Louis Slade
Manager
Equal Opportunity/Affirmative Action

Ms. Yetta Galiber
Executive Director, Information Center
for Handicapped Individuals, Inc.

Recorder: Mr. John King
Hornbake Library
University of Maryland

SESSION E: Towards Economic Independence: A Goal for Disabled Black Persons
in the United States
Location - Room 148-150

Chairperson: Ms. Eva Britt
Attorney

Panelists: Mr. James Nixon
Vice President
ITT

Mr. Gregory Dougan
Coordinator
D.C. Services for Independent Living, Inc.

Dr. Douglas Glasgow
Vice President
National Urban League

Mr. Henry Williams
Director, Rehabilitation Services
Creedmoor Psychiatric Center

Mr. Sol Walker, II
Chief Executive Officer
Pilgrim Health & Life Insurance

Ms. Deborah McKeithan
Director
HOW, Inc.

Recorder: Ms. Alma M. Banner, Director
Handicapped Infant Intervention Program

SESSION F: Media Portrayal of Disabled Americans: Stepping Stones or
Stumbling Blocks
Location - Hilltop Lounge

Chairperson: Ms. Gaynell Colburn
Ms. Wheelchair America 1985

Panelists: Mr. Robert Ruffner
Director, Public Affairs Office,
President's Committee on Employment of
the Handicapped
Dr. Shushila Kapur
D.C. Rehabilitation Services, DHS
Mr. S. Tyrone Barksdale
Chairman
Dept. of Radiation & Medical Technology
Howard University
Mr. David James
Associate Professor
Dept. of Mathematics, Howard University

4:30 PM - 5:30 PM

PLENARY SESSION
Location - East Ballroom

Presiding: Mr. Jesse Fowler
President's Committee on the
Employment of the Handicapped

SPECIAL INVITED GUESTS

Mr. Lex Friedan, Executive Director
National Council on the Handicapped

Mr. Jack Duncan, Legal Counsel
National Rehabilitation Association

6:00 PM - 7:00 PM

Musical Selection/Entertainment
Gaynell Colburn and Company
Location - Hilltop Lounge

Friday, February 13, 1987

8:30 AM - 11:30 AM

PLENARY BREAKFAST SESSION
Location - Howard Inn Ballroom

Presiding: Dr. Sylvia Walker
Director, Center for the Study of
Handicapped Children and Youth

SPECIAL INVITED GUEST

Introduction of Guest Speaker: George A. Covington, Disabled Advocate
Office of Equal Opportunity
U.S. Department of Interior

Dr. David Gray, Director
National Institute on Disability and Rehabilitation Research

Highlights of Panels:

Ms. Elaine Rosborough
Training Coordinator, Operation Job Match

Dr. Juliette Simmons
Chairman, State Health
Coordinating Committee of D.C.

Dr. M. Gerlene Ross
The State Education Department
The University of the State of New York

Mr. John King
Hornbake Library
University of Maryland

Ms. Alma Banner
Director
Handicapped Infant Intervention Program
D.C. General Hospital

Mr. Robert Ruffner
Director, Public Affairs Office,
President's Committee on Employment of
the Handicapped

Acknowledgements and Awards:

Mr. Jesse Fowler
President's Committee on the
Employment of the Handicapped

Wrap-up:

Ms. Elizabeth Anderson
Past President
National Rehabilitation Association

ACKNOWLEDGEMENT

The Staff of the President's Committee on Employment of the Handicapped and the Center for the Study of Handicapped Children and Youth would like to extend their warmest and sincerest appreciation to the many national and local rehabilitation organizations and agencies, corporations, and other service delivery agencies who have contributed to the success of this Conference.

We are grateful to the many individuals who have worked very hard during the past several months in preparation for this National Conference.

We are especially appreciative of the support which we have received from the School of Education at Howard University, the National Institute of Disability and Rehabilitation Research (of the U.S. Department of Education), AT&T, Du Pont de Nemours & Company, Mead Corporation, Mainstream, Inc., our National Planning Committee and local Task Force, and the National Council of Negro Women.

Finally, the cooperation and collaboration rendered by administrators, staff, students, and faculty of various institutions and organizations have facilitated the accomplishment of the project's goal, providing a stimulating and informative conference in an atmosphere of fellowship.

Again, we thank you.

EMPLOYMENT SUCCESS, PROBLEMS, AND NEEDS
OF DISABLED BLACK AMERICANS

Project Staff

Dr. Sylvia Walker, Director
Mr. Robert Nicholls, Media Specialist
Ms. Garlenda Joyner, Secretary
Ms. Alma M. Banner, Project Facilitator
Ms. Elaine Rosborough, Project Facilitator
Ms. Carlota Williams, Project Facilitator

Project Support Staff

Ms. Shirley Cotton, Special Educator
Ms. Marilyn D. Miles, Special Educator

Research Assistants and Graduate Interns

Mrs. Marla Johnson, School of Communciation
Mrs. Barbara Olanuyan, School of Social Work
Ms. Denise Wright, School of Education
Ms. Veronica Roberts, School of Education
Ms. Ruth Palmer, School of Education
Ms. Almeta Stokes, School of Education

PROJECT PLANNING COMMITTEE

Special Project Employment Successes, Problems and Needs of Disabled Black Americans

ANDERSON, Elizabeth (Mrs.)
National Rehabilitation Association

AYTON, Eugene G. (Mr.)
Cooperate EEO-MEAD

BANNER, M. Alma (Mrs.)
HIIP

BATTLE, Lynwood L. (Mr.)
Proctor and Gamble Company

BRADLEY, Mel (Mr.)
OEOB - The White House

BRIGGS, Ethel (Mrs.)
National Council on the Handicapped

CARTER, Norman (Mr.)
Digital Equipment Corporation

COLBURN, Gaynell (Ms.)
Wheelchair America 1985

COOPER, Joseph (Mr.)
OFCCP

CORNELIUS, Samuel J. (Mr.)
U.S. Department of Agriculture

CREEK, Jacqueline (Ms.)
President's Committee on the
Employment of the Handicapped

DENNIS, Richard (Mr.)
AT & T

FINDLY, Ray Jr. (Mr.)
Communications Science Inc.

FOWLER, Jesse (Mr.)
The President's Committee on the
Employment of the Handicapped

GLASGOW, Douglass (Dr.)
National Urban League

GILLIAM, Merton (Mr.)
Department of Human Services

HAWKINS, Vernon (Mr.)
Department of Human Services

HOPKINS, Issac W. (Mr.)
New Jersey Bell

NIXON, James (Mr.)
ITT

ROCHLIN, Jay (Mr.)
President's Committee on the
Employment of the Handicapped

ROSBOROUGH, Elaine (Ms.)
Job Match

SANDERS, Charles (Dr.)
Coppin State College

THOMAS, Clarence (Mr.)
Equal Employment Opportunity
Commission (EEOC)

WALKER, Sol W. II (Mr.)
Pilgrim Health & Life Insurance

WALKER, Sylvia (Dr.)
Howard University

WILSON, Milton (Dr.)
Kent State University

REHAB BRIEF

Bringing Research into Effective Focus

Vol. IX

ISSN: 0732-2623

No. 10

REHABILITATION OF NONWHITE DISABLED PEOPLE

Recognizing the necessity for research into the needs of minority populations, in the early 1980's the National Institute on Disability and Rehabilitation Research (NIDRR), formerly the National Institute of Handicapped Research (NIHR), made the delivery of rehabilitation resources to special populations a research priority. One result has been the Howard University Model to Improve Rehabilitation Services to Minority Populations with Handicapping Conditions. Since 1983, the project staff has conducted research, service, training, and dissemination activities designed to increase the participation of nonwhite disabled people in the rehabilitation system.

One major outcome during 1984 was a National Conference/Training Workshop with the objective of bringing together experts and representatives from all parts of the United States to examine issues, problems, and effective approaches to meeting the needs of nonwhite people with disabilities. This *Rehab BRIEF* is based on the published proceedings of the National Conference, titled *Equal to the Challenge: Perspectives, Problems, and Strategies in the Rehabilitation of the Nonwhite Disabled*. It summarizes the identified profile of the nonwhite disabled population, the cited cultural barriers to rehabilitation, and the strategies suggested for improved outcome. Readers wanting more detail are encouraged to read the full source document.

THE POPULATION

According to the Bureau of the Census (1981), 22.6 million Americans are occupationally disabled. Of these, 4.2 million (one-sixth) are nonwhite.

Bowe (1983) states in *Demography and Disability: A Chartbook for Rehabilitation* (see *Rehab BRIEF*, vol. 7, no. 3, for a summary of this publication) that minority disabled people proportionately outnumber white disabled individuals by almost two to one. They are generally older and have less than a tenth grade education, tend to be unemployed, have average incomes of less than \$3,000 a year, and have employment histories in service occupations (which are more physically demanding and pose greater health risks). In addition, health-related factors contribute to the high prevalence of disability among blacks, e.g., high

rates of premature births, hypertension, diabetes, and physical trauma.

Influxes of refugees have created significant changes in the demographic makeup of the U.S. population. Immigrants often have language, cultural, and social differences that make assimilation into American society difficult. Similarly, they may have medical and psychosocial problems or educational limitations that hinder entry into the job market.

Demographic and cultural factors, along with technological advancements in the workplace requiring more skills, education and knowledge, have far-reaching implications for nonwhite disabled populations and rehabilitation service providers.

Despite a variety of efforts during the last 20 years to study the effects of cultural differences and poverty on the rehabilitation of nonwhites, they continue to experience problems in accessing services and receiving the maximum benefits from the rehabilitation system.

Disability Among Blacks

During the 1983-84 project year, Howard University researchers initiated a study to assess the frequency, distribution, and impact of various disabilities among black Americans. Twenty-seven agencies (8 state and 19 private) from the following cities participated in the study: Washington, DC; Atlanta, GA; New York, NY; Gary, IN; Los Angeles, CA; Little Rock, AK; Detroit, MI; and Jackson, MS. The total agency client sample was approximately 282,000, with an ethnic distribution of 36% black, 56% white, and 8% other ethnic groups.

Major disability clusters identified for nonwhites in public agencies were mental retardation, blindness, sickle cell anemia, orthopedic impairment, substance abuse, cardiovascular disease, amputation, diabetes, and epilepsy. While the incidence of these disabilities is high among blacks, it should be noted that only sickle cell anemia (found almost exclusively among blacks) had a lower rate among white clients in the sample.

The study revealed significant regional differences in the relationships between disability and ethnicity. For example, across State agencies, mental retardation was reported at 69% among blacks, compared to 28% among whites, in the Southern region; however, it was equally distributed in the overall sample. Visual

impairment was reported to be three times as high among blacks in the Mid-Atlantic and Southern regions, whereas this pattern was reversed in the overall sample. Substance abuse was reported to be 70% among blacks, compared to 23% among whites, in the Midwest; yet, in the overall sample, it was twice as prevalent among whites as among blacks. These results suggest the need for clarification and planning on a regional level related to the delivery of services.

In both State and private agencies the percentage of whites receiving services was twice to three times as many as blacks. (given the percentage of blacks to whites in the study, it would have been expected to be about one and a half times as many.) One possible reason for these imbalances was said to be that blacks may not be seeking out and taking full advantage of available facilities. These problems are addressed later.

Disability Among Hispanics

The number of Hispanics in the United States is growing. At 14.5 million, they represent a significant proportion of the American population. Antonio Suazo of the President's Committee on Employment of the Handicapped (PCEH) states that data on the number of Hispanic disabled people are practically nonexistent. Suazo also states, "Based on limited data and using inferential methods, it is estimated that there are 2.5 million Hispanics of working age who are disabled. However, only 25,000 persons of Hispanic origin were rehabilitated by public programs in 1981." (NIDRR is currently funding a project at Pan American University concerning family factors and work adjustment relating to Hispanic persons vocationally handicapped by stroke or brain trauma.)

MINORITY ACCESS TO THE VR SYSTEM

Conference participants Gerlene Ross and Ian Biggi of the New York State Office of Vocational Rehabilitation (NYS/OVR) describe a pilot study conducted by that agency to begin to answer questions about how minority disabled people access and fare in the VR service system. They focus on two key points in the rehabilitation process: entering and exiting.

Forty-five percent of working-age disabled people in New York State are said to be nonwhite, and as of December 1983 the NYS/OVR reported providing services in the following proportions: 76% white, 13% black, and 9% Hispanic. Interestingly, the number of nonwhite providers in the NYS/OVR was less than one-tenth of one percent of the total number of agency counselors. These data were cited as likely bases for what is considered inadequate outreach to nonwhites and a lower yield of successful vocational rehabilitation closures.

Questionnaires were sent to a randomly selected small pilot sample (119) of NYS/OVR clients (36 whites, 32 blacks, 26 Hispanics, 5 American Indians/Alaskan Natives, and 20 Asian Pacific Islanders). Included among the suggestive findings were (1) respondents were satisfied with VR and the counseling received, (2) they would recommend VR to others, and

(3) there was no apparent relationship between client ethnicity and satisfaction with VR counselors.

Another phase of the investigation using NYS/OVR's database revealed the following interesting entrance and exit trends for fiscal years 1982 and 1983.

- Placement rates for 26 closures for white clients increased by 2% while those for nonwhites decreased by 18%.
- Rehabilitation rates of white clients increased by 4% while those for nonwhites decreased by 4.5%.
- Competitive placement rates for whites increased by a half of a percent while those for nonwhites increased by 2.5%.
- The primary referral source across all ethnic groups for 1982 and 1983 was "self" referral.
- For whites, the rank order of the five most frequent referral sources in 1982 and 1983 was (1) self, (2) health organizations and agencies, (3) educational institutions, (4) hospitals, and (5) social security and public sources.
- For nonwhites, the rank order of these referral sources in 1982 was (1) self, (2) hospitals, (3) educational institutions, (4) social security and public sources, and (5) health organizations and agencies. In 1983, the order was (1) self, (2) educational institutions, (3) social security and public sources, (4) hospitals, and (5) health organizations and agencies.
- The most often-cited reason for closure for the majority of white clients in fiscal years 1982 and 1983 was "refused services."
- The most frequently cited reason for closure for black clients was "failure to cooperate."
- There was a greater tendency for cases of white clients to be closed "rehabilitated" at or above minimum wage, and for nonwhites to be closed "nonrehabilitated."

THE CULTURAL BARRIER

Ross and Biggi state the belief that lack of equal access to VR for nonwhite disabled individuals is in part attributable to the adverse impact of cultural values that are strongly held by minority populations.

Milton E. Wilson of Kent State University discusses some of these cultural differences and how they can affect cross-cultural communication in service delivery.

- **Perception of Self.** White middle-class Americans tend to place importance on individualism, valuing self-reliance. People in many ethnic minority cultures tend to be more group-oriented, seeing themselves as inextricable parts of the ethnic group and their families. Rehabilitation professionals who have been socialized and educated along white middle-class lines usually find it difficult to comprehend the thought processes of people who do not share their conceptions of self as individual units but instead see themselves as integral parts of a web of relationships. Wilson states, "Because of this difference in perception of self, ethnic minority persons

Reviewer Comment

Counselors must begin to use some of the nontraditional approaches outlined in the recommendations from this Conference in order to develop strategies for outreach (referral sources) and to provide services needed for the rehabilitation of minorities with disabilities.

Clearly the cultural differences indicated by Wilson and Suazo warrant the need for additional study.

Ethel D. Briggs, C.R.C.
Adult Services Specialist

are likely to be viewed not only as different but as undesirably different, unmotivated, and/or not cooperative for rehabilitation."

- **Locus of Control.** Most rehabilitation professionals embracing middle-class values see themselves as responsible for their own situations. Ethnic minority people, often from lower socioeconomic groups, believe that others, social and spiritual forces, and "luck" largely determine their situations. In many cases, disability and treatment outcome are viewed as dependent on the will of God or other spirits. Rehabilitation professionals may then view ethnic minority clients as poorly motivated, high risks, and limited in ability to break away from dependency on public welfare, relatives, or extended family.
- **Costs of Cultural Change.** White middle-class people are likely to view change as being good for them, in their self-interest. On the other hand, many ethnic minority persons may see change as a cause of fear, disappointment, anger, or threatened abandonment by family. The benefits of change seem unclear, distant, and risky. Because of these differing perceptions of the costs of change, ethnic minority clients may appear to be unmotivated and uncooperative while trying to deal with such cultural conflicts.

Hispanic Cultural Characteristics

Suazo states, "The Hispanic disabled represent a real challenge to rehabilitation professionals and administrators. If we are to provide meaningful rehabilitation services, we must understand the cultural characteristics..." He describes the cultural characteristics of this population that may affect rehabilitation.

- **La Familia.** The Hispanic family is the main support system for the individual. Occasionally, this support can lead to overprotectiveness that can hinder efforts toward independence by disabled individuals.
- **Personalismo.** Hispanic people depend on a personal network among themselves. Because they rely on personal contacts and acquaintances, the absence of Hispanics in key positions in the service delivery system hinders their rehabilitation. Hispanic clients may view a non-Hispanic rehabilitation practitioner as an "outsider" and be reluctant to share relevant information.
- **Machismo.** The male is fully responsible for providing resources to the family and for making the major decisions for family members.

- **La Palabra.** "A man's word is his honor." A verbal contract is very important to Hispanics. Any rehabilitation program for Hispanics should consider the importance of the verbal, as opposed to the written, contract.
- **Language.** Information about vocational rehabilitation programs in the Spanish language is limited. There is a critical need for more bilingual and bicultural professionals.

RECOMMENDATIONS

The Conference resulted in numerous and varied recommendations, which are condensed here.

Training. Staff training and recruitment programs must be developed within the nonwhite community. Rehabilitation personnel must be educated in cross-cultural counseling and research, and must realize the importance of networking in providing services to nonwhites. Cross-culturally skilled rehabilitation personnel (able to generate realistic options with their nonwhite clients) must understand human rights and cultural, political, and legal issues affecting their clients.

Advocacy. Advocacy must be persistent, creative, innovative, and effective in getting all rehabilitation personnel to make a strong commitment to helping advance the rights of disabled nonwhites. Self-advocacy, assertiveness, and political astuteness should be taught to minority consumers. Voter registration and poll accessibility are essential for every eligible disabled voter.

Outreach. Outreach programs in nonwhite communities must be established in schools, churches, hospitals, clinics, unions, and community organizations. Assertiveness in minority casefinding is required, and rehabilitation personnel must be willing to enter nonwhite communities. Rehabilitation facilities must be established in nonwhite communities. It is important to employ and promote nonwhites in rehabilitation practice and education, and recruitment programs should be developed.

The Media. The mass media must be educated to advance the positive aspects of disabled/minority experiences and cultures. Rehabilitation practitioners and administrators must work with the media to eliminate negative images and stereotypes of disabled persons.

Technology. Manufacturers of assistive technology, service organizations that represent people with disabilities, and nonwhite disabled individuals should work together to improve attitudes toward new devices and bring attention to issues of cost, availability, and equity of access. Consumer education and continuous communication between designers and nonwhite consumers are needed.

The Black Church. The important role the black church can play in outreach and advocacy should be utilized.

Policy. Rehabilitation legislation should ensure that resources are directly provided to cross-cultural

Reviewer Comment

We should not lose sight of the request of nonwhite disabled consumers. They ask the same of rehabilitation as all persons who are disabled—solid rehabilitation practice leading to enhanced quality of life.

Bobbie J. Atkins, Ph.D., C.R.C.
Coordinator, Rehabilitation Counselor
Education Program
University of Wisconsin-Milwaukee

clients. For future planning, minority disabled persons must be asked why they have not sought rehabilitation services, what experiences they had when they did seek and obtain services, and what barriers they found to the accessibility and adequacy of services. Immediate steps must be taken to include the nonwhite community in rehabilitation grants programs in order to encourage research and innovation. Projects with Industry should continue to ensure job opportunities for nonwhite disabled persons. A national policy and implementation plan, research, and evaluation programs are essential.

Research. A national institute for research on minorities would facilitate rehabilitation investigations regarding disabled nonwhites. Studies are needed to identify what is preventing successful adjustment to disability among black people with disabilities. Accurate data are needed on disability incidence and type and acceptability of services in order to design effective service programs. Research on the comparative effectiveness of various rehabilitation approaches is needed. Innovative approaches to extending rehabilitation services to migratory working and disabled people in rural areas should be demonstrated. Research should include elderly nonwhite disabled persons. Cross-culturally skilled rehabilitation personnel must support and participate in research that explores minority issues. Exemplary rehabilitation programs and practices serving disabled minorities need to be validated and shared through networking and other research utilization methods.

IMPLICATIONS FOR PRACTITIONERS

Wilson discusses cross-cultural skills that rehabilitation practitioners need to deal with outreach and intake problems they face with ethnic minority clients.

Illustrative Problems:

- skepticism and mistrust of public service delivery systems, which may result from unsatisfactory experience with the delivery system;
- lack of interest in service delivery systems, possibly because disability is viewed as a punishment that must be borne for sins committed by individuals or their parents;
- lack of knowledge about rehabilitation service delivery systems and little faith in its benefits for ethnic minorities; and

- ambivalence, resistance, fear of devaluation, cultural conflict, and the reinforcement of lowered self-worth.

These problems, especially when educational and testing experiences may have been negative and devaluative, may also make the assessment and planning stages difficult. Once goals are set and services begun, practitioners still must deal with unresolved fears regarding upward mobility and rehabilitation change.

Wilson lists knowledge, attitude, and skill factors that can help rehabilitation professionals improve service delivery. A sampling follows.

Some Possible Answers

Relating to Cultural Values and Beliefs:

- cultural sensitivity and skills in getting, understanding, and utilizing culture-specific information;
- respect for clients' culturally familiar protocols and conceptions of what is acceptable and desirable; and
- understanding of both the freedoms and constraints placed on people by their cultural norms and values.

Relating to Sociocultural Factors:

- understanding of family commitments and hierarchy; and
- understanding of the role status of a client, the family group, and the client's need to consult with significant others before making decisions.

Relating to Cross-Cultural Communication Factors:

- sensitivity to different language patterns and desire to understand a client's mode of communication;
- sensitivity to a client's feelings, particularly fears of failure and cultural conflict; and
- awareness of the limitations, potential, cultural biases, and assessment procedures for ethnic minorities.

Relating to Rehabilitation Change and Cultural Conflict:

- understanding that upward mobility through rehabilitation is risky and complicated for ethnic minorities; and
- understanding that an ethnic minority client will probably be feeling culture shock in a new, unfamiliar place or situation and around unfamiliar authority figures and peers.

SOURCE

Walker, Sylvia, Faye Z. Belgrave, Alma M. Banner, and Robert W. Nicholls, eds. 1986. *Equal to the Challenge: Perspectives, Problems, and Strategies in the Rehabilitation of the Nonwhite Disabled*. Washington, D.C.: The Bureau of Educational Research, School of Education, Howard University. (Proceeding of the 1984 National Conference of the Howard University Model to Improve Rehabilitation Services to Minority Populations with Handicapping Conditions.)

Copies of this monograph may be obtained by writing to Dr. Sylvia Walker, Director, Center for the Study of Handicapped Children and Youth, Howard University, 2900 Van Ness Street, N.W., Holy Cross Building, Suite 100, Washington, D.C. 20008, (Cost: \$12.00)



Howard University

CENTER FOR THE STUDY OF HANDICAPPED CHILDREN & YOUTH

2900 Van Ness Street, N.W., Washington, D.C. 20008

Telephone (202) 686-6726

October 27, 1986

Mr. Lex Frieden
Executive Director
National Council on the Handicapped
800 Independence Ave. S.W.
Suite 814
Washington, D.C. 20591

Dear Mr. Frieden:

As may be seen from the enclosed materials, The President's Committee on Employment of the Handicapped and The Center for the Study of Handicapped Children and Youth are collaborating in order to address the needs of disabled Black Americans. A major component of this project is the implementation of a National Conference which will be held at Howard University from February 11-13, 1987. This conference is designed to achieve the following objectives:

1. Identify and communicate employment success, needs and problems of disabled Black Americans
2. Provide information and recommendations which may be used in the development of a follow-up plan of action which will result in increased employment of disabled black persons.

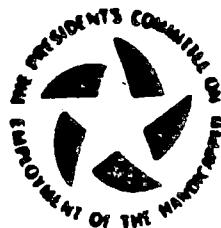
It is anticipated that the information gathered at the conference will have a major impact since the presentations and recommendations will serve as the foundation for specific follow-up strategies which will result in increased employment among disabled Black Americans.

I am writing to ask you to participate in this National Conference by giving brief remarks during the Thursday plenary session. This session will be held from 4:30 to 5:30 p.m. Thursday February 12, 1987. I hope that you would be able to accept our invitation. I would be glad to answer any questions which you may have. You may contact me at (202) 636-7351. I look forward to hearing from you. With every best wish.

Sincerely,


Sylvia Walker, Ed. D.
Project Director

SW/gj
Encl:



THE SECRETARY OF STATE
THE SECRETARY OF THE TREASURY
THE SECRETARY OF DEFENSE
THE ATTORNEY GENERAL
THE SECRETARY OF THE INTERIOR
THE SECRETARY OF AGRICULTURE
THE SECRETARY OF COMMERCE
THE SECRETARY OF LABOR
THE SECRETARY OF EDUCATION
THE SECRETARY OF HEALTH AND
HUMAN SERVICES
THE SECRETARY OF HOUSING AND
URBAN DEVELOPMENT
THE SECRETARY OF TRANSPORTATION
THE ADMINISTRATION OF VETERANS AFFAIRS
THE OFFICE OF PERSONNEL MANAGEMENT
THE ADMINISTRATOR OF THE GENERAL
SERVICES ADMINISTRATION
THE UNITED STATES INTERNATIONAL
COMMUNICATION AGENCY
THE POSTMASTER GENERAL

"EMPLOYMENT SUCCESSES, PROBLEMS AND NEEDS OF DISABLED BLACK AMERICANS"

This special project is titled "Employment Successes, Problems and Needs of Disabled Black Americans" and is co-sponsored by Howard University and the President's Committee on Employment of the Handicapped. The purpose of this specific project is to explore the needs of Black Americans with handicapping conditions and to identify strategies that begin to address problems and issues that can possibly lead to successful and gainful employment.

Attention will be given to disabled individuals who have succeeded in employment and greater emphasis will be placed on the positive aspects of employment. In addition, the project will involve the input of disabled consumers. Information will be put into a model for replication by other cities. The National Conference will be held at Howard University, February 11-13, 1987.

This project exemplifies the effective partnership between the public and private sector, since it encompasses the collaboration of government agencies, voluntary organizations and the business sector.

In addition to the cooperation of the President's Committee on Employment of the Handicapped and Howard University, cooperating groups include the following: AT&T, Digital Equipment Corporation, Federal and State Rehabilitation Agencies, the National Urban League, and others.

It is anticipated that the National Conference will result in increased employment among Black disabled Americans.

For further information, you may contact Dr. Sylvia Walker at Howard University at (202) 636-7351 or Jesse W. Fowler at the President's Committee on Employment of the Handicapped at (202) 653-5070.

National Conference



EMPLOYMENT SUCCESSES, PROBLEMS, AND NEEDS OF DISABLED BLACK AMERICANS

Co-sponsored by

THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF THE HANDICAPPED
and
THE CENTER FOR THE STUDY OF
HANDICAPPED CHILDREN & YOUTH,
SCHOOL OF EDUCATION, HOWARD
UNIVERSITY.

Howard University
Washington, D.C.

February 11 - 13, 1987

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
and
THE CENTER FOR THE STUDY OF HANDICAPPED CHILDREN AND YOUTH,
SCHOOL OF EDUCATION, HOWARD UNIVERSITY

Cordially Invite You To Attend
the following
special National Conference events

* Reception at Hilltop Lounge on
Wednesday, February 11, 1987
Time: 5:30 - 6:30 p.m.

* Reception with Live Music
at the Hilltop Lounge on
Thursday, February 12, 1987
Time: 6:00 - 7:00 p.m.

(The Hilltop Lounge is located within the
Blackburn Center, Howard University
Main Campus, Washington, D.C.)

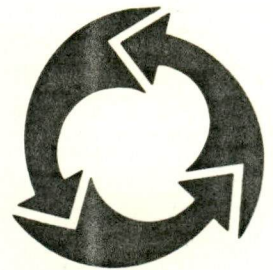
Please RSVP no later than Tuesday
February 10, 1987, by calling

Dr. Sylvia Walker, at 636-7351
or 686-6726/29



National Conference

**EMPLOYMENT SUCCESSES, PROBLEMS, AND
NEEDS OF DISABLED BLACK AMERICANS**



Co-sponsored by

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED *and*
THE CENTER FOR THE STUDY OF HANDICAPPED CHILDREN AND YOUTH,
SCHOOL OF EDUCATION, HOWARD UNIVERSITY

February 11 - 13, 1987

Howard University
Washington, D.C.

HOWARD UNIVERSITY

WASHINGTON, D.C. 20059

SCHOOL OF EDUCATION

January 15, 1987

Dr. Sylvia Walker, Director
Center for the Study of Handicapped
Children and Youth
Howard University
Washington, D.C. 20008

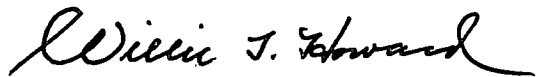
Dear Dr. Walker:

On behalf of the faculty, staff and students of the School of Education, I would like to take this opportunity to welcome participants and presenters to the National Conference which focuses on employment, success, problems and needs of disabled Black Americans.

The School of Education has a strong commitment to the implementation of teaching, program development, research and service related to the needs of the disabled. We are pleased to co-host this very special event along with The President's Committee on Employment of The Handicapped. Every effort will be made to facilitate the success of the conference. It is anticipated that various conference activities will be both informative and enjoyable.

With every best wish for a successful meeting.

Sincerely,



Willie T. Howard, Ph.D.
Dean

WTH/mdm

EMPLOYMENT SUCCESSES, PROBLEMS, AND NEEDS OF DISABLED BLACK AMERICANS

Conference Fact Sheet

Conference Title: Employment Successes, Problems, and Needs of Disabled Black Americans

Location: Howard University
Howard Inn and Armour J. Blackburn Center
Washington, D.C.

PURPOSE AND OBJECTIVES

This National Conference is designed to facilitate the attainment of maximum potential by individuals with handicapping conditions. An objective of this meeting is to bring together experts and representatives from all over the United States to focus upon issues, problems and effective approaches relative to the employment needs of disabled black persons. The Conference objectives include the following:

- Identify and communicate employment successes, needs, and problems of disabled Black Americans.
- Provide information and recommendations which may be used in the development of a follow-up plan of action that will result in increased employment of disabled black persons.

It is anticipated that the information gathered at the conference will have a major impact since the presentations and recommendations will serve as the foundation for specific follow-up strategies that will result in increased employment among disabled Black Americans.

Concurrent Workshop Areas

- (A) Critical Factors in the Employment Successes of Disabled Black Americans
- (B) Effective Approaches to the Education of Disabled Black Americans
- (C) Rehabilitating Disabled Black Americans
- (D) Communication and Networking: Vital Links in the Rehabilitation and Employment of Disabled Black Americans
- (E) Towards Economic Independence: A Goal for Disabled Black Persons in the U.S.
- (F) Media Portrayal of Disabled Americans: Stepping Stones or Stumbling Blocks

CONFERENCE SCHEDULE

Wednesday, February 11, 1987

CONFERENCE CAREER DAY

Location: Armour J. Blackburn Center, Howard University

REGISTRATION: Open at 8:30 AM - Room 148-150

9:00 AM - 10:00 AM

PROJECT PLANNING COMMITTEE MEETING
Location - North end of Cafeteria

10:00 AM - 12:00 Noon

OPERATION JOB MATCH: Job Readiness
Training for Persons With Severe
Physical Disability
Location - Auditorium

Ms. Elaine Rosborough
Training Coordinator
Operation Job Match

Ms. Diane Afes
Project Director
Operation Job Match

10:00 AM - 2:00 PM

CAREER CAVALCADE AND DEMONSTRATIONS
Location - West Ballroom
In collaboration with Mainstream's
Project Link

Career and job clinic: Participants will
be given the opportunity for career
counseling, job interviews, career
information, demonstrations of technology
for independent living, access to
computer-based job information, and
printed materials.

LUNCH: On your own--Restaurant List enclosed in registration package

PLENARY SESSION

Location: East Ballroom

2:30 PM - 3:00 PM

Musical: Military Band

3:00 PM - 5:00 PM

OPENING SESSION

Presentation
of Colors:

Joint Armed Forces
Color Guard

Presiding:

Mr. Jay Rochlin
Acting Executive Director
President's Committee on Employment
of the Handicapped

Welcome:

Representative from the Office of
the President,
Howard University

Greetings:

Dr. Willie T. Howard
Dean
School of Education
Howard University

SPECIAL INVITED GUESTS

Mr. Clarence Thomas, Chairman
Equal Employment Opportunity Commission

Vice President George Bush

HIGHLIGHTS FROM STATE-OF-THE-ART-POSITION PAPERS

Dr. Milton E. Wilson, Jr., Dean Emeritus, Kent State University

Mrs. Elizabeth H. Anderson, Past President, National Rehabilitation
Association

Dr. Bobbie J. Atkins, Associate Professor, University of Wisconsin

Dr. Martha Walker, Professor, Kent State University

Ms. Eva Britt, Attorney

5:30 PM - 6:30 PM

RECEPTION

Location: Hilltop Lounge/West Ballroom

Thursday, February 12, 1987

CAREER SUCCESS SUPPORT DAY

Location: Armour J. Blackburn Center, Howard University

Registration: Room 142

9:00 AM - 11:30 AM

CONCURRENT MORNING WORKSHOP SESSIONS

SESSION A: Critical Factors in the Employment Successes of Disabled Black Americans
Location - Auditorium

Chairperson: Dr. Milton E. Wilson, Jr.
Dean Emeritus
Kent State University

Panelists: Mr. William Green
Executive Director
C. Melvin Sharpe Health School
Mr. Donald Galloway
Disabled Advocate
Mr. Isaac Hopkins
Manager of External Affairs
New Jersey Bell
Mrs. Mary Wells
Administrative Assistant
Northwest Regional Hospital, Rome, Georgia
Recorder: Ms. Elaine Rosborough
Training Coordinator
Operation Job Match

SESSION B: Effective Approaches to the Education of Disabled Black Americans
Location - Room 148-150

Chairperson: Dr. Martha Walker
Professor
Kent State University

Panelists: Ms. Barbara Hardaway
Faculty Member
Gallaudet College
Dr. Gloria Wolinsky
Professor
Hunter College, CUNY
Mr. Norman Cartier
Employee Development
Digital Equipment Corporation
Mrs. Ethel Briggs
Adult Services Specialist
National Council on the Handicapped
Mr. Clifford Thorne
Director
D.C. Center for Independent Living, Inc.
Recorder: Dr. Juliette Simmons
Chairman
State Health Coordinating Committee
of D.C.

SESSION C: Rehabilitating Disabled Black Americans
Location - Hilltop Lounge

Chairperson:

Dr. Bobbie J. Atkins
Associate Professor
University of Wisconsin

Mr. Merton Gilliam
Coordinator
Independent Living Program, DHS

Dr. Frank Bowe
Director of Research
Architectural & Transportation Barriers
Compliance Board

Dr. Charles Sanders
Department of Rehabilitation and Education
Coppin State College

Dr. Herbert Thornhill
Director
Harlem Hospital Center, Columbia University

Recorder:

Dr. M. Gerlene Ross, Chief
Bureau of Research and Innovation
University of the State of New York

12:00 PM - 2:00 PM

PLENARY LUNCHEON SESSION
Location - East Ballroom

Presiding:

Mr. Vernon Hawkins
Administrator
D.C. Rehabilitation Services Administration

Invocation:

Dr. Evans E. Crawford
Dean of the Chapel
Howard University

LUNCH

Musical Selection:

Rev. Renwick D. Pollard
Pastor
Heck Chapel United Methodist Church

SPECIAL INVITED GUESTS

Dr. Justin Dart
Commissioner of Rehabilitation

Dr. G. Thomas Bellamy, Director
Office of Special Education Programs

2:15 PM - 4:15 PM

CONCURRENT AFTERNOON WORKSHOP SESSIONS

SESSION D: Communication and Networking: Vital Links in the Rehabilitation
and Employment of Disabled Black Americans
Location - Auditorium

Chairperson: Mrs. Elizabeth Anderson
Past President
National Rehabilitation Association

Panelists: Ms. Eunice Fiorito
Special Assistant
Rehabilitation Services Administration

Mr. Dana Jackson
Executive Director
Independent Living for the Handicapped

Mr. Louis Slade
Manager
Equal Opportunity/Affirmative Action

Ms. Yetta Galiber
Executive Director, Information Center
for Handicapped Individuals, Inc.

Recorder: Mr. John King
Hornbake Library
University of Maryland

SESSION E: Towards Economic Independence: A Goal for Disabled Black Persons
in the United States
Location - Room 148-150

Chairperson: Ms. Eva Britt
Attorney

Panelists: Mr. James Nixon
Vice President
ITT

Mr. Gregory Dougan
Coordinator
D.C. Services for Independent Living, Inc.

Dr. Douglas Glasgow
Vice President
National Urban League

Mr. Henry Williams
Director, Rehabilitation Services
Creedmoor Psychiatric Center

Mr. Sol Walker, II
Chief Executive Officer
Pilgrim Health & Life Insurance

Ms. Deborah McKeithan
Director
HOW, Inc.

Recorder: Ms. Alma M. Banner, Director
Handicapped Infant Intervention Program

SESSION F: Media Portrayal of Disabled Americans: Stepping Stones or
Stumbling Blocks
Location - Hilltop Lounge

Chairperson:

Ms. Gaynell Colburn
Ms. Wheelchair America 1985

Panelists:

Mr. Robert Ruffner
Director, Public Affairs Office,
President's Committee on Employment of
the Handicapped

Dr. Shushila Kapur
D.C. Rehabilitation Services, DHS

Mr. S. Tyrone Barksdale
Chairman
Dept. of Radiation & Medical Technology
Howard University

Mr. David James
Associate Professor
Dept. of Mathematics, Howard University

4:30 PM - 5:30 PM

PLENARY SESSION
Location - East Ballroom

Presiding:

Mr. Jesse Fowler
President's Committee on the
Employment of the Handicapped

SPECIAL INVITED GUESTS

Mr. Lex Friedan, Executive Director
National Council on the Handicapped

Mr. Jack Duncan, Legal Counsel
National Rehabilitation Association

6:00 PM - 7:00 PM

Musical Selection/Entertainment
Gaynell Colburn and Company
Location - Hilltop Lounge

Friday, February 13, 1987

8:30 AM - 11:30 AM

PLENARY BREAKFAST SESSION
Location - Howard Inn Ballroom

Presiding:

Dr. Sylvia Walker
Director, Center for the Study of
Handicapped Children and Youth

SPECIAL INVITED GUEST

Introduction of Guest Speaker:

George A. Covington, Disabled Advocate
Office of Equal Opportunity
U.S. Department of Interior

Dr. David Gray, Director
National Institute on Disability and Rehabilitation Research

Highlights of Panels:

Ms. Elaine Rosborough
Training Coordinator, Operation Job Match

Dr. Juliette Simmons
Chairman, State Health
Coordinating Committee of D.C.

Dr. M. Gerlene Ross
The State Education Department
The University of the State of New York

Mr. John King
Hornbake Library
University of Maryland

Ms. Alma Banner
Director
Handicapped Infant Intervention Program
D.C. General Hospital

Mr. Robert Ruffner
Director, Public Affairs Office,
President's Committee on Employment of
the Handicapped

Acknowledgements and Awards:

Mr. Jesse Fowler
President's Committee on the
Employment of the Handicapped

Wrap-up:

Ms. Elizabeth Anderson
Past President
National Rehabilitation Association

ACKNOWLEDGEMENT

The Staff of the President's Committee on Employment of the Handicapped and the Center for the Study of Handicapped Children and Youth would like to extend their warmest and sincerest appreciation to the many national and local rehabilitation organizations and agencies, corporations, and other service delivery agencies who have contributed to the success of this Conference.

We are grateful to the many individuals who have worked very hard during the past several months in preparation for this National Conference.

We are especially appreciative of the support which we have received from the School of Education at Howard University, the National Institute of Disability and Rehabilitation Research (of the U.S. Department of Education), AT&T, Du Pont de Nemours & Company, Mead Corporation, Mainstream, Inc., our National Planning Committee and local Task Force, and the National Council of Negro Women.

Finally, the cooperation and collaboration rendered by administrators, staff, students, and faculty of various institutions and organizations have facilitated the accomplishment of the project's goal, providing a stimulating and informative conference in an atmosphere of fellowship.

Again, we thank you.

EMPLOYMENT SUCCESS, PROBLEMS, AND NEEDS
OF DISABLED BLACK AMERICANS

Project Staff

Dr. Sylvia Walker, Director
Mr. Robert Nicholls, Media Specialist
Ms. Garlenda Joyner, Secretary
Ms. Alma M. Banner, Project Facilitator
Ms. Elaine Rosborough, Project Facilitator
Ms. Carlota Williams, Project Facilitator

Project Support Staff

Ms. Shirley Cotton, Special Educator
Ms. Marilyn D. Miles, Special Educator

Research Assistants and Graduate Interns

Mrs. Marla Johnson, School of Communciation
Mrs. Barbara Olanuyan, School of Social Work
Ms. Denise Wright, School of Education
Ms. Veronica Roberts, School of Education
Ms. Ruth Palmer, School of Education
Ms. Almeta Stokes, School of Education

PROJECT PLANNING COMMITTEE

Special Project Employment Successes, Problems and Needs of Disabled Black Americans

ANDERSON, Elizabeth (Mrs.)
National Rehabilitation Association

AYTON, Eugene G. (Mr.)
Cooperate EEO-MEAD

BANNER, M. Alma (Mrs.)
HIIP

BATTLE, Lynwood L. (Mr.)
Proctor and Gamble Company

BRADLEY, Mel (Mr.)
OEOB - The White House

BRIGGS, Ethel (Mrs.)
National Council on the Handicapped

CARTER, Norman (Mr.)
Digital Equipment Corporation

COLBURN, Gaynell (Ms.)
Wheelchair America 1985

COOPER, Joseph (Mr.)
OFCCP

CORNELIUS, Samuel J. (Mr.)
U.S. Department of Agriculture

CREEK, Jacqueline (Ms.)
President's Committee on the
Employment of the Handicapped

DENNIS, Richard (Mr.)
AT & T

FINDLY, Ray Jr. (Mr.)
Communications Science Inc.

FOWLER, Jesse (Mr.)
The President's Committee on the
Employment of the Handicapped

GLASGOW, Douglass (Dr.)
National Urban League

GILLIAM, Merton (Mr.)
Department of Human Services

HAWKINS, Vernon (Mr.)
Department of Human Services

HOPKINS, Issac W. (Mr.)
New Jersey Bell

NIXON, James (Mr.)
ITT

ROCHLIN, Jay (Mr.)
President's Committee on the
Employment of the Handicapped

ROSBOROUGH, Elaine (Ms.)
Job Match

SANDERS, Charles (Dr.)
Coppin State College

THOMAS, Clarence (Mr.)
Equal Employment Opportunity
Commission (EEOC)

WALKER, Sol W. II (Mr.)
Pilgrim Health & Life Insurance

WALKER, Sylvia (Dr.)
Howard University

WILSON, Milton (Dr.)
Kent State University