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Series: Related Materials
Subseries: Conferences

OA/ID Number: 52077
Folder ID Number: 52077-007

Folder Title:

"National Conference on Employment of People with Disabilities, April 22-24, 1987"

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Position:

Conference of States' Governor's Committees on Employment of the Handicapped

March 6, 1987

Chair

Elizabeth A. Aino

Vice Chair

Darrell Farland Lex Frieden
Executive Director

Secretary

Don Westergard National Council on the
Handicapped

Region 1

Katherine Rolfe 800 Independence Avenue, S.W.
Suite 814
Faith Kirk Washington, D.C. 20591

Region 2

Lacy Simpson Dear Lex:
Charles LaRosa

Region 3

Leo Carter As a follow-up to our telephone conversation of last month, I wanted
Don Westergard to take this opportunity to formally invite you to be our guest at the
1987 Training Conference of State Governor's Committees on Employment
of the Handicapped. As I mentioned previously, our meeting will be
held April 24 - 26 at the Westin, Tabor Center in Denver.

Region 4

Joe Cordova I would also like to invite you to sit on a panel with Jay Rochlin and
Francine Lee Justin Dart (if available) to discuss the Harris Poll of Employers.

Region 5

Joerene Hout This session will be held on Friday from 1:30 p.m. - 2:30 p.m. in the
Leslie Treece-Sinclair Lawrence Room of the Westin.

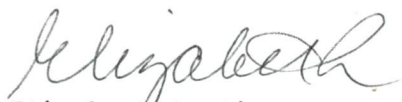
At Large

Harry Servidio I have enclosed a preliminary draft program which provides an overview
Norm Cartier of events. The audience will be composed primarily of chairs and
Elizabeth A. Aino directors of state Governor's Committees on Employment of the
Darrell Farland Handicapped. There will also be several staff persons from PCEH. I
anticipate that there will be between 40 and 50 persons in attendance.

I realize at this point your plans for that week have not yet been
finalized. However, I do hope you can join us for all, or part of the
meeting. I know our members would enjoy the opportunity to hear from
you and to have you participate in the conference events.

When your schedule for the week has been determined, please contact me
and let me know if you will be able to join us. I look forward to
hearing from you.

Sincerely,


Elizabeth A. Aino

Enclosure

Conference of States' Governor's Committees on Employment of the Handicapped

1987

TRAINING CONFERENCE AND ANNUAL MEETING

STATE GOVERNOR'S COMMITTEES ON EMPLOYMENT OF THE HANDICAPPED

Chair
Elizabeth A. Aino

Vice Chair
Darrell Farland

Secretary
Don Westergard

PRELIMINARY DRAFT PROGRAM

Region 1
Katherine Rolfe
Faith Kirk

FRIDAY, APRIL 24, 1987

Region 2
Lacy Simpson
Charles LaRosa

1:00 p.m. - 1:15 p.m. REGISTRATION
Soft Drinks Available

Region 3
Leo Carter
Don Westergard

1:15 p.m. - 1:30 p.m. WELCOME AND OPENING REMARKS
Lawrence Room

Region 4
Joe Cordova
Francine Lee

Presiding Elizabeth A. Aino, Chair
States' Executive Committee

Region 5
Joerene Hout
Leslie Treece-Sinclair

1:30 p.m. - 2:30 p.m. THE HARRIS POLL - EMPLOYERS' VIEWS
Lawrence Room

At Large
Harry Servidio
Norm Cartier
Elizabeth A. Aino
Darrell Farland

Description: This session will present the results of the Harris Poll of employers and discuss future and recommended action which PCEH, the National Council on the Handicapped and state Governor's Committee may take based on the results.

Presenters: Justin Dart, Commissioner, Rehabilitation Services Administration, U.S. Department of Education

Lex Frieden, Executive Director, National Council on the Handicapped

Jay Rochlin, Executive Director, President's Committee on Employment of the Handicapped

Moderator:

2:30 p.m. - 3:00 p.m.
Lawrence Room

THE VR CONNECTION

Description:

This session will discuss briefly the vocational rehabilitation state/federal program and the relationship of Governor's Committees to the state VR programs.

Presenters:

Paul Dziedzic, President, Council of State Administrators in Vocational Rehabilitation

Joe Owens, Director, Council of State Administrators in Vocational Rehabilitation

Moderator:

3:00 p.m. - 3:15 p.m.

Break - soft drinks

3:15 p.m. - 4:15 p.m.
Lawrence Room

THE EMPLOYMENT CONNECTION

Description:

This session will discuss the goals and objectives of the PCEH Employer Committee. A dialogue will be initiated to cover how the states can impact on this committee, how the committee can be of assistance to the states and what level of involvement the states actually have with employers.

Presenters:

Tom O'Bryant, Chair, PCEH Employer Committee, Director, EEO Affairs, Champion International Corp., Connecticut

John Lewis, Member, PCEH Employer Committee, Senior Vice President Resource Management, First Interstate Bank, Nevada

Moderator:

4:15 p.m. - 5:00 p.m.
Lawrence Room

REGIONAL MEETINGS

Description:

Regions are to discuss the regional alignment issue, elect regional representatives for the States' Executive Committee; and discuss SEC officer nominations

Presiding:

Each Regional Chairperson

5:00 p.m. - 7:00 p.m.

PCEH 40TH ANNIVERSARY TRIBUTE TO GOVERNORS' COMMITTEES — RECEPTION

Daniels Room

7:00 p.m. - 11:00 p.m. GCEH HOSPITALITY

Ambassador Suite

The suite will be open and available to those members and their guests who wish to drop by, relax, and informally chat.

SATURDAY, APRIL 25, 1987

7:45 a.m. - 8:45 a.m. STATES' EXECUTIVE COMMITTEE MEETING
Lawrence Room

Description: This meeting will provide an opportunity for the States' Executive Committee to discuss the proposed agenda for the Annual Business Meeting and to deal with any other items of business.

Presiding: Elizabeth A. Aino, Chair, States' Executive Committee

7:45 a.m. - 8:45 a.m. Coffee and rolls will be available for all members. Participants may want to use this time to finalize regional meeting discussions prior to the Annual Business Meeting.

8:45 a.m. - 10:45 a.m. THE GCEH/PCEH CONNECTION
Lawrence Room

Description: This session will bring participants up-to-date on PCEH staff changes, the PCEH Annual Work Plan, Executive Committee actions, and Standing Committees. The impact of Governor's Committees on PCEH and the implications of the PCEH changes on Governor's Committees will be freely discussed in this open dialogue.

Presenters: Harold Russell, Chair, President's Committee on Employment of the Handicapped

Jay Rochlin, Executive Director, President's Committee on Employment of the Handicapped

10:45 a.m. - 11:00 a.m. BREAK

11:00 a.m. - 12:00 p.m.
Lawrence Room

THE LEGISLATIVE CONNECTION

Description: This session will provide an update on Targeted Jobs Tax Credits and other significant pieces of federal legislation which have an impact on persons with disabilities and the work of the Governor's Committees.

Presenters: Dan Barrett, Executive Director, Committee for Employment Opportunities

Mary Kaye Rubin, Legislative Liaison, President's Committee on Employment of the Handicapped

Moderator: Faith Kirk, Employment Advisor, President's Committee on Employment of the Handicapped

12:15 p.m. - 1:30 p.m.

MEDIA AWARDS LUNCHEON

1:45 p.m. - 3:45 p.m.

CREATIVE PROBLEM SOLVING -- OR -- HOW TO DO
YOUR JOB AND NOT GO CRAZY -- OR -- MISERY
LOVES COMPANY

Lawrence Room

Description: This session will provide Governor's Committees with an opportunity to address all those nitty gritty issues which we never seem to have time to address. Hopefully, this session will prevent committees from having to reinvent the wheel, as they hear how other committees, in similar situations, solved problems. This will be a structured "give and take" session.

Moderator: V. Paul Smith, Deputy Advocate, New York

4:00 p.m. - 5:30 p.m.
Lawrence Room

ANNUAL BUSINESS MEETING

Description: To conduct the annual business of state Governor's Committees on Employment of the Handicapped.

Presiding: Elizabeth A. Aino, Chair, States' Executive Committee

5:45 p.m. - 11:00 p.m.
Ambassador Suite

STATES' APPRECIATION RECEPTION FOR PCEH

To recognize all of the PCEH staff's hard efforts and work during this past year, the states will host a reception from 5:45 p.m. - 8:00 p.m. in the GCEH suite. The suite, however, will remain open until 11:00 p.m. for those members and their guests who wish to use it.

SUNDAY, APRIL 26, 1987

8:30 a.m. - 10:00 a.m.

STATES' EXECUTIVE COMMITTEE MEETING AND
BREAKFAST

Lawrence Room

Description:

This meeting is for the newly-elected and "old" SEC members to elect officers (chair, vice-chair and secretary) and to discuss programs and plans for the coming year.

The President's Committee
on Employment
of the Handicapped
Washington, D.C. 20036



12/3/86

Lex:

Jay R. told me yesterday,
you might not have received this
letter. Here's a copy. Hope you'll
be with us.

Paul Hippolitus
653-2088

Paul



**A National
Conference
on Employment
of Persons with
Disabilities**

November 19, 1986

**April 22-24, 1987
Denver, Colorado**

**Annual Meeting of
The President's
Committee
on Employment of
the Handicapped**

**1111 20th Street, N.W.
Suite 636
Washington, D.C. 20036**

**Voice 202-653-5044
TTY 202-653-5050**

**Hosted by: Colorado
Coalition for Persons
with Disabilities**

**1245 East Colfax
Room 219
Denver, Colorado 80218**

**Voice 303-861-0116
TTY 303-861-2735**

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

Dear Lex:

On behalf of the members of our Annual Meeting Planning Committee, I would like to invite you to accept our invitation to share the keynote address during our 1987 Annual Meeting's Opening General Session, to be held in Denver, Colorado on April 23, 1987. It is the hope of our Planning Committee to have both yourself and a prominent member of Congress share the keynote address during this important part of the convention.

The purpose of the dual person keynote will be to spark ideas and actions among the 3000 or more people expected to be in the audience, with regard to legislative and policy imperatives still needed to advance employment opportunities for people with disabilities. We want you to represent both the concerns of the National Council on the Handicapped as well as the concerns of people with disabilities. We want you to articulate the hopes and wishes of people with disabilities for equal employment opportunities. We want and need you to help set our agenda for the future.

At this point we're not certain who would share this role with you. We would welcome your suggestions in this regard, as well as how to best combine your expertise with that of a member of Congress.

If you can be with us in Denver, we would also like to invite you to participate in both our Thursday evening banquet as well as accept an additional speaking engagement during a subsequent panel. More details on this last activity will follow.

DEC 3 1986

Mr. Lex Frieden
Page 2

If Jay or I can answer any questions you might have regarding this invitation, please don't hesitate to call on us.

Again, Lex, thank you for considering this request and for working so closely with us.

Sincerely,



Harold Russell
Chairman

Bcc: John Ozzello
Jay Rochlin
Robert Gorski
Paul Hippolitus
Jackie Creek
Sharon Woodward

PVH:ib



December 24, 1986

**A National
Conference
on Employment
of Persons with
Disabilities**

**April 22-24, 1987
Denver, Colorado**

Annual Meeting of
The President's
Committee
on Employment of
the Handicapped

1111 20th Street, N.W.
Suite 636
Washington, D.C. 20036

Voice 202-653-5044
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Hosted by: Colorado
Coalition for Persons
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1245 East Colfax
Room 219
Denver, Colorado 80218

Voice 303-861-0116
TTY 303-861-2735

Ms. Sandra Parrino
Chairperson
National Council on the Handicapped
800 Independence Avenue, S.W.
Suite 814
Washington, DC 20591

Dear Sandy:

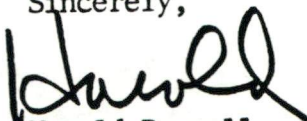
As you know, on April 22-24, 1987, we will be conducting our 40th Anniversary Annual Meeting in the City of Denver. I think you're also aware of the fact that we've invited Lex to share the keynote address during the Thursday, April 23, General Session. Both he, as a person with a disability, and a prominent employer will share with the audience their hopes and concerns as we look forward the future.

The purpose of this letter is to invite you to be on stage at that time and to introduce Lex as he prepares to deliver his keynote address. Of course, we would welcome from you a few words of introduction about the National Council on the Handicapped and its anticipated work agenda.

Both Jay and I feel that your involvement, in addition to Lex's, would help to further demonstrate our eagerness and ability to work together, on behalf of citizens with disabilities.

If you should have any questions about this, please contact either Jay or me on 202-653-2071. Again, thank you.

Sincerely,


Harold Russell
Chairman

cc: Lex Frieden ✓

bcc: Jay Rochlin
John Ozzello
Robert Gorski



**A National
Conference
on Employment
of Persons with
Disabilities**

**April 22-24, 1987
Denver, Colorado**

Annual Meeting of
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1245 East Colfax
Room 219
Denver, Colorado 80218

Voice 303-861-0116
TTY 303-861-2735

February 23, 1987

Lex Frieden
Executive Director
National Council on the Handicapped
800 Independence Ave., Room 814
Washington, DC 20591

Dear Lex:

Thank you for consenting to be part of the panel presentation at the President's Committee on Employment for the Handicapped. We are both grateful and honored that you are able to participate in this most important conference. The following information is designed to help you anticipate your role in this part of the conference.

Presentors:

Mr. James Ballantyne, Region VIII ORS Commissioner will serve as Master of Ceremonies.

Mr. Jack Duncan will serve as moderator for the panel.

Panel members include: Commissioner Justin Dart, Mr. John Doyle, Mr. Lex Frieden and Dr. George Wright.

Topic:

The topic or theme for panel discussion is Specialization versus Non-specialization in Rehabilitation.

Each panel member will have twenty minutes to present information. Commissioner Dart will be providing the federal perspective of rehabilitation training and service delivery. Mr. Doyle will be providing the perspective of rehabilitation facilities. Mr. Frieden will provide the consumers perspective and Dr. Wright will provide the professional associations perspective. Time has been scheduled at the end of the presentations to allow for audience questions and participation. Mr. Duncan will lead the panel through each of the presentations and serve as moderator for the proceedings. Mr. Ballantyne will provide the welcome, opening remarks, the ominous task of keeping us on schedule and closing remarks.

February 23, 1987

Page 2

Presentation:

The date, time and location for your presentation is:

Date: Thursday, April 23, 1987

Time: 3:00 p.m. to 5:00 p.m.

Location: Florentine Room, Fairmount Hotel

Audience:

It is anticipated that 150-175 people will be attending this presentation. The audience is expected to include consumers of services, professional rehabilitation workers, employers, and parents of children with disabilities. Please remember the audience may include people with hearing or visual disabilities.

Lodging:

You will be responsible for your own travel arrangements and reservations at the Fairmount during your stay at the conference.

If we can assist you in any way or if you have any questions, please feel free to contact me.

Dr. Vinnie Scalia, Chairman
Department of Human Services, McKee 43
University of Northern Colorado
Greeley, CO 80639
Phone: (303) 351-1586

On behalf of the planning committee, Dr. Garth Eldredge, Dr. Jim Gracey and Mr. Pat Orbino, I wish to extend our deep appreciation for your willingness to participate. We are looking forward to your presentation and a successful conference.

Sincerely,



Vincent A. Scalia, Ed.D., CRC
Chairman
Department of Human Services

CC: Dr. Garth Eldredge
Dr. Jim Gracey
Mr. Pat Orbino



**A National
Conference
on Employment
of Persons with
Disabilities**

**April 22-24, 1987
Denver, Colorado**

Annual Meeting of
The President's
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on Employment of
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1245 East Colfax
Room 219
Denver, Colorado 80218

Voice 303-861-0116
TTY 303-861-2735

December 24, 1986

Mr. Jack MacAllister
Chairman of the Board and
Chief Executive Officer
U.S. West, Inc.
Suite 200
7800 East Orchard Rd.
Englewood, CO 80111

Ref: 44

Dear Mr. MacAllister:

On behalf of the members of our Annual Meeting Planning Committee, I would like to invite you to accept this invitation to share the keynote address during our 1987 Annual Meeting's Opening General Session, to be held in Denver, Colorado, on April 23, 1987. It is our plan to have both yourself and a prominent person with a disability share the keynote address during this important part of the convention.

The design behind this dual presentation is to allow the audience the opportunity to hear from representatives from the two most important groups involved in efforts to bring equal employment opportunity to persons with disabilities. Namely, from employers, the group you are being asked to represent; and, from people with disabilities, the group a gentleman by the name of Lex Frieden has agreed to represent. We want you both to communicate with the audience the concerns and hopes of each group as they work together to achieve a productive relationship. Specifically, we'd like for you to take about 15-20 minutes to offer us ideas on how to better involve and motivate employers to get involved in efforts to open up employment opportunities for people with disabilities. We want to hear any insights or guidance you might be able to share with us on the "employer perspective".

This part of the program will be staged during Thursday morning, April 23, 1987, in Currigan Hall Convention Center in downtown Denver. We expect an audience of about 4000 people representing business, education, rehabilitation, organized labor, parent's groups, other professionals and people with disabilities. Our effort is a broad based one and attracts a varied audience.

Mr. Jack MacAllister

Page 2

In addition, during this session a number of special activities will be conducted to highlight this, our 40th Anniversary Annual Meeting.

If you'd like to ask any questions regarding this request, please call me or Jay Rochlin, our Acting Executive Director, on 202-653-2071.

Sincerely,

A handwritten signature in black ink, appearing to read "Harold Russell". The signature is fluid and cursive, with a large, stylized "H" and "R".

Harold Russell
Chairman

bcc: Paul Hippolitus
Jay Rochlin
Jan Holler
John Ozzello
Lex Frieden, NCH ✓

people with disabilities; *Dr. Robert Bruce Mahaffey*, Associate Professor, Division of Speech and Hearing Sciences, School of Medicine, University of North Carolina; *Mary Pat Radabaugh*, Manager, National Support Center for Persons with Disabilities, IBM Corporation; and *Susan R. Meisinger*, Deputy Under-Secretary for Employment Standards, U.S. Department of Labor.

The President—President Ronald Reagan has been invited to address the Thursday morning general session and to present the "President's Trophy" to the "Handicapped American of the Year". *Vice President George Bush* will be asked to represent the President if he cannot attend.

Also, you will hear from Clarence Thomas, Chairman of the Equal Employment Opportunity Commission; *Jim Brady*, Press Secretary to the President; *Hugh Farrington*, TV Actor; *Sandra Parrino* and *Lex Freiden* of the National Council on the Handicapped; Colorado Governor *Roy Romer*; Denver Mayor *Fredrico Pena*; Chairman *Harold Russell*; and others.

Gary Hart—During the Employer Banquet Thursday evening, April 23rd, we expect to hear from Gary Hart, the former Senator from Colorado. We've asked him to share with us his thoughts on the needs of people with disabilities.

In addition, smaller and more intimate panels and workshops will be offered on Wednesday afternoon, April 22, Thursday afternoon, April 23, and on Friday morning, April 24th. Here are some of the subjects to be covered.

Wednesday, April 22nd

1:00 pm - 2:30 pm

- Role of Independent Living Centers in Employment
- Public Transportation and Employment
- Social Security Programs I
- Role of Parents in Employment
- Networking/The Role of Government

- Resources in Employment for Persons With Histories of Substance Abuse
- Rehabilitation Programs That Work I
- The Job Accommodation Network
- Employment in Religious Institutions
- McJobs Graduation Program

Thursday, April 23rd

3:00 pm - 5:00 pm

- Media and Disability
- Future of Rehabilitation Facilities
- Entrepreneurship
- Protection and Advocacy
- Supported Employment Programs I
- Disabled Women's Issues
- Awareness About AIDS
- Job Training Partnership Act Programs
- Providing Information on Employment of People With Disabilities to Decision Makers
- Use of Computers in Homebased Employment
- Organizing at the Grassroots
- How Specialized are the Needs of People With Disabilities
- Current Problems and Solutions From An Employer Perspective
- Rehabilitation Programs That Work II

Friday, April 24th

9:00 am - 12:00 Noon

- Social Security Programs II
- Vocational Education Resources
- Adaptive Environments
- Role of Education in Employment
- Future Trends in Vocational Rehabilitation
- Disabled Veterans Programs
- Supported Employment Programs II
- Role of Self-Help Groups
- Effective Outreach for Minorities
- Effective Affirmative Action
- Rehabilitation Programs That Work III

Add to this the biggest and best exhibit program ever; and you've got quite a "National Conference on Employment and People with Disabilities". Plan now to take part!

Name _____

Address _____

City _____

State _____

Zip _____

Telephone () _____

I request a reservation for the local tour(s) checked below:

- _____ Bayaud Industries
- _____ Bell Junior High School
- _____ Chester House
- _____ Coors Industries
- _____ Developmental Pathways
- _____ Front Range
- _____ Laradon Hall
- _____ Warren Center
- _____ Wilderness On Wheels

Please note: space is limited. You will receive confirmation by mail from the Colorado Coalition For Persons With Disabilities.

Cut along this line

Local Site Tours

The Colorado Coalition for Persons with Disabilities, our local host for the Annual Meeting, has arranged for several Denver area tours to be available.

If interested, please return the accompanying coupon to:

John Ozzello
Colorado Coalition for Persons
With Disabilities
Room 219
1245 East Colfax
Denver, Colorado 08218

Here are the tours:

- Bell Junior High School, vocational/career exploration program
- Chester House, supported employment program and residential facility
- Warren Occupational Technical Center, secondary vocational education program
- Front Range Community College, post-secondary vocational education program
- Coors Industries, brewery with emphasis on employment initiatives
- Bayaud Industries, nonprofit organization providing a variety of employment services from workshop facility to supported employment
- Developmental Pathways, (Avatrak), nonprofit organization moving from sheltered employment to supported employment
- Laradon Hall, facility for individuals who are profoundly disabled, emphasis on employment programs
- Wilderness On Wheels, recreation facilities accessible to persons with disabilities

U.S. Department of Labor
The President's Committee on
Employment of the Handicapped
636 Vanguard Building
1111 20th Street N.W.
Washington, DC 20036



POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF THE HANDICAPPED
LAB 441



C3194
MR. DONALD E. HIGGINS, JR.
COORDINATOR FOR THE
HANDICAPPED
FEDERAL AVIATION AGENCY
800 INDEPENDENCE AVENUE, S.W.
WASHINGTON, DC 20553



AN UPDATE ON "THE NATIONAL CONFERENCE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES"

**April 22-24, 1987
Denver, Colorado**

You've been invited to attend the 1987 Annual Meeting of the President's Committee on Employment of the Handicapped, April 22-24, in Denver, Colorado. This meeting will provide you with the latest information on rehabilitation and employment of people with disabilities. You'll hear from leaders in the disability field, and you'll have many opportunities to express your thoughts and opinions.

So, to supplement the advance program you've already received, we'd like to tell you about some of the people who will be taking part.

John Naisbitt—Thanks to the support of the Mountain Bell Telephone Foundation, John Naisbitt, the noted author of such best sellers as *Megatrends* and other important works on the future of work, will address us on Wednesday afternoon, April 22nd at 3:00 pm in Curigian Convention Center. At this session, a panel involving notables from the field of disability will expand on Mr. Naisbitt's remarks. They include: *Dr. Jean K. Elder*, Assistant Secretary for Human Development, U.S. Department of Health and Human Services; *Justin Dart*, Commissioner, Rehabilitation Services Administration, U.S. Department of Education; *Dr. Frank Bowe*, noted author on employment and



The
University of Oklahoma

**REHABILITATION ADMINISTRATION
AND MANAGEMENT PROGRAMS**

1700 Asp Avenue, Building 158
Norman, Oklahoma 73037

(405) 325-4913

April 9, 1987

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

Dear Lex,

Commissioner Dart and R.A.M.P. look forward to your participation as a member of the Task Force on Planning Strategies to be held at the Cheyenne Mountain Inn in Colorado Springs, Colorado on April 24-27, 1987.

Commissioner Dart wants to keep the Agenda for the meeting relatively unstructured. We are enclosing a statement of Goals for the meeting and an outline of some of the major subjects that need exploration. We are very grateful that you have made time available to attend this meeting because your contributions are essential.

If you are experiencing any problem in travel plans, please let me know. I will probably be at the Cheyenne Mountain Inn when you arrive and available to answer any questions you may have concerning our accommodations and the mechanics of this important meeting.

Sincerely,

Owen

C. Owen Pollard
R.A.M.P.

COP/rd

key.
P.s. arrangements have been made for your transportation by van from Denver to Colo. Springs on Friday 4/24 and back to Denver on the 26th. Also we will meet all cost of hotel and meals in Colo. Springs. I will be in touch with you about details. Really glad you can come

Owen

TASK FORCE
on
PLANNING STRATEGIES

Cheyenne Mountain Inn
Colorado Springs, Colorado
April 24-27, 1987

Friday, April 24	Arrival of Participants	
Saturday, April 25	9:00 A.M. to 12:30 P.M.	Task Force Meets
	1:45 P.M. to 4:30 P.M.	Task Force Meets
Sunday, April 26	9:00 A.M. to 3:00 P.M.	Task Force Meets

There will be a break for
lunch during this period.
Meeting will conclude by
3:00 P.M.

Goal: To improve the coordination of policy formulation, planning, communication, and performance of those organizations engaged in enhancing the lives and opportunities of individuals with disabilities.

I. Review of RSA and the State Agencies

Purpose - Priority - Direction

- a. Task Force perceptions
- b. Discussion and clarification

II. Identification of critical issues

III. Prioritization of issues

IV. Development of processes and plans for effectively addressing issues



The University of Oklahoma

REHABILITATION ADMINISTRATION AND MANAGEMENT PROGRAMS

1700 Asp Avenue, Building 158
Norman, Oklahoma 73037

March 5, 1987

(405) 325-4913

Lex Frieden
National Council of the Handicapped
Suite 814
800 Independence Ave., S.W.
Washington, D.C. 20591

Dear Lex,

The Planning Strategies Task Force meeting scheduled for April 24-26, 1987 will be held at the Cheyenne Mountain Inn, 3225 Broadmoor Valley Road, Colorado Springs, Colorado 80906.

The rate at the Cheyenne Mountain Inn is \$113 single and \$88 per person double occupancy, plus 7.6% Colorado sales tax and 15% service charge. This rate includes three (3) meals daily, our meeting room, and coffee breaks.

Each Task Force member will be responsible for making their own reservation and settling their account with the hotel on departure. RAMP will reimburse each participant (other than Federal employees) for the cost of the hotel plus other travel expenses as explained in our earlier letter. Reservations should be made by March 17, 1987 by calling Ms. Shelley Dean Carroll at the toll free number 1-800-428-8886. Reservations must be guaranteed by a major credit card or a cash deposit equal to the rate for one night.

Participants should plan to arrive Friday afternoon or evening on April 24 and to depart after mid-afternoon Sunday. RAMP will reimburse participants for up to three nights (Friday, Saturday & Sunday). The hotel will offer the same group rate to individuals who may want to arrive prior to Friday or extend their stay beyond Sunday night at their own expense.

I am enclosing copies of the brochure (authentic ones will follow!) and directions for those who may be driving.

Members of the task force, all who have indicated their intent to attend, are as follows:

E. Russell Baxter	(501)371-2571
Justin W. Dart, Jr.	(202)732-1282
Jack G. Duncan	(202)333-5841
Paul Dziedzic	(206)586-1224
Lex Frieden	(202)267-3235
Lamona H. Lucas	(205)281-8780
Michael Morgan	(907)465-2814
Joseph H. Owens, Jr.	(202)638-4634

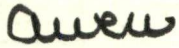
Mr. Lex Frieden

Page Two

L.H. Autry and I will be present from R.A.M.P.

You will be receiving an agenda prior to the meeting. We appreciate your commitment to this critical Task Force and look forward to seeing you on April 24-26.

Sincerely,

A handwritten signature in dark ink, appearing to read "C. Owen Pollard".

C. Owen Pollard
R.A.M.P.

COP/rd

Attachments



The
University of Oklahoma

**REHABILITATION ADMINISTRATION
AND MANAGEMENT PROGRAMS**

1700 Asp Avenue, Building 158
Norman, Oklahoma 73037

(405) 325-4913

February 18, 1987

Mr. Lex Frieden
National Council of the Handicapped
Suite 814
800 Independence Ave. S.W.
Washington, DC 20591

Dear Lex,

Commissioner Justin Dart has asked me to confirm with you that the Task Force on Planning Strategies will meet on Saturday and Sunday, April 25th and 26th in Colorado Springs, Colorado. The exact site of the meeting will be announced in the near future.

Invitees are asked to plan their schedules to arrive the afternoon and evening of Friday, April 24th. The meeting will convene at 9:00 a.m. on Saturday, April 25 and conclude not later than 2:00 p.m. on Sunday, April 26th. The meeting will be convened and facilitated by R.A.M.P., who will reimburse all non-federal employees their expenses. The terms of Federal grants prohibit us from paying expenses for employees of the Federal government. Transportation reimbursement cannot exceed coach air fare.

You will be notified in the immediate future concerning the exact facility where the meeting will be held.

We are fully aware that all of you have very busy schedules and appreciate your willingness to serve on this very important task force.

Sincerely,

C. Owen Pollard
R.A.M.P.

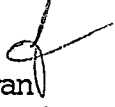
COP/rd

Lex:

Owen Pollard of U. of Okla., called (said you would remember him as Director of Rehab in Maine).

He is trying to arrange a meeting with Justin Dart, Jack Duncan and selected members of VR on April 25-26 in Denver after the PCEH meeting on April 22-24. He wants to know if you can attend. He said he thought you were planning to be at the PCEH meeting, and could stay over and that Justin may have already talked to you about this.

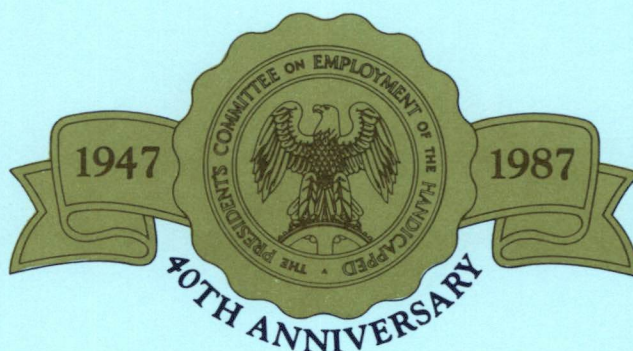
Please call him at 405/325-4913.


Fran

2/10/87

Program

A National Conference On Employment of People With Disabilities



April 22 - 24, 1987 Denver, Colorado

**Hosted by
the Colorado Coalition
for Persons
with Disabilities**

It's Back in the Nation's Capital in '88



Photo Courtesy of Washington Convention and
Visitors Association

**Come Join Us at the Washington Hilton Hotel
May 4-6**

Watch for More Details

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THE PLANNING COMMITTEE

JOHN OZZELLO, Planning Committee Co-chairman
EmployAbility, Inc.

SHARON MIKRUT
Colorado Coalition for Persons with Disabilities

ELIZABETH AINO
Ohio Governor's Council on Disabled Persons

PAT ANDERSON
Community College of Denver
Center for Physically Disadvantaged

ARLAN ANDERSON
Paralyzed Veterans of America, Colorado

FRED CRISWELL
Rocky Mountain Federation of Handicapped Athletes

CAROLE CUSTER
Front Range Community College
Center for Physically Disadvantaged

KAY FITZGERALD
International Business Machines

BETTY FRANKLIN
Public Service Company of Colorado

CAROL GACCETTA
Colorado Division of Rehabilitation

JOHN GALLEGOS
U.S. Department of Labor, Denver, CO

WILLIAM GORMAN
Colorado Developmental Disabilities Planning Council

JAMES GUMPERT
Multiple Sclerosis Society of Colorado

SHARON HICKMAN
Colorado Coalition for Persons with Disabilities

CHIYO HORIUCHI
Colorado Department of Special Education

MARK JOHNSON
American Disabled for Accessible
Public Transportation

JULIANN KRAUSE
Center on Deafness

DARVIN KOEHLER
Lowry Air Force Base Personnel Office

Dr. MARK LITVIN
Colorado Division of Rehabilitation

JEANETTE MEYER
EmployAbility, Inc.

JERI MICKELS
Coors Industries

CLARANCE MILLER
Atlantis Community

MARK MYERS
Regional Assessment and Training Center

TOM O'BRYANT
Champion International

PATRICK ORBINO
Colorado Rehabilitation Association

DIANNE PRIMAVERA
EmployAbility, Inc.

JOSE NUNEZ
U.S. Department of Labor, Denver, CO

RAY STUART
Holistic Approaches to Independent Living

JOHN WIDEMAN
Disabled American Veterans, Colorado

TED WILLIAMS
Mountain Bell

PATRICIA YEAGER
Denver Commission on the Disabled

ART ZAMORA
Rehabilitation Services Administration, Denver, CO

THE PROGRAM AT A GLANCE

Wednesday, April 22

9:00 am - 7:00 pm Exhibits Open - Currigan Hall

9:00 am - 12:30 pm Local Job Fair - Currigan Hall

11:00 am - 12:00 pm Orientation for New Attendees -
Westin Hotel, Ballroom "B"

1:00 pm - 2:30 pm Panels - Westin Hotel:

Outreach and Recruitment of Older
Americans with Disabilities -
Welton Room

The Role of Client Assistance
Programs in Improving Placement -
Lawrence Room "B"

Job Search Assistance, The Job
Service - Lawrence Room "A"

Human Resources Management with
People with Disabilities: A
Business School Course - McCourt
Room

Partnerships to Facilitate the
Economic Independence of Black
Disabled Americans - Blake Room

Role of Recreation in Employment
for the Physically Challenged -
Curtis Room

Speaking Out: Perspectives of Parent
Advocate Leaders on Employment -
Ballroom "A"

1:00 pm - 2:30 pm Panels - Fairmont Hotel:

Role of Independent Living Centers
in Employment - Pavillion Room

A Right to Ride, A Right to Work -
Royal Room

1:00 pm - 2:30 pm Social Security and Employment
 Opportunities for Persons with
 Disabilities - Grand Ballroom

 Networking, the Role of Government -
 Parisienne Room

 Substance Abuse, A Barrier to
 Employment - Far East Room

 Adaptive Environments, A National
 Recognition Program - State Room

 Rehabilitation Programs that
 Work (I) - Vista Room

 Job Accommodation Network -
 Florentine Room

 Employment in Religious Institutions
 for People with Disabilities -
 Gold Room

3:00 pm - 5:00 pm Special General Session,
 "The Future of Work" John Naisbitt
 and Panel of Experts - Currigan Hall

5:00 pm - 7:00 pm Reception in Exhibit Hall, sponsored
 by the Paralyzed Veterans of America
 - Currigan Hall

8:00 pm - 10:00 pm Movie - "Children of a Lesser God" -
 Westin Hotel, Tabor Auditorium

Thursday, April 23, 1987

9:00 am - 12:00 pm Opening General Session, Keynote
 Address and Awards Program -
 Currigan Hall

12:00 pm - 3:00 pm Exhibit Program Review and No-host
 Lunch. Entertainment by Denver's
 Broadway Players - Currigan Hall

12:00 pm - 5:00 pm Networking Meetings - Westin Hotel,
 Welton Room

1:00 pm - 3:00 pm	Rehabilitation Programs That Work (II) - Fairmont Hotel, Vista Room
2:00 pm - 5:00 pm	Use of Computers in Home-based Employment - Fairmont Hotel, Parisienne Room
2:00 pm - 5:00 pm	Influencing Decision Makers - Fairmont Hotel, Far East Room
2:00 pm - 5:00 pm	Supported Employment - Westin Hotel, Curtis Room
3:00 pm - 5:00 pm	<u>More Panels in the Westin</u> Private Industry Models (I) - Ballroom "B" Media and Disability Rights - Lawrence Room "A" Future of Rehabilitation Facilities - Lawrence Room "B" Entrepreneurship - McCourt Room Legal Issues in Employment Discrimination - Blake Room The Lean Mean Businesses of the '90s: Can Rehabilitation Stand the Diet? - Fisher Room Disabled Women's Issues - Daniels Room AIDS and Attitudes in the Workplace - Ballroom "C"
3:00 pm - 5:00 pm	<u>More Panels in the Fairmont</u> Job Training Partnership Act Programs - State Room State and National Legislative Networking Efforts - Royal Room Organizing at the Grass Roots - Gold Room

- 3:00 pm - 5:00 pm Specialization versus Nonspecialization in Rehabilitation-
Florentine Room
- Current Problems and Solutions:
An Employer Employer -
Grand Ballroom
- 6:00 pm - 7:00 pm A Hosted Reception in the Grand
Ballroom of the Fairmont Hotel
(Thanks to AT&T, Coors, and the
Disabled American Veterans- Colorado
Chapter)
- 7:30 pm - 10:30 pm Employer's Banquet - Fairmont Hotel,
Imperial Ballroom (cost \$35)

Friday, April 24Panels - Westin Hotel:

- 8:30 am - 12:30 pm Self-Help Groups - Blake Room
- 8:30 am - 12:30 pm Private Industry Models (II) -
Lawrence Room "B"
- 9:00 am - 12:00 pm Social Security Incentives for
Employment - Ballroom "B"
- Rehabilitation in the 90's -
Ballroom "C"
- Employment and Disabled Veterans -
Lawrence Room "A"
- Employment and Hispanic Individuals
- Fisher Room
- Exemplary Employer Programs -
Curtis Room

Panel - Fairmont Hotel:

- 8:30 am - 12 Noon Rehabilitation Programs that
Work (III) - Vista Room
- 8:30 am - 12:30 pm Technical Aspects of Supported
Employment - Pavillion Room
- 9:00 am - 12:00 pm Vocational Education Partnerships
for the Future - Gold Room
- Educational Kaleidoscope -
State Room

SPECIAL SERVICES

INFORMATION BOOTHS are open at Denver's Stapleton Airport on Tuesday from 3:00 pm until 7:00 pm; Wednesday from 8:00 am until 3:00 pm.

MESSAGES and incoming telephone calls are handled by the President's Committee Information Desks at Currigan Hall, Westin Hotel and the Fairmont Hotel.

DENVER INFORMATION - Contact the Denver Convention and Visitors Bureau, 225 West Colfax, Denver, Colorado 892-1112. Information is also available at the Hotel Information desks.

MILITARY VOLUNTEERS from Lowry Air Force Base and The United States Air Force Academy are available at the Information Desks of the Westin and Fairmont Hotels.

INTERPRETERS for persons who have hearing impairments are available at the Information Desks at Currigan Hall and the Westin and Fairmont Hotels. All major functions and workshops will be staffed by qualified interpreters. Interpreters are courtesy of the Paralyzed Veterans of America and the Center on Deafness, Denver, Colorado.

THE PHONIC EAR is available at all General Sessions at Currigan Hall and at selected panels.

BRAILLE PROGRAMS are available at the Information Desks at Currigan Hall and the Westin and Fairmont Hotels.

FIRST AID STATIONS are located at Currigan Hall and the Westin and Fairmont Hotels courtesy of Fitzsimmons Army Medical Center. Please check for these locations at the Information Desks.

WHEELCHAIR REPAIR SERVICE is available at Currigan Hall courtesy of Med Mart, Inc., Denver, Colorado. Emergency 24-hour service is available from Med Mart at 698-9669 or Glassrock Medical at 232-3131.

A MESSAGE BOARD IS LOCATED AT THE CURRIGAN HALL LOBBY FOR CONTACTING PERSONS ATTENDING THE CONFERENCE.

A WHEELCHAIR ACCESSIBLE BUS is on display outside Currigan Hall for persons interested in obtaining information about accessible transportation. The bus is provided courtesy of the Regional Transportation District, Denver, Colorado.

AN ACCESSIBILITY GUIDE TO DOWNTOWN DENVER retail stores, restaurants, and cultural facilities is available at the Information Desks.

"KEEPING CONNECTED", an area for groups interested in "networking" across the United States, is available at Currigan Hall Wednesday afternoon and Thursday, and includes representatives from:

Disabled but Able to Vote; Disability Focus; Community Partnership Program; Persons for Integrated Education; American Association of Disability Communicators; American Disabled for Accessible Public Transportation; National Council on Independent Living; International Outreach; Handicapped Organized Women; International Outreach; State to State; Employer Services Program, and other groups interested in "Keeping Connected".

SATELLITE BUS SERVICE is provided by Denver Mobility, Inc., before and after both general sessions at Currigan Hall. This service is reserved for those most in need. On Wednesday buses leave from the Westin, Fairmont, and Embassy Suites Hotels ONLY from 1:30 pm until 2:30 pm and return from 6:30 pm until 7:30 pm.

On Thursday, the satellite buses leave the Westin, Fairmont, and Embassy Suites Hotels from 7:45 am until 8:45 am and return from Currigan Hall to these hotels beginning at 1:30 pm until 2:30 pm. Don't forget to use the free and accessible 16th Street Mall Bus to cut down your travel times between hotels.

PRIVATE TRANSPORTATION

From Denver's Stapleton Airport to downtown locations, the city bus (city buses have lifts and can accommodate two persons using wheelchairs per trip), taxis, and limousines are available. More specialized transportation services can be arranged through the following private companies:

AMBU-CAB

(303) 839-5151 Hours: 24 hours a day. Door-to-door service, first come first served. Serves Denver metro area with boundaries as follows: west to Wadsworth, south to Belleview, east to Peoria, north to 84th. Oxygen available at extra charge. Airport to downtown \$17.00. Mastercard and Visa accepted. PLEASE GIVE MAXIMUM ADVANCE NOTICE.

COLUMBINE

(303) 794-1911 Hours: 8:00 am to 4:30 pm. Can work later if needed on advance notice. Cost \$15.00 one way within 5 mile radius, \$1.00 per mile over. Roundtrip \$25.00 within 10 miles, \$1.00 per mile over. Major credit cards accepted, payment at time of service. MAXIMUM ADVANCE NOTICE PREFERRED.

DENVER MOBILITY

(303) 629-5048 Hours: Dispatch service until 11:00 pm. Travels within the City and County of Denver. \$15.00 one way, \$20.00 round trip. Groups rates available at reduced cost. Curb-to-curb service. Can call for same day service but prefer TWO DAY NOTICE. In addition, will provide one-way service to or from the airport for \$10.00.

R.T.D.

(303) 753-9405 TDD (303) 778-6000 Hours: 24 hours a day. Accessible public transportation throughout the Denver metro area. Call above numbers for schedule information.

YELLOW CAB

(303) 777-7777 Hours: 24 hour dispatch service. Riders must be able to get in and out of cab; driver will assist in stowing wheelchair.

GENERAL INFORMATION

ANNUAL MEETING REGISTRATION.....Currigan Hall

Hours: Wednesday, 9:00 am - 7:00 pm

Thursday, 8:00 am - 3:00 pm

HOSPITALITY ROOM.....Currigan Hall-South

Hours: Wednesday, 9:00 am - 2:00 pm

INFORMATION.....Currigan Hall-North and

Westin and Fairmont Hotels

Hours: Wednesday, 9:00 am - 5:00 pm

Thursday, 8:00 am - 8:00 pm

ORIENTATION FOR NEWCOMERS.....Westin Hotel, Ballroom C

Hours: Wednesday, 11:00 am - 12:00 Noon

PRESS OFFICE.....Currigan Hall

Hours: Wednesday, 9:00 am - 7:00 pm

Thursday, 9:00 am - 5:00 pm

BANQUET TICKET DESK.....Currigan Hall-North

Hours: Wednesday, 9:00 am - 7:00 pm

Thursday, 9:00 am - 5:00 pm

TRAVEL DESK.....Currigan Hall-North

Hours: Wednesday, 9:00 am - 7:00 pm

Thursday, 8:00 am - 5:00 pm

THE EXHIBIT HALL.....Currigan Hall-North

Hours: Wednesday, 9:00 am - 7:00 pm

Thursday, 11:30 am - 3:00 pm

Welcoming Reception Hosted by Paralyzed Veterans of America

Wednesday, 5:00 pm - 7:00 pm

The exhibition is co-sponsored by the President's Committee on Employment of the Handicapped and the Paralyzed Veterans of America.

STANDING AND OTHER COMMITTEE MEETINGS
OF THE
PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

Tuesday, April 21

2:30 pm - 4:00 pm	1988 Annual Meeting Planning Committee Meeting - Board Room, Westin Hotel
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Wednesday, April 22

7:00 am - 8:30 am	Standing Committee Chairs and Vice Chairs Meeting - Board Room, Westin Hotel
7:00 am - 9:00 am	Program Planning Subcommittee of the Executive Committee - Welton Room, Westin Hotel
7:00 am - 9:00 am	Governmental Affairs Subcommittee of the Executive Committee - McCourt Room, Westin Hotel
7:00 am - 9:00 am	Research and Publications Subcommittee of the Executive Committee - Gilpin Room, Westin Hotel
9:00 am - 12 Noon	Medical, Health and Insurance Committee - Lawrence Room "A," Westin Hotel
9:00 am - 12 Noon	Worksite and Technology Committee - Blake Room, Westin Hotel
9:15 am - 12 Noon	Labor Committee - Welton Room, Westin Hotel
9:15 am - 12 Noon	Disability and Employment Concerns Committee - McCourt Room, Westin Hotel
9:15 am - 2:30 pm	The Executive Committee Meeting - Board Room, Westin Hotel

9:00 am - 1:00 pm

Employer Committee -
Fisher Room, Westin Hotel

9:00 am - 1:00 pm

Employment Preparation Committee -
Daniels Room, Westin Hotel

Thursday, April 23

1:00 pm - 2:30 pm

Membership Meeting of The
President's Committee on Employment
of the Handicapped -
Ballroom "C", Westin Hotel

Friday, April 24

8:30 am - 11:30 pm

State Relations Committee -
Larimer Room, Westin Hotel

CONCURRENT MEETINGS AND EVENTS OF SPECIAL NOTE

Wednesday, April 22

8:30 am - 12:00 pm	Recruitment and Outreach for Persons with Disabilities in Colorado's Job Training Partnership Act Program - Florentine Room, Fairmont Hotel
9:00 am - 10:00 am	Welcome Breakfast and Tour - Denver Art Museum, 100 West 14th Avenue
9:00 am - 7:00 pm	Displays from State Committees and Others - Hall of States, Currigan Hall
9:00 am - 12:30 pm	Colorado Job Fair - Currigan Hall
9:00 am - 1:30 pm	Student Tours of Exhibit Program - Currigan Hall
1:00 pm - 7:00 pm	"Keeping Connected": An Effort to Establish Linkages Among Groups of People with Disabilities (for details, see Thursday 12:00 pm "Networking Meeting" listed in Workshops section) - Currigan Hall
1:00 pm - 2:30 pm	Job Placement Division Business Meeting - Daniels Room, Westin Hotel
7:30 pm - 9:00 pm	McDonald's McJobs Program Graduation and Information Sharing - Lawrence Room "B," Westin Hotel

Thursday, April 23

9:00 am - 3:00 pm	Keeping Connected, Part III - Currigan Hall
12:00 pm - 5:00 pm	Networking IN-PO Meeting - Welton Room, Westin Hotel

"THE WORLD OF WORK"

A PRESIDENT'S COMMITTEE LOCAL ACTION PROJECT

11:30 am - 2:30 pm
Westin Hotel, Ballroom "B"

"The World of Work" is a briefing for area high school students with disabilities on employer expectations of the first-time job seeker. The program highlights interview preparation and provides information on entry level jobs in a variety of occupations.

Moderator: Jeanette Meyer
Board Member
EmployAbility, Inc.
Denver, CO

Panelists: Becky Gutierrez
Director, Human Resources
Sheraton Hotel and Conference Center
Lakewood, CO

William Henry
Comptroller
Thompson Pipe and Steel
Denver, CO

Andrew Klee
President
Mainstream Technologies, Inc.
Denver, CO

Dr. Scott Manley
Vice President, Operations
Craig Hospital
Englewood, CO

Jeri Mickels
Employment Outreach Supervisor
Coors Brewery
Golden, CO

Eldon Ragland
Draftsman
Coors Brewery
Golden, CO

Herman Seals
Affirmative Action Coordinator
City of Aurora
Aurora, CO

Interviewers: **Peter Amory**
President
Colorado Training Institute
Denver, CO

Randy Fisher
Assistant Manager, Equal Opportunity
AT&T
Denver, CO

Becky Gutierrez
Director, Human Resources
Sheraton Hotel and Conference Center
Lakewood, CO

Cleveland Holmes
Program Manager
Laradon Vocational Center
Denver, CO

Karen Layton
Education Reporter
KCNC-TV
Denver, CO

Diane Nino
Executive Director
Denver Ser
Denver, CO

Judy Pusok
Owner and General Manager
Action Key Punch, Inc.
Lakewood, CO

TECHNOLOGY AND THE FUTURE OF WORK:**The Implications for Persons with Disabilities****CURRIGAN HALL, 3:00 pm - 5:00 pm**

Following a keynote address by John Naisbitt, author of Megatrends and co-author of Reinventing the Corporation, a special panel of experts will respond to the points made by Mr. Naisbitt regarding the future of work. Their focus will be on (1) how Mr. Naisbitt's prognostications will affect people with disabilities; (2) how high technology will or can aid persons with disabilities to take advantage of job opportunities of the future and become employed in greater numbers. Many questions will be asked and answered regarding the relative importance of technology to persons with varying types of disabilities. John Naisbitt's appearance is made possible by a generous gift from Mountain Bell Foundation.

Speaker: John Naisbitt
Chairman
The Naisbitt Group
Washington, DC

Moderator: Dr. Jean K. Elder
Assistant Secretary Designate for
Human Development
Department of Health and Human Services
Washington, DC

Panelists: Dr. Frank Bowe
Chair
National Commission on Deaf Education
Washington, DC

Justin Dart
Commissioner
Rehabilitation Services Administration
Washington, DC

Dr. Robert Bruce Mahaffey
School of Medicine
University of North Carolina
Chapel Hill, NC

Mary Pat Radabaugh
Manager, National Support Center for
People with Disabilities
IBM Corporation
Atlanta, GA

Lloyd Feldman
Director, Division of Policy Planning and
Legislation, ETA
Department of Labor
Washington, DC

WEDNESDAY PANELS

This year's Annual meeting has far more panels than ever before. Generally, these panels are smaller in size than they have been in past years. Our hope is that this format provides you with more options and more opportunity to get involved in the smaller group discussions.

Also, a special effort has been made to involve persons from the Western states in the panels so that we can learn as much as we can about how this part of the country reacts to the issues and concerns that we all share.

And, lastly, to add to the regional flavor, several, special "Colorado Track" panels are being presented. These special sessions are designed to appeal to our friends from Colorado as well as those interested in more specific information about this part of the country.

11:00 am - 12:00 pm, VOCATIONAL/CAREER EXPLORATION: A CASE STUDY (Colorado Track), Westin Hotel, Curtis Room. The purpose of this panel is to provide information on a special in-school program designed to afford students with special needs an opportunity to sample various occupations.

Moderator: Rebecca Jaffee, Bell Junior High School, Golden, CO. Program participants: Jessica Noval, Kay Dobecki, and Debbie Leinweber, Bell Junior High School, Golden, CO.

1:00 pm - 2:30 pm, OUTREACH AND RECRUITMENT OF OLDER AMERICANS WITH DISABILITIES, Westin Hotel, Welton Room. This session addresses issues and concerns relating to recruitment of older persons with disabilities into employment. Proven techniques in training and placement of older persons with disabilities will be reviewed and discussed.

Moderator: Carolyn Brobek, Projects with Industry (Elks) Training Center, Wichita, KS.

1:00 pm - 2:30 pm, THE ROLE OF CLIENT ASSISTANCE PROGRAMS (CAP) IN IMPROVING PLACEMENTS, Westin Hotel, Lawrence Room B. The purpose of this session is to review and discuss how the network of client assistance programs can become more effective in assisting vocational rehabilitation clients to become employed.

Moderator: Joe Fallin, Director, Oklahoma CAP. Program participants: Steve Brown, President, Oklahoma Coalition of Citizens with Disabilities; Dale Turrentine, Coordinator, Arkansas CAP; Susan Howard, Director Louisiana CAP; and Doris Brookins, Director, Colorado, CAP.

1:00 pm - 3:30 pm, JOB SEARCH ASSISTANCE, THE JOB SERVICE, Westin Hotel, Lawrence Room "A." The purpose of this session is to provide information for job seekers on how the Job Service and its network of counselors can assist a person with a disability to find work.

Moderator: Charles Ness, International Association of Personnel in Employment Security (IAPES). Program participants: Neal Thomas, President, Colorado Chapter of IAPES; Jake Treujillo, Placement Interviewer, Job Service, Longmont, CO; George Smith, Disabled Veterans Outreach Program, Job Service Englewood, CO; Gloria Fisher, Denver Metro Office, Job Service, Denver, CO; Nicholas Remnel, Counselor, Job Service Colorado Springs, CO; and Peter Dowie, Program Supervisor for the Handicapped, Iowa Department of Employment Service, Des Moines, IA.

1:00 pm - 2:30 pm, HUMAN RESOURCES MANAGEMENT FOR PEOPLE WITH DISABILITIES: A BUSINESS SCHOOL COURSE, Westin Hotel, McCourt Room. The purpose of this session is to showcase a model one-semester undergraduate course for future business leaders on recruiting, placing and advancing employees with disabilities.

Moderator: Jan Holler, Public Relations, Pacific Northwest Bell Company, Seattle, WA. Program participants: Dr. Edward Cooper, Professor, School of Business Metro State University, Denver, CO; Dr. Dennis Wyant, Director, Vocational Rehabilitation and Counseling, The Veterans Administration Washington, DC; and Dan Mansfield, Pacific Northwest Bell, Seattle, WA.

1:00 pm - 2:30 pm, PARTNERSHIPS TO FACILITATE THE ECONOMIC INDEPENDENCE OF BLACK DISABLED AMERICANS, Westin Hotel, Blake Room. The purpose of this session is to focus on the problems, issues and strategies relative to the employment needs of black persons with disabilities. It will explore new approaches which might be utilized to increase the employment potential of blacks with disabilities.

Moderator: Dr. Sylvia Walker, Director of Special Education, Howard University, Washington, DC. Program participants: Dr. Bobbie J. Atkins, Associate Professor, University of Wisconsin, Madison, Wisconsin; James Royal, IBM Corporation, Armonk, NY; Elizabeth Anderson, Past President, National Rehabilitation Association, Baltimore, MD; Isaac Hopkins, Manager of External Affairs, New Jersey Bell, Newark, NJ.

1:00 pm - 2:30 pm, THE ROLE OF RECREATION IN EMPLOYMENT FOR THE PHYSICALLY CHALLENGED, Westin Hotel, Curtis Room. This session will explore the power and impact of "risk recreation" for pre-employment readiness training.

Moderator: Fred Criswell, Director, Rocky Mountain Federation of Handicapped Athletes, Denver, CO. Program participants: Duncan Wyeth, United States Cerebral Palsy Athletic Association Delegate to the U. S. Olympic Committee, Lansing, MI; and Mike Mobley, Breckenridge Outdoor Recreation Association, Denver, CO.

1:00 pm - 2:30 pm, SPEAKING OUT: PERSPECTIVES OF PARENT ADVOCATE LEADERS ON EMPLOYMENT, Westin Hotel, Ballroom "A." The purpose of this session is to explore and more effectively utilize the energies and resources of parents in the work preparation of their children with disabilities. Among the concerns to be reviewed are techniques for working with employers and entrepreneurialship opportunities.

Moderator: Patricia McGill Smith, Deputy Director, National Center on Information for Handicapped Children and Youth, Arlington, VA. Program participants: Irving Dickman, Parent/Author, Cranford, NJ; Roxanne S. Vierra, Member, National Council on the Handicapped, Denver DC; and, Martha Ziegler, Executive Director, Technical Assistance for Parents Program (TAP), Boston, MA

1:00 pm - 2:30 pm, **THE ROLE OF INDEPENDENT LIVING CENTERS IN EMPLOYMENT**, Fairmont Hotel, Pavillion Room. This session will present the philosophy of independent living as it relates to employment and the continuum of rehabilitation services. The panel will explore the potential that the independent living center movement has to support the employment of people with disabilities.

Moderator: Teresa Preda, HAIL, Denver, CO. Program participants: Marca Bristo, Access Living, Chicago, IL; Jack Campbell, Independent Living Center, Greeley, CO; Dale Dangremond-Meyers, Center on Deafness, Denver, CO; and, Sally Neufeld, Career Dimensions Foundation, Denver, CO.

1:00 pm - 2:30 pm, **A RIGHT TO RIDE, A RIGHT TO WORK**, Fairmont Hotel, Royal Room. The purpose of this session is to review the necessity of having accessible public transportation available as we strive to advance employment options for people with disabilities. Moreover, this session will explore ways to help change public attitudes so that accessible transportation becomes a right to be worked toward.

Moderator: Wade Blank, Co-Director, The Atlantis/ADAPT, Atlanta, GA; Kathy Thomas, Atlantis/ADAPT, Dallas, TX and Mike Auberger, Atlantis/ADAPT, Denver, CO; Mark Johnson, Atlantis/Adapt, Atlanta, GA.

1:00 pm - 2:30 pm, **SOCIAL SECURITY AND EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES**, Fairmont Hotel, Grand Ballroom. The purpose of this session is to discuss the Social Security Administration's philosophy toward the employment of people on their rolls, and to review the status of Social Security's current work incentive programs. In addition, future needs and directions in this important programming area will be discussed.

Moderator: Dr. Mark Litvin, Chief, Rehabilitation and Work Programs, Colorado Department of Social Services, Denver, CO. Program participants: David Rust, Associate Commissioner for Disability, Social Security Administration, Baltimore, MD.

1:00 pm - 2:30 pm, NETWORKING: THE ROLE OF GOVERNMENT, Fairmont Hotel, Parisienne Room. The purpose of this session is to explore the need for, and techniques of, related governmental agencies cooperating with each other so that better employment related efforts can be mounted on behalf of people with disabilities.

Moderator: William L. Gorman, Executive Director, Developmental Disabilities Planning Council, Denver, CO. Program participants: Paul Marchand, Director, Governmental Affairs Unit, Association for Retarded Citizens, USA, Washington, DC; Dr. Collen Wieck, Governor's Planning Council for the Developmentally Disabled, St. Paul, MN; and Jeff Sandler, Director, Division for Developmental Disabilities, Denver, CO.

1:00 pm - 2:30 pm, SUBSTANCE ABUSE, A BARRIER TO EMPLOYMENT: NEW RESOURCES, Fairmont Hotel, Far East Room. The purpose of this session is to: 1.) present the facts about substance abuse; 2.) present information on the current status of intervention programs; 3.) demonstrate the use of visual oriented instruments in the assessment and diagnosis of substance abuse among people with disabilities; and, 4.) to present a model for mobilizing community resources so that employment can be achieved.

Moderator: Dr. Alex Boros, Director, Project Addiction Intervention with the Disabled (AID), Kent State University, Kent, OH. Program participants: Ken Gorman, Craig Hospital, Englewood, CO; Michael D. Jenkins, President, National Council on Alcoholism, New Hampshire Chapter, and Executive Director, New Hampshire Governor's Commission on the Handicapped, Concord, NH.

1:00 pm - 2:30 pm, ADAPTIVE ENVIRONMENTS, A NATIONAL RECOGNITION PROGRAM, Fairmont Hotel, State Room. The purpose of this panel is to showcase the "Best of Accessible Cities" program sponsored by Adaptive Environments of Boston, MA. This program cites barrier free buildings and facilities as one more way to achieve an accessible environment.

Moderator: Ruth Phillips, Barrier Free Design Associate, Paralyzed Veterans of America, Washington, DC; Program participant: Ted Kennedy, Jr., President, Facing the Challenge Group, Boston, MA.

1:00 pm - 2:40 pm, REHABILITATION PROGRAMS THAT WORK (I), Fairmont Hotel, Vista Room. The purpose of this first of three sessions on this subject is to offer a platform for local programs to share information about their successes and challenges.

1:00 pm - 1:50 pm, "Successful Reintegration of the Brain Injured Client into the Workforce." Program participants are: Sally Schaefer, John Humphries, Dr. Marjorie Kelly and Suzanne Dosh, Hilltop Rehabilitation Hospital, Grand Junction, CO.

2:00 pm - 2:40 pm, "ESP Assists Public/Private Ventures." Program participants: Pat Brophy, McDonalds Corporation, Chicago, IL; Tony Francavilla, Employer Services Program, Denver, CO; Kathy Warner, U. S. Postal Service, Colorado Springs, CO; Martin Dondelingen, Rockwell International, Denver, CO.

1:00 pm - 2:30 pm, JOB ACCOMMODATION NETWORK, Fairmont Hotel, Florentine Room. This session will review the resources available under the JAN (Jan Accommodation Network), a computer-based system for employers on accommodations.

Moderator: Dr. Joseph Fenton, Ed. D., Executive Director, Interagency Committee, National Institute of Disability and Rehabilitation Research, Washington, DC. Panelists: Ted Williams, EEO Office, Mountain Bell Company Denver, CO; Barbara Judy, JAN, Morgantown, WV; Rick Parmelee, Engineering Department, Mountain Bell Company, Denver, CO; and Dan Mansfield, Employee, TDD Service Representative, Pacific Northwest Bell, Seattle, WA.

1:00 pm - 2:30 pm, EMPLOYMENT IN RELIGIOUS INSTITUTIONS FOR PEOPLE WITH DISABILITIES, FAIRMONT HOTEL, GOLD ROOM. This session will explore the latest data and issues concerning the employment of people with disabilities in religious institutions.

Moderator: Dr. Harold Wilke, Union Theological Seminary, New York, NY. Program participants: William P. McCahill, Arlington, VA; and Dr. Lawrence Bunde, Epptatha Services for the Handicapped, Lutheran Church in America, Minneapolis, MN.

OPENING GENERAL SESSION

CURRIGAN HALL

9:00 am - 11:30 am

9:00 - 9:15

Patriotic OpeningJAFCG/Military Band
Fort Carson, CO

9:15 - 9:20

Invocation

9:20 - 9:55

Welcoming RemarksHarold Russell
Chairman
President's Committee on Employment
of the HandicappedHugh Farrington
Actor
Hollywood, CASharon Mikrut
Colorado Coalition of Citizens with
Disabilities
Denver, COW Mitchell
Crested Butte, COHonorable Roy Romer
Governor
State of ColoradoHonorable Federico Pena
Mayor
Denver, CO

9:55 - 10:15

Address

Vice President George Bush (invited)

10:15 - 10:30

Entertainment

"The Cridders"

Keith Vince and Leslie Warren
Hartford, CT

10:30 - 10:35

Introduction of Keynote Speaker

Roxanne Vierra

Member

National Council on the Handicapped
Denver, CO

10:35 - 10:55

Keynote Address

Lex Freiden

Executive Director

National Council on the Handicapped
Washington, DC

10:55 - 11:15

Recognition Awards

Physician of the Year

Jean David Henriksen, M.D.

Medical Director

Siskin Foundation

Chattanooga, TN

Large Employer of the Year -

Private Sector

Sea World of San Diego,

San Diego, CA

Jan Schultz, President

Large Employer of the Year -

Public Sector

Naval Avionics Center

Indianapolis, IN

Commander S. M. Pribula

Small Employer of the Year

K. Peter Jungk

Tri Rivers Food Service

Fort Wayne, IN

Handicapped American of the Year
Jo Waldron Kleppin
Colorado Springs, CO

11:15 - 11:20

Presentation of Media Awards

Dianne B. Piastro, North Hollywood, CA, for her weekly newspaper column, "Living with a Disability," Long Beach Press Telegram.

Mary Gresham, reporter and anchor, WDA-TV, Kansas city, MO, for her 6 o'clock news series, "You Can't Get There From Here."

The National Easter Seal Society, Chicago, IL, for its "Attitudes Campaign."

American Diabetes Association, Alexandria, VA, for its television public service announcement "News Front."

WETA-TV, Washington, DC, and Central Independent Television, London, England, for "The Skin Horse" documentary

Counterpoint, Reno, NV, a publication of the National Association of State Directors of Special Education

11:20 - 11:25

National Poster Contest Winners

College Category:

Marilyn Murphy
Chattanooga, TN

Scholarship donated by Paralyzed Veterans of America
Washington, DC

High School Category:

Vince Lacava
Claymont, DE

Scholarship donated by Disabled
American Veterans
Washington, DC

11:25 - 11:30

Closing Remarks

Harold Russell

and

Hugh Farrington

11:30

Adjournment

THURSDAY PANELS

This year's Annual Meeting has far more panels than ever before. Generally, these panels are smaller in size than they have been in past years. Our hope is that this format provides you with more options and more opportunity to get involved in the smaller group discussions.

Also, a special effort has been made to involve persons from the Western states in the panels so that we can learn as much as we can about how this part of the country reacts to the issues and concerns that we all share.

And, lastly, to add to the regional flavor several special panels are being presented. These special sessions are designed to appeal to our friends from Colorado as well as those interested in more specific information about this part of the country.

12:00 pm - 5:00 pm, NETWORKING MEETING - IN-PO, Westin Hotel, Welton Room. The purpose of this session is to provide interested persons with a meeting room for exchanging information and ideas. The "Keeping Connected" activity listing under the program's "Concurrent Meetings/Events of Special Note" section will be using this room, as needed. The groups involved in both the "Keeping Connected" activity based in Currigan Hall and this "Networking Meeting" are:

Center for Independent
Living Development
Holistic Approaches to
Independent Living
Kansas Advisory Committee
on Employment of the
Handicapped
Disability Focus
Disabled But Able to Vote
Employer Services Program
Access Theater
Consortium of Handicapped
Students Support
Services
Dyslexia Society
Michigan Commission on
Handicapper Concerns

National Council of
Independent Living
Gazette International
Networking Institute
Disability Rag
National Organization
on Disability
Atlantis Community
Handicapped Organized Women
Arvada Center for
Performing Arts
Wilderness on Wheels
Association of Children and
Adults with Learning
Disabilities
Careers for the Handicapped
(Equal Opportunity
Publications)

1:00 pm - 5:00 pm, REHABILITATION PROGRAMS THAT WORK (II), Fairmont Hotel, Vista Room. The purpose of the session is to provide selected programs with a platform for showcasing their employment and training efforts for people with disabilities. This is the second in this three-part series.

1:00 pm - 1:50 pm, "A Proven Model for Training People with Disabilities for Competitive Employment in Computer Related Occupations." Program participants: Lil Hunsaker, Community College of Denver, Glen Croffard, Martin Marietta Data Systems, Denver, CO; John Kenville, Public Service of Colorado, Denver, CO; Irv Kaplan, IBM, Denver, CO; and Jim Vagnoni, University of Pennsylvania, Philadelphia, PA.

2:00 pm - 2:50 pm, "EmployAbility Works for You." Program participants: Joe Lewis, EmployAbility, Inc., Denver, CO; Mary Ellen Turk, EmployAbility, Inc., Denver, CO; Rick Barbera, Blue Cross & Blue Shield, Denver, CO; and Jeff Cumberland, Pizza Hut, Denver, CO.

3:00 pm - 3:50 pm, "Independent Living Program within the State Vocational Rehabilitation Agency." Program participant: Margaret Hoffman, Nebraska Division of Vocational Rehabilitation, Lincoln, NE.

4:00 pm - 4:50 pm, "Perkins School Project with Industry." Program participants: Susan Plunkett, Patricia Grant, Perkins School, Watertown, MA; Marc St. Ouge, Raytheon Corporation; Valerie Hartt, AT&T; and Jack Cooney, New England Telephone.

2:00 pm - 5:00 pm, INFLUENCING DECISION MAKERS; EMPLOYMENT IS OUR GOAL, Fairmont Hotel, Far East Room. The purpose of this panel is to discuss how best to influence decision makers about the needs of people with disabilities in employment programming and policies. The audience will be involved in small group exercises designed to enhance their ability to communicate effectively with decision makers.

Moderators: Allen Bergman, Governmental Activities Office, United Cerebral Palsy Associations, Washington, DC, and Frances Smith, Assistant to the Director of Community Services, United Cerebral Palsy Associations, Washington, DC. Program participant: Sue-Ellen Walbridge, Legislative Assistant to Senator Robert T. Stafford of Vermont, Washington, DC. Other presentations will be made by members of the Colorado State Legislature.

2:00 pm - 5:00 pm, **TOWARD GREATER INDEPENDENCE: THE COMMUNITY APPROACH TO HOME-BASED EMPLOYMENT THROUGH PERSONAL COMPUTERS**, Fairmont Hotel, Parisienne Room. The purpose of this session is to explore the potential that exists for home-based employment and communication for people with disabilities through computer technology.

Moderator: Alan Reich, President, National Organization on Disability, Washington, DC. Program participant: Milton Blackstone, Computer Society Disabled Interest Group, San Diego, CA.

3:00 pm - 5:00 pm, **IDEOLOGIES FOSTERING SUCCESSFUL SUPPORTED EMPLOYMENT**, Westin Hotel, Curtis Room. The purpose of this session is to review the components necessary to make a supported employment program work effectively.

Moderator: Cary Griffin, Senior Consultant, Rocky Mountain Resource and Training Institute, Arvada, CO. Program participant: Richard Toscano, Executive Director, Career Development Services, Inc., West Springfield, MA.

3:00 pm - 5:00 pm, **PRIVATE INDUSTRY MODELS (I)**, Westin Hotel, Ballroom "B." The purpose of this session is to present an overview of the array of services that can be made available to support employment. The Adolph Coors Company is featured. Programs to be covered include: wellness, medical, employee and family counseling, rehabilitation, and investment recovery. Employees who have benefited from these programs will add insights regarding their experiences.

Moderator: Jeanne Dietz, Vocational Rehabilitation Specialist, Coors, Golden, CO. Program participants: Dave Dillingham, Supervisor of Counseling Services, Coors; Dr. Myron Harrison, Occupational Medical Director, Coors; Joanne Mickels, Outreach Supervisor, Coors; and Dan Barton, Manager of Investment Recovery, Coors, all from Golden, CO.

3:00 pm - 5:00 pm, **MEDIA AND DISABILITY RIGHTS**, Westin Hotel, Lawrence Room "A." The purpose of this session is to discuss current trends, emerging strategies and the role of people with disabilities in shaping public opinion.

Moderator: Steve Brown, Office of Handicapped Concerns, Oklahoma City, OK. Program participants: Mary Johnson, Editor, The Disability Rag, Louisville, KY; Lauri Klobas, Writer and Consultant, Denver, CO; Nan Arbuckle, Professor of English, Ohio State University, Lima, OH.

3:00 pm - 5:00 pm, THE FUTURE OF REHABILITATION FACILITIES (Colorado Track), Westin Hotel, Lawrence Room "B." The purpose of this session is to explore the changing role of rehabilitation facilities and to discuss how to best respond to these changing roles.

Moderator: **David E. Henninger**, Executive Director, Bayaud Industries, Denver, CO. Program participants: **Tim Walker**, President, Goodwill Industries, Denver, CO; **Bob Arnold**, Executive Director, Boulder County Enterprises, Boulder, CO; **Gail Bernstein**, Director of Adult Services, JFK Child Development, University of Colorado School of Medicine, Denver, CO; **Bette Palmer Gauthier**, Assistant Director, Bayaud Industries, Denver, CO; and **Mary Jo Tomsick**, Administrator, AVATRAC, Denver, CO.

3:00 pm - 5:00 pm, ENTREPRENEURSHIP, Westin Hotel, McCourt Room. The purpose of this session is to review the employment opportunities possible by starting your own business venture.

Moderator: **Judy Pusok**, Owner/General Manager, Action Key Punch Inc., Lakewood, CO. Program participants: **David Levitt**, Assistant Regional Administrator, Small Business Administration, Denver, CO, and **Dr. Leonard Sawisch**, Economic Development Supervisor, Michigan Department of Education, Lansing, MI.

3:00 pm - 5:00 pm, LEGAL ISSUES IN EMPLOYMENT DISCRIMINATION, Westin Hotel, Blake Room. The purpose of this session is to review recent legal cases and issues in employment discrimination for persons with disabilities.

Moderator: **Mary Anne Harvey**, President, National Association of Protection and Advocacy, Denver, CO. Program participants: **Randy Chapman**, Director of Legal Services, The Legal Center, Denver, CO; **Dale Coski**, Denver Commission on the Disabled, Denver, CO; **Peg Long**, Staff Attorney, The Legal Center, Denver, CO, and **Jack Lang y Marquez**, Director of Compliance, Civil Rights Commission, Denver, CO.

3:00 pm - 5:00 pm, THE LEAN MEAN BUSINESSES OF THE 1990's: CAN REHABILITATION STAND THE DIET? (Colorado Track), Westin Hotel, Fisher Room. The purpose of this session is to review the changes going on in the private sector and discuss how they will affect various rehabilitation organizations, both profit and not for profit.

Moderator: Ralph Butts, Ball Aero Space, Denver, CO. Program participants: George Lombar, Planning Department, IBM, Denver, CO, and Kent Coker, Business Development Office, Jefferson County, CO.

3:00 pm - 5:00 pm, DISABLED WOMEN'S ISSUES (Colorado Track), Westin Hotel, Daniels Room. The purpose of this session is to review the social, economical, political and civil rights issues facing women with disabilities today.

Moderator: Sharon Hickman, Director, Domestic Violence Initiative, Denver, CO. Program participants: Jamie Barlow, Domestic Violence Initiative, Denver, CO; Helen Kutz, Holistic Approaches to Independent Living, Denver, CO; Jean Parker, Employment Liaison for Head Injured Persons, Denver, CO; Betsy Zaborowski, Psychologist, Denver, CO; and Linda Spies, Project Challenge, Denver, CO.

3:00 pm - 5:00 pm, AIDS (ACQUIRED IMMUNE DEFICIENCY SYNDROME) AND ATTITUDES IN THE WORKPLACE, Westin Hotel, Ballroom "C." The purpose of this session is to explore the disability related issues involving people who have AIDS. In addition, the audience will be involved in exploring attitudes people have about persons with AIDS.

Moderator/Presenter: Richard Pimentel, Milt Wright & Associates, Training and Development, Northridge, CA.

3:00 pm - 5:00 pm, JOB TRAINING PARTNERSHIP ACT PROGRAM, Fairmont Hotel, State Room. The purpose of this session is to look at how to get people with disabilities involved more with this important national job training program.

Moderator: Jeanne Elliot, Governor's Job Training Office, Denver, CO. Program participants: Margaret Mills, Partners for Excellence, Tallahassee, FL; Sally Hedberg, Tri Selpa, Walnut Creek, CA, and Armando Quiroz, Region VIII, U. S. Department of Labor, Denver, CO.

3:00 pm - 5:00 pm, STATE AND NATIONAL LEGISLATIVE NETWORKING EFFORTS, Fairmont Hotel, Royal Room. The purpose of this session is to explore ways to develop a national network of people interested in legislative policy as it impacts on people with disabilities.

Moderator: Gerald Harris, Chairman, Michigan Legislative Council for the Handicapped, Taylor, MI. Program participants: Gordon Mansfield, Advocacy Director, Paralyzed Veterans of America, Washington, DC; William Gorman, Developmental Disabilities Council, Denver, CO; Dr. Jeff Strully, Association for Retarded Citizens, Denver, CO; and Vada Kyle-Holmes, Manager, Office for Civil Rights, Region VIII, Denver, CO.

3:00 - 5:00 pm, GRASS ROOTS ORGANIZING, Fairmont Hotel, Gold Room. The purpose of this session is to discuss ways to organize individuals and groups in ways which most effectively advance the needs of people with disabilities for employment and employment-related programs.

Moderator: Mark Johnson, Atlantis/ADAPT, Atlanta, GA. Program participants: Dennis Schriver, Disabled Americans Rally for Equality (DARE), Chicago, IL; Stephine Thomas, ADAPT, Austin, TX, and Mike Auberger, ADAPT, Denver, CO.

3:00 pm - 5:00 pm SPECIALIZATION VERSUS NONSPECILIZATION IN REHABILITATION, Fairmont Hotel, Florentine Room. The purpose of this session is to explore the history of why rehabilitation has evolved into such specialized service delivery models. Panelists will examine these trends from all points of view and will offer thoughts on future programming needs.

Moderator: James Ballantyne, Commissioner, Region VIII, Rehabilitation Services Administration, Denver, CO. Program participants: Justin Dart, Commissioner, Rehabilitation Services Administration, Washington, DC; Jack Duncan, Legal Counsel, National Rehabilitation Association, Washington, DC; John Doyle, Executive Director, National Association of Rehabilitation Facilities, Washington, DC; Lex Frieden, Executive Director, National Council on the Handicapped, Washington, DC; and Dr. George Wright, Professor, University of Wisconsin, Madison, WI.

Special note: After the panel the Colorado Rehabilitation Association will sponsor a reception honoring Justin Dart.

3:00 pm - 5:00 pm, CURRENT PROBLEMS AND SOLUTIONS: AN EMPLOYER PERSPECTIVE, Fairmont Hotel, Grand Ballroom. The purpose of this session is to explore such questions as, "How can worker flexibility be best used?," "How can stress on the job be handled?," and "How can cost-containment be achieved through disability management?"

Moderator: Tom O'Bryant, Director, Equal Employment/Affirmative Action, Champion International, Stamford, CT.
Program participants: Pam Farr, Director, Equal Opportunity Employment/Affirmative Action, Marriott Corporation, Washington, DC; Sarah Mullady, Director, Employee Assistance program, Champion International Corporation, Stamford, CT; and Dr. Donald Shrey, International Center for Industry, Dublin, OH.

RECEPTION

GRAND BALLROOM, FAIRMONT HOTEL

6:00 pm - 7:00 pm

Hosted By

AT&T

COORS INDUSTRIES

COLORADO DEPARTMENT OF THE DAV

AT&T, Adolph Coors Brewing Company, and the Colorado Department of the Disabled American Veterans invite Annual Meeting participants to a reception hosted by Harold Russell, Chairman of the President's Committee on Employment of the Handicapped and Jay Rochlin, Acting Executive Director. Meet friends before the Employer's Banquet.

Authors of the 1987 Book Award of the President's Committee on Employment of the Handicapped will be exhibiting their books in the GRAND BALLROOM FOYER. They are eager to meet you and share their experiences writing their books and their information on employment of the people with disabilities. Authors honored are:

Monroe Berkowitz and M. Anne Hill, Editors, Disability and the Labor Market; Economic Problems, Policies, and Programs, ILR Press, Ithaca, NY, 1986.

Frank Bowe, Changing the Rules, T. J. Publishers, Inc. Silver Spring, MD, 1986.

Henry McCarthy, Editor, Complete Guide to Employing Persons with Disabilities, Human Resources Center, Albertson, NY, 1985.

Geraldine T. Scholl, Foundations of Education for Blind and Visually Handicapped Children and Youth; Theory and Practice, American Foundation for the Blind, Inc., New York, NY, 1986.

John V. Van Cleve, Editor in Chief, Gallaudet Encyclopedia of Deaf People and Deafness, McGraw-Hill Book Company, Inc., New York, NY, 1987.

EMPLOYERS BANQUET

IMPERIAL BALLROOM, FAIRMONT HOTEL

7:30 pm - 10:00 pm

PRESIDING

Welcoming Remarks

Harold Russell

Chairman

The President's Committee on Employment
of the Handicapped

Master of Ceremonies

Chad Colley

1986 Handicapped American of the Year

Invocation

Rabbi Joel D. Newman

Congregation Rodef Shalom
Denver, CO

RECOGNITION
OF AWARD
WINNERS

Large Employer of the Year-Private Sector

Sea World of San Diego

Jan Schultz, President

San Diego, CA

Large Employer of the Year-Public Sector

Naval Avionics Center

Captain W. C. Courtney

Commanding Officer

Indianapolis, IN

Small Employer of the Year

Tri Rivers Food Service
K. Peter Jungk
Fort Wayne, IN

1987 Handicapped American of the Year

Jo Waldron Kleppin
Colorado Springs, CO

1986 Handicapped Professional Woman of the Year

Mary Ann Price, Ed.D.
St. Louis, MO

Physician of the Year

Jens David Henriksen, M.D.
Medical Director
Siskin Foundation
Chattanooga, TN

PRESENTATION
OF AWARDS

Distinguished Service Awards

E. Russell Baxter
Commissioner
Arkansas Rehabilitation Services
Little Rock, AK

International Association of Machinists
and Aerospace Workers
AFL-CIO
Washington, DC

Charles E. Bradford
Director
Apprenticeship Employment Training
Programs
International Association of Machinists
and Aerospace Workers
Washington, DC

Marsha A. Stevens
Educational Researcher and Consultant
Boston, MA

Canine Companions for Independence
Santa Rosa, CA

ENTERTAINMENT

Entertainers

The Pennyworth Pipers
Denver, CO
Dinner Music

The Comedy Team of O'Brien and Valdez
Los Angeles, CA
A Mexican American and an Irishman
from Chicago prove that comedy is
life's biggest common denominator. . .
and best when shared by two!

Karen Karsh
Boulder, CO
A native Coloradan who composes her
own music and lyrics and who "bares
her soul and sings her way into your
heart."

CONCLUSION

Closing Remarks

Harold Russell

FRIDAY PANELS

This year's Annual Meeting has far more panels than ever before. Generally, these panels are smaller in size than they have been in past years. Our hope is that this format provides you with more options and more opportunity to get involved in the smaller group discussions.

Also, a special effort has been made to involve persons from the Western states in the panels so that we can learn as much as we can about how this part of the country reacts to the issues and concerns that we all share.

And, lastly, to add to the regional flavor several special "Colorado Track" panels are being presented. These special sessions are designed to appeal to our friends from Colorado as well as those interested in more specific information about this part of the country.

8:30 am - 12:00 pm, REHABILITATION PROGRAMS THAT WORK (III), Fairmont Hotel, Vista Room. The purpose of this session is to provide a platform for local programs to share information about their successes and challenges. This is the third session in this series.

Program participants: 9:00 am - 9:50 am, "Holistic Approaches to Employment," Barbara Loo, Director, Center for Persons with Disabilities, Boulder, CO; 10:00 am - 10:50 am, "Disability Management for Employers," Kenneth E. Ogren, Director, Return to Work Center, Menninger Foundation, Topeka, KS; 11:00 am - 11:50 am, "Finding Supported Employment Work Sites for Autistic and Behaviorally Involved Adults and Teens," Bill Walter, Administrator, Chester House, Denver, CO.

8:30 am - 12:30 pm, PRIVATE INDUSTRY MODELS - II, Westin Hotel, Lawrence Room "B." The purpose of this session is to present an overview of the disability employment program sponsored by the AFL-CIO.

Moderator: Lawrence Smedley, Associate Director, Occupational Safety, Health and Social Security, AFL-CIO, Washington, DC. Program participants: Lynn Meyers, Assistant Director, HRDI, (Human Resource Development Institute of the AFL-CIO), Washington, DC; Antonio Suazo, HRDI, Washington, DC; Michael McMillian, Executive Director, HRDI, Washington, DC; Joyce Miller, Vice President, Amalgamated Clothing & Textile Workers Union, Washington DC, and Dr. Sheila Akabas, Director, Center for Social Policy & Practice in the Workforce, Columbia University, New York, NY.

8:30 am - 12:30 pm, TECHNICAL ASPECTS OF SUPPORTED EMPLOYMENT, Fairmont Hotel, Pavillion Room. This panel of practitioners will discuss the initiation and management of supported employment. Organizational change, personnel management, work site management, job development, marketing, rural and urban issues, and the business perspective of supported employment will be examined.

Moderator: Cary Griffin, Senior Consultant, Rocky Mountain Resource and Training Institute, Arvada, CO. Program participants: Gary Donaldson, Project Manager, Supported Employment Project, The Kennedy Institute, Baltimore, MD; David Jay, Production Director, Physio-Control Corporation, Redmond, WA; Marilyn leftwich, Director, Six Points, Gunnison, CO; Shelly Richardson, Director, Adult Vocational Services, Jefferson County Community Center, Arvada, CO; and Richard Robinson, Project Coordinator, McLaren College of Business, University of San Francisco, San Francisco, CA.

8:30 am - 12:30 pm, SELF-HELP GROUPS, Westin Hotel, Daniels Room. The purpose of this session is to explore the value of self-help groups and how to get them started.

Moderator/Presenter: Dr. Larry Gibson, Medical Director, The Center at Porter Memorial Hospital, Denver CO. Program participants: Esso Leete, Colorado Alliance for the Mentally Ill, Denver, CO; Barbara Hancock, Colorado Alliance for the Mentally Ill, Denver, CO; Larry Gibson, Alanon, Denver, CO; Mary Lou Germaine, Head Injury Foundation, Denver, CO; Kevin Simon, Head Injury Foundation, Arvada, CO; Michelle Manning, People First, Littleton, CO; Allen Bergman, National Cerebral Palsy Association, Washington, DC; Diane McGeorge, National Federation of the Blind, Denver, CO; and Scott Dixon, National Federation of the Blind, Boulder, CO.

8:30 am - 12:00 pm, SOCIAL SECURITY INCENTIVES FOR EMPLOYMENT, Westin Hotel, Ballroom "B." The purpose of this session is to explore issues facing people with disabilities who participate in social security programs and who want to return to work.

Moderator: Annette D'Amico, Supervisor, Vocational Rehabilitation and Social Security Act Supervisor, Division of Vocational Rehabilitation, Denver, CO. Program participants: Leza Gooden, Regional Commissioner, Social Security Administration, Region VIII, Denver, CO; Linda Prendergast, Disability Program Specialist, Social Security Administration; Robert Felker, Craig Hospital, Englewood, CO; Terri Douglas, Louisville, CO; Ken McGill, External Liaison, Social Security Administration, Baltimore, MD; and Penny Machmer, Counselor, Denver Community College, Denver, CO.

9:00 am - 12:00 pm, VOCATIONAL EDUCATION PARTNERSHIPS FOR THE FUTURE (Colorado Track), Fairmont Hotel, Gold Room. The purpose of the panel is to review the opportunities available to people with disabilities for work preparation in the vocational education enterprise.

Moderator: Carole Custer, Member, State Council on Vocational Education, Denver, CO. Program participants: Dr. Joyce Winterton, Executive Director, National Council on Vocational Education, Washington, DC; Dr. Carol Johnson, Educational Services, Colorado Community College and Occupational Education System, Denver, CO; Dr. Arlene Vigil, Vice President, Front Range Community College, Denver, CO; Melissa Dunning, Partner, Megalo Software Systems, Denver, CO; Alexander Willis, Affirmative Action Officer, AT&T Information Systems, Denver, CO; Robert Gardner, Draftsman, Adams County Government, Adams, CO, and Michael Montag, Computer Programmer, Gates Rubber Co., Denver, CO.

9:00 am - 12:00 pm, EDUCATIONAL KALEIDOSCOPE (Colorado Track), Fairmont Hotel, State Room. The purpose of this session is to share information on how education can assist in the work preparation of people with disabilities.

Moderator: Robert S. Muller, Steelcase, Inc., Grand Rapids, MI. Program participants: Linda Shafer, Ruland Junior High School, Gunnison, CO; Janet Filbin, Denver Public Schools, Denver, CO; Cynthia Rose, Denver Public Schools, Denver, CO; Joe DeMarsh, Southwest Business Industry and Rehabilitation Association, Scottsdale, AZ; Gary Garrett, Colorado School for the Deaf and Blind, Colorado Springs, CO; Carole Winber, Smoky Hill High School, Aurora, CO; Debby Leinweber, Bell Junior High, Golden, CO; and Sue Morales, T. H. Pickens Technical Center, Aurora, CO.

9:00 am - 12:00 pm, REHABILITATION IN THE 90's, Westin Hotel, Ballroom "C." The purpose of this session is to look toward the future and explore how best to structure rehabilitation services in order to meet the changing needs of people with disabilities.

Moderator: Maxine Riley, Division of Vocational Rehabilitation, Colorado Springs, CO. Program participants: Dr. Frank Bowe, Chair, National Commission on Deaf Education, Washington, DC; Dr. Dixie Davis, Professional Psychology Associates, Denver, CO, and Dr. George Wright, University of Wisconsin, Madison, WI.

9:00 am - 12:00 pm, **EMPLOYMENT AND DISABLED VETERANS**, Westin Hotel, Lawrence Room "A." The purpose of this session is to explore the employment and training issues facing disabled veterans.

Moderator: Robert Jones, Special Assistant for Employment, The Veterans of Foreign Wars, Washington, DC. Program participants: Donald Shasteen, Assistant Secretary of Labor for Veterans Employment and Training, Washington, DC; Ron Drach, Director of Employment, Disabled American Veterans, Washington, DC; Al Virelas, Assistant Advocacy Director, Paralyzed Veterans of America, Washington, DC; Dr. Dennis Wyant, Director Vocational Rehabilitation and Education Programs, The Veterans Administration, Washington, DC; and William Burrell, Project Officer, Office of Special Targeted Programs, Employment and Training Administration, Department of Labor, Washington, DC.

9:00 am -12:00 pm, **EMPLOYMENT AND DISABLED HISPANIC INDIVIDUALS (Colorado Track)**, Westin Hotel, Fisher Room. The purpose of this session is to explore ways to reach and serve Hispanic people with disabilities who are in employment programs.

Moderator: Arnulfo Zamora, Rehabilitation Program and Training Specialist, Rehabilitation Services Administration, Denver, CO. Program participants: Dr. Art Sanchez, Professor, Northern Arizona University, Flagstaff, AZ; Eric Lucero, Supervisor, Pueblo Rehabilitation Service Office, Pueblo, CO; Sandra Artau Conrad, Rehabilitation Specialist, Creative Rehabilitation Consultants, Denver, CO, and Dianne Nino, Executive Director, Jobs for Progress, Denver, CO.

9:00 am - 12:00 pm, **EXEMPLARY EMPLOYER PROGRAMS**, Westin Hotel, Curtis Room. The purpose of this session is to discuss actual affirmative action efforts of employers who have been recognized for their excellence in hiring persons with disabilities.

Moderator: John Gallegos, Secretary's Representative, U. S. Department of Labor, Denver, CO. Program participants: K. Peter Jungk, Owner, Tri Rivers Food Service, Fort Wayne, IN, Small Employer of the Year; Captain W. C. Courtney, Commanding Officer, Mary Ellen Bryant, Special Emphasis Program Manager, and James L. Hale, Mathematical Statistician, Naval Avionics Center, Indianapolis, IN, Large Employer of the Year, Public Sector; and Mike Dagenais, Director of Operations, Sea World of San Diego, San Diego, CA, Large Employer of the Year, Private Sector.

ACTIVITIES FOR NATIONAL JOURNALISM AND POSTER
CONTEST WINNERS

Wednesday, April 22

7:00 pm - 10:00 pm
Fairmont Hotel
Moulin Rouge Room

Disabled Americans Veterans "Picnic"
reception, by invitation only.

Thursday, April 23

7:30 am - 8:45 am
Currigan Hall
14th and Curtis Sts.

Photo-taking session for ALL state
and national winners.
National poster contest winners meet
with Jack Perlmutter.

9:00 am - 11:30 am
Currigan Hall

General Session and awards
presentation.

12:30 pm
Radisson Hotel
1550 Court St.
Gold and Silver Rooms

AFL-CIO luncheon for journalism
winners. Invitation only.

2:30 pm - 4:30 pm
Radisson Hotel
Terrace Room
Terrace Level

A seminar focusing on continued
involvement in areas affecting
people with disabilities and on
career opportunities.

Facilitator/Moderator
Ron Drach, National Director of
Employment, Disabled American
Veterans.

Moderator
Chad Colley, CEO and President,
Colley Home Center and 1986
Handicapped American

Friday, April 24

7:45 am - 12 Noon
Radisson Hotel

Invitational tour of Denver area.
Meet in hotel lobby.

1987 NATIONAL JOURNALISM CONTEST
STATE AND NATIONAL WINNERS

Amanda McKinney ² Greensboro, Alabama	Matthew Clarke* Lafayette, Indiana	Raymond L. Smith Raleigh, North Carolina
Alissa Jo Ray* Newport, Arkansas	Susan Freeman Council Bluffs, Iowa	Elizabeth Hughes ¹ Williston, North Dakota
Carmen Richardson* Altadena, California	Jacinda Townsend ⁵ Bowling Green, Kentucky	Shane Hazlewood Watonga, Oklahoma
Holly Holland Rockyford, Colorado	George P. Failla* Randallstown, Maryland	Tonya Henninger Elizabethville, Penn- sylvania
Laurie M. Carabetta Meriden, Connecticut	Heather Herbolsheimer Bay City, Michigan	Margaret Dillon Cranston, Rhode Island
Patricia Ann Flynn Wilmington, Delaware	Connie Halvorson Albert Lea, Minnesota	Elizabeth A. Fischer Camden, South Carolina
Paulette Ceophas Washington, D.C.	Kelly Sheffield Tupelo, Mississippi	Philip Scott Anderson ⁴ Chuckey, Tennessee
Angela Faye Register Milledgeville, Georgia	Michelle Schwartz Marshall, Missouri	Sherri A. Bolander San Angelo, Texas
Claire Futenma Kapaa, Kauai, Hawaii	Jennifer Murray Omaha, Nebraska	Maury Perry ³ Winchester, Virginia
Parag Gokhale* Pocatello, Idaho	Tom Trusnovic Santa Fe, New Mexico	

Sponsors: AFL-CIO and Disabled American Veterans

- ¹ First Place - National
- ² Second Place - National
- ³ Third Place - National
- ⁴ Fourth Place - National
- ⁵ Fifth Place - National

* Honorable Mention

FIRST PLACE - NATIONAL

WHATEVEVER I CAN DREAM, I CAN ACHIEVE

By Elizabeth Hughes

She is one of 240 million American Citizens.

She is one of 35 million Americans with a disability.

She is one of 12,000 Americans born each year who have spina bifida.

She is Michelle Duffy, a young woman who has dared to dream and achieve things many of us never thought possible. Michelle has been paralyzed since birth because of spina bifida, but she does not allow her disability to affect her individual goals and aspirations. Michelle says, "I can dream it, I can achieve it." Energetically, she continues, "I plan to always live my life to the fullest."

Michelle's biggest dream has been to become independent. While living with her family in the Washington, D.C., area, Michelle reached a certain degree of independence by working as a receptionist at the CIA. Michelle's job proved to be one of the most positive influences of her life. Her job entailed some work on computers, but the largest portion of her work centered around working with and for others. Personal contact, Michelle says, has always been very important to her. She says, "People are the essence of life. I thrive on contact with others." At her job, Michelle viewed herself as no different from anyone else. Her work had given her direction, and Michelle remarked fondly, "I was there to make my contribution to 'The Agency' just like everyone else." As an employee, Michelle created new opportunities and experiences for herself, achieved a unique sense of personal pride for her independence, and expanded her horizons; however, she still felt her family was providing too many services for her.

Two years ago, Michelle had to leave her work and join her family in their move to Montana. To establish herself in her new home, she became active in community affairs. As both a paid employee and a volunteer, Michelle loved her work, and it became an integral part of her life; however, Michelle felt that something was still missing. She says, "I wanted to go back to Washington, D.C. My experiences in Montana helped me grow so much, but I needed more." The dream of independence burned inside Michelle.

Michelle knew that the only way that she could return to her job in Washington, D.C., was if she could be accepted at a group home for young people with disabilities, and she also

knew her acceptance rested upon her ability to reach a certain degree of physical independence.

"I wanted so desperately to go back home to my friends and my job. I knew it would be difficult to leave my family, and even more difficult to attain the physical independence and adaptability required for my acceptance into the home, but I was determined to succeed," said Michelle. She began her battle for independence because, as she remembers, "Returning to my job was the most important thing for me. As a young working woman, I felt I had more of a purpose in life. I was a contributing member of the work force, and it made all my efforts seem so worthwhile."

In order to return to her cherished position at the CIA, Michelle encountered a major challenge - attainment of almost complete physical independence. Faced with this arduous task, Michelle presented her new set of personal goals to her family, and they too accepted the challenge of preparing for her return. They combined their efforts with a home health nurse and together they struggled through the daily physical and emotional trials. All the while, they visualized Michelle's dream: to return to work and to her friends. Michelle's mother, Yvonne Duffy, said, "It was so exciting to see Michelle set her goals, work toward them, and achieve them. All of us shared in her sense of accomplishment. It was a wonderful time for all of us."

The dream of independence came true for Michelle early last year when she was accepted into Cheshire Homes for independent living. Because the home is near Washington, D.C., Michelle has been able to return to her previous position at the CIA.

Michelle's parents made the journey with her to the East to help her get settled in her new home. It was difficult for the Duffys to think of returning home without Michelle, but when they visited Michelle at work, they saw it was the best thing for her. They saw their daughter from a new perspective. She had always been their little girl, and now she was successfully filling the role of a young woman in the work force. They saw in Michelle a new sense of self confidence, pride, proficiency, and fulfillment. As her family boarded the plane to return to Montana, teary-eyed Michelle said, "If it were not for our move to Montana, I don't think I would ever have left home. Maybe I would never have found the desire to reach my full potential. It really was the best thing for me."

Through her work, Michelle gained enough confidence to venture into other areas of interest. She participated in other activities, and became more involved. She found the

courage to journey to a shopping center by herself, and she reached a major goal by traveling alone to New York to visit relatives during her Christmas vacation.

Michelle's family had seen her personal moments of victory and triumph: Michelle's first shower by herself, changing her colostomy bag, and dressing herself completely. But as Michelle's father said, "Until now, we had not realized how much independence meant to Michelle. Initially, we knew Michelle's job was important to her, but we never knew just how important. She struggled to get where she is." Michelle has proven to herself and everyone else that her work represents independence, and independence is vitally important to her. Her father continued, "Now we truly see that Michelle is a success."

Yes, she is one of 12,000 Americans born with spina bifida each year.

Yes, she is one of 240 million American citizens.

Yes, she is a success.

Even more importantly, she is one very determined young woman.

Michelle reflects, "Through my independence and my job, I have discovered the magic within myself. My work has inspired me to make my dreams become reality." Michelle is a wonderful example that whatever one can dream, can truly be achieved.

SECOND PLACE - NATIONAL**WORKERS WITH DISABILITIES:
SUCCESS THROUGH INDEPENDENCE**

By Almanda McKinney

Each weekday morning at approximately six-fifteen, Lisa Swanzy rises from her bed to begin the frenzied race against the clock so familiar to those with jobs: the race to get to work on time. She hurries into her tidy kitchen for breakfast, deftly clutching the narrow, two-step platform that permits her to reach knobs, cabinets, and dishes which are otherwise inaccessible to her. Some minutes later, noticing that seven o'clock is approaching too quickly, she downs the last swallow of orange juice and rushes into her bedroom to finish dressing.

At seven-thirty Lisa throws on an overcoat and hurries out to her '84 Mustang with the special touches that make it all hers - extenders on the accelerator and brakes and a knob on the steering wheel. It is now time for the four-mile drive to Grenier Industries, where she is the supervisor of a sheltered workshop for mentally retarded people.

By eight-thirty Lisa has managed to transform her harried, early-morning disposition into the easy-going confidence her employees have come to expect. She walks along the aisles of busy workers, making helpful suggestions, giving encouragement, and generally making certain that everything runs smoothly. The forty-one workers are contracted by various corporations and, at present, are making traffic signs, tearing old clothing into rags, doing yard and building maintenance, handling mail-outs, and cutting wood into stakes for an engineering company. After completing their training here, some of the workers will be able to move into the regular job market.

Lisa, satisfied that all is well, returns to her office to delegate some of the rigorous paperwork to the nine men and women who compose her staff. Finally, at eleven-thirty, lunch is served - a welcome break for all. Lisa eats hurriedly and rushes back to her office for a private consultation with a client and his family. She has been trying to help them through the difficulties arising from the client's move from the parental home to a community home. Lisa particularly enjoys this part of her job because she knows well the benefits gained by a disabled person when he is treated as a responsible adult rather than as a helpless child.

In fact, that very knowledge is one of the reasons why Lisa became involved in working with mentally retarded people. Through her position on the board of directors of the Vocational Evaluation and Work Adjustment Association (VEWAA), a division of National Rehabilitation, Lisa has had the chance to be in the forefront of Louisiana's reforms concerning treatment of retarded persons. Whereas formerly some of her present clients would have been institutionalized, today they have alternatives - one of which is training at a workshop such as the one Lisa supervises. A client may then move into the regular job market and may eventually live in a community home. Lisa and people with similar vision have made such an alternative possible.

There is another reason for Lisa's career choice: Lisa herself is disabled. She was born with congenital birth defects of the upper and lower extremities; that is, Lisa was born with no arms and no legs. Her tremendous personal courage and determination have allowed her to transcend her physical disabilities with phenomenal success.

After years of physical therapy and the use of prosthetics, Lisa can go practically anywhere and do almost anything she wishes. A few minor adjustments, including the platform in her kitchen, the attachments in her car, and lowered light-switches, grant Lisa the freedom that most people take for granted.

Lisa attended high school at Southern Academy in Greensboro, Alabama. After graduating, she went to Auburn University, where she earned both her Bachelor's Degree and her Master's Degree in Vocational Evaluation. When she was just out of college, Lisa had a paper published in VEWAA's national journal.

Given her track record, Lisa's subsequent success is easily understandable. Her current project as a member of VEWAA's board of directors is co-chairing their national convention, to be held in New Orleans.

When asked to give some words of advice to other disabled persons, Lisa replied, "Don't let yourself be your own worst enemy. Don't stand in your own way." Lisa obviously has taken her own advice and sincerely hopes that others will too.

THIRD PLACE - NATIONALWORKING WITH A DISABILITY - "I CAN DO FOR MYSELF"

By Maury Perry

In July, 1985, Shenandoah Foods in Winchester, Virginia was interviewing applicants for an opening in the invoice department. All the prospective employees shared three ideals - expansive experience and intellect, a willingness to work, and a longing for success. Gilbert Mercer was no different from any other person in the room, except that when the secretary called him into the manager's office, Gilbert did not stand to walk the fifty feet to the door. Instead, he remained seated and wheeled himself toward the inner office. The astonished faces of the other interviewees revealed their attitudes toward disabled people. Yet Gilbert was just as competent for the desk job as anyone. In fact, he was hired for the position. He now goes beyond his required duties as an invoice verifier and is an adept and dependable employee.

Handicapped as defined by Webster's Collegiate Dictionary simply means something that puts a person at a disadvantage or a hindrance. This hindrance does not necessarily have to discourage a person, as many disabled people are proving to the world. In 1984 and 1985 more than 87,000 severely disabled adults were placed in jobs, earning about \$400 million. Besides becoming taxpaying productive members of society, these previously unemployed handicapped workers saved the federal government and taxpayers another \$400 million in the subsidized benefits and services for disabled people.

Jean K. Elder, acting assistant secretary for the Office of Human Development Services said, "I truly feel attitudes are changing. We look at people now and see abilities rather than disabilities." Employers are starting to believe that a disabled person can effectively perform on the job.

Max and Diana Totten, owners of Aamco Transmissions in Winchester, have experienced great satisfaction in hiring a handicapped person. Dennis Malick, who does not have full utilization of his left hand, has worked for the Tottens for approximately 3-4 months. Totten said that Malick can not do some things because they take a lot of picking up, or grasping with both hands, but Malick works around his disability. In fact, Totten called Malick's handicapping condition "a disadvantage, but no longer a disability." As to his attitude about hiring the handicapped, Totten offered this advice: "If a disabled person can do the job, I'll have him. It doesn't matter what the person looks like, what matters

is if he's willing to work and if he can compensate for his handicap. I'd rather have a man who can't use his left hand than one with a bad attitude." Co-owner, Diana Totten stated further, "Everyone has weak and strong points, whether it's attitude or a disability - we're all different. We just have to compensate for the weak and make use of the strong."

As for Dennis Malick, who hasn't been able to touch his thumb to his fingers since February 29, 1984, having a job makes him feel better about himself. When he was out of the work force for two years and three months, Malick was actively searching for job, but felt denied the opportunity to work. "A lot of people said 'We don't want you'. Nobody would give me a chance."

Without a job Malick felt that his life was missing something. He was left out of society and had nothing to do. In his boredom, Malick found no success. "I felt like everybody had to do something for me. Then I got the job and I can do for myself. I don't need any help."

Physical proof that hiring a handicapped person is beneficial came from Malick's recent visit to his doctor. "He (the doctor) said that my hand is getting better. I just have to work with it. Before my job, I could just sit at home and move my hand," Malick said. The job forces him to use his hand and gives him the opportunity to make his disability improve. Malick's final comment as to the benefits of having a job was perhaps the most meaningful. He said, "I don't think of myself as disabled anymore."

Having a job provides livelihood, offers opportunities for achievement, peer recognition, community contribution, and for an active social life. The 36 million disabled U.S. citizens must be given the dignity of independence. Federal law states that the basis for hiring must be non-discriminatory and equal. If a disabled person meets the normal criteria for the job, then equal consideration must be given to him or her. Society must drop its negative attitudes towards disabled people and learn to accept them as individuals. Disabled does not mean unable.

One person who strongly believes in the abilities of disabled people is Mr. Doug Strosnider, a placement counselor for Virginia's Department of Rehabilitation Services. Strosnider goes out into the community and scouts for job leads, but he wants a disabled person to get the job for him or herself. During his nine years at his job, Strosnider has seen the attitudes toward disabled persons come a long way. Strosnider says that, "There's more receptivity by the employers." He also adds that the Winchester area has the largest

success rate at finding jobs for disabled people per capita in the entire state of Virginia.

This success rate is due partly to Doug Strosnider's extremely positive attitude about hiring disabled people. Strosnider says, "I believe there's a job out there for everyone, no matter what his capacity. Once we've matched the right job to the right person, the disability is no longer a barrier."

Strosnider has seen people's lives dramatically changed by the advent of a new job. People have come into the office who thought they had no chance, but by instilling more confidence, he or she has succeeded. "The self confidence that a job brings has been invaluable. A job brings independence, but it's deeper than that. A job is part of a self-fulfilling prophecy which gives a sense of self-worth," Strosnider said. By getting a job, a disabled person is not only a contributing member of society, but also has the feeling that he or she is helping someone instead of always being the one to be helped. A job is an integral part of life which brings higher achievers. Strosnider said, "I've seen people come in with emotional problems, and although the counseling helped, getting a job was the best therapy."

Toney Lineberry, a paraplegic as a result of a car accident, believes that having a job makes his life full. He is now independent, both financially and socially, and is no longer a dependent person on society. Lineberry is putting money into the system through taxes instead of drawing it out on Social Security.

After graduating from high school, completing two years of college and a 3 1/2 year training program with the Virginia State Police, Lineberry is now an independent consultant on highway safety, traveling across the country delivering speeches on the undeniable benefits of wearing a seat belt. Lineberry got his job with the Virginia State Police on his own initiative; by applying to the administration headquarters building in Richmond, Virginia. He was the first handicapped person they had ever hired, yet as Lineberry left for his independent career, there were two other disabled employees at the office. "As more and more disabled people get out into the working world, it encourages others to do so," Lineberry said. "Everyone is entitled to gainful employment because without a job, one would be robbed of a feeling of accomplishment." Lineberry was quick to stress that a disability was of no consequence because, "If you have a good mind, your physical capabilities make no difference."

There is a "great untapped reservoir of manpower" in this country - people who can work; people who want jobs, 36 million disabled persons capable of employment. Unfortunately, reluctance to hire handicapped persons has often been fostered by persistent myths and misconceptions about their abilities. These myths, based mostly on lack of knowledge, must be broken down by widespread handicapped employment. Hiring a disabled person is a good opportunity to a reliable worker. Disabled people have the right to take part in community activities and share the benefits of day-to-day living that are the rights of all free citizens. As Mr. Doug Stro-
snider said, "If disabled people know that someone is behind them, that gives enough confidence for them to succeed alone."

FOURTH PLACE - NATIONAL**WORKERS WITH DISABILITIES - SUCCESS THROUGH INDEPENDENCE**

By Philip Scott Anderson

"What lies behind us and what lies before us are tiny matters compared to what lies within us," quoted the quadriplegic graduate Keith Anspach at his junior college's commencement exercises.

One can hardly hope to find a better illustration of Ralph Waldo Emerson's words than Keith Anspach, the Southeast's 1986 Handicapped American of the Year. Keith has exhibited a phenomenal determination in his past refusal to allow quadriplegia to annul his educational ambitions and his continuing refusal to let it prevent a productive, professional life.

Keith, a handsome adolescent, led an active life and had a promising future. Graduating from high school as an above-average student, Keith planned to attend Tennessee Technological University to study electrical engineering. An accident on an August night in 1977 crippled his intentions.

"I remember getting into the car," Keith said, "and that is it." The car in which he was a passenger ran off the road and into a tree. Of the four in the car, one died; two suffered broken bones; and Keith remained hospitalized for three months.

Within Keith's first twenty-four hours in the hospital, the doctor informed him that the accident had permanently paralyzed him from the neck down. The seventeen-year-old, understanding that his life had not ended but had changed, acted accordingly during the twelve-week sojourn in the hospital. To keep his mind disciplined, Keith solved complex math problems with only his mind to serve as pen, paper and calculator. His display of wit, which also kept his mind keen, gave evidence of a healthy mental attitude. Most impressive, Keith had already established contact with a vocational counselor to begin planning his rehabilitation before he had left the hospital.

Upon his departure from the hospital, Keith said, "One thing I know for sure is that I'm going to college." The doctor responded that he knew another thing for sure; it would be difficult. Keith's determination had to prove as extensive as his far-reaching ambition.

At a rehabilitation program in Memphis, Keith learned of a wheelchair with an environmental control unit. His acquisition of such a system operated by a stick which he controls with his chin brought his educational hopes much closer to actualization. In addition to enabling him to turn lights and appliances on and off, the environmental control unit-equipped wheelchair also furnished Keith a means of semi-independent mobility as well as one of recording class lectures. The unit, dubbed "Keith's Dream Machine", one of only nineteen in the nation, became the topic of much media and professional discourse; Keith demonstrated it to medical and rehabilitation groups across the State of Tennessee to publicize its usefulness for handicapped individuals.

In 1980, three years after the accident that paralyzed him, Keith graduated with an associate degree in computer science from Motlow State Community College. He had wasted little time before showing that he truly did have the determination to match his ambition. Keith had to manipulate a mouthstick to type reports, to take exams, and even to turn pages - he also became deft at sketching with the mouthstick. Despite the difficult labor involved in doing his work, he maintained a perfect 4.0 grade-point average. He received the Honeywell Senior Mathematics and Computer Science Award and the Tennessee Governor's "Outstanding Achievement Award" in recognition of his academic excellence and diligence. The commencement address that Keith Anspach delivered at his own graduation contemplated Emerson's affirmation of the significance of "what lies within us."

Again maintaining a perfect 4.0 grade-point average through two years of study, Keith graduated from middle Tennessee State University with a B.S. degree in computer science. He then attended the University of Tennessee Space Institute as the school's first recipient of the Dr. B. H. Goethert Graduate Student Scholarship. At the Space Institute, Keith designed voice actuated devices that handicapped individuals could use to operate lights, phones and other appliances. He again inspired awe and respect in 1985 as he once more graduated with highest honors.

Throughout his educational career, Keith became the center of much media coverage because of his achievements. His success also caught the attention of such notables as President Reagan, President Carter, Vice President Mondale, Tennessee Senators Baker and Sasser, and astronaut Neil Armstrong.

What did Keith do with his hard-earned education? He became a computer program consultant for Sverdrup Technology, Inc., a propulsion contractor for the U.S. Air Force at the

Arnold Engineering Development Center near Tullahoma, Tennessee. Keith's display of uncommon ability in performing all his contract requirements on schedule and at cost through almost two years as a consultant resulted in Sverdrup's hiring him as a full-time employee in June of 1986.

Keith is a computer programming analyst in the Propulsion Diagnostic Section of Sverdrup's Technology Department, and the company expects one of his innovations to save an estimated \$60,000 in the next year. The company's General Manager relates, "Keith's performance . . . has truly been outstanding in increasing the productivity of work accomplished within the section. (He) has performed at a level even higher than we had anticipated . . . his performance has aided in generating a tremendous 'can do' professional attitude throughout the Propulsion Diagnostic Section of (fifty) people he is associated with on a daily basis."

Keith Anspach is not "disabled"; he has shown himself very capable. Neither is he an employed member of the "handicapped"; he is a successful young man who has a handicap. Handicapped is his condition, not his identity.

He has revealed his identity through a climb that has spanned almost ten years. With the firm support of his family and Vocational Rehabilitation, Keith Anspach has demonstrated a determination to excel that only high self-esteem can generate, that one can only find within.

FIFTH PLACE - NATIONAL**WORKERS WHO HAVE A DISABILITY AND YET SUCCEED**

By Jacinda Townsend

Resolved: The American worker with a disability neither seeks any more nor deserves any less than any other American citizen. He doesn't want pity; he needs opportunity. He doesn't need barriers - architectural or political - he deserves equal access. He had rather not be a failure when he can be a success. With restrictions removed, opportunities equalized, and attitudinal barriers overcome, the American citizen with a disability can indeed become successfully independent as well as an independently successful worker.

The workers with disabilities whom I interviewed are only two examples of many who have overcome these barriers to be successful and independent. Mr. James Fishback, a black American worker with a disability, is one of these examples. He is a rehabilitation counselor at Exceptional Industries in Bowling Green, Kentucky, and he admits that his life has been enriched by the contributions he makes to others through his work and his independence as a worker. His work of helping to organize the lives of other workers with disabilities is so engrossing that at times he forgets about his own disabilities. One can readily understand this degree of work involvement when he considers the facts that Mr. Fishback, since his automobile accident at age 17 in 1957, which left him paralyzed from the chest down, has attended college and graduated with a degree in sociology, social welfare, and government. He has coached youth sports, has owned and directed a business which installed satellite dishes, has dabbled in politics (finished fourth in a magisterial race), has had previous jobs at the Glasgow Cave Lake Opportunity Workshop.

Mr. Fishback is married with two sons (one a foster son). He is presently a Mount Oller Baptist Church deacon and Sunday School teacher. He sings - in his spare time - with a gospel group. He meets the workday challenge with "a strong belief in God, a lot of intestinal fortitude,"¹ and with some help from high technology products. For example, he drives a van with a lift and other special equipment over 30 miles per day to and from work.

Though Mr. Fishback began his journey as a successful disabled worker long before important legislation was passed, he admits that parking facilities, remodeled buildings, and restroom ramps have all helped tremendously. His only com-

ment about particular problems at work for disabled people, "There are positions that those with disabilities are not considered for."² But, despite these attitudinal barriers, James Fishback is proud to be an American and to have the opportunities."³

Gibb Cassady is another worker with a disability who is no less proud "to have the opportunity." Though blind, Mr. Cassady has become a 27-year tradition at the Warren County Courthouse by being the owner, manager, and operator of the only concession stand at the facility. His duties involve routines that even a fully sighted worker would find challenging. In a personal interview he revealed his method of fingering the grade and texture of bills to distinguish them one from another. He has never made a mistake in making change or in determining which bill he has been handed or in giving his customers the appropriately purchased product.

Unlike Mr. Fishback, Mr. Cassady has no family. At home he is completely independent though high tech items such as talking watches and calculators have been of some help. How does Mr. Cassady view his disability as it relates to working? He doesn't think that his lot "is any harder than anyone else's."⁴

The 59 year-old Allen County native enjoys playing the guitar in his leisure hours, and is very good at it since he has been involved with the instrument since early childhood. Others could, incidentally, help Mr. Cassady to enrich his quest for independence by sometimes volunteering to be his guide - he understandably doesn't "go anyplace without one."⁵

People with disabilities have been and will continue to be with us always, but these individuals, characterized by societal awareness, access, and opportunities, are rather recent phenomena in American culture, at least. Mr. Cassady and Mr. Fishback are only two of the countless many successfully independent workers in the USA today. With increased awareness, attitudinal changes, and helpful legislation such as that passed from 1968 with Public Law 90-480 to 1980 with Public Law 96-265,⁶ maybe there can be even more independently successful American workers who just happen to have disabilities.

NOTES

¹"James Fishback," Daily News, 31 July, 1985, p.10A.

²Interview with James Fishback, Counselor, Exceptional Industries. January 7, 1987.

³Fishback interview.

⁴Interview with Gibb Cassady, Operator Bowling Green, Kentucky Concession stand. 7, 8 Jan., 1987.

⁵Cassady interview.

⁶Gerber De Jong and Raymond Lifchez, "Physical Disability and Public Policy," Scientific American. June 1983, p. 42.

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De Jong, Gerber, and Raymond Lifchez. "Physical Disability and Public Policy." Scientific American, June 1983, p. 42.

Fishback, James V. Personal Interview. 7 January. 1987.

"James Fishback." Daily News, 31 July 1985, p. 10A.

Kennedy, Ted, Jr. "Our Right to Independence." Parade, 23 Nov. 1986, pp. 4-5.

Sheinman, Allen J. "Turning Tragedy into Triumph." 50 Plus, July 1986, pp. 27-33.

1987 POSTER CONTEST STATE AND NATIONAL WINNERS

COLLEGE

Beverly Lambert Uriah, Alabama	Danielle Hudson Boise, Idaho	Clint Hanson*** Ames, Iowa
Jorge Maldonado Washington, D.C.	Bradley S. Bechler Kouts, Indiana	Stephen Toalson Columbia, Missouri
Marilyn Murphy Chattanooga, Tennessee*		

HIGH SCHOOL

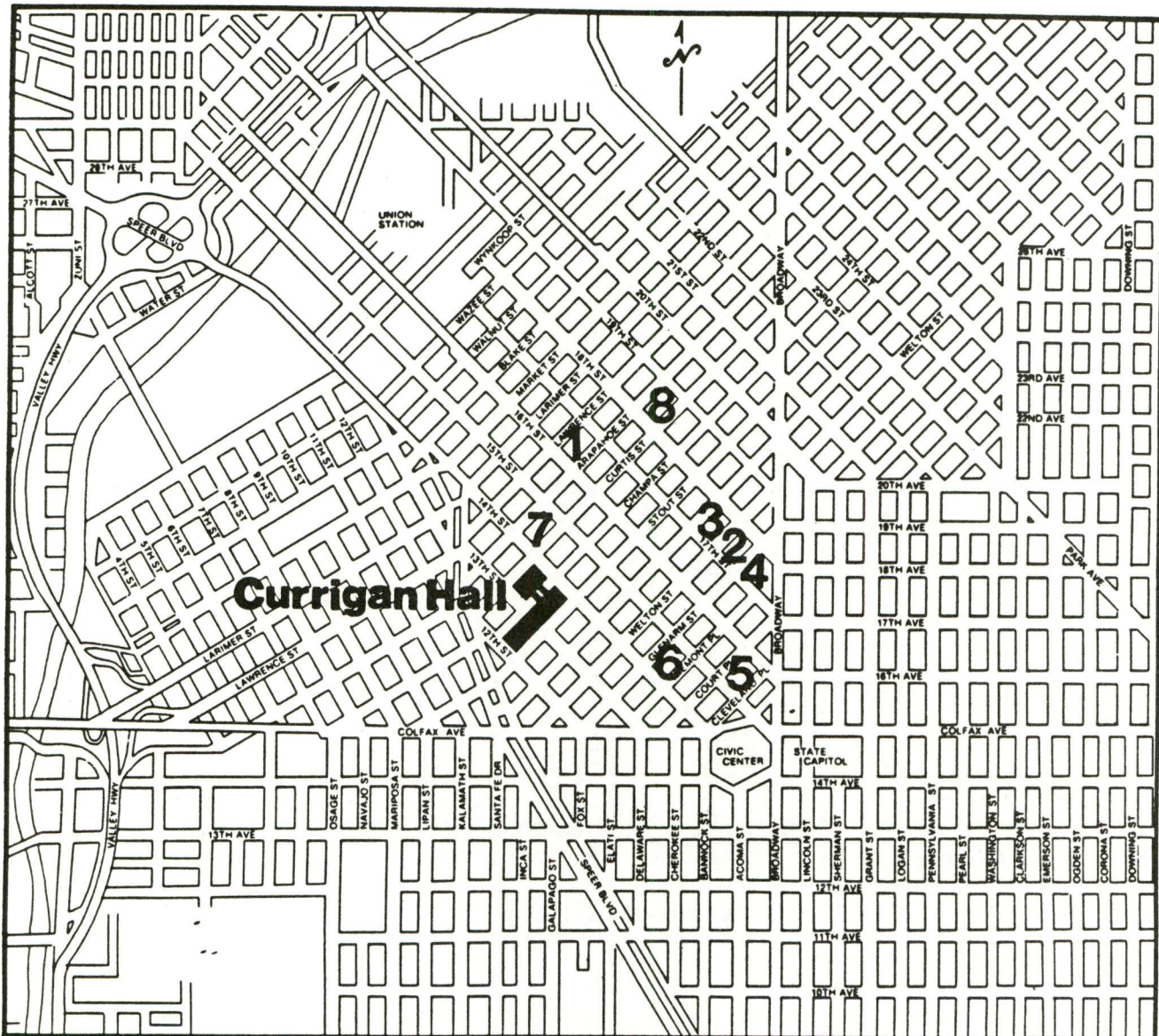
Luanne Mann Opelika, Alabama	Brenda Velez Chicago, Illinois	Larissa Lewis Raleigh, North Carolina
Lynn Liska*** Moodus, Connecticut	Vickie Hortenberry Pekin, Indiana	Maja Svane-Mikkelsen Oklahoma City, Oklahoma
Vince Lacava** Claymont, Delaware	Gene H. Cooper Cedar Rapids, Iowa	Joseph Druetto Westfield, Pennsylvania
Shaun Patterson Washington, D.C.	Shannon Mitchell Russellville, Kentucky	Carolyn Krull Rapid City, South Dakota
Bryan Runyon Ocala, Florida	Holly Richardson Balwin, Missouri	C. Cramer*** Herndon, Virginia
Brian Call Idaho Falls, Idaho	Margaret Storey Signal Mountain, Tennessee	

* National Winner - College Category
** National Winner - High School Category
*** National Honorable Mention

SPONSORS

College: Paralyzed Veterans of America
High School: Disabled American Veterans

DOWNTOWN DENVER



1. Westin Hotel at Tabor Center, 1672 Lawrence Street, Denver, CO 80202
2. Fairmont Hotel, 1750 Welton Street, Denver, CO 80202
3. Denver Marriott City Center, 1701 California Street, Denver, CO 80202
4. Denver Inn, 401 17th Street, Denver, Co 80202
5. Radisson Hotel, 1550 Court Place, Denver, CO 80202
6. Holiday Inn — Downtown — 15th and Glenarm Place, Denver, CO 80202
7. Executive Tower Inn, 1405 Curtis Street, Denver, CO 80202
8. Embassy Suites Hotel, 1881 Curtis Street, Denver, CO 80202

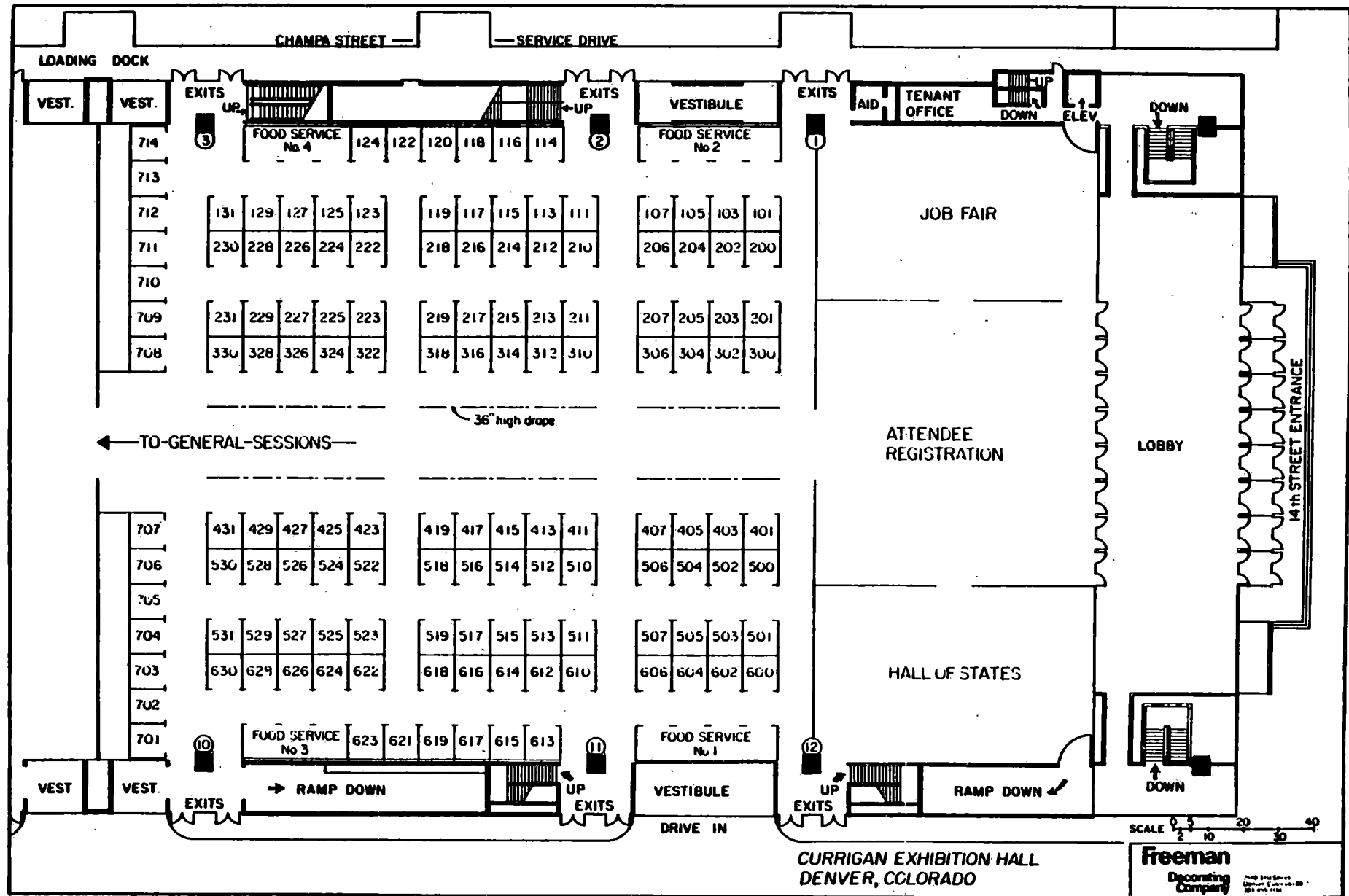
The Exhibition of the President's Committee on Employment of the Handicapped

April 22-23, 1987

Denver Convention Center - Denver, Colorado

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1987 ANNUAL MEETING



ANNUAL MEETING EXHIBITORS

BOOTH #507

ADMINISTRATION ON DEVELOPMENTAL DISABILITIES
HHH Federal Building,
Room 348-F,
Washington DC 20201
202-245-2888

BOOTH #703

ASSOCIATION OF REHABILITATION PROGRAMS AND DATA PROCESSING
4025 Chestnut Street, Third Floor
Philadelphia, PA 19104
215-898-8108

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AMERICAN FOUNDATION FOR THE BLIND
15 West 16th Street
New York, NY 10011
212-620-2153
Publications, consumer products, technological research
and evaluation, and referral services.

BOOTH #201

ASSOCIATION FOR RETARDED CITIZENS OF THE UNITED STATES
2501 Avenue J
Arlington, TX 76011
817-640-0204

BOOTH #516

ARLINGTON COUNTY GOVERNMENT PERSONNEL DEPARTMENT
2100 N. 14th Street
Arlington, VA 22201
703-284-5175
Information regarding employment opportunities with the
Arlington County Government.

BOOTH #510

ARTIC TECHNOLOGIES
1311 North Main
Clawson, IN 48017
313-435-4222
Synphonix speech synthesizers, Artic Vision interactive
software, and other speech products.

BOOTH #500
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2001 Rt. 46 East
3rd Floor, Suite 300
Parsippany, NJ 07054
201-299-7080

BOOTH #211
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P.O. Box 1549
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813-748-3031
Free cassette Bible and Bible studies for visually impaired
and print handicapped persons. Available in 25 languages.

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BRAUN CORPORATION
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Winamo, IN 46996
219-946-6157
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Swing-A-Way lift.

BOOTH #101
BREAKING NEW GROUND
Department of Agricultural Engineering
Purdue University
West Lafayette, IN 47907
317-494-5088
Information on modified farm equipment.

BOOTH #231
CENTRAL INTELLIGENCE AGENCY
P.O. Box 1925
Washington, D.C. 20013
703-351-2316
Recruitment brochures.

BOOTH #310
COLORADO COALITION FOR PERSONS WITH DISABILITIES
1245 East Colfax, Room 219
Denver, CO 80218
303-861-0116
Information on activities.

BOOTH # 316
COLORADO REHABILITATION ASSOCIATION
CRCC-6143 S. Willow Drive
Suite 400
Englewood, CO 8011
Information on Activities.

BOOTH #712
CROWN DIVISION OF THE ALLEN GROUP
215 Gasche Street
Wooster, OH 44691
216-262-6015

BOOTH #506
CUSTOM HOME ELEVATOR, INC.
600-H Telluride Street
Aurora, CO 80011
Sales, installation and service of stair lifts and
dumbwaiters.

BOOTH #312
DENVER COMMISSION ON THE DISABLED
303 West Colfax
Denver, CO 80204
303-575-3056
Information on Denver services.

BOOTH #411
Disabled American Veterans
807 Maine Avenue, S.W.
Washington, DC 20024
202-554-3501

BOOTH #314
EMPLOYABILITY, INC.
1245 East Colfax, Room 219
Denver, CO 80218
303-861-0116
Information on program activities and services.

BOOTH #531
EMPLOYMENT AND RESOURCE NETWORK
1700 E. Cherry
Seattle, WA 98122
206-464-6699

BOOTH #119
ENVIRONMENTAL PROTECTION AGENCY
401 M Street, S.W.
Washington, DC 20460
202-382-3305
Department employment information.

BOOTH #501
EASTERN PARALYZED VETERANS ASSOCIATION
432 park Avenue South
New York, NY 10016
212-686-6770

BOOTH #322
EVAC-CHAIR CORPORATION
17 East 67th Street
New York, NY 10021
212-734-6222

BOOTH #324
FREEDOM WHEELS
11055 Leroy Drive
North Glenn, CO 80233
800-521-7687
Adaptive transportation equipment.

BOOTH #111
EVEREST & JENNINGS, INC.
5243 S. Waldon Circle
Aurora, CO 80015
303-680-6157

BOOTH #522
FEDERAL DEPOSIT INSURANCE CORPORATION
550 17th Street, N.W.
Washington, DC 20429
202-393-8400

BOOTH #105
FREEWHEEL VANS, INC.
4901 Ward Road
Wheat Ridge, CO 80233
303-467-9981

BOOTH #708
GENERAL MOTORS CORPORATION
1080 Argo "A" Building
485 W. Milwaukee
Detroit, MI 48202
313-556-4983
Video presentation of GM's programs for employment of people
with disabilities.

BOOTH #228
GRANDMAR, INC.
5675 Unit C
Landregan Street
Emeryville, CA 94608
415-428-0441
Wheel Chairs, Upholstery

BOOTH #505
HUMAN RESOURCES DEVELOPMENT INSTITUTE
AFL-CIO
815 Sixteenth Street, N.W.
Washington, DC 20006
202-638-3912

BOOTH #215
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1300 Connecticut Avenue, N.W.
Washington, DC 20036
202-857-5173
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IBM CORPORATION
2000 Purchase Street
Purchase, NY 10577
914-765-5649

BOOTH #103
IMMIGRATION AND NATURALIZATION SERVICE
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Washington, DC 20536
202-633-1246

BOOTH #230
INTERNATIONAL HELATHCARE PRODUCTS, INC.
Box 4180, Suite 104
Long Gorge, IL 60047
312-634-2626
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BOOTH #431
INTEX MEDICAL TECHNOLOGIES
12200 Crownpoint
San Antonio, TX 78233

BOOTH #618
LARADON HALL
5100 Lincoln Street
Denver, CO 80216
303-296-2400
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and electronic assembly.

BOOTH #207
MCDONALD'S CORPORATION
#1 McDonald's Plaza
Department 145
Oakbrook, IL 60521
312-575-3000

BOOTH #213
BOULDER MEMORIAL HOSPITAL
311 Mapleton Avenue
Boulder, CO 80466
303-441-0561
Physical Medicine Services.

BOOTH #517
MOBILE-TECH CORPORATION
P.O. Box 2326
Hutchinson, KS 67504
316-663-4441
Products for transportation of people with disabilities.

BOOTH #219
MOUNTAIN REHABILITATION EQUIPMENT, INC.
2803 Ridge Glen Place
Colorado Springs, CO 80907
303-531-7755
Liberty Lift II stair climber.

BOOTH #417
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
400 Maryland Avenue, S.W.
Washington, DC 20546
202-453-2177

BOOTH #630
NATIONAL BARRIER AWARENESS FOUNDATION
8507 Mayland Drive
Richmond, VA 23229
804-273-0070
Posters, slides, photographs, brochures, and news magazines
disseminating information on the National Barrier Awareness
Program.

BOOTH #419
NATIONAL INSTITUTE OF MENTAL HEALTH
Room 14-105,
5600 Fishers Lane
Rockville, MD 20857
301-443-4183
Information on employing people who are mentally retarded or
mentally restored.

BOOTH #131

NATIONAL MENTAL HEALTH ASSOCIATION

1021 Prince Street

Alexandria, VA 2314

703-684-7722

Publications on mental health and mental illness.

BOOTH #225

NATIONAL REHABILITATION ASSOCIATION

633 South Washington Street

Alexandria, VA 22314

703-836-0850

Journals

BOOTH #415

NATIONAL REHABILITATION HOSPITAL

102 Irving Street, N.W.

Washington, D.C. 20010

202-877-1715

BOOTH #210

NATIONAL TECHNICAL INSTITUTE FOR THE DEAF

#1 Lomb Memorial Drive

Rochester, NY 14623

716-475-6749

Information on services for employers of hearing impaired persons.

BOOTH #401

PARALYZED VETERANS OF AMERICA

801 Eighteenth Street, N.W.

Washington, D.C. 20006

202-872-1300

BOOTH #300

PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

1111 20th Street, N.W.

Washington, D.C. 20036

202-653-5044

Information on employing people with disabilities.

BOOTH #318
PHONIC EAR
P.O. Box 36356
Denver, CO 80236
303-989-8021
Hearing assistance equipment.

BOOTH #223
PRIME ENGINEERING
610 West Warner Avenue
Santa Ana, CA 92707
714-556-8411
Hydraulically assisted standing frame designed for user
independence

BOOTH #123
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11684 Tuxford Street
Sun Valley, CA 91352
818-768-5890

BOOTH #203
SENSORY AIDS CORPORATION
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San Diego, CA
619-287-5746

BOOTH #523
STAINLESS MEDICAL
1180 Central Industrial Avenue
St. Louis, MO 63110
314-771-7145

BOOTH #227
TARGET INDUSTRIES, INC.
P.O. Box 657
E. Windsor, CT 06088
203-627-5191

BOOTH #200
TELESENSORY SYSTEMS INC.
455 N. Bernardo Avenue
P.O. Box 7455
Mountain View, CA 94039
415-960-0920
Electronic Braille, large print spectrum and tactile print
access devices for people who are blind or visually impaired.

BOOTH #129
T.J. PUBLISHERS, INC.
817 Silver Spring Avenue
Suite 206
Silver Spring, MD 20910
301-585-4440
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BOOTH #218
TRECO PRODUCTS, INC.
11846 Tugboat Lane
Newport News, VA 23606
804-873-1177

BOOTH #600
U.S. DEPARTMENT OF STATE
P.O. Box 9317 Rosslyn Station
Arlington, VA 22209
703-235-9369

BOOTH #518
U.S. DEPT. OF AGRICULTURE NATIONAL FINANCE CENTER
P.O. Box 60000
New Orleans, LA 70160
504-225-5480

BOOTH #425
U.S. DEPARTMENT OF JUSTICE
5th Floor Annex, NALC Building
Washington, D.C. 20530
202-272-6734

BOOTH #423

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

2401 E. Street, N.W. - Room 412

Washington, D.C. 20507

202-634-6036

Information and literature on federal agency enforcement of regulations pertaining to people with disabilities.

BOOTH #502

VETERANS ADMINISTRATION #1

810 Vermont Avenue, N.W.

Washington, D.C. 20420

202-233-2200

Information on VA vocational and rehabilitation services.

BOOTH #504

VETERANS ADMINISTRATION #2

810 Vermont Avenue, N.W.

Washington, D.C. 20420

202-233-2200

Information on Veterans benefits.

BOOTH #503

VETERANS ADMINISTRATION #3

810 Vermont Avenue, N.W.

Washington, D.C. 20420

202-233-2200

Information on Decade of Disabled Persons.

BOOTH # 528

VTEK

1625 Olympic Blvd.

Santa Monica CA 90404

213-452-5966

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SUGGESTIONS FOR THE 1988 ANNUAL MEETING PLANNING COMMITTEE

Your input, please . . .

We strive to make the Annual Meeting a valuable experience for all attendees. You can assist in the planning for next year's meeting by taking a few minutes to answer the questions below. Thank you.

Overall, the Annual Meeting made me:

_____ very pleased
_____ somewhat pleased
_____ neither pleased nor displeased
_____ somewhat displeased
_____ very displeased

I made this evaluation because

Which sessions were most valuable to you?

What topics should the 1988 Annual Meeting cover?

What components of the Annual Meeting should be improved?
How?

Other comments:

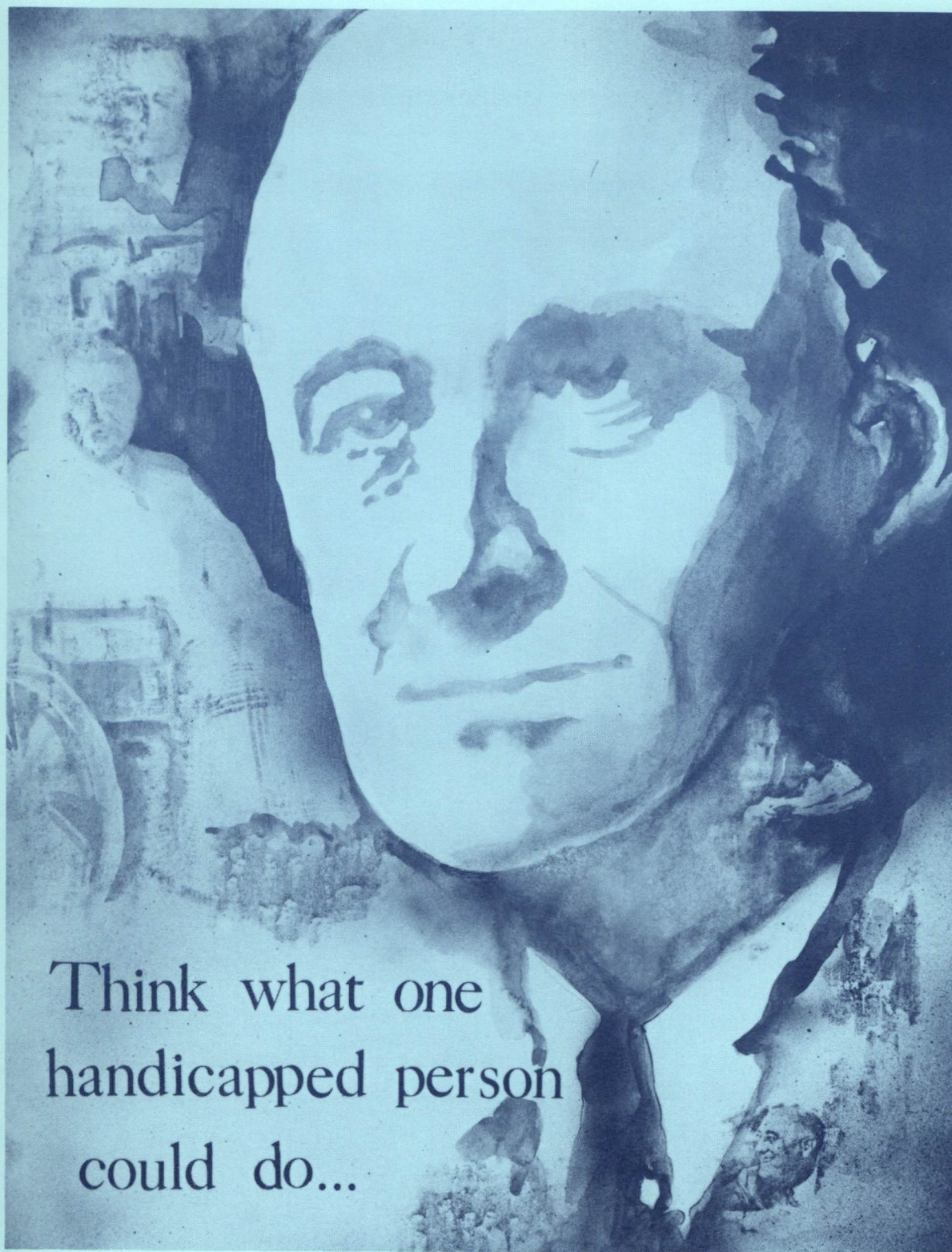
(Optional):

Name _____

Address _____

Please turn this questionnaire in at the President's Committee Information or Exhibit booths. Or mail to:

The President's Committee on Employment of the Handicapped
1111 20th Street, N.W., Room 636, Washington, DC 20036



Think what one
handicapped person
could do...

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HIGH SCHOOL CATEGORY**
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**Scholarship Donated
By Disabled American Veterans
Washington, D.C.**

Francisco Goya, painter

Elizabeth Barrett Browning, poet

Helen Keller

Helen Keller, lecturer, writer, and scholar

Robert Louis Stevenson

Robert Louis Stevenson, writer

Franklin D. Roosevelt

Franklin D. Roosevelt, 32nd president

Ludwig van Beethoven

Ludwig van Beethoven, composer

Thomas Edison

Thomas Alva Edison, inventor

Sarah Bernhardt

Sarah Bernhardt, actress

John Milton

John Milton, poet and dramatist

Henri Toulouse-Lautrec

Henri Toulouse-Lautrec, painter

These people overcame
handicaps to make
important contributions
to the world.

Think what the world
would have missed
had they not been
given an opportunity.

Hire the handicapped.



President's Committee on Employment of the Handicapped

**NATIONAL PRIZE WINNING POSTER
COLLEGE CATEGORY**

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**Scholarship Donated
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