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President's Committee on Employment of People with Disabilities 4/2/90 [OA 6895]

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THE WHITE HOUSE

WASHINGTON

April 30, 1990

*Evan Kemp
663-4081
663- 2/001*

MEMORANDUM FOR THE PRESIDENT

THROUGH:

DAVID DEMAREST *DD*

FROM:

CHRISTINA MARTIN *CM*

SUBJECT:

PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH
DISABILITIES AWARDS CEREMONY

I. SUMMARY:

On Wednesday, May 2, you will attend an awards ceremony sponsored by the President's Committee on Employment of People with Disabilities. You will speak before an audience of approximately 4,000 international participants of the three-day annual meeting of the President's Committee. The proposed text is six minutes long, and will be prepared on speechcards.

II. DISCUSSION:

The attached remarks reaffirm your stance on the Americans with Disabilities Act, and assist in your presentation of the President's Trophy for Disabled American of 1990 to David Schwartzkopf.

Martin
April 30, 1990
Draft Two
Title: Disa

PRESIDENTIAL REMARKS: PRESIDENT'S COMMITTEE ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES
WASHINGTON HILTON / WEDNESDAY, MAY 2, 1990
10:15 A.M.

((ACKNOWLEDGEMENTS -- Justin Dart, Edward Rensi [WREN-see]
(Chief Operating Officer McDonald's USA), Patricia Neil, and
Award Winners.)) I am delighted to be here with Justin, who is
truly a great humanitarian and one of our strongest advocates for
equal rights and equal opportunity for all Americans --
especially those with disabilities. His hard work and
perseverance through adversity has benefitted all of us. You
have to forgive me for rambling on about Justin, it's just that
not only is he a friend, he is one the founding fathers of the
Americans with Disabilities Act -- one of the most important
pieces of legislation to ever reach Capitol Hill.

As I said almost two years ago, it is time -- past time --
that people with disabilities are included in the mainstream of
American life. As members of a community who are actively
involved in helping disabled Americans join the workforce, I
don't have to tell you that we face many difficulties.* More than
two thirds of our fellow citizens with disabilities of working
age are unemployed. That is intolerable. Much of that
unemployment stems from a lack of opportunity. ADA will form the
foundation for policies and programs that can create

Americans over some big hurdles. His inventions have helped visually impaired people enter the workforce; his speeches have inspired management to re-think their hiring practices; and his consulting is helping to bring about equal opportunities. David gives meaning to the words dignity and independence. So it is with great pleasure that I present you with the President's Trophy proclaiming you the 1990 Disabled American of the Year. Congratulations.

#

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Date _____ Time _____

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Normal Delivery

Date: April 25, 1990

To: Christina Martin

From: Lucy Skinner

The President's Committee on Employment of People with Disabilities
1111 20th Street, NW, Suite 636
Washington, DC 20036-3470

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Additional comments or messages: This is the
President's Committee

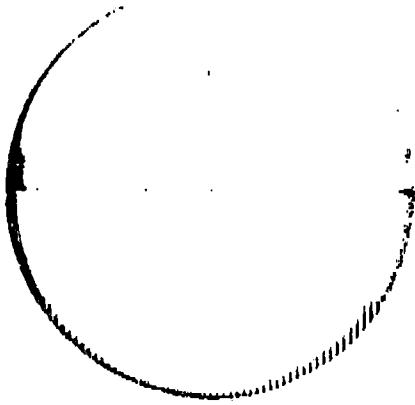
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of Personnel Management
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The Postmaster General



**The President's
Committee on
Employment of People
With Disabilities
Washington, D.C. 20036**



This Is the President's Committee

The President's Committee on Employment of People With Disabilities is a public-private partnership of national and state organizations and individuals working together to improve the lives of people with physical, mental and sensory disabilities by increasing their opportunities for employment. The Committee is currently composed of some 600 members. Included among these are: employers, training and rehabilitation specialists, educators, labor leaders, veterans organizations, medical and health professionals, service organizations, community leaders, as well as individuals with disabilities, their organizations and their advocates.

The Committee was begun in 1947 by President Harry Truman to assist in the return of disabled veterans of World War II to civilian jobs. There were also many persons with disabilities who had found work for the first time during the labor shortage connected with the War. The President called for a citizens movement to encourage business and industry to give these veterans and civilians an equal chance for employment and to open up new job opportunities to people with disabilities. The Committee was President Truman's personal response to a national concern. Every succeeding president has continued to lend his name and support to this effort.

The President's Committee is:

- An advisor to the President, as directed by its Executive Order, to recommend information that can be used by employers and others regarding employment of people with disabilities;

- A forum for the benefit of the employer community, as well as for specialists engaged in the work preparation of people with disabilities, to exchange experience and information relating to work and disability;
- A catalyst in the national effort to change public attitudes toward workers with disabilities and win their acceptance as full participants in the life of their communities.
- An advocate for policies and practices urging the rights of persons with disabilities to equal employment opportunities;
- An educational body compiling and disseminating printed materials and reports concerned with training, hiring and retaining people with disabilities in the work environment;
- A deliberative body which contributes to guidelines and standards for the preparation, placement and personnel practices governing people with disabilities at the worksite;
- A resource for technical information relating to assistive technology and other methods of accommodating people with severe disabilities that permit them to work.
- A coalition of diverse member organizations and individuals who utilize the unique resources of their network to further the employment status and improve the vocational lives of individuals with disabilities;

- A public relations channel seeking the cooperation of the mass media to build a favorable climate of opinion toward workers who are disabled;
- An advisor to people with disabilities who are preparing to enter the world of work, to encourage their training and stimulate their motivation so that they reach their full potential as qualified employees;
- An advocate for the employment concerns of people with disabilities among Federal Government agencies during the formation of national policies and the deliberations of proposed legislation.

Leadership.

The chair of the President's Committee directs its functions on behalf of the President. Together with four vice chairs, the chair is appointed by and serves at the pleasure of the President. These officials serve as volunteers, without compensation, except that their travel expenses are reimbursed when they travel on Committee business.

Executive Committee

In administering the functions of the President's Committee, the chair is assisted by a 21-member Executive Committee, a body of prominent individuals who meet periodically to offer counsel in the management and extended work plans of the Committee. Members of the Executive Committee are appointed by the chair for a period of three years.

Advisory Council

Members of the presidential cabinet, plus several Federal agency heads having specific jurisdictional interest in matters concerning disability, comprise the Advisory Council of the President's Committee. Their function is to advise the Committee with respect to its responsibilities.

Governors' Council

Every governor is invited to serve on the Governors' Council, a body that brings the President's Committee in closer relationship with state supported efforts to increase employment of people with disabilities.

State Committees

In each State the President's Committee is allied with a cooperating organization interested in employment of people with disabilities. These statewide committees are usually constituted in the name of the governors. Typically, they are composed of volunteers who carry out at the state level activities and programs similar to those of the President's Committee. These statewide committees often carry out their activities through a network of mayors' or local committees.

Membership Criteria

Membership to the President's Committee is extended by the chair on the recommendation of the Membership Committee. Each application must be sponsored by an existing member and countersigned by a member of the Executive Committee. Eligible for membership are organizations, groups and individuals with nationwide or multi-

state operations or activities, or individuals who have demonstrated the capacity to make a marked contribution to the objectives of the President's Committee.

Invitations to accept membership are made on behalf of the President for a term of three years. Members may be reappointed on the basis of their report of activities. When organizations or firms are appointed, a designated representative provides personal contact with the Committee. The Executive Order under which the President's Committee receives its authority prohibits the reimbursement of travel or other expenses incurred by members; however, such expenses may be deductible as contributions for income tax purposes.

Standing Committees

After appointment, most of these volunteer members are assigned to one of several standing committees according to their expertise and experience. Dispersed throughout these standing committees, and in leadership roles, are members with disabilities. These standing committees carry out the primary work plans and programs of the President's Committee, with staff assistance, and sometimes with specially assembled task forces.

These standing committees are:

- **Employer Committee.** Composed of representatives of Fortune 500 employers, as well as small employers, this committee has demonstrated its credibility and influence among its peers in American business and industry

- **Labor Committee.** Close to three dozen international unions or their presidents have mobilized the resources of organized labor to enhance employment opportunities for people with disabilities.
- **Work Environment and Technology Committee.** This committee, composed of Industrial engineers, architects and designers, rehabilitation engineers, and related disciplines, encourages worksite and technological accommodation of people with disabilities.
- **Medical, Health and Insurance Committee.** Industrial physicians and others examine and develop policies relating to medical, health and insurance issues as they affect job opportunities for people with disabilities.
- **Employment Preparation Committee.** Educators, job training personnel and rehabilitation professionals encourage vocational education, training and work experiences for people with disabilities.
- **Committee on Disabled Veterans.** The Nation's major veterans organizations form this coalition to promote employment and training opportunities for veterans with disabilities.
- **Disability and Employment Concerns Committee.** Persons from diverse backgrounds within the disability and advocacy communities identify and address issues related to employment for specialized groups of persons with disabilities, such as

women, older workers, minorities, and bi-cultural groups. The committee concerns itself also with specific issues which are exclusive to certain categories of disability, such as mental retardation, blindness, brain injury, etc.

- **State Relations Committee.** Representatives of statewide committees provide a formal structure for liaison activities and joint deliberations concerning plans, programs, issues, legislative proposals and projects between the President's Committee and counterpart state committees or councils.

Special Advisors

Members with special expertise may be appointed to a position of Special Advisor for a designated subject area. Each year, special reports or studies highlighting policy or programming implications are prepared by the Special Advisors to aid in the development of the Committee's long-range work plan.

Report to the President

The Executive Order requires the President's Committee to forward annually to the President a report on the progress and problems of maximizing employment opportunities for people with disabilities.

Publications

The Committee publishes a variety of booklets and informational materials directed to employers, to rehabilitation professionals, to the general

public, or to individuals who are disabled. Each year the Committee distributes a quarter million copies of printed materials in response to requests from various sources.

A quarterly magazine, *Worklife*, is published by the Committee. The focus of the magazine is on information that is vital to both employers and persons with disabilities seeking employment. A limited number of complimentary copies are available from the President's Committee.

A monthly newsletter, *Tips and Trends*, keeps members and others informed of meetings, happenings, new developments and is a continuing method of communicating with members and supporters of the President's Committee.

A weekly electronic mail system, *E-mail*, is available for a subscription fee. It provides users with up-to-the-minute developments in legislation, regulations and other sources of information on employment related topics.

Annual Meeting

The Committee, by Executive Order, holds an Annual Meeting each year. This national conference on employment of people with disabilities has grown to be the foremost national conclave dedicated to rehabilitation and employment of people with disabilities. 5000 registrants may attend this three-day series of plenary sessions, workshops, forums, symposia, and exhibitions. Prominent speakers and government leaders are featured participants on the program.

The national conference provides a forum to review key issues, new developments and model programs affecting employment of persons with disabilities, and strategies for making nec-

essary changes. It is designed to enhance the professional competence of people working toward the employability of individuals who are disabled. It strengthens the linkages between rehabilitation agencies, the employer community, networks of volunteers, as well as acquainting people with disabilities with opportunities for career development and the requirements of the labor market.

Awards and Recognition

The President's Committee believes in recognizing individuals and employers who have made significant contributions to the realization of its creed and mission. Among these national honors which are selected from nominations by special juries are:

The President's Trophy to the Disabled American of the Year—presented annually to an outstanding individual who is disabled and who has demonstrated significant accomplishments in furthering employment for persons with disabilities.

The Employer of the Year Awards—To confer national recognition each year on employers in the public and private sectors for outstanding achievements in improving employment opportunities for people with disabilities. One public and one private employer is chosen from three categories: Small (less than 200 employees), Medium (200 to 1000 employees), and Large (more than 1000 employees).

The Public Personnel Award—To honor an outstanding employee in a public agency—Federal, State, county, municipal, judiciary, or public college or school—who has given leadership to the hiring of people with disabilities in his or her agency.

The Health Care Professional Award
—To honor a health care professional who is judged to have made the most significant contribution to the employment of people with disabilities.

In addition each year, with the cooperation of state committees, the President's Committee sponsors National Journalism Scholarship Program, as well as a Poster Scholarship Program for high school age or art school students. Assisting as co-sponsors with scholarship awards and travel expenses to the Annual Meeting are the AFL-CIO, the Disabled American Veterans and the Paralyzed Veterans of America.

Awareness Month

Each year the Committee leads the period of heightened visibility and publicity for promoting job opportunities for people with disabilities. The month of October is observed as National Disability Employment Awareness Month, as directed by Congress and proclaimed annually by the President. During this time awareness and educational activities are carried out in nearly every community across the country.

Job Accommodation Network

The President's Committee sponsors a national resource and consultation service to help firms make individualized accommodations for employees with disabilities. Located at West Virginia University and operated through the University's Rehabilitation and Research Training Center, employers, rehabilitation professionals and people with disabilities can seek technical help for specific accommodation solu-

tions. These job accommodations, which permit employers to hire, advance or retain qualified individuals who may have some functional limitations at work, are recommended manufactured devices, environmental changes, worksite modifications or policy changes that help the worker's job performance.

A data bank, stocked with technical advice provided from many sources, including the proven experience of employers, assists counselors in providing accommodation solutions to employers and job placement specialists. The consultation service, accessed by a toll-free number, 1-800-526-7234, is provided without charge. This national information network was started by the President's Committee in 1984 as a partnership venture between the public and private sectors.

The Staff

As an independent Federal agency, the staff of the President's Committee is subject to the usual personnel regulations of the civil service system. For operational purposes, the staff is divided into three divisions: Plans, Projects and Services; Public Affairs; and Administration. The authorized complement of staff persons is thirty-seven. In response to a special mandate to follow affirmative hiring practices, about two-thirds of the staff members have disabilities.

The President's Committee on Employment of People With Disabilities

MEMBER'S CREED

As a member of the President's Committee on Employment of People with Disabilities,

I BELIEVE

That people with disabilities should have equal opportunity to choose and prepare for occupations commensurate with their abilities and their potentialities;

That people with disabilities should be given equal opportunity, with others similarly qualified, in selection, appointment, and advancement in employment.

I PLEDGE

My best efforts to translate the foregoing principles into action; My assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

I WILL

1. Promote the social and economic independence of persons with disabilities by encouraging among day-to-day contacts the goal of competitive employment for all qualified individuals, including those with physical or sensory disabilities, mental retardation, or a history of mental illness.
2. Work toward the ideal that persons with disabilities have a right to participate to the widest possible extent in the mainstream of all facets of living in their communities.

3. Acknowledge that my membership appointment is not for the purpose of "helping the handicapped," but rather, working with people with disabilities as equal partners to promote their independence.
4. Be guided by the philosophy that persons with disabilities have a right and desire to shape their own destinies and should therefore be included whenever plans or programs are fashioned for their benefit.
5. Advance the practice of using dignified terminology when referring to people with disabilities; recognize that they are persons first and should not be identified solely by their disabilities.
6. Uphold the dignity of people with disabilities by condemning any condescending or maudlin portrayal of their image by the mass media which perpetuates inappropriate stereotypes and discrimination.
7. Work to break down, wherever possible, environmental and architectural barriers in the community that inhibit or prevent persons with disabilities from fully participating in their roles as workers and as citizens.
8. Decline to take part in a meeting, conference, seminar or other professional gathering where the physical facilities, because of barriers, could exclude persons with disabilities from attending and participating in the program.
9. Support the concept within my State that a strong and viable governor's Committee or Commission concerned with employment of people

ple with disabilities can augment and multiply national efforts to increase their employment opportunities.

10. Utilize the channels of mass communication available to me to spread public awareness of the abilities of workers with disabilities.
11. Encourage persons with disabilities to become familiar with the Federal and State legislative process, so that they can, singly or in coalitions, make their petitions heard by elected officials.
12. Keep abreast of issues, trends and proposed legislation affecting people with disabilities so that my informed opinion can contribute objectively to the public debate.
13. Encourage the use of interpreters for people with hearing impairments where public meetings are expected to attract such persons, the captioning of audio-visual materials used in presentations, and the use of telecommunication devices in public places to expand communication capabilities of individuals who are deaf.
14. Remember that persons who are blind or visually impaired cannot receive the visual messages usually taken for granted, and that slides, videos or films presented at meetings need to be supplemented orally.
15. Keep in mind that, as a volunteer member of the President's Committee on Employment of People With Disabilities, my appointment is made in the name of the President, and carries with it special responsibilities toward all our Nation's citizens who are disabled.



The President's Committee on Employment of People With Disabilities

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Date: April 25-1990

To: Luzanne Bricker

From: Virginia L Small

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The Secretary of Veterans Affairs
The Chairman of the Equal Employment
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The Administrator of General Services
The Director of the Office
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The Director of the United States
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The Postmaster General

**National Organizations Supporting the
Americans with Disabilities Act of 1989**

**ACLD, An Association for Children and Adults with
Learning Disabilities**
AIDS Action Council
AIDS National Interfaith Network
Alexander Graham Bell Association for the Deaf
American Academy of Child and Adolescent Psychiatry
American Academy of Otolaryngology Head and Neck Surgery
American Academy of Physical Medicine and Rehabilitation
American Association for Counseling and Development
American Association for Marriage and Family Therapy
American Association of the Deaf-Blind
American Association on Mental Retardation
American Association of University Affiliated Programs
American Baptist Churches U.S.A.
American Civil Liberties Union
American College Health Association
American Council of the Blind
American Congress of Rehabilitation Medicine
American Deafness and Rehabilitation Association
American Diabetes Association
**American Federation of Labor and Congress of Industrial
Organizations (AFL-CIO)**
American Foundation for AIDS Research
American Foundation for the Blind
American Nurses Association
American Occupational Therapy Association
American Psychiatric Association
American Psychological Association
American Public Health Association
American Social Health Association
American Society for Deaf Children
American Speech-Language-Hearing Association
Americans for Democratic Action
Association of Junior Leagues International, Inc.
**Association for Education and Rehabilitation of the Blind
and Visually Impaired**
**Association for the Education of Rehabilitation
Facility Personnel**
Association for Retarded Citizens of the United States
Autism Society of America
Blinded Veterans Association
B'nai B'rith Women
Center for Population Options
Center for Women's Policy Studies
Child Welfare League of America
Christian Church (Disciples of Christ)
Chronic Fatigue Syndrome Information Institute, Inc.
Church of the Brethren
Church Women United
Committee for Children
Common Cause
Conference of Educational Administrators Serving the Deaf
Convention of American Instructors of the Deaf
Council for Exceptional Children
Deafness Research Foundation
Disabled But Able to Vote
Disability Focus

Disability Rights Education and Defense Fund
Epilepsy Foundation of America
Episcopal Awareness Center on the Handicapped
The Lutheran Office for Governmental Affairs, Evangelical
Lutheran Church in America
Federally Employed Women
Friends Committee on National Legislation
Gallaudet University Alumni Association
Gazette International Networking Institute
General Federation of Women's Clubs
Human Rights Campaign Fund
International Association of Parents of the Deaf
International Polio Network
International Ventilator Users Network
Juvenile Diabetes Foundation
Lambda Legal Defense and Education Fund
Leadership Conference on Civil Rights
Learning How, Inc.
Mental Health Law Project
National AIDS Network
National Alliance for the Mentally Ill
National Association of Counties
National Association for Music Therapy
National Association of the Deaf
National Association of Commissioners for Women
National Association of Developmental Disabilities Councils
National Association of People with AIDS
National Association of Private Residential Resources
National Association of Protection and Advocacy Systems
National Association of Rehabilitation Facilities
National Association of Rehabilitation Professionals in the
Private Sector
National Association of Social Workers
National Association of State Alcohol and Drug Abuse Directors
National Association of State Mental Retardation
Program Directors
National Center for Law and the Deaf
National Coalition for Cancer Survivorship
National Council on Alcoholism
National Council of Churches
National Council of Community Mental Health Centers
National Council on Disability
National Council on Independent Living
National Council on La Raza
National Council on Rehabilitation Education
National Down Syndrome Congress
National Easter Seal Society
National Education Association
National Family Planning and Reproductive Health Association
National Fraternal Society of the Deaf
National Gay and Lesbian Task Force
National Handicapped Sports and Recreation Association
National Head Injury Foundation
National Hospice Organization
National Industries for the Severely Handicapped
National Mental Health Association
National Mental Health Consumers' Association

National Minority AIDS Council
National Multiple Sclerosis Society
National Network of Learning Disabled Adults
National Network of Runaway and Youth Services
National Organization for Rare Disorders
National Organization on Disability
National Organization for Women
National Ostomy Association, Inc.
National Puerto Rican Coalition
National Recreation and Park Association
National Rehabilitation Association
National Spinal Cord Injury Association
National Women's Law Center
National Women's Political Caucus
NOW Legal Defense and Education Fund
Older Women's League
9 to 5 - National Association of Working Women
Paralyzed Veterans of America
People First International
Presbyterian Church (U.S.A.)
Rainbow Lobby
Self Help for Hard of Hearing People, Inc.
Spina Bifida Association of America
Synagogue Council of America
Telecommunications for the Deaf, Inc.
The Association for Persons with Severe Handicaps
The Episcopal Church
The Gray Panthers
The National Federation of Business and Professional Women's
Clubs, Inc.
Tourette Syndrome Association
Union of American Hebrew Congregations
Unitarian Universalist Association of Congregations
United Cerebral
Palsy Associations, Inc.
United Church Board for Homeland Ministries
United Church of Christ, Office for Church in Society
United States Student Association
Issue Development and Advocacy Unit, General Board of Church and
Society, The United Methodist Church
Women's Equity Action League
Women's Legal Defense Fund
World Institute on Disability



The President's Committee on Employment of People With Disabilities

NEWS RELEASE

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Contact:

H. STONE/J. CAMPBELL
202/653-5044

For Release:

IMMEDIATE

Five Employers to Receive Presidential Honors

The President's Committee on Employment of People with Disabilities announced today that five employers, three in the private sector, have been chosen as the 1990 Employers of the Year.

The five employers are being recognized for their outstanding efforts in hiring, training, and promoting employment opportunities for people with disabilities. They will be honored during the Opening Session of the President's Committee's 1990 Annual Meeting, May 2-4, at the Washington Hilton Hotel, Washington, D.C.

E. I. Du Pont de Nemours & Co., a manufacturing company in Wilmington, DE, was selected as the recipient of the 1990 Large Employer of the Year (over 1,000 employees) in the Private Sector. More than five percent of Du Pont's work force are individuals with disabilities, and the recruiting department continues to fill jobs with individuals with disabilities. Management has been exposed to many sensitivity training programs, including the "Windmills" series, and job accommodations are commonplace. A scientist experiencing progressive symptoms of multiple sclerosis was recently accommodated with realigned job duties and office ramps and continues to be fully productive.

Du Pont is active in the community with many organizations, including the Delaware Special Olympics, Goodwill Industries, Elwyn Institute, and Opportunity Centers, Inc. E. I. Du Pont de Nemours & Co. is a past recipient of the Exemplary Voluntary Effort (EVE) Award presented annually by the Office of Federal Contract Compliance Programs (OFCCP). The company is represented on the Employer Standing Committee of the President's Committee on Employment of People with Disabilities. Accepting the award for E. I. Du Pont de Nemours will be Elwood P. Blanchard, Jr., Vice Chairman of the Board.

The Large Employer of the Year (over 1,000 employees) in the Public Sector will be presented to the Department of the Navy, New

-more-

Employers of the Year**Page 2**

Orleans, LA (Navy New Orleans). Twenty-five Naval and Marine Corps detachments comprise Navy New Orleans, with diverse missions in training Naval Reserve personnel, construction of Naval ships and facilities, medical research, and administration functions for Armed Services in the New Orleans area. The U.S. Department of Defense has established a 2% minimum hiring for qualified people with targeted disabilities, and Navy New Orleans exceeds this mark by two percent. Nearly ten percent of the employees at Navy New Orleans have a disability.

Navy New Orleans' Handicapped Program Advisory Committee, established in 1978, regularly identifies architectural barriers that need to be removed or modified; recommends accessibility features for new construction; supplies interpreter services for training, staff meetings and briefings; identifies evacuation routes and emergency procedures for employees with disabilities; recommends installation of computer accommodations, and a host of other accommodations for the military activities that comprise Navy New Orleans. Many Navy New Orleans military commands have won the State of Louisiana Employer of the Year Award. Rear Admiral R. K. Chambers, Chief of Naval Operations in the New Orleans area, will accept the 1990 Employer of the Year Award.

Selected for the Medium Employer of the Year (200 to 1,000 employees) in the Public Sector is the City of Wilson, North Carolina. The municipality of Wilson, NC is a model city of employment opportunity for people with disabilities. Through extensive recruiting efforts in the public and private sectors, communication with the local Vocational Rehabilitation and the Veteran's Division of the Employment Security Commission, 34% of the total work force in the Wilson City Government have a disability. A weekly vacancy list of job opportunities is sent to 175 service organizations, agencies, private companies, and colleges for recruitment within the city government and in the private sector. As the result of a survey, several public buildings in Wilson are now accessible -- including bathrooms, elevators, water fountains, indoor and outdoor ramps and parking spaces for people with disabilities.

The City of Wilson continues to be a major leader in North Carolina in offering job opportunities for persons with disabilities. The Honorable Ralph El Ramey, Mayor, will accept the 1990 Employer of the Year Award.

The Medium Employer of the Year (200 to 1,000 employees) in the Private Sector is awarded to Integrated Microcomputer Systems, Inc. (IMS) of Rockville, MD. This high-technology company was founded in 1979 with five employees--three of whom had hearing impairments. IMS currently has 380 employees, and 10% are employees with disabilities. On one major contract, 38% of the

-more-

Employers of the Year**Page 3**

work force have hearing impairments. As a result of training, promotions, and individual capabilities, employees with disabilities are assigned to all levels of responsibility. One supervisor with a hearing impairment monitors the performance of 13 employees. Throughout the company, engineers, programmers, system analysts, and clerical employees with hearing impairments work side by side with employees who can hear. Employees regularly volunteer to teach sign language classes during lunch periods. When an employee with a disability joins the staff, an experienced employee provides training on a one-to-one basis. John Yeh, President, will accept the 1990 Employer of the Year Award.

The recipient of the 1990 Small Employer of the Year (under 200 employees) in the Private Sector is Red Lobster restaurant, Erie, PA. This restaurant hires individuals who are referred to them by the Office of Vocational Rehabilitation, the Gertrude Barber Center (Supported Employment), and the Competitive Supported Employment Project of Erie County. Forty-eight percent of their employees are qualified workers with disabilities.

Management at Red Lobster often cooperates with job coaches for placement and training of employees with severe disabilities and is flexible about their needs. Work schedules are planned around public transportation, which is used by a large part of the restaurant's work force. On one occasion, management redefined a job description for an employee who was unable to meet production. The revised job tasks included parts of other jobs so the employee could continue working full-time. Demonstrating a commitment to the community, Red Lobster is involved with transitional and co-op programs with the Erie School District. Mr. Patrick Brown, General Manager of Red Lobster, Erie, PA will accept the 1990 Employer of the Year Award.

The 1990 Annual Meeting, entitled "Full Employment for All," is expected to attract about 4,000 participants, including people with disabilities, from the United States and other countries.

March 26, 1990

#

W3-4110



**The President's Committee on
Employment of People With Disabilities**

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**CONTACT: Stone/Campbell
202/653-5044
FOR IMMEDIATE RELEASE**

California Physician to Receive Presidential Award

Stanley K. Yarnell, M.D., Director of Spinal Cord Injury Services at St. Mary's Hospital and Medical Center, San Francisco, CA has been selected by the President's Committee on Employment of People with Disabilities as the 1990 Health Care Professional of the Year. Dr. Yarnell will be recognized at the Opening Session on May 2 during the 3-day Annual Meeting of the President's Committee on Employment of People with Disabilities at the Washington Hilton Hotel, Washington, DC.

Dr. Yarnell is receiving the 1990 Health Care Professional of the Year Award for his commitment to establishing public programs for rehabilitation and the development of rehabilitation methods and products which give people with disabilities greater freedom.

The bulk of Dr. Yarnell's work is associated with spinal cord injury, but he has applied his expertise to numerous other disabilities. He devised, refined and introduced a special bowel procedure, known as "upper motor neuron dyssynergic bowel program for spinal cord injury patients." For people experiencing post-polio symptoms, he designed a general exercise program.

Dr. Yarnell started the first rehabilitation clinic in the San Francisco area for people with multiple sclerosis at St. Mary's Hospital and helped establish a second clinic at Herrick Hospital in Berkeley, CA. In 1981, he established the first Post Polio Clinic in Northern California at St. Mary's Hospital. In 1976 he assisted in the development of the Northern California Regional Spinal Injury Care System in San Jose.

Dr. Yarnell is involved with several disability organizations and associations. He is on the Board of Directors of the San Francisco Independent Living Resource Center, and he is a member of the Advisory Committee for the Disability Rights, Education and Defense Fund.

Dr. Yarnell is a past president and currently an active

member of the California Society of Physical Medicine and Rehabilitation, and current president of the Northern California Chapter of Physical Medicine and Rehabilitation. He is a member of the American Academy of Physical Medicine and Rehabilitation, the American Congress of Rehabilitation Medicine, and the American Spinal Injury Association.

In addition his primary post as Director of Spinal Cord Injury Services at St. Mary's Hospital, Dr. Yarnell is an active staff member at Mt. Zion Hospital and Medical Center in San Francisco, a courtesy staff member of the Stanford University Hospital and Medical Center and the Herrick-Alta Bates Rehabilitation Center in Berkeley, and a Clinical Assistant Professor at Stanford University.

Dr. Yarnell attended medical school at Ohio State University, where he graduated in 1973. He has been published widely in medical journals and is an accomplished speaker.

The 3-day Annual Meeting of the President's Committee is expected to attract 4,000 participants, including people with disabilities, from the United States and other countries.

#

April 23, 1990

Acclaimed actress Patricia Neal, a native of Kentucky who grew up in Knoxville, Tennessee, is also known for her support of rehabilitation and her belief in the potential of persons with disabilities. Much of her support comes as a result of her own experience as a survivor of three massive strokes in the mid-1960s. After years of rehabilitation and struggle, Miss Neal was able to resume a successful acting career.

In 1978 she consented to give her name to a new, comprehensive rehabilitation facility located at Fort Sanders Regional Medical Center in Knoxville. Since that time, the Patricia Neal Rehabilitation Center has become, in Miss Neal's words, "a beacon to show the world what really can be done by and for persons with disabilities." The Center offers programs ranging from physical and occupational therapy to vocational training for persons who have suffered from spinal cord injuries, strokes, brain injuries, and other disabling conditions.

The Patricia Neal Rehabilitation Center is nationally renowned, and is one of the few rehabilitation centers in the country to hold professional accreditations in a variety of programs. It has been cited for outstanding treatment programs in national listings such as "The Best in Medicine" and other directories.

Miss Neal is a frequent visitor to the Center, and her presence and encouragement benefit both staff and patients. She annually presents awards to former patients who have successfully returned to their communities and workplaces. Miss Neal is a spokesperson for the Center on frequent occasions, and assists the Fort Sanders Foundation with fund-raising activities.

NOTE: Miss Patricia Neal will be the Mistress of Ceremonies at the Opening Session on May 2 when the President is expected. She will be presented with the President's Committee's Distinguished Service Award by Justin Dart for her rehabilitation work described above.



The President's Committee on Employment of People With Disabilities

Suite 636
1111 20th Street, N.W.
Washington, D.C. 20036-3470
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FACSIMILE TRANSMISSION

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Date: April 26, 1990

To: CHRISTINA MARTIN

From: ED LEONARD

The President's Committee on Employment of People with Disabilities
1111 20th Street, NW, Suite 636
Washington, DC 20036-3470

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Dignity, Equality, Independence Through Employment

Justin Dart, Jr. Washington residence: 907 8th St., SW, Apt. 516C, Washington, DC, 20024. 202-488-7684, fax 202-883-0010, TDD 202-484-1370; permanent, voting residence: Star Route 1, Box 9, Fort Davis, Texas, 79734. 915-426-3497, 915-426-3531, fax 915-426-3001.

- Born Chicago, Illinois, 1930. Contracted polio, 1948. Wheel chair user 1948-present. Texas VR client. Graduated University of Houston BS, History and Education, 1953, MA, History, 1954. Several scholastic honors and awards. Taught several sections of required history and government courses, University Houston, 1954. Attended University of Texas Law School, 1954-1955. Honor Fraternity. Married to Yoshiko Saji Dart, who has played a leading partnership role in all the below-listed activities occurring since 1983.

- Five presidential, one congressional and five gubernatorial appointments in the area of disability policy.

- Currently Chairman of the President's Committee on Employment of People with Disabilities, appointed by President Bush July 27, 1989, and Chairperson of the Congressional Task Force on the Rights and Empowerment of Americans with Disabilities, May, 1988-present. Member of the Board of Trustees, the Dole Foundation, June 1989-present.

- Member of the presidentially appointed National Council on Disability, 1983-86, 1988-89 (three appointments - Vice Chairperson 1983-85). President-elect of the National Rehabilitation Association 1989 (resigned on assuming chair of President's Committee on Employment of People with Disabilities). Commissioner, Rehabilitation Services Administration, 1986-1987. Member and Chairperson of the Texas Governor's Committee for Persons with Disabilities (two appointments), 1980-1985. Chairperson of the Governor's Long Range Planning Group for Texans with Disabilities, 1982-1984. Member of the Texas Council on Disabilities (two appointments), 1984-1986.

- Founder and CEO of three successful corporations, including Japan Tupperware, Ltd., beginning with four employees in 1963, growing to 25,000 in 1985; company was presented as the outstanding example of domestic marketing in Japan, 1985 by

ADVISORY COUNCIL

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The Secretary of Veterans Affairs
The Chairman of the Equal Employment
Opportunity Commission

The Administrator of General Services
The Director of the Office
of Personnel Management
The Director of the United States
Information Agency
The Postmaster General

Japanese Marketing Federation. Operated private independence and employment oriented program for persons with and without disabilities in personal home - 1968-present. Delivery and street sales of Houston Chronicle (daily newspaper), 1953. Increased sales on route more than 40%.

- Founded the first organization to promote racial integration of the then segregated University of Houston, 1952. Has advocated for the rights of students, women, Blacks, Hispanics and persons with disabilities in Mexico, Japan, Viet Nam and USA, 1957-present. Founded successful residential independent living program in Japan, 1964. Cofounder of Austin Resource Center for Independent Living, 1978-79.

- During the last eight years has made seven major national trips to solicit input in regard to disability policy, visiting each of the fifty states at least three times. As Vice Chairperson of the National Council on Disability, met with disability community leaders in all fifty states to develop the National Policy on Disability. As RSA Commissioner visited each state rehabilitation and RSA office at least once, to solicit input from staff. As Chairperson of the Congressional Task Force on the Rights and Empowerment of Americans With Disabilities, presided at public forums and made presentations at numerous other meetings in each of the fifty states, involving more than 28,000 members of the disability community. Has played a leading role in national advocacy for ADA, including participation in a disability policy dialogue with President Bush and Vice President Quayle, testimony before the Congress and numerous meetings with White House and Congressional staff and members of Congress. Rolled in the first row of the May 15, 1988 NCIL sponsored march down Pennsylvania Avenue to advocate ADA at the gates of the White House.

- 1988, first Humanitarian Award of the National Head Injury Foundation, permanently named the Justin Dart Humanitarian Award; President's Trophy, Handicapped American of the Year, 1988; other major National Awards - 1983-1988 - AARP, Volunteer of the Year, 1988, Disability Hall of Fame, 1987, Paralyzed Veterans of America, National Association of the Deaf, National Alliance for Mental Illness, National Council of Independent Living (1985-1988), Healing (religious) Community, National Head Injury Foundation, National Council on the Handicapped, National Association of Rehabilitation Facilities, People-to-People Committee for the Handicapped, the American Coalition of Citizens With Disabilities. Numerous state and regional awards include the first Meritorious Public Service Award of the Coalition of Texans with Disabilities, permanently named the Justin Dart

Award. Several major recognitions for promoting the employment of and sports for Japanese persons with disabilities, including personal congratulations from the now Emperor Akihito and Empress Michiko. One of the first private sector Americans ever to appear on the cover of the "Time magazine of Japan," Shukan Asahi, 1965. Award of merit by Mexican Sports Broadcasters and commendation by President of Mexico for role as principal promoter of the Mexican national men's and women's bowling teams (able bodied), world champions, 1960.

- Coordinating editor of the Governor's Long Range Plan for Texans with Disabilities and the National Policy for Persons with Disabilities. Key contributor to the development of Toward Independence and the Americans with Disabilities Acts of 1988 and 1990. Coauthor of A Philosophical Foundation for Independent Living. Author of numerous articles and papers on disability policy and philosophy. Editor of two books of poetry.

"...in the years ahead you will be able to look back with pride on your accomplishments. Your efforts to address the needs and concerns of disabled Americans are greatly appreciated..." Letter to Justin Dart from PRESIDENT RONALD REAGAN, December, 1987.

"Mr. Dart's thoroughly distinguished record, achieved over many years as a private citizen and more recently as Commissioner, demonstrates his ability to push aside the barriers that confront people with disabilities, establish broad collegial relationships with advocacy groups and service providers, initiate and execute new policy in the delivery of services to people with disabilities, and retain the respect of even those who disagree with him." SENATORS HARKIN, WEICKER,, COCHRAN, KERRY, STAFFORD, METZENBAUM, HATCH and ADAMS (letter to President Reagan, December, 1987)

"Mr. Dart is well respected by the disability community and rehabilitation specialists as a strong advocate and spokesperson for disabled Americans who seek equal participation in this society...I want to publicly thank Mr. Dart for his years of dedication and I look forward to working with him in different capacities in the near future..." SENATOR ROBERT DOLE (on the floor of the Senate, 1987)

"Justin Dart has developed a reputation among those in the disabled community and in Congress as a strong advocate of the

rights of the disabled. During his tenure as Commissioner of RSA he has proved to be a dedicated public servant and an asset to your administration." SENATOR EDWARD KENNEDY (letter to President Reagan, December, 1987).

"Justin's courage, integrity, and commitment to the rights of disabled Americans are well known. He has a lifetime of accomplishments behind him, including his efforts while serving on the National Council on the Handicapped to promote civil rights for people with disabilities." SENATOR LOWELL WEICKER

"Mr. Dart is one of the most committed advocates for disabled Americans in the nation, and he has made several unique contributions in the field of disability rights." CONGRESSMAN MAJOR OWENS

"Mr. Dart is a highly competent advocate for persons with disabilities and for effective, democratic government. His leadership is recognized and respected across the political spectrum." SENATOR PAUL SIMON



**The President's Committee on
Employment of People With Disabilities**

NEWS RELEASE

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Dignity, Equality, Independence Through Employment

**CONTACT: Juanita Campbell
202/653-5044**

RELEASE: March 18, 1990

MINNESOTAN TO RECEIVE PRESIDENTIAL AWARD

Washington, D.C. The President's Committee on Employment of People With Disabilities today named David A. Schwartzkopf, Program Manager, Special Education Projects with the IBM Corporation in Rochester, MN, as the 1990 Disabled American of the Year. Mr. Schwartzkopf is presently on loan to the Minnesota Department of Jobs and Training as the Assistant Commissioner of the Division of Rehabilitation Services.

Mr. Schwartzkopf, who has cerebral palsy and is legally blind, will receive the President's Trophy, America's highest honor given to a person with a disability, on May 2, during the Opening Session of the Committee's three-day Annual Meeting at the Washington Hilton Hotel in Washington, D.C.

The 47-year-old computer expert, misdiagnosed as mentally retarded until he was in high school, is described as "a completely mainstreamed professional in a high-technology industry." His philosophy is that everybody has the right and ability to develop themselves to their fullest potential.

While on loan to the Minnesota Department of Jobs and Training, he was involved in developing a series of successful Employer Forums on supported employment for people with developmental disabilities and is now working with the Minnesota STEP (Strive Toward Excellence in Performance) projects.

Schwartzkopf began working at IBM in 1967 as a computer programmer at a time when "no aids existed" for people with visual impairments other than the eyepiece magnifier that the corporation provided. He designed the first Braille printer attachment offered by IBM as a feature to a program product, thus opening up new job opportunities to persons who have visual impairments. He

-more-

David Schwartzkopf

Page 2

is considered a leading IBM spokesman on the ability of people with visual impairments to function in the computer field. The computer program he developed to produce large size programming sheets is being used by other employees with visual impairments and by customers. At his suggestion, printed items used regularly by employees with visual impairments are now photographically enlarged.

For more than three decades, Schwartzkopf has been active in human and disability rights issues. As a teenager, he tutored and served as a role model to both students who were slow learners or developmentally disabled and to those who were not disabled. He has continued this effort as a volunteer consultant and speaker at schools, businesses, government and other organizations throughout the United States.

After arranging for personal computers to be placed in elementary schools for educable and trainable students with mental retardation, he urged his co-workers at IBM to write special programs for these students to use.

Schwartzkopf has addressed management and employees on motivation, employment, adaptive equipment, and equal opportunities for people with disabilities at such organizations and companies as the Mayo Clinic, Wausau Insurance Company, Boy Scouts of America (New Jersey), Minnesota Centers for Independent Living, Polytechnic Institute of Stoke-on-Trent (England) and IBM, Hursley (England). He has been a consultant to the National Institute for Disability Rehabilitation and Research.

After receiving his Bachelor of Science Degree in mathematics from the University of Wisconsin at Stevens Point in 1965, Schwartzkopf attended an experimental program for people with visual impairments in computer programming at Washington University in St. Louis, MO in 1966.

Some of his professional activities include Chairman of the Minnesota Advisory Council for the Blind, Chair of the Governor's Initiative on Technology for People with Handicaps, President of the board of the Southeastern Minnesota Center for Independent Living, member of the Rochester 700 Sertoma Service Club and Chair-elect of the Minnesota Special Education Advisory Council.

Born in Bowler, Wisconsin, Schwartzkopf lives in Rochester with his wife, Karen, who is also legally blind and an employee of IBM.

The three-day Annual Meeting of the President's Committee is expected to attract 4,000 participants, including people with disabilities, from the United States and other countries.

-end-

Highlight of the President's 1990 Agenda -- Page Two

- * The President has made enactment of his Educational Excellence Act a top priority.

4. Child Care

- * The President seeks to expand parental alternatives in child care by offering tax credits designed to allow low income working parents -- not the government -- to decide what sort of child care best suits their needs.

5. Drugs and Crime

- * The President's \$10.6 billion National Drug Control Strategy represents a 70 percent increase in government spending to fight drugs since President Bush took office in 1989. It is aimed at ending the scourge of drugs through a comprehensive program of drug treatment, education, law enforcement, interdiction, research, and cooperative international initiatives.

- * The second phase of the President's Drug Strategy builds on the first phase and calls for increases in federal law enforcement personnel, support for 75 additional federal judgeships, increased drug treatment services and research, comprehensive community prevention programs, the creation of a national drug intelligence center, and expanding the death penalty for drug kingpins. The President has also designated five locations as high intensity drug trafficking areas.

- * In addition to measures to address violent crime as it relates to drug use, the President last year proposed fundamental reforms to the entire criminal justice system. Several of the provisions were enacted into law last year. The President calls on Congress to enact the remaining provisions of his Comprehensive Violent Crime Control Act this year.

6. Civil Rights

- * The President is determined to help root out racial bias and bigotry and to guarantee equal opportunity for all Americans and supports a variety of measures to help combat discrimination and racial violence.

- * Achieving full access to society and personal and economic independence for the disabled is an important goal of the President in 1990. Every American must be permitted to participate in Society to the full extent of his or her abilities. The President is committed to passage of the Americans with Disabilities Act this year.

7. Environment

- * The President supports enactment this year of tough new Clean Air requirements to reduce acid rain, urban smog and air pollution in a cost effective manner. He has endorsed elevating the Environmental Protection Agency to Cabinet level, and has proposed a major increase in the operating budgets of EPA and his Council on Environmental Quality.

Highlights of the President's 1990 Agenda -- Page Three

- * This year's budget provides over two billion dollars in new spending to protect the environment as well as over one billion dollars for global change research, which is significantly higher than any other nation is spending for such research.

- * The President's "America the Beautiful" initiative will expand federal parkland, wildlife refuges, forests and other public lands, and establish a new reforestation program that calls for the planting of more than one billion new trees a year.

- * The President is committed to achieving the goal of "no net loss" of our nation's wetlands.

8. Housing

- * The President has again proposed full funding -- and more -- for the homeless assistance programs under the McKinney Act.

- * The President has proposed a special initiative "Shelter Plus Care," that is designed to develop innovative approaches to providing housing and supportive services for homeless individuals and families. Additionally, this new "Shelter Plus" program would help the homeless who are mentally ill or substance abusers.

- * The President's HOPE initiative sets out a comprehensive new housing and urban development agenda. It will help low-income families become homeowners and increase housing opportunities for other low-income families. Enterprise zones will help create jobs and revitalize distressed low-income communities, in both urban and rural areas.

9. Investing in the Future and Competitiveness

- * The President's plan to increase America's competitiveness in the world includes a record high \$71 billion budget proposal for research and development; making the tax credit for research and experimentation permanent; an expanded budget for space exploration, and for programs such as space station Freedom, and preparations for manned missions to the Moon and Mars. Our country's competitiveness will also be enhanced by the President's fiscal and education initiatives, as well as his proposal to reform product liability.

10. The Points of Light Initiative

- * Through his "Points of Light" initiative, the President aims to engage every individual, family, corporation, firm, union, school, place of worship, club, group and organization in America to help solve community problems.

11. National Defense

- * To meet the continuing requirements of nuclear deterrence, the President will move ahead with the Strategic Defense Initiative, and strategic modernization programs such as the Stealth Bomber and ICBM modernization.

Highlights of the President's 1990 Agenda -- Page Four

- * Adapting to the dramatic changes in the global environment, the President has proposed a defense budget that begins the transition to a restructured military -- one in which our active forces are smaller, more global in their orientation and having a degree of agility and readiness appropriate to the demands of more likely contingencies.

- * The President is seeking an agreement this year to reduce U.S. and Soviet conventional armed forces in Europe, an agreement that will maintain a smaller but substantial U.S. military presence (at 195,000 in the central zone) and hasten the process of Soviet withdrawals from Central and Eastern Europe.

12. U.S. - Soviet Relations

- * Aiming at a successful Summit meeting in the U.S. in June, the President has accelerated the U.S. - Soviet dialogue on arms control, human rights, economic relations, regional conflicts, and global problems.

13. Eastern Europe

- * The President is committed to a comprehensive strategy of supporting the rising democracies of Eastern Europe, toward realizing his vision of a Europe whole and free. He has requested an additional \$300 million in next year's budget to strengthen constructive U.S. engagement.

14. Western Europe

- * The President is committed to a strong NATO, capable of assuming new tasks, and a strong U.S. political and military role in Europe. He supports, with all our Allies, German unification leading to a united Germany as a full member of NATO, including its military structure. In building the foundations of a new Europe, the President actively seeks an enhanced U.S. - EC dialogue and a strengthened role for the Helsinki process, particularly in support of economic and political change in Eastern Europe.

15. Central America

- * The victory of democracy in the Nicaraguan election of February 25 strengthens the chances of peace and security in all of Central America and the Caribbean.

16. Middle East

- * The President will pursue opportunities for an Israeli-Palestinian dialogue to bring about free elections in the occupied territories and progress toward a comprehensive peace that preserves Israel's security.

17. Trade

- * The President is committed to bringing the Uruguay Round of multilateral trade negotiations to a successful conclusion in December 1990, with an agreement to expand trade in agriculture, services, intellectual property and investment.

- * The President is pursuing important bilateral trade initiatives with Mexico, the Pacific Rim, and Europe, as well as vital market-opening negotiations with Japan.

THE WHITE HOUSE

WASHINGTON

April 25, 1990

To The Editor:

"Administration has two-faced approach to civil rights" (commentary, April 8) was an unjust criticism of President Bush's civil rights policy.

The President has a record of strong support for civil rights dating back over forty years. From 1948, when he headed a drive for the United Negro College Fund at Yale, to his current support of several key pieces of civil rights legislation, President Bush has been a leading figure in the quest for racial equality.

In just 15 months of the Bush administration, there have been several outstanding legislative achievements. Last November, the President signed Public Order 101-180 (ii), extending the tenure of the Civil Rights Commission. The President was also a strong supporter of the Hate Crimes Act, which was signed into law this week.

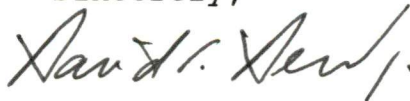
The President is also determined to help eliminate bias and bigotry by removing barriers to opportunity; he has asked Congress to increase funding for several important programs. The requested budgets for Head Start and aid for Historically Black Colleges and Universities have increased \$500 million and \$60 million, respectively. The President's new HOPE initiative, a program aimed at giving all people basic shelter and affordable housing, is budgeted at \$4 billion over three years.

The President has also met with civil rights leaders on a number of occasions to discuss issues of critical concern to us all; from the drug plague that is poisoning our youth, to the economic empowerment and development of minorities.

In other areas concerning civil rights, the President is an ardent supporter of the Americans with Disabilities Act, potentially the most sweeping anti-discrimination legislation in twenty-five years. He has also condemned, on numerous occasions, attacks on the civil rights of AIDS patients.

Your criticism of the President's commitment to civil rights is unfounded. For more than forty years, he has been an influential leader in the struggle to bring civil rights to all Americans.

Sincerely,



David F. Demarest, Jr.
Assistant to the President
for Communications

Chicago Sun-Times
410 North Wabash
Chicago, Il. 60611

HIGHLIGHTS OF PRESIDENT BUSH'S 1990 AGENDA

1. Economy

- * The President will push to maintain our economic strength by encouraging increased investment and productivity, and reducing the deficit with no new taxes.
- * The President's plan calls for a balanced federal budget by fiscal year 1993, and includes a proposal to then begin paying off the national debt.
- * In his Savings and Economic Growth Act, the President proposes to reduce tax rates for capital gains, create a new tax-exempt Family Savings Account to encourage individual savings, and modify the rules for IRAs to permit first-time home buyers to withdraw up to \$10,000 without penalty.

2. Social Security

- * The President has pledged he will maintain the integrity of the Social Security system.

3. Education

- * Agreement was reached at the President's historic Education Summit with the Governors to establish national education goals. In February, the President and the Nation's Governors agreed that by the year 2000:
 - Every child must start school ready to learn.
 - The United States will increase the percentage of students graduating from high school to at least ninety percent.
 - American students will leave the 4th, 8th and 12th grades having demonstrated competency for challenging subject matter including English, math, science, history and geography.
 - U.S. Students will be first in the world in math and science achievement.
 - Every American adult will be literate and possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.
 - Every school in America will be free of drugs and violence and offer a disciplined environment conducive to learning.
- * The budget request for education is the highest ever proposed. So, too, is the half billion dollar increase requested for the Head Start program.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20507

OFFICE OF
THE CHAIRMAN

TELECOPIER TRANSMITTAL SHEET

DATE: April 25, 1990 TIME: 5:26

NUMBER OF PAGES + COVER SHEET 2

TO : Christina Martin
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ROOM : _____
REMARKS : _____

FROM : Ivan J. Kemp Jr.
OFFICE : OFFICE OF THE CHAIRMAN : Robert J. Furr
PHONE NUMBER : 663-4001
FAX NUMBER : 663-4110

CONFIRMATION REQUESTED? YES ☐ NO ☐

IMMEDIATE DELIVERY REQUESTED? YES ☐ NO ☐

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Ronette Anderson AT 663-4001

1. I AM DELIGHTED TO BE HERE WITH JUSTIN DART, WHO IS TRULY A GREAT HUMANITARIAN AND ONE OF OUR STRONGEST ADVOCATES FOR EQUAL RIGHTS AND EQUAL OPPORTUNITY FOR ALL AMERICANS, INCLUDING PEOPLE WITH DISABILITIES. HIS HARD WORK AND PERSEVERANCE THROUGH ADVERSITY HAVE BENEFITTED ALL OF US. IT IS ONLY FITTING THAT JUSTIN, WHO WAS ONE OF THE FATHERS OF THE AMERICANS WITH DISABILITIES ACT, SHOULD BE HERE TODAY AS WE PREPARE TO CELEBRATE THE PASSAGE OF THE MOST IMPORTANT FEDERAL LEGISLATION FOR PEOPLE WITH DISABILITIES EVER TO BE CONSIDERED BY CONGRESS. THE TIMING OF YOUR ANNUAL MEETING COULD NOT BE BETTER!

2. I FEEL PRIVILEGED THAT I HAVE BEEN ABLE TO PLAY A ROLE IN THE DEVELOPMENT OF THE MOST IMPORTANT CIVIL RIGHTS LEGISLATION OF THE LAST DECADE. AS I SAID ALMOST TWO YEARS AGO, IT IS TIME--PAST TIME--THAT PEOPLE WITH DISABILITIES ARE INCLUDED IN THE MAINSTREAM OF AMERICAN LIFE. WITHOUT STRONG PROTECTION OF BASIC CIVIL RIGHTS, THAT INCLUSION CANNOT OCCUR. IT IS UNACCEPTABLE THAT 43 MILLION AMERICANS STILL CAN BE DENIED ACCESS TO MANY FUNDAMENTAL OPPORTUNITIES TO PARTICIPATE EQUALLY WITH THEIR FELLOW CITIZENS. AS AMERICANS, WE ALL OUGHT TO BE ASHAMED. I LOOK FORWARD TO ENDING THAT CAUSE FOR SHAME WHEN I SIGN THE AMERICANS WITH DISABILITIES ACT, AND I HOPE I WON'T HAVE TO WAIT MUCH LONGER TO SIGN IT.

3. YOU ARE ACTIVELY INVOLVED IN EMPLOYMENT ISSUES RELATING TO PEOPLE WITH DISABILITIES. I DON'T HAVE TO TELL YOU THAT WE FACE MANY DIFFICULTIES. MORE THAN TWO THIRDS OF OUR FELLOW CITIZENS WITH DISABILITIES WHO ARE OF WORKING AGE ARE UNEMPLOYED. THAT IS INTOLERABLE, WHEN YOU AND I KNOW THAT A GREAT DEAL OF THAT UNEMPLOYMENT STEMS FROM LACK OF OPPORTUNITY. THE AMERICANS WITH DISABILITIES ACT WILL FORM THE CORNERSTONE FOR POLICIES AND PROGRAMS THAT CAN CREATE OPPORTUNITIES FOR AMERICANS WITH DISABILITIES TO FIND AND HOLD JOBS, AND TO ENJOY THE INCOME AND SATISFACTION THAT PRODUCTIVE PARTICIPATION IN SOCIETY CAN BRING TO ALL OF US. NO LONGER CAN WE ALLOW IGNORANCE OR PREJUDICE TO DENY OPPORTUNITIES TO MILLIONS OF AMERICANS WHO CAN WORK AND WANT TO WORK. WE MUST SAY TO ALL AMERICANS WITH DISABILITIES: WE RECOGNIZE YOUR RIGHT TO EQUAL OPPORTUNITY. WE NEED YOUR ABILITIES AND SKILLS. WE WELCOME YOU INTO THE MAINSTREAM OF AMERICAN LIFE, FOR IT IS YOUR LIFE AS WELL AS OURS.

telephone hotlines, interactive computer programs, electronic bulletin boards and other mechanisms between those who wish to serve and those needing service in the inquirer's own community.

- The President has named a **Presidential Commission** to advise him on the legal structure of the Points of Light Initiative Foundation and the legislation needed to accomplish the Foundation's goals. The Commission is scheduled to report to the President in early December.
- The Foundation will also discover, encourage and develop new community service leaders by sponsoring workshops, forums, and symposia on community service leadership development, and by recognizing new leaders and exemplary initiatives through at least three new Presidential forms of recognition:
 - The **National Service Youth Leadership Awards** will be given each year to individuals.
 - The **"Daily Points of Light Program"** which each day recognizes individuals or initiatives that are making a positive difference in the lives of their communities.
 - The **President's Build A Community Awards** will honor those people and institutions who have worked together to rebuild families or to revitalize communities.

CIVIL RIGHTS

The Bush Administration is committed to reaching out to minorities, and to striking down barriers to free and open access. The President has made it clear that this Administration will not tolerate discrimination, bigotry, or bias of any kind.

ACTION BY THE ADMINISTRATION:

- o **Civil Rights:** The Administration has taken a number of actions to protect the civil rights of all Americans, including several court actions in key civil rights cases.

- The President called upon Congress to reauthorize the **Commission on Civil Rights**. Following Congressional action, the President signed legislation reauthorizing the Commission through FY 1991.
 - The Administration endorsed the **Hate Crimes Bill**, which provides for the collection of data about crimes motivated by racial, religious, or ethnic animosity.
 - On March 13, Attorney General Thornburgh announced the filing of **Federal housing discrimination lawsuits** seeking monetary damages and civil penalties under the expanded enforcement authority of the Fair Housing Amendments Act of 1988.
- o **Disabled Americans:** The President is committed to legislation that would extend civil rights protections to disabled Americans. This legislation, called the **Americans with Disabilities Act**, would represent the most significant expansion of federal civil rights laws in the past two decades. A version of the Act passed the Senate on September 7, and has been awaiting consideration in the House since then. As passed by the Senate:
- The legislation would provide **new protections** against discrimination in the area of employment, requiring reasonable accommodation be made by employers for disabled employees and job applicants unless undue burdens are imposed.
 - Most new buildings would be required to be accessible to the disabled.
 - In most cases, **stores, providers of services, restaurants, and other establishments** in existing buildings would be required to permit access and provide services to disabled Americans and remove barriers where that is readily achievable.
 - New public buses would have to be accessible to persons with mobility impairment.
 - Telephone companies would be required to provide equivalent telephone service for those with speech and hearing impairments.

1ST DOCUMENT of Level 1 printed in FULL format.

Public Papers of the Presidents

Executive Order 12704 -- Amendments to Executive Orders Nos.
11830, 12367, and 12692

25 Weekly Comp. Pres. Doc. 317

February 26, 1990

LENGTH: 338 words

By the authority vested in me as President by the Constitution and laws of the United States of America, including the Rehabilitation Act of 1973, as amended (29 U.S.C. 701 et seq.), the Federal Advisory Committee Act, as amended (5 U.S.C. App.), and the Small Business Act, as amended (15 U.S.C. 631 et seq.), and to reflect developments in connection with Executive Orders Nos. 11830, 12367, and 12692, it is hereby ordered as follows:

Section 1. Amendments to Executive Order No. 11830, as amended, "Enlarging the Membership of the Interagency Committee on Handicapped Employees." Section 1, subsection (11) of Executive Order No. 11830, as amended, is revised to read "Chairman of the President's Committee on Employment of People with Disabilities (Ex Officio)." A new section 2 shall be added to Executive Order No. 11830, as amended, which shall read as follows: "Sec. 2. The Interagency Committee on Handicapped Employees shall also be referred to as the Interagency Committee on Employment of People with Disabilities. "

Sec. 2. Amendment to Executive Order No. 12367, as amended, "President's Committee on the Arts and the Humanities." Section 3(b) of Executive Order No. 12367, as amended, is revised to read as follows: "Any administrative support or other expenses of the Committee shall be paid, to the extent permitted by law, from funds available to the National Endowment for the Arts and the National Endowment for the Humanities, as determined by the agreement of those agencies."

Sec. 3. Amendment to Executive Order No. 12692, "Continuance of Certain Federal Advisory Committees." Section 1(a) of Executive Order No. 12692, which continues until September 30, 1991, the Advisory Committee on Small and Minority Business Ownership, is hereby revoked. The remaining sections 1(b) through 1(k) are relettered sections 1(a) through 1(j).

George Bush

The White House, February 26, 1990.

[Filed with the Office of the Federal Register, 4:45 p.m., February 26, 1990]

2ND DOCUMENT of Level 1 printed in FULL format.

Public Papers of the Presidents

Proclamation 6046 -- National Disability Employment
Awareness Month, 1989

By the President of the United States of America

25 Weekly Comp. Pres. Doc. 1546

October 13, 1989

LENGTH: 567 words

A Proclamation

Our Nation's laws and traditions are rooted in a profound respect for the dignity and worth of every human person. It is this deep regard for the individual that has established the United States as a land of liberty and opportunity for all. Like generations of Americans before us, we have an obligation to ensure that the United States remains faithful to this promise for every individual -- including those with disabilities.

Ensuring that business and employment opportunities remain open for all members of our society is not only a moral imperative; it is also vital to our Nation's economic growth. As the global economy continues to expand, U.S. goods and services will face ever greater competition in both foreign and domestic markets. Americans with disabilities can help to meet that challenge -- but only if they have opportunities to bring their energy, creativity, and talent to the Nation's work force.

Many advances have been made in fostering the full participation by disabled persons in American society. Our Nation's educational system and training and rehabilitation programs have enabled millions of people with disabilities to become skilled, productive workers. The ongoing removal of architectural and other barriers in housing, transportation, and the workplace is permitted more and more disabled people to join the labor force as well as the mainstream of American life. Advances in technology are also enabling persons with disabilities to utilize their strengths and talents to the fullest. And many employers -- recognizing all that these individuals have to offer -- are enthusiastically hiring workers with disabilities.

Unfortunately, despite these advances -- as well as the major gains we have made in lowering the Nation's unemployment rate -- it has been estimated that only one-third of all disabled Americans of working age are currently employed. Yet millions of Americans with disabilities are both willing and able to take their rightful places in America's work force. As a Nation that takes justifiable pride in the unparalleled opportunities we have provided for all our citizens, we must continue working to enhance employment opportunities for persons with disabilities.

The Congress, by Joint Resolution approved August 11, 1945, as amended (36 U.S.C. 155), has called for the designation of the month of October of each year as "National Disability Employment Awareness Month." This specific month is a time for all Americans to join together in recognizing the unlimited potential of persons with disabilities and in renewing our determination to provide

25 Weekly Comp. Pres. Doc. 1546

increased employment opportunities for them.

Now, Therefore, I, George Bush, President of the United States of America, do hereby proclaim the month of October 1989 as National Disability Employment Awareness Month. I call upon all public officials, employers, and private citizens of this country to continue to help guarantee equal employment opportunities and the full rights and privileges of citizenship for disabled Americans.

In Witness Whereof, I have hereunto set my hand this thirteenth day of October, in the year of our Lord nineteen hundred and eighty-nine, and of the Independence of the United States of America the two hundred and fourteenth.

George Bush

[Filed with the Office of the Federal Register, 2:25 p.m., October 13, 1989]

2ND DOCUMENT of Level 1 printed in FULL format.

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George Bush

[Filed with the Office of the Federal Register, 2:25 p.m., October 13, 1989]

3RD DOCUMENT of Level 1 printed in FULL format.

Public Papers of the Presidents

Message to the Congress Transmitting the Annual Report of
the Railroad Retirement Board

25 Weekly Comp. Pres. Doc. 1474

September 29, 1989

LENGTH: 443 words

To the Congress of the United States:

I hereby submit to the Congress the Annual Report of the Railroad Retirement Board for Fiscal Year 1988, pursuant to the provisions of section 7(b)(6) of the Railroad Retirement Act, enacted October 16, 1974, and section 12(1) of the Railroad Unemployment Insurance Act, enacted June 25, 1938.

Over 900,000 railroad retirees, their families, and 300,000 railroad employees rely on the railroad retirement system for social security equivalent benefits, rail industry pensions, and unemployment, disability, and sickness insurance benefits. These beneficiaries depend on the solvency and financial integrity of the railroad retirement trust funds to receive their benefits.

Recent actuarial projections included in the annual report indicate that, barring any large unanticipated declines in rail employment, the railroad retirement system will not experience short-term cash-flow problems. Board actuaries estimate that, based on Employee Retirement Income Security Act standards, the system has a \$32 billion unfunded liability.

The long-term solvency of the railroad retirement system remains highly volatile. Refinancing legislation enacted in 1946, 1951, 1974, 1981, 1983, and 1987 serves as a reminder of the volatility. More recently, the Railroad Unemployment Insurance and Retirement Improvement Act of 1988 was enacted to ensure repayment of the unemployment insurance debt to the rail industry pension fund.

The Congress sought advice and created the Commission on Railroad Retirement Reform to examine issues relating to the long-term financing of the railroad retirement system. The Congress directed the advisory Commission to consider a range of financing alternatives that do not include general fund subsidies. Yet, as part of their fiscal year 1990 reconciliation bill, the Congress is once again considering extending general fund subsidies to the rail industry pension fund. Since 1983, over \$1.2 billion in subsidies, in the form of diverted income taxes on rail industry pensions, have been given to the pension fund. Income tax on all other private pensions goes to the general fund. Under current law, this general fund subsidy provision will expire at the end of fiscal year 1989. Extending general fund subsidies establishes an undesirable precedent. I urge the Commission, in accordance with the congressional directive, not to recommend general fund subsidies in any form. In the long run, railroad retirees and employees will be best served by a financially stable system that relies solely on rail sector funding.

George Bush

25 Weekly Comp. Pres. Doc. 1474

The White House, September 29, 1989.

5TH DOCUMENT of Level 1 printed in FULL format.

Public Papers of the Presidents

Executive Order 12685 -- Noncompetitive Conversion of
Personal Assistants to Employees With Disabilities

25 Weekly Comp. Pres. Doc. 1179

July 28, 1989

LENGTH: 166 words

By the authority vested in me as President by the Constitution and laws of the United States of America, including sections 3301 and 3302 of title 5, United States Code, it is hereby ordered as follows:

Section 1. Upon recommendations by the employing agency, and subject to qualifications and other requirements prescribed by the Office of Personnel Management, an employee in a position in the expected service under 5 C.F.R. 213.3102(11) as a reader, interpreter, or personal assistant for a handicapped employee, whose employment in such position is no longer necessary and who has completed at least 1 year of satisfactory service in such position under a non-temporary appointment, may be converted noncompetitively to a career or career-conditional appointment.

Sec. 2. This order shall be effective upon publication of the Federal Register.

George Bush

The White House,, July 28, 1989.

[Filed with the Office of the Federal Register, 10:36 a.m., July 31, 1989]

7TH DOCUMENT of Level 1 printed in FULL format.

Public Papers of the Presidents

Executive Order 12672 -- Interagency Committee on
Handicapped Employees

25 Weekly Comp. Pres. Doc. 388

March 21, 1989

LENGTH: 133 words

By virtue of the authority vested in me as President by the Contruction and laws of the United States of America, including section 501(a) of the Rehabilitation Act of 1973 (Public Law 93-112), as amended, it is hereby ordered that Section 1 of Executive Order No. 11830 of January 9, 1975, as amended, is further amended by substituting a new subsection (10) stating "Postmaster General of the United States Postal Service" for the current subsection (10) and adding a new subsection (11) stating "Chairman of the President's Committee on Employment of People with Disabilities" and a new subsection (12) stating "Such other members as the President may designate.

George Bush

The White House, March 21, 1989.

[Filed with the Office of the Federal Register, 10:24 a.m., March 22, 1989]

7TH DOCUMENT of Level 1 printed in FULL format.

Public Papers of the Presidents

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25 Weekly Comp. Pres. Doc. 388

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LENGTH: 133 words

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George Bush

The White House, March 21, 1989.

[Filed with the Office of the Federal Register, 10:24 a.m., March 22, 1989]

Steve Broadbent
566-5847

THE WHITE HOUSE
WASHINGTON

Martin
April 26, 1990
Draft One
Title: Disa

PRESIDENTIAL REMARKS: PRESIDENT'S COMMITTEE ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES
WASHINGTON HILTON / WEDNESDAY, MAY 2, 1990
10:15 A.M.

Edward Rensi

((ACKNOWLEDGEMENTS -- Justin Dart, Award Winners, and Patricia Neal)) I am delighted to be here with Justin, who is truly a great humanitarian and one of our strongest advocates for equal rights and equal opportunity for all Americans -- especially those with disabilities. His hard work and perseverance through adversity has benefitted all of us. You have to forgive me for rambling on about Justin, it's just that not only is he a friend, he is one the founding fathers of the Americans with Disabilities Act -- one of the most important pieces of legislation to ever reach Capitol Hill.

As I said almost two years ago, it is time -- past time -- that people with disabilities are included in the mainstream of American life. As members of a community who are actively involved in employment of the disabled issues, I don't have to tell you that we face many difficulties. More than two thirds of our fellow citizens with disabilities of working age are unemployed. That is intolerable. Much of that unemployment stems from a lack of opportunity. ADA will form the foundation for policies and programs that can create opportunities for Americans with disabilities to find and hold jobs, and to enjoy

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the income and satisfaction that productive participation in society brings to all of us. No longer can we allow ignorance or prejudice to deny opportunities to millions of Americans with disabilities.

We recognize your right to equal opportunity. We need your abilities and skills. **We welcome you -- the disabled -- into the mainstream of American life, because it is your life as well as ours.**

Every American should be able to join the workforce to the fullest extent of their abilities. Total access to society as well as personal and economic independence for the disabled is an important goal of this Administration. And I am hopeful that the House of Representatives will take action soon on the ADA, just as their counterparts in the Senate did last September. I look forward to signing the Americans with Disabilities Act. **Disabled Americans have waited long enough for equality.**

This morning, I have the pleasure of sharing the stage with some truly exemplary Americans. I wish I had to time to introduce each of them because their efforts are certainly outstanding. However, there is one individual who deserves special mention. His name is David Schwartzkopf. As you saw in the video, David has overcome some extremely tough obstacles -- cerebral palsy, legal blindness, early misdiagnosis -- to become "a completely mainstreamed professional in a high-technology industry." Not content to merely be successful in his professional career, David is out in society doing all he can to

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help other disabled Americans over some big hurdles. His inventions have helped visually impaired people enter the workforce; his speeches have inspired management to re-think their hiring practices; and his consulting is helping to bring about equal opportunities. David gives meaning to the words dignity and independence. So it is with great pleasure that I present you with the President's Trophy proclaiming you the 1990 Disabled American of the Year. Congratulations.

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Martin
April 26, 1990
Draft Zero
Title: Handi

PRESIDENTIAL REMARKS: PRESIDENT'S COMMITTEE ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES
WASHINGTON HILTON / WEDNESDAY, MAY 2, 1990

((ACKNOWLEDGEMENTS -- Justin Dart, Award Winners, and Patricia Neal)) I am delighted to be here with Justin, who is truly a great humanitarian and one of our strongest advocates for equal rights and equal opportunity for all Americans -- including those with disabilities. His hard work and perseverance through adversity has benefitted all of us. You have to forgive me for rambling on about Justin, it is just that not only is he a friend, he is one the founding fathers of the Americans with Disabilities Act.

As I said almost two years ago, it is time -- past time -- that people with disabilities are included in the mainstream of American life. Without strong protection of basic civil rights -- via the Americans With Disabilities Act -- that inclusion cannot occur. As members of this committee who are actively involved in employment issues relating to people with disabilities, I don't have to tell you that we face many difficulties. More than two thirds of our fellow citizens with disabilities who are of working age are unemployed. That is intolerable, when you and I know that a great deal of that unemployment stem from lack of opportunity. ADA will form the

cornerstone for policies and programs that can create opportunities for Americans with disabilities to find and hold jobs, and to enjoy the income and satisfaction that productive participation in society can bring to all of us. No longer can we allow ignorance or prejudice to deny opportunities to millions of Americans with disabilities: We recognize your right to equal opportunity. We need your abilities and skills. We welcome you into the mainstream of American life, for it is your life as well as ours.

It is unacceptable that 43 million Americans can still be denied access to many fundamental opportunities to participate equally with their fellow citizens. There is no justifiable reason why every American should not be able to participate in the workforce to the fullest extent of their abilities. The achievement of full access to society as well as personal and economic independence for the disabled is an important goal to this Administration. And I stand assured that the House of Representatives will soon agree, just as their counterparts in the Senate did on September 7, 1989. I look forward to signing the Americans with Disabilities Act.

This morning I have the pleasure of sharing the stage with some truly exemplary Americans. I wish I had time to introduce each of the employers to this audience, their efforts are certainly outstanding, but you will hear more about them soon after my departure. However, there is one individual I do want to bring to your attention. His name is David Schwartzkopf. As

you saw in the video, David has overcome some extremely tough obstacles -- cerebral palsy, legal blindness, early misdiagnosis -- to become "a completely mainstreamed professional in a high-technology industry." Not content to merely be successful in his professional career, David is out in society doing all he can to help other disabled Americans over the hurdles that only they have to straddle. His inventions have helped visually impaired people enter the workforce, his speeches have inspired management to re-think their hiring practices, and his consulting is helping to bring about equal opportunities. David is a true picture of dignity and independence. So it is with great pleasure that present you the President's Trophy proclaiming you the 1990 Disabled American of the Year. Congratulations.

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