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One Year Anniv. - Americans with Disabilities Act Signing 7/26/91 [OA 8326] [2]

Stack:	Row:	Section:	Shelf:	Position:
G	26	21	5	4

Both - feel free to go onto a 4th page.

(Hinchliffe/Blymire)
July 16, 1991 8 a.m.
ADAANNIV Draft One

PRESIDENTIAL REMARKS: ADA FIRST ANNIVERSARY
July 26, 1991 10 a.m.
Rose Garden

Welcome to the White House. One year ago today I stood over there on the South Lawn. The sight was unforgettable. I saw pride, confidence and triumph reflected on thousands of faces of people from across this nation -- people who had given their time, their vision, and their courage to make a dream become a reality for 43 million Americans. On that day, together we signed into law one of the most dramatic Civil Rights bills in history. On that day, together we celebrated that every man, woman and child with a disability could finally pass through (once-closed) doors into a new era of equality, independence and freedom.

→

good idea, but awkward...

It was a remarkable day. It was a remarkable accomplishment. And, best of all, it was a remarkable beginning. Over the last year, the seeds of hope and fairness we planted that day have begun to bear glorious fruit. So we meet here today. We meet to commemorate an anniversary -- to honor leaders -- to encourage friends -- to share victories -- and to pledge again our fierce commitment. Together we promise to keep working, all of us, without (slack) and without fail, until each and every American can sit as equal partners at this country's proud table of opportunity.

✓

Although we as a people have made a brilliant start, we have to acknowledge that there is still work to do. As long as one American suffers discrimination in the workplace -- the heart of our nation of opportunity -- there will always be work to do.

better to use don't imagine?

In that sense, the ADA was a dramatic renewal for all of us. It reminded us that along with the precious privilege of being an American comes a sacred duty -- to ensure that every American's rights are also guaranteed. *PH* I pledged my Administration's total support to the process of implementation, but Washington cannot do the job alone. That's why we've been proud -- and inspired -- to see how our friends in the business community responded to the ADA's challenge. They realized ^o they hold in their hands the key to its success -- and they have begun to unlock a splendid resource of untapped human potential that will enrich us all.

We salute the unique partnership which has developed between the business and disabled communities. Businesses are finding that their worker shortage can be met by a tremendous pool of people who bring to jobs diversity, loyalty, proven low turnover rate, and only one request -- the chance to prove themselves. And, instead of paying almost \$200 billion annually in support to keep people with disabilities dependent -- the nation is finding that, when given a chance, these people are moving proudly and independently into the economic mainstream of American life. *→ ?*

a way to meet w/ independent?

We've made giant leaps. But, as in so many things, it's the smallest victories that are really the biggest. The true power of ADA is built one individual triumph at a time. Over the past year we've heard thousands of stories of how the ADA has irrevocably -- wonderfully -- changed people's worlds. *PH* We've heard of lives given purpose by the end of employer discrimination against individuals with disabilities. We've heard of lives enriched by

access to public accommodations such as restaurants, hotels, shopping centers and offices. We've heard of lives given dignity by expanded access to transportation services. We've heard of lives opened up to others through equivalent telephone services for people with speech or hearing impediments.

A year ago today, I spoke of seeing the Berlin Wall fall -- and said we were taking a sledgehammer to another wall -- one which for too many generations separated Americans with disabilities from the freedom they could glimpse, but ^{could} not grasp. Well, what we hear in ^{every} the stories of the ADA's success is the echo of that shameful wall of exclusion finally tumbling down.

The passage of the ADA, the world's first declaration of equality for people with disabilities, made this country the international leader on this human rights issue. The world is watching to see how we use this Act -- how we remove the physical barriers we've created and the social barriers we've accepted. For our success or failure in keeping the promise of ADA will affect the lives of hundreds of millions of people with disabilities ^{not just here in the US, but} throughout the world ⁻⁻ for generations to come.

Yes, our challenges are still great -- but our will is even greater. In America -- the most generous, optimistic nation on the face of the earth -- we will not rest until every man and woman with a dream has the means to achieve it.

Thank you for your work, your devotion, and your faith -- in the past and in the days yet to come. God bless you all.

#

Doli's ofc
From MO West



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landmark cir rts
carry us into 21st century
educate people

* 1st time that agencies have
gotten their regulations
out in one year.
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THE WHITE HOUSE

WASHINGTON

July 15, 1991
5 p.m.

MEMORANDUM FOR THE QOG

FROM:

DQOG *DQOG*

SUBJECT:

ADA

Shiree's intern, Sherry, filled me in on the event. It's in the Rose Garden at 10 a.m., on July 26 -- the exact one-year anniversary of the ADA signing. They're not sure how long the remarks should be since they don't have a final time commitment from Scheduling -- my guess is 5-7 minutes. They are planning on inviting 200 people to this -- Evan Kemp, Justin Dart, and Sandy Parrino have yet to submit their lists.

Shiree and Sherry have been talking extensively with Kemp, Dart, and Parrino about this. Dart and Kemp have sent over talking points and items of interest to the disabled groups. Unfortunately, Public Liaison is getting moved down the hall, and all that info has been packed. Sherry said she'll unpack first thing in the morning, so I'll get the info from her then.

They are planning on inviting 200 people to the event, and the speech will be videotaped to send out to over 500 disability groups to be used in their training programs. This year's focus should be on business and the disabled community. We should stress the spirit of cooperation between the two and encourage them to work together to make employment situations even better than they are today.

The inspiring stories are going to be a hit. Apparently, Kemp and Dart plan on inviting the top corporate presidents (Xerox, IBM, McDonald's, etc.), so I'll try to get good stories from corporations who will be represented there. I called Justin Dart, and his assistant, John Lancaster has put out his feelers and will call back tomorrow. Sandy Parrino sounds like she'll be a great help with this. She called her staffers and has them looking as we speak, or as I write, actually.

We should stress that the ADA has been working in full swing, these people are still on a tidal wave high even a year later, and that we must continue to work hard so that handicapped people are never discriminated against in the workplace.

THE WHITE HOUSE
WASHINGTON

Shiree?

Presidential Directive on Disabilities

One year commemoration

call at home...

John Shaw, ~~XXXXXX~~ 328-7166

call Domestic
Policy
Council
X2564

maybe reference it
(might sign in Oval
before ceremony)
or Elizabeth in OCA

"Fed. depts & agencies—
make sure you're
doing good
things."

gentles, reminder.



OFFICE OF THE CHAIRMAN

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20507

91 JUL 17 12:51

TELECOPIER TRANSMITTAL SHEET

DATE: 7/17/91 TIME: 12 noon

NUMBER OF PAGES + COVER SHEET 3

TO : Carol Blymire
OFFICE : White House
ROOM : _____
REMARKS : _____

FROM : Sharon Wilkin
OFFICE : OFFICE OF THE CHAIRMAN
PHONE NUMBER : 663-4009
FAX NUMBER : 663-4110

CONFIRMATION REQUESTED? YES NO

IMMEDIATE DELIVERY REQUESTED? YES NO

IF THERE IS A PROBLEM WITH THIS TRANSMISSION, PLEASE CALL

Sharon AT 663-4009

OFFICE OF
THE CHAIRMANEQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20507

JUL 17 1991

TO: Carol Blymire
White House

FROM: Evan J. Kemp, Jr.
Chairman

Subject: Suggested examples for inclusion in President Bush's ADA
Rose Garden speech

Below are a few examples of what the business community has done voluntarily, even before the Americans with Disabilities Act has become effective.

- o Larry Burd, Vice President of Kreonite, a manufacturer of photographic supplies with about 200 employees in Wichita, Kansas, tells about how hiring people with disabilities actually increased his profits. He reluctantly entered into an agreement with Projects With Industry for a six-month trial period, using a job coach and ~~qualified people with severe disabilities~~. The trial period proved to him that these workers with disabilities could produce at an economically competitive level, and he subsequently realized that he could save money by hiring more people with disabilities because he could lower his training costs, since his disabled workers did not quit their jobs nearly as often as did his other workers.
- o The efforts of "The Dogpatch, Inc.," a family operated kennel in Tampa, Florida, represent what numerous small employers are doing to take advantage of the labor force represented by individuals with disabilities. By learning and using sign language in the workplace, the business has provided the necessary reasonable accommodation for a kennel assistant who has a substantial hearing loss to perform her job.
- o Tom Petner, Vice President of New York television station WWOR-TV, hired General Assistant Reporter Chris O'Donoghue, who is a wheelchair user. Installation of a lift made the station's control center, elevated over the newsroom, accessible and enables the reporter to perform the profession of his choice.

- o Peoples Heritage Bank of Portland, Maine, has enabled an individual with a substantial sight loss to maintain his employment by readjusting job duties and providing modifications to the worksite and equipment.

SENT BY:PCEPD

: 7-16-91 : 3:51PM :PRESIDENT'S COMMITTEE-

2028630010:# 2

Wayne Collins of Timmonsville, S.C. had owned his own construction company before a severe injury left him paralyzed and in a wheelchair. His disability forced him to leave the construction industry and start all over. Wayne entered Vocational Rehabilitation's computer training program and, upon completion, was hired last December as a computer aided drafting operator at Westinghouse Nuclear Fuel Division in Columbia, S.C. Mr. Collins appreciates the message ADA has given him that his work life need not end with a disability.

Marilyn Satcher of Fargo, N.D. presently works, full-time, as a temporary claims clerk for Blue Cross/Blue Shield of North Dakota. An automobile accident caused a closed head injury to Marilyn leading to an extensive rehabilitation program. Her employer expects the placement to become permanent soon and welcomes ADA's challenge to all our Nation's employers to become an active participant in its implementation.

John, who wishes to remain anonymous, lives and now works in Philadelphia, PA. John has a psychiatric disability. His previous work history was spotty and John had been living on Social Security Insurance payments for years. With ADA John was inspired to go to work. He now works for an organization in Philadelphia as a counselor, helping other persons with disabilities identify ways to leave their lives of dependency for competitive employment.

Richard Gross, Debbie Fowler, Debbie Bradley and Lori Palmer are young people with disabilities from Ohio who recently benefited from the impact of ADA. These four fine young people with developmental disabilities recently entered and completed an eight week training course which lead to full-time employment with Bob Evans Restaurants. Their new employer remarked after their employment, "my turnover is down and I've shown an increased in profits". ADA is showing us all an increase in profits thanks to the willingness of employers like this.

Osborne Day (Friend of POTUS, and I believe former member of Council on Disability: 466-6789):

Feels strongly that the ADA is not just a compassion issue, but an economic issue. Traditionally, the Democrats have handled the disability issue by throwing money at the problem. The emphasis of this bill and the President's program is on rehabilitation and employment. ("mainstreaming") Over two million disabled Americans were sufficiently convinced by this policy to switch over their votes to Bush in '88, and O.D. feels the approach will continue to sell well into the 90's.

Day feels that it is important for the President not only to speak to the disabled community, but also to the business community, whose cooperation will be necessary if the ADA is to be a success. Day feels that the following message should be emphasized to the business community: while the ADA will carry a price tag, it will ultimately bring money into the economy. There are 37 million disabled Americans, and tapping onto their talents and potency as a workforce will bring strength to small and large businesses alike, and will provide a boon to the economy through tax revenues from new workers who were formerly welfare recipients.

Equal Employment Opportunity Council
Evan Kemp 663-4001

Evan Kemp probably knows more about this area than just about anybody else. Kemp began to suffer from Kugelberg-Welander disease when he was twelve years old, and has since lived his life in a wheelchair. Became involved in disability-rights after he graduated near the top of his class at the University of Virginia Law School; Kemp applied for 34 positions following his graduation and received 34 letters of rejection. He is a co-owner of Invacare, the largest wheelchair manufacturing company in the nation. Kemp has worked in Federal government for 16 years, but only got to know Bush in 1983 when he was chosen as one of two disabled Americans to negotiate with the President's Deregulation Task Force in 1983, then headed by the Vice-President. He remembers a letter the V.P. sent to him, in which Bush talked about visiting with disabled men and women. Take it from me, he says, it was the first time somebody at that level was doing that sort of thing. Kemp went on to write speeches for the Vice-President on disability issues, worked as a liaison for the Bush/Quayle campaign with disability groups, and was appointed as head of the EEOC by President Bush.

Kemp is a seemingly endless resource on the subject of disabilities, but here are a few of the things he had to say:

-15% is the accepted figure for percentage of Americans suffering from disabilities. (43 million Americans is the figure used in the ADA Bill.)

-2/3 of those with disabilities are unemployed.

-Of the 1/3 that are working, a black disabled woman makes 12 cents to the dollar earned by a white healthy male. The comparable figure for a white disabled man is 52 cents.

-ADA is a Bill for all Americans: 22% of Blacks suffer from a disability, 18% of hispanics.

-there is a universality of disabilities: anybody can become a member of this group.

*-six other countries have said that they will introduce this Bill (verbatim) in their governments, including Sweden, Japan, and the U.S.S.R. The U.S. is setting the international standard on this issue.

-Disabled Americans represent the one special interest group who want to lose their status as a special interest group.

-D.A.'s are the poorest special interest group in the nation.

-The President has a son, Neil, who suffers from dyslexia. And yet Neil Bush holds undergraduate and graduate degrees and was the only child of the President to graduate from college in the required four years. (joke possibility)

Presidential Committee on Employment of People with Disabilities:

Ed Leonard 653-5010

Justin Dart (friend of POTUS):

Justin Dart was member of the National Council on Disability in 1985 during the time that the ADA Bill was originally developed. He is a true veteran of these issues, and will continue to be an excellent source for our research.

He wants to stress to us the credit which must be given to this President for his leading role in the development of the ADA. It is the first time in the history of the United States, he says, that a President has assumed the **leading** role in a major civil rights initiative. (Lincoln and LBJ were to a certain extent dragged into their place in history.) Ironically, the drafters of "Toward Independence" were prepared to meet with President Reagan to present him with their proposals one day in 1985. This was the day that the Shuttle exploded. The President canceled all of his appointments, and the members of the Council met with the Vice-President in his place. Ever since, GWB has been **the** leader on this issue.

Secondly, Dart re-emphasizes the magnitude of the Bill. It is for these people, he says, the Declaration of Independence, the Bill of Rights, and the '64 Civil Rights Bill all in one. He calls the signing of the Bill a "world" event, setting the international standard on this issue. Groups from China, Japan, Europe, and just today the U.S.S.R., have visited the country, and told us that their countries are looking to the ADA as a torchlight for their own peoples.

Finally, Dart would like to see the President use the speech to "challenge" the national community to work together on this front, and create a truly "free enterprise" "mainstreamed" society. The President should make it clear that the ADA will set the stage, introduce a vision, but that it is still up to the people to carry through on this vision.

Dart has been very helpful on acknowledgements. He points out that they are intensely important on this speech. An updated list appears on the following page.

On July 26, 1990, I signed the Americans with Disabilities Act into law. That historic piece of legislation represented a bipartisan commitment by Americans to the world's first declaration of equality for individuals with disabilities. The ADA brought us closer to the day when no American will ever again be deprived of the basic guarantees of life, liberty, and the pursuit of happiness.

This Administration is committed to bringing that day closer by meeting all of the ADA's Congressionally mandated timeframes for issuing regulations. I am committed to seeing that these regulations help us to tear down the shameful wall of exclusion that confronts so many of our fellow Americans with disabilities.

The ADA ensures that employers covered by the Act cannot discriminate against qualified individuals with disabilities. The ADA ensures access to public accommodations such as restaurants, hotels, stores, and transportation services. Finally, it ensures equivalent telephone services for people with speech or hearing impairments.

We will not accept, we will not excuse, we will not tolerate discrimination in America. Please join me in bringing our citizens with disabilities into the mainstream of American life.

- from Evan Kemp



The President's Committee on Employment of People With Disabilities

Suite 636
1111 20th Street, N.W.
Washington, D.C. 20036-3470
202-653-5044 VOICE
202-653-5050 TDD
202-653-7386 FAX

Dignity, Equality, Independence Through Employment

Chairman

wh.j26

July 9, 1991

To: Shiree Sanchez, Leigh Ann Metzger, Cherie Gray

From: Justin Dart

Subject: material suggested for use by the President in making a video to be used at ADA celebrations and training, and disability related meetings throughout the nation during 1991-2.

I would very much appreciate the production of a Presidential video to be used at hundreds of ADA celebrations and training programs and other disability related events in areas such as employment and empowerment services throughout the nation during 1991-2 and beyond. The President's Committee could purchase at least 200 copies for initial distribution at no cost to each state committee and to all major national constituency organizations (or this could be done entirely with private money). Further copies would be distributed on request. I anticipate a large demand. The tapes could also be provided to media if you feel that is appropriate.

I would suggest that there be no reference to specific persons or organizations so that no one would be offended, and widest possible usage would occur. An exception could be one or two anecdotes about individual people who had been or would be empowered in the mainstream by ADA. We can provide such if you wish. I also suggest a visible effort to make the message bipartisan, or non-partisan, so that there would be no hesitancy to use it throughout 1992, and with bipartisan audiences.

I enclose copies of the speeches which the President made last year at our annual meeting in Washington, and at the ADA signing ceremony, as well as a collection of Presidential quotes which we distribute at some of our meetings.

The general theme of many post ADA period meeting is, "FROM ADA TO EMPOWERMENT - KEEPING THE PROMISE OF ADA IN EVERY DAY LIFE." We have published posters stating: KEEP THE PROMISE OF ADA - AMERICA

ADVISORY COUNCIL

The Secretary of State
The Secretary of the Treasury

The Secretary of Commerce
The Secretary of Labor
The Secretary of Health

The Secretary of Transportation
The Secretary of Energy
The Secretary of Education

The Administrator of General Services
The Director of the Office
of Personnel Management

WINS!

Some points that could be included in the President's video message:

Congratulations to all concerned with the passage of ADA, the world's first comprehensive civil rights law for people with disabilities.

- to my colleagues in the administrative branch
- to the bipartisan ADA team in Congress
- to the great pioneer employers, professionals and citizen volunteers in every community who provided the services, the jobs and the community programs that enabled people with disabilities to stand up for their rights
- and to each one of you who organized the meetings, wrote the letters and made the calls and visits to Congress that resulted in the passage of ADA as a real mandate for equality.

ADA is a landmark in the evolution of human culture and of American Democracy. But it will not automatically solve all the problems of people with disabilities. ADA is a tool to be used, a promise to be kept.

America is watching. The world is watching. Our success or failure to keep the promise of ADA will affect the lives of hundreds of millions of people with disabilities throughout the world for generations to come.

The issue of cost has been raised.

When you add together the federal, state local and private funds, it costs almost \$200 billion annually to support Americans with disabilities - in effect, to keep them dependent. And the devastating human cost of dependency is beyond expression in numbers or words.

From ADA To Empowerment President Bush Speaks Out

"I'm going to do whatever it takes to make sure the disabled are included in the mainstream...they're not going to be left out any more."

"More than two-thirds of our fellow citizens who have disabilities are unemployed, and that is intolerable."

"When you add together federal, state, local and private funds, it costs almost \$200 billion annually to support Americans with disabilities, in effect, to keep them dependent."

"I now lift my pen to sign this Americans with Disabilities Act and say, let the shameful wall of exclusion finally come tumbling down."

"This historic Act is the world's first declaration of equality for people with disabilities. Its passage has made the United States the international leader on this human rights issue."

"Your hard work in gaining nationwide support for this...legislation has contributed to its fairness and enactment. I join with all Americans in saluting you."

"However the job is not yet finished. I look forward to working with all of you to uphold the magnificent promise of ADA by ensuring that people with disabilities are full participants in the mainstream of American life."

"The theme of this meeting, "From ADA to Empowerment"....rightfully reflects our commitment to full implementation of the Americans with Disabilities Act of 1990. By working to uphold not only the letter but also the spirit of this law, we can help persons with disabilities to lead fuller, independent, and more productive lives."

"I pledge my Administration's support to the process of implementation, but Washington cannot do the job alone. Success will require cooperation of persons with disabilities, employers, service providers, and public officials in every State and community across the country. I welcome your assistance in this vital effort, and I salute you for helping to fulfill America's promise of liberty and of opportunity for all."

"I want to say a special word to our friends in the business community. You have in your hands the key to the success of this Act. For you can unlock a splendid resource of untapped human potential that, when freed, will enrich us all."

" Together we must remove the physical barriers we have created and the social barriers we have accepted. For ours will never be a truly prosperous nation until all within it prosper."

PRESIDENT GEORGE BUSH



PRESIDENT
GEORGE BUSH

Good morning And, Justin, thank you, my dear friend, for that most generous introduction. I'm delighted to be with all of you. I want to say how pleased I am to see Ed Rensi and thank him for what he and his company are doing in this field of interest to all of us. I had a little opportunity just before I came in here to say hello to another person I admire very much, Patricia Neal. And that I was glad to see Chris Burke again. Last time I saw him he was running wild in the White House. Not really -- but he came over and we did a little tape together, but he's doing great and I'm so proud that he's with us today.

I'm going to get into real trouble on all this acknowledgment, but I'm delighted, of course, to be with Justin Dart. He is truly a great humanitarian. He's one of the strongest advocates for equal rights and equal opportunity for all Americans that I've ever met - especially those with disabilities. And his hard work and perseverance through adversity benefited all of us. And you have to forgive me for rambling on about Justin. It's just that not only is he a friend, but he truly is one of the founding fathers of the Americans with Disabilities Act, one of the most important pieces of legislation to ever reach Capitol Hill.

And 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 work force, 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, indeed, unemployed; and that is intolerable. And much of that unemployment stems from lack of opportunity.

And ADA, that act, will firm the foundation 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 brings to us all. And no longer can we allow ignorance or prejudice to deny opportunities to millions of Americans with disabilities.

We recognize your right to equal opportunity. And we need your abilities and skills. Anybody who takes a look at the demographics in this country and looks just over the horizon into the future knows that the problem is going to be not finding jobs for people but finding people for jobs that exist. 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 work force to the fullest extent of their abilities. And I am hopeful that the House of Representatives will take action soon on the ADA, just as the



ED RENSI



JUSTIN DART, JR.

Senate took enthusiastic action last September. I look forward to signing a bill that will address the needs of our disabled citizens. And, frankly, it is my view that disabled citizens have waited long enough for equality.

Continued on page 20

19 WORK TEE

PRESIDENT BUSH

Continued from page 18

Now, I was asked over here for a special purpose. And this morning, I have the pleasure of sharing the stage with some truly exemplary Americans. And I wish I had time to introduce each one of them because their efforts are certainly outstanding. There is, however, one individual who deserves special mention. His name is David Schwartzkopf. As you saw – and I understand you've just seen the video – David has overcome some extremely tough obstacles – cerebral palsy, legal blindness, early misdiagnosis – to become a completely mainstreamed professional in high-technology industry.

Not content to merely be successful in his professional career, David is out in society doing all that he can to help other disabled Americans overcome some big hurdles. His inventions have inspired management to rethink their hiring practices; and his consulting is helping to bring about equal opportunities. David gives meaning to the words dignity and independence.

And so it is with great pleasure that I present you, David, with the President's Trophy proclaiming you the 1990 Disabled American of the Year. Congratulations!

✓

Boyden Gray, Counsel to the President

Referred to by Justin Dart as the "bridge between the disabled community and the President. Evan Kemp once asked his friend B.G. if his interest in disability stemmed from having a sister and two cousins who were disabled. He said no. Instead, he referred to his childhood. Gray grew up in a large North Carolina family. His mother died when Gray was eleven, and Gray was sent off to boarding school in Massachusetts. He recalls the experience of being the sole Southerner in a New England school, and what it was like to feel like an outsider. Consequently, he has since empathized with "outsider" position occupied by most disabled Americans.

WHITE HOUSE

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31 JUL 19 12:47

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THE NATIONAL COUNCIL ON DISABILITY

800 Independence Avenue, SW, Suite 814
Washington, DC 20591
(202) 267-3846 (Voice)
(202) 267-3232 (TDD)
(202) 453-4240 (Fax)

FACSIMILE MESSAGE



DATE: 7-19
TO: Carol Blymire
FROM: Sandy Parrino

REMARKS: _____



THERE ARE 5 PAGES, INCLUDING THIS COVER SHEET.
IF PROBLEMS, CALL (202) 267-3846.

**National Council on Disability**

800 Independence Avenue, S.W.
Suite 814
Washington, DC 20591

202-267-3848 voice
202-267-3292 TDD

An Independent
Federal Agency

July 19, 1991

To: Carol Blymire
Fax 456-6218

From: Sandra Swift Parrino
Chairperson

Subject: Speech Vignettes

I believe the following vignettes may be useful for the President's speech on July 26, 1991.

1. Rami Rabby past the written foreign service exam three times and the oral twice. He was disqualified by the physical exam on the basis of blindness.

Mary Ann Masterson worked for 15 years as a civil servant in the visa section of the State Department. She took the written and oral foreign service exam and passed, but was disqualified by the physical exam on the basis of blindness.

After ADA was signed, the National Federation of the Blind assisted in a lawsuit against the State Department on Mr. Rabby's behalf. This suit was settled out of court.

In December 1990, Mr. Rabby and Ms. Masterson were hired by the State Department as the first two foreign service officers with disabilities. They have now completed their training. Mr. Rabby was posted to London and Ms. Masterson to Montreal. The State Department has now dropped all discriminatory barriers for employment of people with disabilities in the foreign service.

2. See attached, regarding the DECC Company of Grand Rapids, Michigan, where large numbers of people with disabilities are employed.
3. The National Council on Disability is undertaking an initiative called ADA Watch, which will monitor the implementation of ADA in the public and private sectors. ADA Watch will be much like human rights' watches. It will serve as a monitoring mechanism for information gathering, assessment, and dissemination of the effectiveness of the implementation of the ADA and the impact of the ADA.

ADA Watch will function as a spotlight keeping a national focus on the law and its impact. It will provide a voice for persons with disabilities to tell their stories of how the law is affecting their lives. It will chronicle how business and industry have complied with the law -- particularly creative solutions which have been generated in a variety of settings.

The ADA Watch will promote an ongoing dialogue between persons with disabilities and representatives of entities subject to the requirements of ADA to foster understanding, cooperation and sharing of knowledge.

4. Contact Ed Rensi, President and Chief Operations Officer, McDonald's Corporation in Oak Brook, Illinois on (708) 575-3259, because they go out of their way to hire people with disabilities.

spend \$100M/year renovating hotels to make them
accessible

→ Hyatt

from Evan Kemp

Americans with Disabilities Act

Rose Garden

July 26 10am

Evan Kemp, Commissioner EEOC; 663-4264

Justin Dart; 653-5044 asst. John Lancaster

Sandy Parrino; (914) 941-4667 (or 3336)
National Council on Disabilities

THE WHITE HOUSE
WASHINGTON

Evan Kemp 663-4264

Justin Dart 653-5044
(John Lancaster, his asst.)
after 5 653-5059

Sandy Parrino (914) 941-4667
(914) 941-3336

Maureen "Mo" West
Dole's Ofc. 224-8959