

FOIA MARKER

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Presidential Library Staff.**

Collection/Record Group: Clinton Presidential Records
Subgroup/Office of Origin: Public Liaison
Series/Staff Member: William White, Jr.
Subseries:

OA/ID Number: 14205
FolderID:

Folder Title:
ADA [Americans with Disabilities Act] 1995 [2]

Stack:	Row:	Section:	Shelf:	Position:
S	31	2	10	1

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. fax	Dina Douch to Debbie Fine; RE: Personal (1 page)	07/20/1995	b(6)

COLLECTION:

Clinton Presidential Records
Public Liaison
William White, Jr.
OA/Box Number: 14205

FOLDER TITLE:

ADA [Americans with Disabilities Act] 1995 [2]

2007-0143-F
db4549

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

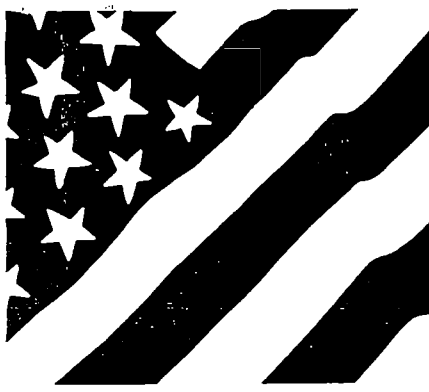
C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]



JUSTICE FOR ALL TRUTH TEAM '95

BECKY OGLE, CHAIR, MARK SMITH, TRUTH TEAM COORDINATOR, 754 NORTH PRESIDENT STREET, SUITE 2, JACKSON, MS 39202,
(601) 969-0601 V.TDD, 969-1862 FAX, JUSTIN & YOSHIKO DART, 907 6TH STREET, SW, #516C, WASHINGTON, DC 20024,
202-488-7684 V.TDD, 363-0010 FAX, FRED FAY justice@inet.com E-MAIL

"I BLEW IT ON ADA"

September 19, 1995

Dear Colleagues: *Debbie*

CONGRATULATIONS TO RICK KAHLER, Jim Johnson and many soldiers of truth.

On April 2, 1995 the Rapid City Journal published an article by columnist and prominent realtor Rick Kahler, "ADA regulatory black hole." It was a devastating attack on virtually every aspect of the ADA.

Rapid City rights activist Jim Johnson (DakotaLink) mobilized numerous local responses; Truth Team '95 sent Mr. Kahler and the newspaper a carefully constructed five page itemized rebuttal signed by Johnson, New York attorney and ADA co-author Jim Weisman, Rapid City IL Director Glade Jones, South Dakota Coalition executive Shelly Pfaff and myself. "Rick Kahler is a good writer, a good businessman and a good citizen, but he has gotten a bum steer about the ADA."

During the next five months there was intensive research by Mr. Kahler and a good deal of positive telephone communication, including a lengthy conference call involving Kahler, Johnson, Weisman, Jones and me.

Kahler's September 17 Journal column was entitled "Kahler confesses, "I blew it on ADA." (enclosed) "After several hours of discussion and some independent research, I am much clearer on the ADA now." He did not say that implementing the ADA is without problems - there are problems. He did recommend a positive approach, joining with the disability community to find reasonable solutions.

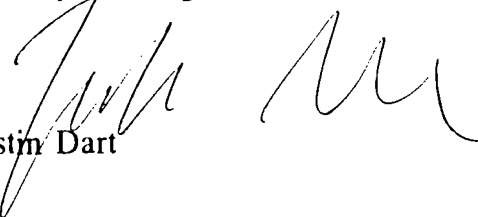
Mr. Kahler sort of jokes at himself as qualifying to be "a great journalist" by admitting he "blew it." It's no joke. It's easy to repeat fashionable rhetoric. It's easy to be a critical spectator, "I'm right, you're wrong," and back to life as usual. Greatness occurs, civilization moves forward, when individual people decide there is a better way, and have

the courage to act, the courage to change their own rhetoric and action.

Again, congratulations to Rick Kahler, the Rapid City Journal, Jim Johnson, Jim Weisman, Glade Jones, Shelly Pfaff and all the GREAT people who had the courage to act for democracy.

The war to preserve and to implement the ADA has just begun. Let us reach out with love and with truth to all the great and potentially great Americans who love the dream. Let us keep the promise of the ADA and of America. Justice for all.

I love you. Together, we shall overcome.


Justin Dart

PS – Rick Kahler is going to hear plenty from the enemies of the ADA. Let him hear from us. One or two words will make a difference. "Congratulations!" "Thank you!"

Rick Kahler
Rapid City Journal
Rapid City, South Dakota 57701
605-343-7500

kahler.s19

day, September 17, 1995

Rapid City Journal

Kahler confesses, 'I blew it' on ADA

Everyone blows it at least once in his lifetime.

Even good columnists blow it from time to time. However, my mentor says only the great journalists admit it. Today, I guess I join the ranks of greatness. Just like Ann Landers, I'll admit "I blew it."

A few months ago, I wrote an uncomplimentary column about the Americans with Disabilities Act (ADA). It would be an understatement to say that those who have disabilities or work closely with the disabled noticed the column.

The first hint that some readers didn't hold my thoughts on the ADA in high esteem came at a local play. At intermission, three ADA advocates, whom fortunately I count as friends, surrounded me. In a very polite and courteous manner, they suggested I stay out of the path of any fast moving wheelchairs.

A few days later, I received a six-page letter. It was notable because the five people who signed it make up more of a local, state, and national "Who's Who of ADA." The letter was from Justin Dart Jr., who during the Bush and Clinton administrations was chairman of the President's Committee on Employment of People with Disabilities; Jim Weisman, an attorney from New York and one of the original authors of the ADA; and one state and two local representatives of the disabled.

It was also notable because of its opening sentence. It read, "Rick Kahler is a good writer, a good businessman, and a good citizen, but he has gotten a bum steer about the ADA ... from sources that he should be able to trust."

Now, most folks I upset with the written word assassinate my charac-

ter first and ask questions later. This approach was really out of the ordinary. I mean, what could I possibly disagree with in that opening line? I figured these were obviously rational and perceptive people. Maybe I would



**Rick
Kahler**

listen to what they had to say.

A few weeks ago, I had the chance to speak with Dart, Weisman, Jim Johnson of DakotaLink, and Glade Jones, the local director of Western Resources for Disabled Independence.

"Believe me, you're not the first person to

have gotten some misinformation," Dart said.

After several hours of discussion and some independent research, I am much clearer on the ADA now.

My previous understanding of the ADA was that it mandated owners to remove physical barriers that were "readily achievable" from their commercial properties. However, the act doesn't spell out what readily achievable means. The only way to know whether you guessed wrong was when someone sued you and the court found you guilty. You then, I thought, went to jail or paid a \$50,000 fine.

Fortunately, the sources upon which I relied were only partly right.

No one goes to jail for not complying with the ADA.

Also, the widely reported \$50,000

penalty for the first ADA violation and \$100,000 for the second violation apply only to employment discrimination. They do not apply to barrier removal violations.

"The only remedy by law for failure to remove a barrier that is readily achievable is compliance, nothing more," Weisman said. That clarification alone was enough to take the wind out of my sails.

A survey of 70,000 businesses by the Job Accommodation Network found that ADA barrier removal cost 69 percent of businesses \$0 to \$500. The median cost of compliance is \$200.

Even more, there is a tax credit for compliance. Every expenditure over \$250 per year receives a tax credit of 50 percent, up to a maximum credit of \$5,000. When you talk "tax credit" you've got my attention.

"It's a fallacy that ADA costs too much," Dart said. "We just haven't heard businesses complaining about the cost of compliance." He continued, "It's discrimination that costs too much. We can't afford not to get the disabled into the workforce so they can lead independent and productive lives."

Where do you start if you have questions about compliance with ADA? Glade Jones suggests you start with him. "If any business person will call me, I will personally come out, look at their building and discuss compliance with them." There's no charge for this service. You can reach Glade at the Independent Living Center, phone 394-1930.

When he asks how you heard of the center, just tell him a great journalist you know sent you.

Rick Kahler, a lifelong Rapid City resident, is a Realtor and financial consultant in Rapid City.

THE WHITE HOUSE

WASHINGTON

July 18, 1995

As we mark the fifth anniversary of the Americans with Disabilities Act, I am delighted to join citizens across the country in celebration.

With the enactment of this landmark civil rights law, America became the first country in the world to make equal rights and equal opportunity a guarantee for its 49 million citizens with disabilities. Across the nation, our people began coming together to ensure equal access to the American Dream.

Today, thanks to these efforts, Americans are recognizing that we all gain as citizens of a country in which everyone can participate fully. And America is reaping the benefits of a more inclusive society. Employers have a larger pool of qualified workers. Businesses are opening doors to new customers. State and local governments are enjoying broader citizen participation. Most important, individuals are being judged not by their disabilities, but by their abilities.

We have made great strides as a nation in fulfilling America's promise of commonsense justice. Still, much remains to be done. My Administration is firmly committed to the vigorous implementation and enforcement of the ADA. No longer will Americans with disabilities be kept from realizing their dreams by closed doors or narrow minds. Building partnerships between government and business and people throughout the land, we best celebrate this day by rededicating ourselves to creating a society of equal access and equal rights for all.

A handwritten signature in black ink, reading "Bill Clinton". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

7/6/95:DRAFT

- For Press Office
- Cabinet

1

- Re order

- Philosophy of access
benefit all + business without participation

THE AMERICANS WITH DISABILITIES ACT: RUMORS AND REALITIES

Five years ago, the Americans with Disabilities Act (ADA) was enacted with bipartisan support to prohibit discrimination against people with disabilities in the areas of employment, public services, recreational facilities, telecommunications, and transportation. Under this law, millions of businesses and public agencies are successfully working to meet the needs of people with disabilities. The ADA provides for flexible, common sense enforcement of accommodations standards that recognize that Americans with disabilities have the same rights as people without disabilities.

empower to take responsibility
diversity
business benefit qualified

But now there are those who are trying to misinform the public about the meaning of this law. The recently-published *Death of Common Sense* by Philip Howard and editorials by James Bovard and Max Boot in the *Wall Street Journal* cite extreme examples and anecdotal evidence to argue that the ADA is ineffective. Prominent members of Congress have discussed potential changes in the law. Before any changes can be reasonably considered, it is critical that we understand how the law really works.

RUMOR: The ADA results in frivolous claims in which individuals with ^{but a} back pain or who are overweight sue the government for compensation.

REALITY: There will always be individuals who bring frivolous claims under any statute, including civil rights statutes. This does not mean that a statute is flawed; rather it means that the claims should be dismissed. EEOC investigators analyze all charges to determine whether they have merit and dismiss those that do not; however, individuals may still bring claims to court even when the EEOC finds them to be without merit. That claims may be without merit does not mean the law is without merit.

RUMOR: ADA is very costly for state and local governments.

REALITY: The average amount spent on implementing ADA per state is...less than ... of the total budget. States are assisted in the financing of accommodations by ...???
[Do we have these numbers??]

504

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State and local governments are provided technical assistance in implementing the ADA through federally-sponsored Disability and Business Technical Assistance Centers.

These Centers are available to answer legal questions and to offer suggestions as to how accommodation may be accomplished.

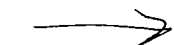
RUMOR: Accommodating employees with disabilities is too expensive.

REALITY: "Reasonable accommodation," called for in Title I of the ADA, is usually far less expensive than many people think. The President's Committee on Employment of People with Disabilities Job Accommodation Network found that 17% of all reasonable accommodation cost nothing; 68% cost \$500 or less; and only 4% cost more than \$5,000. Clearly, reasonable accommodation makes good business sense.

RUMOR: Maybe most "reasonable accommodations" are inexpensive but the ones that are costly could break an employer.

REALITY: Employers need not worry. The law does not require any employer to provide an accommodation that creates undue hardship on the employer. Employers should know that there are three tax credits designed to help defray the costs of providing accommodations. Concerned employers should call the IRS at 1-800-829-3676 and ask about:

Disabled Access Tax Credit (Title 26, Sec. 44)
 Targeted Jobs Tax Credit (Title 26, Sec. 51)
 Tax Deduction to Remove Architectural and
 Transportation Barriers to People with
 Disabilities and Elderly Individuals
 (Title 26, Sec. 190)



RUMOR: Accessibility, as required under ADA, is too expensive and is impossible for small businesses.

REALITY: The ADA focuses on making new building accessible, and requires reasonable modifications to existing facilities only when it is readily achievable and not costly to the owner. ADA takes a reasonable approach to compliance. Making new buildings accessible from the start has added only 1/2 of 1% to the cost of construction. To help keep costs even more

DRAFT

reasonable, ADA exempts buildings under three stories from installing an elevator unless the building is a medical facility, a shopping mall, or transportation terminal.

Moreover, ADA does not apply to businesses with fewer than 15 employees.

Have to front
RUMOR: The Americans with Disabilities Act is not worth the cost of implementation.

REALITY: The July 2, 1995, Louis Harris Poll of small, medium and large corporations, sponsored by the National Organization on Disability, shows that 82% of corporation executives say that the Americans with Disabilities Act is worth the cost of implementation. 70% of these executives indicated that they felt the law should not be changed. And 81% reported having made accommodations for employees with disabilities.

Provide as far as possible
RUMOR: ~~Putting disabled Americans to work~~ is a nice idea, but our society can't afford all the costs involved.

REALITY: In 1984, President Bush noted that the estimated cost to society of the absence of people with disabilities from the workforce was \$200 billion per year (in 1984 dollars). The 69% of Americans with disabilities who are unemployed continues to be a significant cost to people who are employed as tax money is spent to support those who are not working.

RUMOR: The ADA may be good for those with disabilities, but it doesn't benefit the rest of us, ~~who have to pay for it.~~

REALITY: By contributing to the economy and by enabling almost 1/5 of our population to participate meaningfully in all aspects of life, the ADA benefits all of us.

RUMOR: The ADA is a regulatory nightmare that has resulted in "a parade" of absurd lawsuits.

REALITY: The provisions under ADA provide for a reasonable enforcement schedule that does not impose "undue hardship" on businesses, employers or public agencies. Three agencies, the Department of Justice, the Equal Employment Opportunity Commission and the Department of Transportation are responsible for the enforcement of

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the ADA. Each agency provides technical assistance in its field of expertise to facilitate compliance and make litigation unnecessary.

The July 2, 1995 Louis Harris Poll shows that 66% of executives of small, medium and large corporations feel that litigation has not increased since the passage of the ADA.

RUMOR: Society is drowning in detailed regulations.

REALITY: ADA regulations were drafted to give businesses and governments room to exercise judgment and common sense. For example, with respect to architectural barrier removal in existing government facilities, ADA regulations do not require that every facility, or part of a facility, be made accessible. Instead, the regulations require access to programs, allowing for use of non-structural methods to comply, such as moving a meeting location from an inaccessible Town Hall to an accessible public school.

RUMOR: The ADA makes rights absolute without regard for what is realistic.

REALITY: Nothing could be further from the truth about the ADA. The entire structure of the ADA is based on balancing the needs of persons with disabilities for access against the legitimate concerns (including costs) of businesses and government.

Every requirement in the law is offset by a limitation. For example, reasonable modification to policies is not required if it would fundamentally alter the nature of the program or services. Effective communication (such as sign language interpreters) is not required if the provision would result in an "undue burden" (significant difficulty or expense).

RUMOR: The ADA should be locally enforced.

REALITY: As a civil rights law, the ADA must be federally enforced. If, as a nation, we are to support the equal rights of people with disabilities, we cannot see those rights defended in some localities and not in others. Such an approach failed to work for African-Americans in the pre-1964 South, did not work for people with

DRAFT

disabilities before the ADA and it will not work now.

RUMOR: The ADA is unfair to people without disabilities because employers are required to hire the applicant who has a disability.

REALITY: The ADA is not affirmative action legislation. No employer is compelled to hire an applicant with a disability over a more qualified applicant without a disability. The ADA merely prohibits employers from choosing not to hire an other wise qualified individuals because of a disability.

RUMOR: The ADA endangers workers without disabilities because it requires employers to put people with disabilities in jobs they can't handle.

REALITY: The ADA does not ensure people with disabilities the right to do jobs for which they are not qualified. Nor does it protect employees from disciplinary action in the case of behavior that endangers others. The ADA simply ensures that a qualified applicant for a job or a current employee cannot be denied or removed from a job just because they have a disability.

RUMOR: ADA asks workplaces to hire people with contagious diseases like AIDS.

REALITY: The Secretary of Health and Human Services has determined that AIDS is not a contagious disease in work environments. In addition, the ADA contains provisions which ensure that the public and all workers are adequately protected from contagious diseases. [what are these provisions?]

RUMOR: The ADA protects substance abusers.

REALITY: An illegal drug user is not protected from disciplinary actions taken by an employer if that action is based on evidence of current use of illegal drugs.

An individual with alcoholism has a disability. In addition, a former drug addict who has been rehabilitated (or is in rehabilitation) and who no longer uses drugs has a disability. However, an individual is protected under the ADA only if he/she is

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qualified for the job in the first place.

Employers can require that workers not be under the influence of illegal drugs or alcohol in the workplace and can uniformly apply this rule to workers who are alcoholics or rehabilitated drug addicts.

Recovering alcoholics and rehabilitated drug addicts, like other individuals with disabilities, have been subjected to pervasive discrimination because of stereotypes, misconceptions and fears. For example, in a recent ADA suit, a high school teacher who is a recovering alcoholic alleged that he was denied a job as a coach, even though he had not had a drink in ten years.

RUMOR: The ADA is not logical and is not necessary.

REALITY: Discrimination against individuals with disabilities is pervasive in our society, according to a Louis Harris poll, as well as the Civil Rights Commission and the National Council on Disability. The historic Civil Rights Act of 1964 does not cover persons with disabilities. The Rehabilitation Act of 1973 provides protection for people with disabilities only in programs that receive federal funds. Clearly, there is a logical need for the ADA to extend civil rights protection for people with disabilities to private sector employment, transportation, public accommodations, state and local government services and telecommunications.

RUMOR: The ADA does not help people with disabilities get jobs.

REALITY: A recent study has concluded that "the ADA has played a significant role in enhancing labor force participation of persons with disabilities and in reducing dependence on government entitlement programs."

RUMOR: The ADA forces transportation systems to make expensive, and often unnecessary, infrastructure improvements, diverting funds from more valuable projects like worker salaries.

REALITY: Accessibility to rail stations is mandated by the ADA; however, how that accessibility is attained is a local

DRAFT

decision. If unnecessary restructuring is done, it is not the fault of ADA but of local decisionmaking bodies.

The expense of restructuring is made less burdensome for the locality by the large amount of federal funding available for such improvements. The work involved in attaining station accessibility is eligible for Federal funding at a 80% Federal/ 20% Local share.

RUMOR: People with disabilities are just a tiny fraction of the American public.

REALITY: 49 million Americans -- or nearly one out of every five Americans-- have disabilities. And these people do more than buy disability -related products. They buy groceries, take vacations, open bank accounts and do most other things people without disabilities do. These 49 million people can make a significant contribution to the U.S. economy -- as consumers, as workers, as citizens. The ADA is intended to remove those barriers that prevent people with disabilities from becoming full participants in American life. Besides, being completely free from disability today is no guarantee a person will not become disabled tomorrow.

E X E C U T I V E O F F I C E O F T H E P R E S I D E N T

04-Jul-1995 08:20pm

TO: justice

FROM: owner-justice

SUBJECT: FYI: Poll Talking Points, Copies

JUSTICE FOR ALL
TRUTH TEAM '95

justice@tnet.com

JUSTICE FOR ALL. BECKY OGLE: CHAIR,
MARK SMITH: TRUTH TEAM COORDINATOR, 754 NORTH PRESIDENT STREET,
SUITE 2, JACKSON, MS 39202, 601/969-0601 V/TDD, 969-1662 FAX,
JUSTIN & YOSHIKO DART: 907 6TH STREET, S.W., #516C, WASHINGTON,
DC 20024, 202/488-7684 V/TDD, 863-0010 FAX,
TARI SUSAN HARTMAN: 310/578-5955 V/TDD, 578-6065 FAX,
FRED FAY: E-MAIL COORDINATOR, justice@tnet.com

HARRIS POLL
BUSINESS SUPPORTS ADA

HARRIS POLL, JULY 2, 1995. EXECUTIVES OF SMALL, MEDIUM AND LARGE
CORPORATIONS SAY:

ADA SHOULD NOT BE CHANGED, 70%; SHOULD BE STRENGTHENED, 8%; should
be weakened, 9%; should be repealed, 3%.

ADA IS WORTH THE COST OF IMPLEMENTATION, 82%; is not, 5%.

THE COST OF ACCOMMODATING PEOPLE WITH DISABILITIES has increased "a
little" or not at all since the passage of ADA, 80%; has increased
"a lot," 7%.

LITIGATION HAS NOT INCREASED since the passage of ADA, 66%; has
increased "a little," 14%.

ONLY 27% SAY that the average cost of employing a person with a
disability is greater than employing a person without a disability.

IN 1986 51% OF CORPORATIONS reported having made accommodations for
employees with disabilities. In 1995, 81%.

NOTE: Some folks say that "corporations" are rich, so they can

afford to be generous about implementing ADA, but mom and pop businesses and communities can't. Not true. Corporations got rich by making smart investments - and by being tight, not generous.

To get official summaries or complete copies of the Harris Poll on ADA, contact: National Organization on Disability, 910 16th Street, NW, Suite 600, Washington, DC 20006, 202/293-5960, 293-5968 Voice/TDD, 293-7999 FAX.

=====
= Moderated Justice-For-All Mailing list =
=====

ADA



FACSIMILE COVER PAGE

To: Fine, Debbie
Time: 22:57:29
Pages (including cover): 2

From: Truth Team '95: Mark Smith
Date: 7/4/95

FROM: TRUTH TEAM '95

RE: ADA LOUIS HARRIS POLL

Now we have some powerful ammunition to counter the misinformation and distorted facts being spread about the ADA by some of the vested interests.

You need to get these results to every office of every Congressperson in your state (and to any other public officials, such as Governors and Mayors, you think would suitable and appropriate).

You also need to provide this information to all sectors of the media on a state and local basis to dispel the false information that has often been reported.

As always, thank you for your courageous and devoted advocacy.



JUSTICE FOR ALL TRUTH TEAM '95

JUSTICE FOR ALL: BECKY OGLE: CHAIR; MARK SMITH: TRUTH TEAM COORDINATOR, 754 NORTH PRESIDENT STREET, SUITE 2, JACKSON, MS 39202, 601/989-0301 V/TDD, 989-1662 FAX; JUSTIN & YOSHIO DART: 907 6TH ST., S.W., APT. 316C, WASHINGTON, D.C. 20024, 202-482-7684 V/TDD, 882-0010 FAX; TARI SUSAN HARTMAN: 310/578-5853 V/TDD, 578-8065 FAX; FRED FAY: E-MAIL COORDINATOR, justice@ttnet.com

Good News!
Justin

HARRIS POLL BUSINESS SUPPORTS ADA

LOUIS HARRIS POLL, JULY 2, 1995.
EXECUTIVES OF SMALL, MEDIUM
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In 1995, the figure is up to 81%.

NOTE: Some folks may say that "corporations" are rich, so they can afford to be generous about implementing ADA, but that communities and "mom and pop" businesses can't. That's just not true! Corporations got rich by being smart and tight, not generous.

THANKS TO ALAN REICH AND THE NATIONAL ORGANIZATION ON DISABILITY
for sponsoring this great poll. To offer congratulations and to get official summaries or complete copies of the Harris Poll on ADA, contact: Alan Reich, President, National Organization on Disability, 910 16th Street, NW, Suite 600, Washington, DC 20006, 202/293-5960, 293-5968 Voice/TDD, 293-7999 FAX.

THE WHITE HOUSE
OFFICE OF DOMESTIC POLICY

CAROL H. RASCO
Assistant to the President for Domestic Policy

To: _____

Draft response for POTUS
and forward to CHR by: _____

Draft response for CHR by: _____

Please reply directly to the writer
(copy to CHR) by: _____

Please advise by: _____

Let's discuss: _____

For your information: _____

Reply using form code: _____

File: _____

Send copy to (original to CHR): Fortuna, Del Rio, Fine

Schedule ? : ☐ Accept ☐ Pending ☐ Regret

Designee to attend: _____

Remarks: _____

JUL - 5 1995

FACSIMILE COVER PAGE

To: Rasco, Carol
Time: 00:46:30
Pages (including cover): 2

From: Truth Team '95: Mark Smith
Date: 7/5/95

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RE: ADA LOUIS HARRIS POLL

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JUSTICE FOR ALL, BECKY OGLE: CHAIR; MARK SMITH: TRUTH TEAM COORDINATOR, 754 NORTH PRESIDENT STREET, SUITE 3, JACKSON, MS 39202, 601/969-0901 V/TDD, 669-1663 FAX; JUSTIN & YOSHIKO DART: 907 6TH ST., S.W., APT. 516C, WASHINGTON, D.C. 20024, 202-464-7544 V/TDD, 202-464-7544 FAX; TARI SUSAN HARTMAN: 31057H-5365 V/TDD, 574-8085 FAX; FRED FAY: E-MAIL COORDINATOR, justice@tinet.com

Good News!
Justin

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tions for employees with disabilities.
In 1995, the figure is up to 81%.

NOTE: Some folks may say that "corporations" are rich, so they can afford to be generous about implementing ADA, but that communities and "mom and pop" businesses can't. That's just not true! Corporations got rich by being smart and tight, not generous.

THANKS TO ALAN REICH AND THE NATIONAL ORGANIZATION ON DISABILITY
for sponsoring this great poll. To offer congratulations and to get official summaries or complete copies of the Harris Poll on ADA, contact: Alan Reich, President, National Organization on Disability, 910 16th Street, NW, Suite 600, Washington, DC 20006, 202/293-5960, 293-5968 Voice/TDD, 293-7999 FAX.

JUSTIN AND YOSHIKO DART

907 6TH STREET, S.W., APT. 516C

WASHINGTON, D.C. 20024

202/488-7684

JUL - 5 1995

HARRIS POLL of corporate executives, July 2: ADA should not be changed, 70%; should be weakened, 9%; should be strengthened, 8%; should be repealed, 3%; is worth the cost of implementation, 82%; is not worth the cost of implementation, 5%.

July 4, 1995

Hon. Bob Dole
Majority Leader
U.S. Senate
Washington, D.C. 20510

Happy July 4!

Love,

Dear Senator Dole:

Justin & Yoshiko

THANK YOU FOR WRITING TO ME clarifying the references to the ADA in your June 17th speech to the U.S. Conference of Mayors. I appreciate your guidance to reach out to local government. I have already spoken with two mayors and several persons at the association of mayors. I will attempt to promote increased outreach and cooperation in every community. As you say, we've got to move beyond the "horror stories," and get down to the "daily, unglamorous work of implementing ADA" in a way that is good for communities, good for businesses and good for people with disabilities. I believe that if all parties can approach problems with empathy, flexibility and determination, we can achieve the goals of ADA without excessive litigation and expense - and without amendments.

SENATOR, I KNOW IN MY HEART THAT YOU WOULD NEVER willingly be recorded as the Senate Majority Leader - or the President - who presided over weakening amendments to the citizenship of people with disabilities. But I am profoundly concerned about other forces that threaten everything you and I and thousands have struggled decades to achieve.

AFTER MILLENNIUMS OF OUTCAST STATUS, ADA gave people with disabilities a fragile foothold on the mainland of humanity. But now, only five years later, there is a massive backlash of ancient prejudice. The same folks who opposed the Act in 1990 have launched a vicious campaign of anti-ADA propaganda that dominates the public media. They advocate amendments that would turn ADA into a Jim Crow for "cripples" law - partial equality for some of us, enforced as a local option. Back to second class citizenship, legalized by the Congress of the United States.

THE TRUTH IS THAT ADA IS WORKING as you intended, to effect voluntary change in millions of minds, public facilities and places of employment. The truth is that, while the

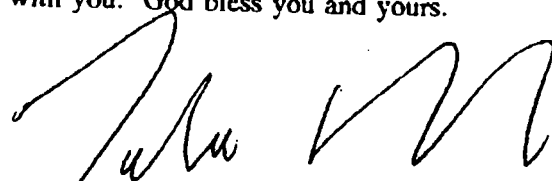
EQUAL ACCESS TO THE AMERICAN DREAM

accumulated problems of 60 centuries have not been solved in 60 months, the long hard march from welfare to work, from back room to community, has started. The truth is that eliminating discrimination, like eliminating the deficit, will profit every American a thousand fold. But most often the truth is hidden by a smoke screen of misinformation, out-of-context anecdotes and predictions of disasters that never quite occur.

THE WORLD IS WATCHING. If the full access to culture mandated by the ADA is perceived to be politically or economically impractical, decision makers in this country and every other nation will say, "America tried equality for 'the disabled,' why try it again?" Hundreds of millions in future generations, including members of your family and mine, would be condemned to continued decades, perhaps a century of unjust, unwanted dependency and segregation. People with disabilities in many other nations would suffer far more serious consequences: continued outcast status, beggary and early death from lack of the most basic necessities of life. The productivity, the prosperity, the quality of every culture and family would be diminished.

FOR MORE THAN 26 YEARS YOU HAVE BEEN OUR CHAMPION in Washington. You have participated in the creation of every law and program that is positive for people with disabilities. The ADA would not have passed without you. Recently, you authored the first serious U.S. government initiative to address the holocaust of human rights violations faced by people with disabilities in other nations. I and millions owe you a debt of gratitude that we can never repay.

WE NEED YOUR LEADERSHIP NOW MORE THAN EVER. I hope you will be able to meet soon with me and a few colleague representatives of the disability community to discuss the situation of the ADA and other historic challenges. We will cooperate 100% to effect harmonious, cost effective implementation of the ADA. We will participate in change necessary to achieve an America of free enterprise and justice for all. But we will fight with all of our strength any change that weakens our ability to fulfill our rights and responsibilities as American citizens. We know you will be with us in that fight. We look forward to meeting and working with you. God bless you and yours.



Justin Dart

Republican. Advocate: Free Enterprise And Justice For All.

Telephone Numbers for ADA Information

This list contains the telephone numbers of Federal agencies that are responsible for providing information to the public about the Americans with Disabilities Act and organizations that have been funded by the Federal government to provide information through staffed information centers.

The agencies and organizations listed are sources for obtaining information about the law's requirements and informal guidance in understanding and complying with the ADA. They are not, and should not be viewed as, sources for obtaining legal advice or legal opinions about your rights or responsibilities under the ADA.

Architectural and Transportation Barriers Compliance Board 1-800-872-2253 Voice/TDD

Equal Employment Opportunity Commission

For questions and documents 1-800-669-3362 Voice
1-800-800-3302 TDD

Alternate number for ordering documents (print and other formats) 202/663-4900 Voice
1-800-669-6820 TDD

Job Accommodation Network

For free information about economical accommodations 1-800-526-7234 Voice/TDD
1-800-232-9675

Computer bulletin board 1-800-324-5526

U.S. Department of Justice 202/514-0301 Voice
202/514-0383 TDD
1-800-514-0301 Voice
1-800-514-0383 TDD

U.S. Department of Transportation

Federal Transit Administration 202/366-1656 Voice
(for ADA documents and information)

Office of the General Counsel 202/366-9306 Voice
(for legal questions) 202/755-7687 TDD

Federal Aviation Administration 202/376-6406 Voice

Rural Transit Assistance Program 202/628-1480 Voice
(for information and assistance 1-800-527-8279 Voice/TDD
on public transportation issues) (Out of DC states only)

Regional Disability and Business Technical Assistance Centers

ADA information, assistance, and copies of ADA documents supplied by the Equal Employment Opportunity Commission and the Department of Justice, which are available in standard print, large print, audio cassette, braille, and computer disk, may be obtained from any of the ten Regional Disability and Business Technical Assistance Centers.

**Toll-free number for reaching any
of the following Centers** **1-800-949-4232 Voice/TDD**

Region I **207/874-6535 Voice/TDD**
Maine, New Hampshire, Vermont,
Massachusetts, Rhode Island,
Connecticut

Region II **609/392-4004 Voice**
New York, New Jersey, Puerto Rico **609/392-7044 TDD**

Region III **703/525-3268 Voice/TDD**
Pennsylvania, Delaware, Maryland,
District of Columbia, Virginia,
West Virginia

Region IV **404/888-0022 Voice/TDD**
Kentucky, Tennessee, North Carolina,
South Carolina, Georgia, Alabama,
Mississippi, Florida

Region V **312/413-7756 Voice/TDD**
Ohio, Indiana, Illinois, Michigan,
Wisconsin, Minnesota

Region VI **713/520-0232 Voice/TDD**
Arkansas, Louisiana, Oklahoma,
Texas, New Mexico

Region VII **314/882-3600 Voice/TDD**
Iowa, Missouri, Nebraska, Kansas

Region VIII **719/444-0252 Voice/TDD**
North Dakota, South Dakota, Montana,
Wyoming, Colorado, Utah

Jim Johnson **605/394-1876**
Glade Jones **605/394-1930**

Region IX **510/465-7884 Voice**
Arizona, Nevada, California, Hawaii,
Pacific Basin **510/465-3172 TDD**

Region X **360/438-3168 Voice**
Idaho, Oregon, Washington, Alaska **360/438-3167 TDD**

E X E C U T I V E O F F I C E O F T H E P R E S I D E N T

02-Jul-1995 09:34pm

TO: justice

FROM: owner-justice

SUBJECT: FYI: Biz Execs Support ADA!

JUSTICE FOR ALL
justice@tnet.com

Good News! Here are two news items hot off AP.
Both are on the most recent Harris Poll, which found
Corporate America with us in strong support of ADA!

AP Top News At 1 p.m. EDT

WASHINGTON (AP) -- Corporate executives are among the strongest advocates of the Americans with Disabilities Act, according to a new survey by the National Organization on Disability. The findings also refute the belief that companies have incurred sizeable costs or have been swamped by lawsuits because of the legislation. Since 1986, companies have become more accommodating to people with disabilities and have instituted policies and programs to hire more of them, according to the survey. The 1990 law was enacted to do for the disabled what the Civil Rights Act of 1964 was intended to accomplish for blacks and other racial minorities.

Biz Supports Disabilities Act

WASHINGTON (AP) -- Contrary to popular opinion, corporate executives are among the strongest advocates of a federal law guaranteeing equal access to jobs, transportation and public places for Americans with disabilities.

A new survey conducted for the National Organization on Disability also refutes the belief that companies have incurred sizeable costs or have been swamped by lawsuits because of the Americans with Disabilities Act, or ADA.

And since 1986, companies have become more accommodating to people with disabilities and have instituted policies and programs to hire more of them, according to the survey by Louis Harris & Associates Inc.

The 1990 law was enacted to do for the disabled

what the Civil Rights Act of 1964 was intended to accomplish for blacks and other racial minorities.

"The Americans with Disabilities Act, like other civil rights legislation, has had its detractors," said Alan Reich, president of the national disabilities organization, which represents 49 million Americans.

Nearly 15 million disabled Americans work, either full- or part-time.

"It is good to know that corporate America is with us," he said.

Although the percentage of companies hiring people with disabilities changed little since 1986, three-fourths of managers expect to make greater attempts to hire them within the next three years, the survey found.

"That's one of the positive things about this survey," Reich said.

The survey was based on interviews between April 7 and May 1 with two groups of managers: 200 corporate executives with the title of senior vice president or higher and 204 equal opportunity managers -- from 404 different companies. Its margin of error was plus or minus 5 percentage points.

"This survey contains good news for Americans with disabilities," said Humphrey Taylor, chairman and chief executive officer of Louis Harris.

Among the survey's findings:

--More than 90 percent of executives support provisions of the ADA that prohibit discrimination in employment and public accommodations, and require mass transit systems to be accessible to people with disabilities.

--Nearly half of executives, or 48 percent, said the costs of accommodating people with disabilities increased "a little," while 32 percent reported no change. Two-thirds, or 66 percent, said the amount of litigation involving their companies hadn't changed under the ADA, while 14 percent said the level increased "a little."

--Eighty-one percent of companies have modified their workplaces or practices to help employees with disabilities do their jobs, compared with 51 percent in 1986. Such changes include removing architectural barriers, switching furniture, adjusting work hours and restructuring jobs.

--A smaller percentage of executives, 57

percent, believe it doesn't cost extra to hire people with disabilities, compared with 79 percent in 1986.

--Fifty-six percent of companies have established policies or programs to hire people with disabilities, compared with 46 percent in 1986.

--Sixty-four percent have hired people with disabilities in the past three years, compared with 62 percent in 1986. A lack of qualified applicants was the top reason given for not hiring them during the period.

--Three-fourths, or 75 percent, of managers said they were ``very'' or ``somewhat'' likely to increase efforts to hire people with disabilities in the coming three years, compared to 60 percent who said the same in 1986.

Fred Fay
jfa@tinet.com

=====
= Moderated Justice-For-All Mailing list =
=====

5-1-93 Justice

BRIEFING MEMORANDUM FOR THE PRESIDENT
Recent Developments on the ADA

SETTLEMENT AGREEMENTS The Civil Rights Division of the Department of Justice has settled over 100 complaints alleging violations of the ADA, including agreements with:

Intercontinental Hotel in New York City, which made \$1.7 million of modifications to the hotel.

Sardi's Restaurant in New York City, which installed a unisex accessible restroom for patrons who use wheelchairs.

Quality Hotel Downtown, Washington, D.C., which provided \$10,000 in compensation to an individual who was not allowed to take his motorized scooter up to his room, adopted a policy of nondiscrimination, and trained all hotel employees on the needs of persons with disabilities and the requirements of the ADA.

Clearwater Florida Police Department, which adopted a policy of providing sign language interpreters whenever necessary for effective communication with deaf persons in arrest situations.

Venture Stores, a chain of over 90 discount department stores in eight states, which changed its check-paying privileges to accept State ID's as identification, not just driver's licenses, thus serving persons with disabilities who do not drive, and paying \$2,200 in store goods to each of four complainants.

COMPLAINT INVESTIGATIONS The Civil Rights Division has over 1,400 active investigations of complaints against businesses and State and local governments, including investigations of the New York State Board of Law Examiners for failing to provide accommodations for the bar exam, and the 1996 Atlanta Olympic Games to ensure accessible facilities and transportation.

RESOURCES Disability rights groups and members of Congress have gone public with concerns over the small amount of resources committed to ADA enforcement. The Justice Department no longer investigates every complaint that it receives against public accommodations. Although the Department has committed 50 professional staff, a credible start, the resources are small in relation to the over 5 million businesses and 80,000 State and local governments covered by the Act.

TELEPHONE RELAY On July 26, 1993, the third anniversary of the ADA, a nationwide telecommunications relay service starts operations, providing for the first time full access to the telephone for persons who are deaf or have speech impairments.



President's Committee on Employment
of People with Disabilities

June 16, 1995

The Honorable Mark Gearan
Assistant to the President
& Director of Strategic Planning and Communications
Ground Floor - West Wing
The White House
Washington, D.C. 20500

Dear Mark:

The fifth anniversary of the Americans with Disabilities Act is coming up on July 26. As the original author of this bill and as someone who has worked for many years with the thousands of disability community activists around the country I think it is important that the President commemorate in a significant way the passage of this anniversary. The progress this civil rights legislation has made in a short time has been extraordinary. In employment thousands of employers have implemented it successfully discovering the low cost of accommodating a worker with a disability and the benefits of retaining one in employment. The physical barriers have been falling everywhere as people with physical and sensory disabilities are opening doors to the marketplace in accessible stores, restaurants, professional offices, libraries, cities halls and many more areas where the public goes.

Last year's celebration on the White House lawn for 3,000 was outstanding and we have talked about a number of possibilities for this year. I want to ask your help in setting up what we feel is the best one at this point. On Saturday, July 22, during the President's radio address the ADA's anniversary could be commented upon with as much substance as time and circumstances permit. The President could welcome to the address and meet briefly with disability community and business leaders. The radio address would focus the nation to the ADA's goals of inclusion for 49 million Americans with disabilities and the brief meeting would energize national leaders to the tough fight still ahead.

I would like to talk to you by phone about this so we can work something out to recognize this historic civil rights anniversary.

Sincerely,

A handwritten signature in dark ink, appearing to read "Tony Coelho".

Tony Coelho
Chairman

*This would really be
helpful!*

bcc: Debbie Fine

To Debbie Fine
FUI
- Diana

July 7, 1995



Ms. Carol Rasco, Assistant to the President
for Domestic Policy
The White House
Washington, DC 20500

Dear Ms. Rasco,

July is ADA celebration month on KALEIDOSCOPE Television! During this month, special programs focusing on the ADA will be featured on KALEIDOSCOPE that showcase memorable events and significant accomplishments of the five years since the ADA's historic enactment.

Through its airing of the musical extravaganza, "Crack in the Wall," KALEIDOSCOPE takes its national television audience back to the first anniversary celebration of that eventful White House gathering on July 26, 1990, when more than 4,000 people witnessed the signing of the ADA. In "ADA Coast to Coast," featuring President George Bush and Senator Tom Harkin, cities across the country implementing the ADA are highlighted. Tune in "DC Report" with host Tony Coelho as he discusses crucial ADA issues with Attorney General Janet Reno and Secretary of Transportation Federico Pena. Enjoy informational specials, such as "Americans with Disabilities Act," "Hear's to the ADA," and other exciting ADA television specials and programming that are listed, with program descriptions, on the enclosed KALEIDOSCOPE schedule.

Since KALEIDOSCOPE Television is now a 24-hour-per-day network, we have vastly increased our opportunities to air programming about the ADA and other significant disability-related issues. If the network's around-the-clock programming is available on the cable system in your area, you will not want to miss any of these ADA specials. We invite you to join with us in this time of remembrance and celebration on KALEIDOSCOPE.

Respectfully yours,

Dr. Bill Nichols
President/CEO

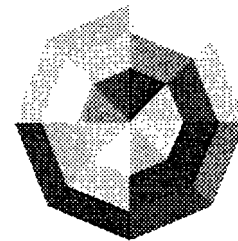
Enc: "KALEIDOSCOPE 24-Hour Schedule for the Weeks of July 17-30, 1995"

KALEIDOSCOPE

24-Hour Schedule

Weeks of July 17 - 30, 1995

Celebrating the Americans with Disabilities Act



KALEIDOSCOPE

	ET		MONDAY 7/17, 7/24	TUESDAY 7/18, 7/25	WEDNESDAY 7/19, 7/26	THURSDAY 7/20, 7/27	FRIDAY 7/21, 7/28	SATURDAY 7/22, 7/29	SUNDAY 7/23, 7/30		PT	
	12:00	AM	KTV News							PM	9:00	Prime
	12:30		Very Special Arts	Making Life Better	Touching Us All	DC Report	Everyday Heroes	Deaf Mosaic	See Hear		9:30	
	1:00		KALEIDOSCOPE Shopping (Making shopping accessible for people with disabilities)								10:00	
	1:30										10:30	
	2:00									11:00	Late	
	2:30									11:30		Night
	3:00		AM	12:00								
	3:30			12:30								
	4:00			KALEIDOSCOPE							1:00	
	4:30			Focus *	1:30							
	5:00		DC Report *	Studio "A" (Fully Accessible Movies)					Making Life Better *	2:00		
	5:30		KTV Close-Up *						Touching Us All *	2:30		
	6:00		KTV Sports *						People at Work *	3:00		
	6:30		Everyday Heroes *						Kim's World *	3:30		
7:00	Point of View *	Scripture Says *	4:00									
7:30	KTV News								4:30			
Show-case	8:00	KALEIDOSCOPE	Studio "A" Fully Accessible Movies	KALEIDOSCOPE	Studio "A" Fully Accessible Movies	KALEIDOSCOPE	Deaf Mosaic	Davey & Goliath		5:00	Show-case	
	8:30	Focus *		Focus *		Focus *	Festival	KTV Sports *		5:30		
	9:00	KTV News		KTV News		KTV News	Ablefit *	Very Special Arts		6:00		
	9:30	See Hear		Say It with Sign		Sign Out *	KToons	KTV Close-Up *		6:30		
	10:00	Making Life Better	Touching Us All	Hear's to the ADA	Kim's World	DC Report	7:00					
	10:30								7:30			
	11:00	KALEIDOSCOPE Shopping							8:00			
	11:30	(Making shopping accessible for people with disabilities)							8:30			
	12:00	PM	KTV News							9:00		
	12:30									9:30		
	1:00		Studio "A" (Fully Accessible Movies)					Making Life Better *	Studio "A" (Fully Accessible Movies)	10:00		
	1:30							Touching Us All		10:30		
	2:00							Americans with Disabilities Act		11:00		
	2:30							Very Special Arts *		11:30		
	3:00		KALEIDOSCOPE	Ablefit	KALEIDOSCOPE	People at Work	KALEIDOSCOPE	Kim's World	Very Special Arts	PM	12:00	
3:30	Focus *			Focus *	ADA Coast to Coast	Focus *	KToons	See Hear *	12:30			
4:00	Kim's World			Crack in the Wall	KToons	Sunshine Factory	Festival	Deaf Perspective	1:00			
4:30	Say It with Sign					*	*	1:30				
Early Fringe	5:00	Deaf Connection							2:00			
	5:30	Off Hand					*	*	2:30			
	6:00	Deaf Mosaic							3:00			
	6:30	KALEIDOSCOPE							3:30			
	7:00	Focus *							4:00			
Access	7:30								4:30			
	8:00	KTV News							5:00			
Prime	8:30	Very Special Arts	Making Life Better	Touching Us All	Deaf Perspective	Hear's to the ADA	KTV Sports	DC Report	5:30	Early Fringe		
	9:00	Studio "A" (Fully Accessible Movies)							6:00			
	9:30								6:30			
	10:00								7:00		Access	
	10:30								7:30			
Late Night	11:00								8:00	Prime		
	11:30	Deaf Mosaic	See Hear	Deaf Connection	KTV Sports	People at Work	KTV Close-Up	KTV Sports	8:30			

PROGRAM DESCRIPTIONS

Ablefit: Keep healthy and active with KTV's workout for people with disabilities.

Davey & Goliath: This is a quality children's program done in claymation format. It is entertaining and inspiring with lessons to be learned in each program.

Deaf Connection: Hosted by Dr. Steve Baldwin, this interactive talk show for Deaf Americans features Deaf leaders, entertainment figures, as well as experts on issues related to the Deaf community.

Deaf Mosaic: This 18-time Emmy Award-winning program has been covering the news and accomplishments of the Deaf community since 1985 and is produced by Gallaudet University.

Deaf Perspective: Various aspects of the Deaf and hard of hearing culture are explored. The focus ranges from language to heritage to folklore, as well as accessibility through technology.

Everyday Heroes: Hosted by Maureen Nunn, this ACE Award-winning show brings you in touch with people whose extraordinary work enhances the quality of life for others.

Festival: A bright and wonderful series, celebrating visual arts for children of all ages performed in sign language. Mimes and fairy tales are a part of the innovative, poignant, and fast-paced Festival!

KALEIDOSCOPE Focus: A magazine montage of the activities of over 100 disability-related organizations and how their daily involvement affects the lives of over 49 million Americans.

KALEIDOSCOPE Shopping: Shopping is now accessible with this open-captioned programming featuring products of universal design along with disability-specific products.

Kim's World: Motivated by Helen Keller, Deaf/blind actress Kim Powers shows youth and young adults the joys and values of seeing life in Kim's unique manner.

KToons: Classic cartoons open captioned for everyone's enjoyment. Join Bugs Bunny, Elmer Fudd, and the gang for animated hijinks.

KTV Close-Up: These network specials will feature in-depth interviews with headliners in the disability community from lawmakers to athletes to community leaders.

KTV News: The nation's leading disability organizations contribute stories related to the latest information on drugs, research, technology, assistive devices, therapy, legislation, and more. It's the cutting edge of information for health and disability.

KTV Sports: Fast-paced, exciting highlights from the competitions of world-class athletes with disabilities from every nation, plus a look at the leisure side of sports and the disability community.

Making Life Better: This series highlights the activities of the National Easter Seal Society with a focus on independence and ability.

Off Hand: Hosted by Herb Larson, the Deaf community's "Johnny Carson," and Lou Fant. Celebrities are spotlighted in this Hollywood-based show.

People at Work: This series profiles the dedication and professional capabilities that people with disabilities contribute to the nation's workforce.

Point of View: Hosted by Cecilia Berrios, this program addresses the issues and explores information that affects the lives of people who are blind or visually impaired.

Say It with Sign: This series teaches the important basics of sign and investigates cultural differences, family relationships, and other aspects of American Deaf lifestyles.

Scripture Says: A weekly study of Bible readings as read in various churches with American Sign Language and captions.

See Hear: This exciting international magazine-format series is brought to viewers straight from the United Kingdom. Various aspects of the Deaf community are highlighted with BSL (British Sign Language), as well as various sign systems from many countries around the world.

Sign Out: Hosted by Stuart Brackney, this long-running series covers newly passed legislation, telephone relay services, employment rights, and programs/services offered to the public.

Studio "A" Movies: Movies for the whole family. Enjoy timeless film classics and Academy Award winners...audio described for the blind and visually impaired and open captioned for the Deaf and hard of hearing.

Sunshine Factory: P. J. and the Kids laugh and learn together in this energetic children's program.

Touching Us All: A series of programs showcasing the many ways United Way-supported programs help people in the local communities they serve.

Very Special Arts: Enjoy the magic of creation and the beauty of the arts in these entertaining and enlightening shows, featuring talented artists.

July SPECIAL Presentations

Celebrating the Americans with Disabilities Act

ADA Coast to Coast: A spotlight on different cities in America working on behalf of the ADA featuring President George Bush and Senator Tom Harkin in Houston.

Americans with Disabilities Act: The titles of this Act are explained in everyday terms so all Americans can participate in the American dream.

Crack in the Wall: A musical extravaganza with an audience of more than 4,000 celebrating the first anniversary of the signing of the ADA featuring Ken Medema, world renowned blind composer, and Mary Beth Barber, former Miss Deaf America.

DC Report: ADA issues are discussed with Attorney General Janet Reno and Secretary of Transportation Federico Pena.

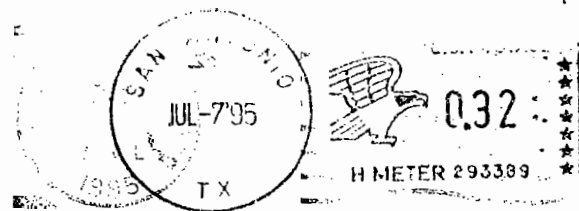
Hear's to the ADA: Self Help for Hard of Hearing (SHHH) explores the impact of ADA on the 28,000,000 people who are deaf or hard of hearing.



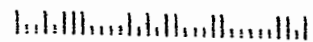
KALEIDOSCOPE

AMERICA'S DISABILITY CHANNEL

1777 N.E. Loop 410, Suite 300
San Antonio, Texas 78217-5235



Ms. Carol Rasco, Assistant to the President
for Domestic Policy
The White House
Washington, DC 20500



**You are invited to celebrate
Inclusion through Access:
Abilities Build Communities
on Wednesday, July 26, 1995**

**The 5th Anniversary
of the Signing of the
Americans with Disabilities Act**

**The 10th Anniversary
of the Signing of the
Virginians with Disabilities Act**

**Activities will include ADA workshops
at 9 am & 10 am and
disability simulations from 11 am-Noon**

**Followed by a Special Event
In the Forum of the
Fairfax County Government Center
12000 Government Center Parkway, Fairfax.**

**YOU MUST RSVP BY FRIDAY, JULY 21 (324-5421)
TO REQUEST SPECIAL ACCOMMODATIONS PLEASE CALL 324-5284
TTY: PLEASE USE RELAY**

**Sponsored by:
The Fairfax Area Disability Services Board,
Dept. of Recreation & Community Services,
Human Rights Commission, Office of Equity Programs,
Office of Personnel, Park Authority, and the Endependence Center of Northern Virginia**

P. 02

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JUL-19-95 WED 05:48 PM +LIFE

ADA EVENTS

<u>Date</u>	<u>Event</u>	<u>Sponsor</u>	<u>Site</u>	<u>Contact Person & Tele. #</u>
July 24 9:00 a.m. to 10:00 a.m.	Celebration	FL Coord. Council on the ADA	Tallahassee, FL	Dottie Taylor 904-487-3423
July 26 11:30 a.m. to 1:00 p.m.	Celebration	Vermont CIL	Montpelier, VT	Patricia Louge 802-229-0501
July 26 10:30 a.m. to 4:00 p.m.	March, Rally & Picnic	Mountain State CIL WV DD Council & Fair Shake Leg. Network	Charleston, WV	Joy Williamson 304-525-3324
July 26	Birthday Party	Progress CIL	Oak Park, IL	Center Dir. 708-524-0600

P.02

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ADA EVENTS

<u>Date</u>	<u>Event</u>	<u>Sponsor</u>	<u>Site</u>	<u>Contact Person & Tele. #</u>
July 22 12:00 noon to 5:00 p.m.	Festival	Metropolitan CIL	St. Paul, MN	Lee Parish 612-603-2004
July 22	Picnic	Access Center	San Diego, CA	Patricia Yeager 619/293-3500
July 23 1:00 p.m. to 5:00 (apx)	March & Rally	Multiple groups	New York, NY	Naomi Boder 212/977-6023
July 24-28 9:00 a.m. to 5:00 p.m.	Display in the Government Center	Dis. Serv. & I.L. Bus. Coal. for Dis. Of. of ADA Coord.	Miami, FL	Sylvia Mercer 305/375-3566
July 26 1:00 p.m. to 5:00 p.m.	"Cele-Fest" & "Infofest"	Institute on Dis- abilities/UAP	Philadelphia, PA	Lisa Sonneborn 215/204-1123
July 26 12:00 noon to 3:00 p.m.	Birthday Parties	LIFE of Miss.	Jackson, MS Oxford, MS Hattiesburg, MS	Marshall Magee 601/969-4009
July 26	Picnic Infor. Booth Infor. Booth	WY Ind. Living	Powell, WY Casper, WY Cheyenne, WY	Woody Absher 307-777-7191
July 26	Openhouse	Tri-County Part- nership for I.L.	Washington, PA	Kathleen Kleinmann 412-223-5115
July 30 1:00 p.m. to 4:00 p.m.	March & Rally	PARAQUAD & comm.- based groups	St. Louis, MO	Colleen Starkloff 314/534-5100

P.02

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JUL-18-95 TUE 06:26 AM *LIFE

FILE No. 489 07/21 '95 08:50 ID: NAMES 703-836-6263

ADA EVENTS

<u>Date</u>	<u>Event</u>	<u>Sponsor</u>	<u>Site</u>	<u>Contact Person & Tele. #</u>
July 24	Infor./Aware. Fair	OR Disab. Comm.	Portland, OR	Joan Rowe 503-373-7179
July 26	ADA Celebration	New Vistas	Santa Fe, NM	Doug Koehner 505-471-1001
July 26 2:00 p.m. to 4:00 p.m.	ADA Celebration	ABIL I.L. Center	Phoenix, AZ	Donna Redford 602-256-2245
July 26 11:30 a.m. to 7:30 p.m.	ADA Rally & Reception	ECNV	Fairfax Co., VA	Doris Ray 703-525-3462
July 26 11:00 a.m. to 4:00 p.m.	ADA Day	Houston CIL	Houston, TX	HCIL 713-974-4621
July 26 3:30 p.m. to 5:00 p.m.	Open House	Direct I.L. Cntr.	Tuscon, AZ	Ken Laux 520-624-6432
July 26 4:30 p.m. to 6:30 p.m.	ADA Celebration	Springfield CIL CCD of Illinois	Springfield, IL	Robert Kilbury 217-522-7016
July 27 3:00 p.m. to 7:00 p.m.	Open House & Awards Cere.	DuPage CIL	Lombard, IL	Ann Ford 708-916-9666
July 28 1:00 p.m. to 6:00 p.m.	Festival	WA Coal. for Citi. w/ Disabilities	Seattle, WA	Angela Harris 206-461-4550



U.S. Department of Justice

Civil Rights Division

Office of the Assistant Attorney General

Washington, D.C. 20530

TELEFACSIMILE COVER SHEET

DATE:

TO:

PHONE:

FAX:

FROM:

LIZ SAVAGE

OFFICE OF THE ASSISTANT ATTORNEY GENERAL

CIVIL RIGHTS DIVISION

FAX NUMBER: 202-514-0293

PHONE: 202-514-4279

COMMENTS:

NUMBER OF PAGES TRANSMITTED (INCLUDING THIS SHEET)

(max. 30 pages)

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To: Liz Savage

514-0293

GEORGE BUSH

From Justin Dart

July 26, 1995

Five years ago today, I was privileged to sign into law the Americans with Disabilities Act. I will never forget that day out on the White House South Lawn. Emotions ran high.

That landmark legislation was the culmination of the efforts of so many -- advocates and activists from across the country and across the political spectrum working toward a common goal. It was America at its best. Together, we brought a shameful wall of exclusion tumbling down. Together, we did the right thing.

But while we celebrate July 26, 1990 as a day when a long struggle came to an end, we should also recognize it was a day of new beginnings -- and new challenges. The ADA's commitment to equal opportunity carries with it an enduring responsibility.

On this fifth anniversary, Barbara joins me in commending all those whose hard work and dedication continue to lift the lives of our fellow citizens. Therein lies the true spirit of the ADA -- caring, decency, respect. Keep up the terrific work!



cc: Debbie Fine

From: CHR

ADP
5

—

August 13, 1995

Carol H. Rasco
Assistant to the President For Domestic Policy
The White House
Washington, DC 20501

Dear Carol,

I can not thank you enough for giving me the incredible opportunity of participating in the roundtable discussion honoring the fifth anniversary of The Americans With Disabilities Act. I feel like you did when you spoke at the United Nations - I am still pinching myself and yes the word "awesome" appropriately describes how I felt sitting at the table with the President and the other honorable participants.

I feel greatly honored that you chose me to represent teachers at such an illustrious occasion. It was very exciting to meet and visit with the wonderful array of people sitting around the table. I had a chance to visit extensively with Laurie Powers, Diane Lipton and Rutherford Turnbull and his family. It was inspirational to hear their stories and learn of their lifelong work on behalf of individuals with special needs. I learned a lot from listening to the people around that table and I am pleased to carry that knowledge with me as I return to my work with young people.

Your staff did an excellent job putting the event together on such short notice. Diane and Debbie , as well as other members of your staff are to be commended for their hard work. I am so proud to have been apart of their work and to have contributed in some small way to the public awareness that was created by this celebration of the ADA.

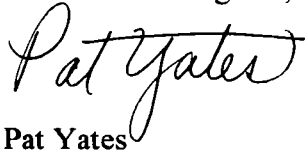
Lunch in your office was terrific! Pat is so gracious and wonderful. What a delightful person. The opportunity to visit with Judy Heumann during lunch was a particular treat. She is an incredible human being and witty on top of it. Stephen and I both thoroughly enjoyed ourselves. Thank you so much!

Of course I also need to thank you for the lovely fruit basket that you had sent to Greg Simon for us and the White House M & M's and packet of information that you had prepared for us to bring home. As always, I was amazed at your ability to think of everything.

I was sorry that I did not get to see you; but I was so happy that you and Mary Margaret were having time together. I understand how important that is to both of you. We were missing Cate so much at that point that we could hardly talk of anything other than her at lunch.

I hope you can tell from the tone of this letter what an incredible experience this was for me and how very much I appreciate the respect you showed me by involving me in this day of celebration. I hope there will be a time in the near future when we can see each other in person and visit about our work and children.

With warmest regards,

A handwritten signature in cursive script that reads "Pat Yates". The signature is fluid and elegant, with a large initial "P" and a long, sweeping underline.

Pat Yates



NATIONAL COUNCIL ON DISABILITY

An independent federal agency working with the President and the Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.

August 14, 1995

Ms. Debbie Fine
Office of Public Liaison
The White House
160 Old Executive Office Building
Washington, DC 20500

Dear Debbie:

Congratulations and thank you for all your hard work in coordinating White House efforts to highlight the fifth anniversary of the Americans with Disabilities Act (ADA).

President Clinton's roundtable discussion with disability rights activists from around the country, heads of national disability organizations, and senior appointees with disabilities, and those who work closely with the disability community in implementing and enforcing the ADA, was an extremely effective way to reaffirm his support for the ADA and his commitment to fight attempts to weaken the law.

Because of your significant contributions, people with disabilities were able to carry forward their vital message of ADA's successes. Incidentally, we have been receiving great feedback on this meeting.

In addition, I also want to thank you for taking the time to discuss the transcript of roundtable. The discussion was helpful as we continue to support the President.

Again, thank you for all your hard work.

Sincerely,

Marca Bristo
Chairperson

Disability



NATIONAL COUNCIL ON DISABILITY

Mark
Bell

An independent federal agency working with the President and the Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.

August 14, 1995

Ms. Alexis M. Herman
Assistant to the President and
Director of Public Liaison
2nd Floor, West Wing
The White House
Washington, DC 20500

AUG 15 1995

Dear Alexis:

Congratulations and thank you for all your hard work in coordinating White House efforts to highlight the fifth anniversary of the Americans with Disabilities Act (ADA).

President Clinton's roundtable discussion with disability rights activists from around the country, heads of national disability organizations, and senior appointees with disabilities, and those who work closely with the disability community in implementing and enforcing the ADA, was an extremely effective way to reaffirm his support for the ADA and his commitment to fight attempts to weaken the law.

Because of your significant contributions, people with disabilities were able to carry forward their vital message of ADA's successes. Incidentally, we have been receiving great feedback on this meeting.

Your orchestration of these events are to be commended.

Again, thank you for all your hard work.

Sincerely,

Marca Bristo
Chairperson

JUSTICE FOR ALL TRUTH TEAM '95

MARK SMITH: 754 NORTH PRESIDENT STREET, SUITE 2, JACKSON, MS 39202, 601/969-0601 V/TDD, 969-1662 FAX, TARI SUSAN HARTMAN: 6380 WILSHIRE BLVD., SUITE 125, LOS ANGELES, CA 90048, 310/578-5955 V/TDD, 578-6065 FAX, JUSTIN DART: 907 5TH STREET, S.W., #516C, WASHINGTON, DC 20024, 202/458-7684, 484-1370 TDD, 863-0010 FAX, FRED FAY: 2054 MAIN STREET, CONCORD, MA 01742, 503/371-0992, justice@tact.com E-MAIL

FOUR STAR ALERT ATTACK ON ADA ESCALATED!

NEW GOP BOOK BASHES ADA. "Restoring the Dream, The Bold New Plan By House Republicans," has a message on the cover by **Speaker Newt Gingrich**: "Our continuing contract with America is spelled out in this book. I urge every American to read it." **House Majority Leader Dick Armey** wrote the foreword. "The policies outlined in this book will give you a clear sense of the direction in which we want to go."

PAGES 155-56 ACCUSE ADA OF "REGULATORY HORROR STORIES" that impose a "huge cost." "Who," the writer says, "could be against providing civil-rights protections and special accommodations for those in our society who are blind or in wheelchairs? But under the Act, 43 million people...are potentially considered 'disabled.'...The list includes drug abusers, the obese, and the emotionally disturbed." He cites a press report implying that Dade County Florida was forced to make "a nude beach," accessible. These statements are misleading. They are designed to appeal to prejudice, to divide our community and to pave the way for weakening amendments. Mr. Gingrich has advocated local option enforcement of our rights. Mr. Armey has said that ADA is a "disaster," an "abomination" – that the proper intent of the law is "to help physically disabled people," that he "would push for changes."

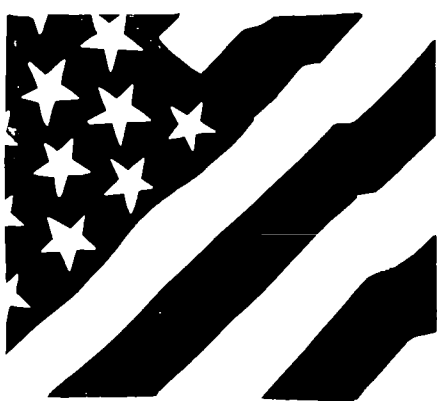
ACT TODAY! RECRUIT YOUR FRIENDS, YOUR FAMILY to call, fax, write and visit the offices of Speaker Gingrich, Majority Leader Armey, and your Congressperson. Ask for the boss, but protest to everyone. Again and again. Talking points:

I PROTEST THE ATTACKS ON ADA IN YOUR "BOLD NEW PLAN." Your book misrepresents. It appeals to stereotypes. It implies support for changes in the law that would restore legal discrimination. Someone has given your writer bad information.

ADA IS GOOD FOR AMERICA. It enables people with disabilities to get off of welfare and to work. To get out of back rooms and institutions and into their communities.

WE WHO HAVE DISABILITIES WILL COOPERATE 100% to achieve harmonious cost effective implementation of the ADA. But we will fight weakening amendments with all our strength. There are 49 million of us – plus millions more, our families, service providers and advocates. We vote. We ask your firm commitment, and that of all House Republicans, to our full citizenship today. The rights you save will be your own, and those of your children."

Speaker Newt Gingrich, Rayburn House Office Building, Room 2428, Washington, D.C. 20515, 202/225-4501 Voice, 202/225-4656 FAX; Majority Leader Dick Armey, Cannon House Office Building, Room 301, Washington, D.C. 20515, 202/225-7772 Voice, 202/225-7614 FAX. You can call the office of any member of Congress at 202/224-3121.



JUSTICE FOR ALL **TRUTH TEAM '95**

MARK SMITH: 754 NORTH PRESIDENT STREET, SUITE 2, JACKSON, MS 39202, 601/969-0601 V/TDD, 969-1662 FAX,
TARI SUSAN HARTMAN: 6380 WILSHIRE BLVD., SUITE 125, LOS ANGELES, CA 90048, 310/578-5955 V/TDD, 578-6065 FAX,
JUSTIN DART: 907 6TH STREET, S.W., #516C, WASHINGTON, DC 20024, 202/488-7684, 484-1370 TDD, 863-0010 FAX,
FRED FAY: 2054 MAIN STREET, CONCORD, MA 01742, 508/371-0992, justice@tmet.com E-MAIL

HARRIS POLL BUSINESS SUPPORTS ADA

HARRIS POLL, JULY 2, 1995. EXECUTIVES OF SMALL, MEDIUM AND LARGE CORPORATIONS SAY:

ADA SHOULD NOT BE CHANGED, 70%; SHOULD BE STRENGTHENED, 8%; should be weakened, 9%; should be repealed, 3%.

ADA IS WORTH THE COST OF IMPLEMENTATION, 82%; is not, 5%.

THE COST OF ACCOMMODATING PEOPLE WITH DISABILITIES has increased "a little" or not at all since the passage of ADA, 80%; has increased "a lot," 7%.

LITIGATION HAS NOT INCREASED since the passage of ADA, 66%; has increased "a little," 14%.

ONLY 27% SAY that the average cost of employing a person with a disability is greater than employing a person without a disability.

IN 1986 51% OF CORPORATIONS reported having made accommodations for employees with disabilities. In 1995, 81%.

NOTE: Some folks say that "corporations" are rich, so they can afford to be generous about implementing ADA, but mom and pop businesses and communities can't. Not true. Corporations got rich by making smart investments - and by being tight, not generous.

To get official summaries or complete copies of the Harris Poll on ADA, contact:
National Organization on Disability, 910 16th Street, NW, Suite 600, Washington, DC 20006, 202/293-5960, 293-5968 Voice/TDD, 293-7999 FAX.

BUSINESS SUPPORTS ADA

July 2, AP Top News At 1 p.m. EDT

WASHINGTON (AP) -- Corporate executives are among the strongest advocates of the Americans with Disabilities Act, according to a new survey by the National Organization on Disability. The findings also refute the belief that companies have incurred sizeable costs or have been swamped by lawsuits because of the legislation. Since 1986, companies have become more accommodating to people with disabilities and have instituted policies and programs to hire more of them, according to the survey. The 1990 law was enacted to do for the disabled what the Civil Rights Act of 1964 was intended to accomplish for blacks and other racial minorities.

Biz Supports Disabilities Act

WASHINGTON (AP) -- Contrary to popular opinion, corporate executives are among the strongest advocates of a federal law guaranteeing equal access to jobs, transportation and public places for Americans with disabilities.

A new survey conducted for the National Organization on Disability also refutes the belief that companies have incurred sizeable costs or have been swamped by lawsuits because of the Americans with Disabilities Act, or ADA.

And since 1986, companies have become more accommodating to people with disabilities and have instituted policies and programs to hire more of them, according to the survey by Louis Harris & Associates Inc.

The 1990 law was enacted to do for the disabled what the Civil Rights Act of 1964 was intended to accomplish for blacks and other racial minorities.

"The Americans with Disabilities Act, like other civil rights legislation, has had its detractors," said Alan Reich, president of the national disabilities organization, which represents 49 million Americans.

Nearly 15 million disabled Americans work, either full- or part-time.

"It is good to know that corporate America is with us," he said.

Although the percentage of companies hiring people with disabilities changed little since 1986, three-fourths of managers expect to make greater attempts to hire

them within the next three years, the survey found.

"That's one of the positive things about this survey," Reich said.

The survey was based on interviews between April 7 and May 1 with two groups of managers: 200 corporate executives with the title of senior vice president or higher and 204 equal opportunity managers -- from 404 different companies. Its margin of error was plus or minus 5 percentage points.

"This survey contains good news for Americans with disabilities," said Humphrey Taylor, chairman and chief executive officer of Louis Harris.

Among the survey's findings:

- More than 90 percent of executives support provisions of the ADA that prohibit discrimination in employment and public accommodations, and require mass transit systems to be accessible to people with disabilities.

- Nearly half of executives, or 48 percent, said the costs of accommodating people with disabilities increased "a little," while 32 percent reported no change. Two-thirds, or 66 percent, said the amount of litigation involving their companies hadn't changed under the ADA, while 14 percent said the level increased "a little."

- Eighty-one percent of companies have modified their workplaces or practices to help employees with disabilities do their jobs, compared with 51 percent in 1986. Such changes include removing architectural barriers, switching furniture, adjusting work hours and restructuring jobs.

- A smaller percentage of executives, 57 percent, believe it doesn't cost extra to hire people with disabilities, compared with 79 percent in 1986.

- Fifty-six percent of companies have established policies or programs to hire people with disabilities, compared with 46 percent in 1986.

- Sixty-four percent have hired people with disabilities in the past three years, compared with 62 percent in 1986. A lack of qualified applicants was the top reason given for not hiring them during the period.

- Three-fourths, or 75 percent, of managers said they were "very" or "somewhat" likely to increase efforts to hire people with disabilities in the coming three years, compared to 60 percent who said the same in 1986.

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APRIL 28-MAY 4, 1995

PUGET SOUND BUSINESS JOURNAL

n all Business or 10 firms

This year's winners were chosen from a field of more than 50 nominees. A panel of judges evaluated the nominees by scoring them in four categories: community service and quality of life in Seattle; innovation and creativity in starting and/or successfully operating a small business; proven entrepreneurial achievement, business growth and profitability; company policies and practices which promote community reinvestment through advocacy, direct employment and training of minorities and the disadvantaged, or commitment to the revitalization of depressed areas.

"The companies who won were strong in all four categories," said Brose.

The nominees were firms or individuals owning or operating a small business within the Seattle city limits, with fewer than 100 employees and with annual sales of less than \$5 million.

The judging was conducted by a panel of SCORE (Service Corps of Retired Executives) volunteers from the U.S. Small Business Administration (SBA) office in San Francisco.

Last night's award ceremony included speeches from Mayor Rice and from Larry and Carl Vinson, representatives of Vinson Brothers Corp., a past winner of the Mayor's Small Business Award and the current winner of the SBA's family business of the year award for Washington state.

The awards banquet was sponsored by the Mayor's Small Business Task Force and Seafirst Bank.

—CLAYTON PARK

Determined Delcambre cooks up hot concept

Louisiana-born Danny Delcambre takes a back seat to no one when it comes to Cajun cooking.

After all, he had two of the best possible teachers: his mom and famed Cajun chef Paul Prudhomme.

Yet when it came time to graduate from Seattle Central Community College's culinary arts program, Delcambre knew his prospects for finding a job as a chef were slim because of his physical disabilities.

Delcambre is deaf and so limited in vision that he qualified as legally blind. He was born with Usher's Syndrome, a condition that causes severe tunnel vision and night blindness.

He decided his best course of action was to start his own restaurant. He put together a business plan and sought assistance from the U.S. Small Business Administration. He also gathered advice from veteran business owners.

Two years ago, Delcambre's Ragin' Cajun Restaurant opened its doors in the Pike Place Market.

Today, the restaurant is a raging business success, having exceeded Delcambre's sales projections within its first eight months of operation.



Danny Delcambre

In addition to generating raves for his authentic Cajun dishes, Delcambre has become a source of inspiration for members of the deaf community. Many enjoy coming to his restaurant for its jovial atmosphere and spirit of camaraderie. Delcambre's six-person staff — some of whom are deaf — are all skilled in sign language.

Delcambre is quite possibly the only restaurant owner in the country who is both deaf and blind.

As word gets out about Delcambre's singular accomplishment as an entrepreneur, the honors continue to pour in. Last year, he received a presidential honor as Small Private-Business Employer of the Year from the U.S. Small Business Administration.

He is also one of the winners of this year's Mayor's Small Business Awards.

"Owning my own business looked like the only option I would ever have to earn a living," said Delcambre. "I was told a sheltered workshop would be my only option for employment because I am deaf and have Usher's Syndrome."

"Working the rest of my life in a sheltered workshop was not acceptable to me, so I made up my mind to create a way to be independent and productive. I always enjoyed cooking, so restaurant ownership was a logical choice," he said.

—CLAYTON PARK

designing for inning strategy



Georgina's nourishes diners and Capitol Hill community

Marlis Korber doesn't walk the streets in her seven-foot pizza-slice costume anymore, but her crime-fighting efforts have helped make the neighborhood a safer place for pedestrians.

For the past several years, Korber, owner of Georgina's Italian Kitchen, has been active in promoting her community



Marlis Korber

year's winners of the Mayor's Small Business Award.

Korber started her business in 1986 armed with a degree in management, 10 years of restaurant experience, a business plan and only \$5,000 in cash. She managed to convince a dubious bank loan committee to provide her with the needed start-up capital — but only after getting its members to sample one of her pizzas.

Named after Korber's father, George, and her mother, Gene, Georgina's Pizza

Justin W. Dart, Jr.

907 6th St. S.W.

Apt. 516C

Washington, D.C. 20024

202/495-1056



Julie Gordon
President of MUMS

EDITOR'S NOTES

I got a lot of phone calls from parents saying how wonderful it would be to have all the support at the hospital that I had. So many were all alone in the ICUs (Intensive Care Units) or NICU (neonatal). Everyone wished there were support group meetings available at the hospitals so they could talk to other parents.

I hope you all enjoyed and survived your summer. If your child had no summer school or recreation program this summer, you may want to call your local park department and ask them to budget for a program next year. Six years ago, I went before our Village Board, by myself, with a list of children with disabilities in our Village that needed a program. The Board apologized for not having a program, and budgeted money for one. There has been a great program ever since complete with weekly field trips!!

Sounds too good to be true? This last fall a mother from a small town called MUMS saying how much she dreaded the coming of school vacation and worrying that her daughter, who has cerebral palsy, had nothing to do all summer. I told her what I had done, gave her some names of other families in her town and told her it can't hurt to ask. She called back in 2 days all excited!! They are not only having a summer program but asked her to help them design the program! **The motto is: Ask and Thou Shalt Receive.** Many times others are unaware of our needs and we must tell them.

Thanks to the Americans with Disabilities Act (ADA), if your city has a park program for children without disabilities, by law they must also provide a program for children with disabilities - otherwise this would be considered discrimination.

INVITED TO THE WHITE HOUSE !!!

I received an invitation from The President to come to the White House for the Fourth Anniversary Celebration of The Americans with Disabilities Act on July 27th, 1994. It was so exciting - complete with a pass to enter the White House South Lawn and a number to call to get a security clearance.

Also invited were Polly Orango from New Mexico, Julie Beckett from Iowa and Nora Wells from Boston and we met for dinner the night before the celebration.

President Clinton and Hillary and Vice-President Gore and Tipper all

person to waste." and told how there is a woman who is deaf and blind working in the White House and she did such a great job he never even knew about her disabilities. They all praised ADA and how people with disabilities have a right to an accessible community and a right to work and be as productive as they can.

This was the largest gathering on The White House lawn since Bill Clinton took office and it was an honor to be among the people that fought so hard to make ADA a reality. It was probably the most wheelchairs, seeing-eye dogs, sign language interpreters (there were at least 3) ever.

ADA has been a law since 1990, but it needs each of us to use ADA to make a difference in our own community. Getting our children integrated into park programs, YMCA programs, Girl Scouts, Boy Scouts, Boys & Girls clubs, Religious Groups, 4-H, Day Cares, Camps, working at McDonalds and other places of employment, etc. are some ways to make ADA a reality.

Many of these organizations would welcome our children if we just ask and help them know what special accommodations our child will need. Every child we integrate into normal community life paves the way for many more children with even more severe challenges.

Think about all the activities and programs in your community that regular children your child's age enjoy and ask yourself, "Why can't my child participate also?"

Call ADA 800-949-4232 (V/TDD) for information on ADA or to find out if your child is being discriminated against because of a disability. They will tell you how to file a complaint with The United States Justice Department.

NEW MUMS ADVISORS!

We are very pleased to announce the addition of the following doctors to The MUMS' Advisory:

Renata Laxova
Jeff Schwab

Roger Mixure,
Mark Lubinski

These doctors were asked to be on the MUMS' Advisory because of the consistent recommendations and comments by parents praising their family-centered attitude and the loving care they give to the children and support for the parents. We are honored to have these highly respected doctors on the MUMS Advisory.

MUMS' Professional Advisors

***New !!!**

Mary Zupanc, M.D.
Pediatric Neurologist
Mayo Clinic
Rochester, Minnesota

David Dunn, M.D.
Pediatric Neurosurgeon
Children's Hospital of
Wisconsin-Milwaukee

*Renata Laxova, M.D., Ph.D.
Professor, Pediatrics & Medical
Genetics Director
Clinical Genetic Center
Madison, Wisconsin

*Mark S. Lubinski M.D.
Medical Director Genetics &
Birth Defects Center
Medical College of Wisconsin
Milwaukee, Wisconsin

Kevin Josephson
Genetic Associate
Gunderson Clinic
La Crosse, Wisconsin

*Roger Mixure, M. D.
Craniofacial Surgeon
Mercy Hospital
Janesville, Wisconsin

*Jeff Schwab, M.D.
Pediatric Orthopedic Surgeon
Children's Hospital of Wisconsin
Milwaukee, Wisconsin

Lou Brown, Ph.D.
Professor of Special Education
University of Wisconsin-Madison

Jack Kile, M.D.
Audiologist
University of Wisconsin-Oshkosh

Michael Jakus
Attorney and Parent
Milwaukee, Wisconsin

The views expressed in the MUMS newsletter do not necessarily represent the views of the Board of Directors, Professional Advisors or the MUMS members.

THE WHITE HOUSE
WASHINGTON

July 18, 1995

MEMORANDUM FOR LEON PANETTA AND HAROLD ICKES

FROM: Carol Rasco
Assistant to the President and Chair of the Domestic Policy Council

Alexis Herman
Assistant to the President and Director of Public Liaison

SUBJECT: Options for Event Celebrating the 5th Anniversary of the ADA

Following are some options to consider for the President's commemoration of the 5th Anniversary of the Americans with Disabilities Act. The factors to consider when weighing these options are:

- Creating an opportunity for meaningful dialogue on the ADA, which would allow for POTUS to learn more about the current concerns of the community, in addition to learning factual information about progress under the ADA.
- Reaching out to a larger number of people, including supportive disability rights activists from key states who will help us later on.
- Including the mainstream and specialty press, which would enable us to reach a wider audience within the community, in addition to those who may not be involved in the activist networks but who may have a child or a parent with a disability and are therefore impacted by the ADA.

OPTION 1:

As described in the scheduling request that was originally submitted, a roundtable discussion on the ADA. The range of the discussion could be broad, but with a particular focus on employment, education and training. We propose that this could take place in the State Dining Room or the East Room. Approximately 15-20 roundtable participants would include the relevant Cabinet members (Reich, Riley, Shalala, Reno), CEOs and small business owners who either employ people with disabilities or who have disabilities, special education teachers, parents, researchers, opinion leaders and real people with stories.

We would seat an audience of disability rights activists from around the country, many of whom will be in the area already.

We suggest the discussion be open press or pool spray at the top for a Presidential statement.

We also suggest a reception following with a receiving line with the First Lady, if she agrees to it.

(Justin Dart has offered to help with any costs.)

OPTION 2:

Identify a business site that the President could tour that has a good record with accessibility and employing people with disabilities.

OPTION 3:

On July 25th, the National Council on Disability is holding an event at the National Press Club to report on the findings from their 50-state town hall meeting tour over the past year on the ADA. They have invited the President to attend -- to present him with their findings. Disability rights activists, Members of Congress, Administration appointees, people with personal stories, etc. have been invited from around the country.

(Currently, the AG is scheduled to attend with Dick Thornburgh.)

OPTION 4:

Attending a reception/ceremony of the American Association of People with Disabilities, which is a bi-partisan effort to start a new disability organization modeled after the AARP. This is being held at the Old Ebbitt Grill Atrium, and is being co-chaired by Tony Coehlo (who has sent in a request) and Senator Dole, who is likely but not confirmed to attend.

(If the President cannot attend this, we could see if Mrs. Gore is interested in attending.)

OPTION 5:

Remarks to disability rights activists and some of the participants in the National Council on Disability forum in the Rose Garden or in the East Room. This should be open to the press.

OUR RECOMMENDATION:

We recommend Option 1 as the one which will be the most beneficial because (1) its theme relates strongly to the POTUS budget emphasis on education/training and jobs, and (2) because it fits all three of the criteria laid out above. Furthermore, it seems to be less of an opportunity for the press to create a forum on POTUS statements on various budget cuts.

Other activity to note:

- Senators Harkin and Frist are hosting a forum to discuss the ADA -- mostly to highlight its successes -- on the 26th from 2pm to 4pm. It would be good if our event did not happen during this time.
- Many members of the Cabinet are planning events that week related to the mission of their agency. (GSA, Commerce, Education, Justice and Treasury so far.)
- We are also finalizing a special message from POTUS to be sent out tomorrow to be read at events around the country celebrating the ADA.

THE WHITE HOUSE
WASHINGTON

July 19, 1995

MEMORANDUM FOR ERSKINE BOWLES

FROM: Alexis Herman
Assistant to the President and Director of Public Liaison

Carol Rasco
Assistant to the President and Chair of Domestic Policy Council

Debbie Fine
Office of Public Liaison

Diana Fortuna
Domestic Policy Council

SUBJECT: Proposal for Event Celebrating the 5th Anniversary of the ADA on July 26th

DATE: July 26, 1995
TIME: 10:15 to 11:15AM
LOCATION: East Room (TBD)

GENERAL DESCRIPTION:

As described in the scheduling request that was originally submitted, we propose a roundtable discussion on the ADA, with a focus on employment, education and training. A discussion highlighting the importance of the programs that implement the ADA in these areas, particularly those that would be cut if the current House budget proposals are passed, would be a tremendous statement of commitment to the disability community. Although they have joined in on our fights against these and other legislative initiatives, they have often felt left out of our 'message'. They are terrified about all of the activity in Congress, and afraid that they may not find a defender in the President.

In addition to celebrating the 5th anniversary, the purposes of this event are to:

- highlight the ADA's record of success to date in empowering people with disabilities,

while acknowledging that there is a long way yet to go in achieving the goals of the ADA;

- underscore the Administration's record of enforcement of the ADA and of inclusion of people with disabilities in general; and
- stress that the budget cuts proposed by House Republicans will make it more difficult for people with disabilities to join the economic mainstream and become productive citizens.

FORMAT:

We propose that the President be seated at a table with approximately 15 others for a roundtable discussion (see below for description).

Also seated in the East Room would be an audience of disability rights activists from around the country, senior administration appointees with disabilities, and other opinion leaders.

- The President would open with brief remarks highlighting the importance of the ADA.
- Several of the participants at the table would be prepared to speak for 2-3 minutes to outline their connection to the issue or experience with the ADA. We will script follow-up questions for the President to ask each person.
- The President would ask approximately 2-3 questions to the entire group for open discussion.
- The President would close discussion and work a ropeline departing the room.

If possible:

- Participants would proceed to the State Dining Room for light refreshments and a receiving line with the First Lady.

SUGGESTED PROFILE OF PARTICIPANTS:

We would invite individuals from key states who will demonstrate the positive impact of the ADA and voice opposition to current budget proposals. They will be a cross-section of employers, teachers, employees, disability rights activists and others.

At the table:

Two CEOs:

Robert Allen, CEO and Chair of AT&T; Morristown, New Jersey

— will be here

6/12
[Telecommunications issues?]
[Regional calls]

Edward Rensi, President and CEO of McDonald's Corporation; Oak Bridge, IL
 Arthur Martinez, CEO of Sears, Roebuck and Company, Chicago, IL
 J. W. Marriott, CEO of Marriott International; Washington, D.C.
 Ray Johnson or John Whitacre, CEOs of Nordstrom, Inc.; Seattle, WA

Human Resources or Personnel Director from one of the above companies

Special Education Teacher

Small business owner with a disability

Heather Whitestone; Miss America

Professor in higher education (who does not have a special education focus)

Parent of a child with a disability

Young person with a disability who is employed

Disability Rights Activist (likely Justin Dart)

Researcher

2 or 3 individuals with personal stories that are here to participate in the National Council on Disability press forum

From the Administration:

The President

The Attorney General

Secretary Shalala

Secretary Riley

Secretary Reich

Marca Bristo, Chair of the National Council on Disability

Of note in the Audience:

Tony Coehlo, Chair of the President's Committee on Employment of People with Disabilities

Chair of the President's Committee on Mental Retardation

Gil Casellas, EEOC

Deval Patrick, Justice

Senior Appointees with Disabilities

Disability Rights Activists and Supporters

Members of the DNC Disability Advisory Committee

PRESS:

Open to the press, and including disability specialty press.

Call Center or Arr? *

not low wage jobs

IBM - CEO

CEO

Tony Coehlo *

Pat Gales
 319 Brookwood
 Little Rock, AR 72205
 501 663 1694

at the... * Hollywood *

deaf - call Tony + Diane

ask later + Liz

vet?

ask Paul Marchand

attitudinal employment

blind in development/derail

Why members for sleeping grant

Peter Thomas? atty

Refer Black? or Harris Holt

Thompson Taylor

ask Justin

Marca

TV had window widening - small heavy upstate NY access issues

Gregory Dugan DC educational, poor CP

Open to the press specialty press

C-span *

head start

Paul Marchand Becky Ogle

men with

50

1 or 2

IN SUMMARY:

We believe that this would be an effective event both (1) for carrying the administration message on the budget, and (2) for showing support to this community.

- This is a good forum for putting a human face on the House budget cuts.
- From a political perspective, it reaches out to a larger number of people than a closed meeting would, including supportive disability rights activists from key states who will help us later on.
- It creates an opportunity for meaningful dialogue on the ADA, which would allow for the President to (a) learn more about the current concerns of the community, and (b) demonstrate his depth of understanding of these issues.
- Mainstream and specialty press coverage will enable us to reach a wide audience, one that includes those who are not involved in the activist networks but who have a child or a parent with a disability and are therefore impacted by the ADA.

cc: Marilyn Yager
Gene Sperling
Harold Ickes



President's Committee on Employment
of People with Disabilities

FACSIMILE TRANSMISSION



Urgent



Normal Delivery

Date: 7/14/95

To: Nellie Fize

Fax #: 456-2983 Otc. #: 456-2972

From: Asia Nouch

The President's Committee
On Employment of People with Disabilities
1331 F Street, NW Washington, DC 20004-1107

Total number of pages including this page: 16

Please call 202-376-6200 if all pages in this transaction are not received.

Additional comments or messages: Per our conversation -
employer addressed & phone #s - and
our ASA Assembly press materials.

OPA 4/93

People with Disabilities:

California

Georgia

Nebraska

Nevada (but low priority)

Texas

Washington

Parents:

Ohio

Oregon

Non-employment/parents but may be good stories:

Idaho

Maine

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. fax	Dina Douch to Debbie Fine; RE: Personal (1 page)	07/20/1995	b(6)

COLLECTION:

Clinton Presidential Records
Public Liaison
William White, Jr.
OA/Box Number: 14205

FOLDER TITLE:

ADA [Americans with Disabilities Act] 1995 [2]

2007-0143-F
db4549

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

INVITEES TELL THEIR STORIES (Alphabetical by State)

Alaska

Businesses of all sorts throughout the state are discovering that accessibility is good for business, explained *Patrick Reinhart* of the state Independent Living Council. "A lot of businesses have benefitted from making their facilities accessible, and that's an impetus for other businesses to make changes as well," he said.

Arkansas

Several people with hearing impairments told about the impact the ADA has had on their lives. "I was the first hearing impaired juror in Arkansas," said *Ann Garner* with pride. In the past, she explained, people with hearing impairments were kept off juries because "an interpreter might distract other jurors." "Before the ADA I often advocated," she said, "but I often got nowhere. With the ADA behind me though, I am much more successful."

Alabama

intended
The ADA has also reduced the barriers that can keep people with disabilities out of certain professions. "Thanks to the ADA and the Alabama Bar Association," said *Beth Butler*, a young attorney with a visual impairment, "I was able to take the bar exam in a large print version, and I was given extra time." Butler reported that 18 others with disabilities took the bar exam with her, and all were accommodated.

Arizona

Work and transportation are essential parts of life. But leisure activities must not be overlooked in their contribution to a total human life. In Arizona the ADA has helped open sports and recreation to people with disabilities. *Guerry Dalrymple* is the Secretary/Treasurer of the Coalition for the Promotion of Accessible Outdoor Recreation, and he finds outdoor recreational activities much more accessible than they were before the ADA. "When we do camping trips now, we're not limited to where we can go," he said. "A lot of campgrounds--public and private--have accessible picnic tables and accessible tent pads and fire rings. And some even have accessible showers and restrooms," he said. Dalrymple can appreciate this access because he remembers making reservations before the ADA and being asked who would be coming along to take care of the handicapped people.

Dalrymple's favorite outdoor sport is hunting. "Now when I call a hunting guide service, there's no long pause when I say I have a disability," explains Dalrymple. "Now I hear 'no problem--just tell me what you need.'" Dalrymple also explained that when he goes into a sporting goods store these days he doesn't have to explain that yes he does actually shoot a bow and arrow, rifle, etc. And Dalrymple attributes these changes to the ADA. "The ADA is what we have to thank in the area of recreation," he said. "And it's not because everyone is afraid of being sued. The reason ADA has been successful is that people like me have been empowered by the ADA, and

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we realize we can go out and do things." Dalrymple believes that attitudes of campground managers, sport store owners, and others have changed because people with disabilities have become a visible presence in a number of outdoor sports.

California

where? Los Angeles

For most people with disabilities, finding appropriate employment is much more difficult than it is for others. Thanks to the ADA, many Californians said, their opportunity to obtain work for which they qualify has increased. *Elizabeth Pazdral*, who has cerebral palsy, has been employed for many years. "But it has been much easier since the ADA," she says. As a legal secretary, she needs access to files, and employers have accommodated her by setting up horizontal, rather than vertical, filing cabinets. "Employers are pleased to find that the things I need are very inexpensive," says Pazdral. Pazdral also cited an annual survey of employers conducted by the Cerebral Palsy Foundation. "The Foundation," she said, "has found that most reasonable accommodations cost less than \$500." Pazdral believes the employment provisions of the ADA are important because they allow people with disabilities to become financially independent, contributing members of society, rather than the recipients of government funds.

Colorado

Several Coloradans spoke about the willingness of certain municipalities to implement the ADA. "Vail has gone far beyond the ADA," explained *Mark Simon*. He pointed out that Vail is one of the few towns in the state that requires businesses to comply with the ADA in order to get a building permit. Simon cites a large ski operator, Vail Associates, as the impetus behind the city's commitment to access. "This business resisted compliance for a long time," he said, "and then they realized compliance can be profitable. Their policy now," said Simon, "is not to comply with the ADA but to do whatever it takes to serve its customers."

Connecticut

Because the ADA provides for 'reasonable accommodation' in the workplace, many individuals with disabilities have been able to put their skills and talents to work. *Marcia Smith-Glasper* is one person who is contributing, thanks to the 'reasonable accommodation' provision. "I'm a minority with a disability and the parent of a child with a disability," says Smith-Glasper, who is also the ADA Coordinator at the Connecticut Department of Labor. Smith-Glasper credits the ADA with making it possible for her to take the time she needs to go to physical therapy to treat her disability. And her 13 year old daughter has sickle cell anemia, "but we didn't know her rights until about two years ago," Smith-Glasper recalls. Smith-Glasper can take time off work if necessary when her daughter is in the hospital. And Smith-Glasper says she looks forward to the day when her daughter goes to work. "By then I expect most employers will know the ADA well and will be accommodating," she said. "I am proud to be an advocate of the ADA."

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District of Columbia

AA *Gregory Dugan* spoke for many when he pronounced that "the ADA has made me feel like a real 'American!' He is glad that, in the ADA, people with disabilities have a federal law, as well as a moral law on their side. He cited former President Bush, who signed the ADA into law and stated that "the ADA will bring down the shameful wall of exclusion."

Delaware

Florida

Assistive technologies have helped *Jeffrey Harris* in his job as an employment specialist at Metro Dade Disability Services. He supports efforts to inform employers of the range of assistive technologies that exist to enable people with disabilities to be more productive in the workplace.

Georgia

***** *Jesse Tyler* owes his employment to the improved public transportation the ADA has brought about. Years ago Tyler took the bus to work every day in Atlanta. But when a spinal cord injury relegated him to a wheelchair, he had no way to get to work. "Because of the ADA, the city put lifts on the buses, and I became an employed person again," said Tyler. "I spend my money and pay taxes, thanks to an accessible transportation system that wouldn't have occurred without the ADA. Tyler added that he is glad the ADA has helped him get off government support and into productive work.

Hawaii

Michael Tada has also benefitted from the ADA's Title I provisions on employment. "When ADA was first introduced," he said, "I got hired at Pizza Hut, after completing my training at Lanakila Crafts." Tada, who has cerebral palsy, added, "I'll do whatever it takes to help ensure that the ADA stays strong."

Idaho

V Another woman, *Bobby Ball*, a wheelchair user, wanted to be able to visit her children at their school. But she could not, because the school entrance had stairs but no ramp. "For two years I requested that a ramp be built so that I could get into the school," said Ball. The school refused. "Then I found out about the ADA and explained the law to them. Then the school put in a ramp, and now I can visit my children's school, which I really enjoy. The ADA is a great piece of legislation," she says. Although the ADA does not address education, its passage appears to have made many school systems more aware of their responsibilities under earlier legislation.

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Illinois

Illinois residents offered some impressive accounts of increased employment opportunities as a result of the ADA. *Jo Holzer* talked about her daughter's employment success. Margaret works at a Hilton Hotel as a reservations clerk. She is also quadriplegic. In her work she puts her computer keyboard on a music stand and uses a headset telephone. "Her work record is excellent," bragged Margaret's mother, "and she's been working there for two years." Holzer added that Margaret has also done public speaking at conferences.

Indiana

One group who have particularly benefited from the ADA are the deaf and hard of hearing. David Reynolds of the Indiana Deaf School brought a group of middle school students to the Town Meeting. They had been learning about the ADA in school and were eager to offer their opinions about the Act. *Johnny Mazurkewicz* commented, "I thank the ADA for the state relay service. I can now talk on the phone to anyone I want. It gives me more independence to use the phone."

Iowa

A theater manager in Davenport also found that complying with the ADA increased his business. *Mike Hoenig*, director of an advocacy training program at the University of Iowa, explained that the manager grudgingly installed audio description. "But then the manager noticed there is a market for this tool, and he realized it made sense from a business point of view."

Harick says that in today's disability-conscious climate, many institutions really want to become accessible. A number of businesses have approached him to learn what they can do to make their facilities accessible. "Even my church," he said, "accommodated me by purchasing Braille prayer books, despite the fact that churches are not covered by the ADA."

Kansas

"After six years of receiving disability benefits, I am now able to collect a paycheck," *Michael Todd* told those present. "ADA has removed barriers to employment, and it feels good once again to be a contributing member of society," stated Todd, a computer lab instructor. "ADA is a wonderful piece of legislation that has allowed many of us to achieve independence," he said.

Kentucky

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Louisiana

New Orleans hotels and motels have also become more accessible as a result of the ADA, according to people who testified. "Hotels are moving to capture this segment of the market," said *Charles Tubre* of New Orleans. "And the result? Increased business!" Tubre went on to say that the fact that many organizations are requiring accessible accommodations when they book major meetings and conferences is adding further economic incentive for hotels to comply with the ADA.

Maine

Thanks to attitudinal changes due at least in part to the ADA, some recreational activities are being made accessible from the outset. *Laurie Brink*, the mother of a four year old who uses a wheelchair, takes advantage of an accessible indoor play area near her home. "The Discovery Zone is ramped, so my son can play there with his brother." Brink also described a bowling alley her family frequents because it is equipped with a ramp as well as a mechanism to enable wheelchair users to bowl. "It didn't cost much to make the bowling alley accessible," says Brink, "but if it weren't for the ADA, the changes wouldn't have been made."

Maryland

David Scott says he owes his job at the Maryland Highway Administration to the ADA and the MRC. "The ADA brought me to realize I could do something with my life and not just be an invalid," he said.

Massachusetts

Transportation has also improved as a result of the ADA, people reported. *Denise Karuth* is one who benefits from the ADA requirement that private bus companies provide accessible buses for intercity travel. Karuth explained that the Intercity Bus Capital Assistance Program, a public-private partnership, has enabled bus companies to obtain new, wheelchair-accessible buses much more inexpensively than they could get them on the open market. "Most people would not think that a blind person who uses a wheelchair could travel independently, hold a job, and be a taxpayer," says Karuth. "But the transportation access requirements of the ADA allow me to make my 220 mile commute to Boston from my home in Northampton several times a month."

Michigan

In spite of employers' concerns about the costs of complying with the ADA, compliance actually saves money, according to *Chuck Roberts*. A social worker and a founder of the Michigan Head Injury Alliance, Roberts told of a 35-year old man who had been out of work for several years because his ankle had been crushed in an accident, and he suffered pain for years afterward. The employer wanted to settle the case by paying the man \$30,000. "But we told the company there might be problems with the ADA if they didn't try to bring him back to work," said Roberts. The

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man was retrained and went back to work in a different job. In less than two months he was back at his old job with no accommodation needed. "Getting him back on the job cost \$18,000," said Roberts, "which means the company saved \$12,000, or much more if the man had collected workers' compensation on a permanent disability. The ADA saves companies money," Roberts said.

Minnesota

People with disabilities make good employees. *Jim Baxter*, of the state government, explained that 14 of his 46 employees have disabilities. And the 14 "work hard, always get to work on time, and have a great attitude," Baxter said. And accommodation has been cheap. "The most we have ever spent to accommodate an employee was \$1,900," he said. "A much bigger cost is educating managers about the ADA, about attitudes and awareness," Baxter added.

Missouri

12 * In addition to leading to the accessibility of a variety of facilities and activities in the community, the ADA has also increased access to local and state government services. *Mary Branham*, who has cerebral palsy, finds steps impossible. But since her county courthouse was made accessible last year, "I was able to register to vote for the first time," she said, "and that is a privilege that most people take for granted."

Montana

Perhaps the most diverse improvements can be seen in the area of public accommodations. *Joe Tadisko*, of the independent living center in Billings, reported his success in working with Metro Park, a large facility where rodeos and other major events are held. "Metro Park," he said, "has bent over backward to make the place accessible. They put in extra wheelchair seating and made other changes to make the facility accessible," he said. And when the Northwest Fair Owners Association met there, Tadisko explained, he was invited to speak, to tell fair owners from all over the northwest what they need to do to make their fairs accessible. "We were even given a regular column in the Association's newsletter, so that we can discuss access on an ongoing basis," Tadisko said.

Nebraska

* * * One individual who is very happy to be employed is *Mark Booth*. Until three months ago he had been unemployed, "but now I have a job, thanks to the ADA, and I have a lot of work," he said. "Even though having a job means the state took away my subsidized housing and food stamps, I don't care," he said, "because I have a job!"

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Nevada

X "How has the ADA affected my life?" asked *Paul Gowens*. "I got out of bed this morning and went to work. It wouldn't have happened without the ADA." Gowens, a former Council on Independent Living Chair, believes that in exchange for the right to work, to own a home, and other rights he gained through the ADA, that he has a responsibility to contribute to society as well.

New Hampshire

A great deal is being done to help people with learning disabilities perform well on the job, according to *Nancy Martell-Stevenson*, President of the New Hampshire Learning Disabilities Association and the mother of three children with learning disabilities. One accommodation that helps people with these significant but hidden disabilities is the use of an employment mentor—an expert in learning disabilities who can explain job functions in ways that speak to people's abilities, not their disabilities. The ADA has also brought about literacy programs to help people on the job who are unable to read directions, Martell-Stevenson explained. There is even a computer program that helps people who are dyslexic to function well on the job.

New Jersey

X Several speakers expressed gratitude for the improvements in transportation that have resulted from the ADA. In fact, *Pablo Viera* reports that transportation is the single greatest impact ADA has had on his life. When he graduated from college in 1992, ready to go to work, he had no way to get there. His town of Vineland had no public transportation, and he could not afford to buy a car until he could get a job to pay for it--Catch 22. But Viera applied for New Jersey Transport Access Link and was accepted. "I no longer had the anxiety of wondering if my relatives, friends, or church members had the time to take me to the places I needed to go," Viera stated. "I now have a better job, more conveniently located, and I still use paratransit." Viera also says he has saved enough money to be able to buy his own car in about a month.

New Mexico

Another woman, *Hazel Wadsworth*, described her long but successful campaign to make a senior citizen center accessible. "Someone lit a fire under them and it was me!" she said. Wadsworth, who uses a wheelchair for her quadriplegia, was at first excited about the modern senior center in Rio Rancho. Although it was built in 1985, long after 504 regulations were in effect, the building had no accessible door or bathroom. When Wadsworth complained to the building manager, she was told there was not enough money to make the building accessible. "Since many older people have disabilities and mobility problems, it made no sense for the senior center to be inaccessible," she said. Wadsworth went to court but first had to locate an accessible site for the hearing. Although she lost her case, the building was made accessible, seven years after she began her crusade. Wadsworth credits the ADA with giving her the leverage to succeed. Now

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the Rio Rancho senior center is accessible to all older people in the area, thanks to the ADA and one woman's persistence.

New York

Sometimes entire communities make the ADA a high priority. One New York town, Tuckahoe--population 6,000--won a first place award of \$3,500 from the National Organization on Disability (NOD) for outstanding efforts to implement the ADA. *Matthew Marino*, Tuckahoe's NOD representative, reported that the town has established assisted listening devices in meeting rooms, courtrooms, and the community center. Audible traffic signals have been installed, and the town's newsletter is available on audio cassette. Town buildings have been made wheelchair-accessible inside and out. Steps have even been removed in the courthouse for jurors and judges. "But our most surprising success story," says Marino, "involves a survey we send periodically to residents asking them to identify any disabilities they or a family member may have that emergency personnel should know about in the event of a problem." Residents' responses are entered into a computer, so that in the event of a 911 call, police have immediate access to the information. "Other communities have followed our example," reports Marino, "and both the local press and the New York Times have reported on our 911 program." Tuckahoe will spend its award money on a "talking" computer for the local library.

North Carolina

The ADA has paved the way for many successes, but perhaps the Act's greatest impact has been the relay system, now available in every state to people who are deaf or hard of hearing. "The best part about the ADA is the relay," said *Ann Davidson*. A vocational rehabilitation counselor for deaf students, Davidson uses the relay at work to communicate with clients, vendors, school counselors, employers, and parents of her clients. Before the ADA, Davidson had to rely on a coworker to take and transmit messages for her.

Davidson offered another story about how the relay saved the day for her. She was at home alone when her basement flooded. At first she panicked, but then she remembered the relay. "I was able to just pick up the phone and call someone to come and fix the problem, thanks to the relay," she said.

North Dakota

The ADA has been an effective tool for making public accommodations accessible. *Deb Dilger* described her effort to persuade a local retail chain to make its restrooms accessible. "I wrote to the manager about the ADA," said Dilger. It took the retailer two years to act on her request. "But they did make an accessible bathroom, and they added an automatic door," explained Dilger. They even redid their parking lot to create more parking that is accessible. "The place is much more accessible now," remarked Dilger.

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Ohio

✶✶✶ The benefits of ADA are not limited to adults. Children benefit as well, several told NCD. Dawn Caldwell's son *Alex Caldwell* has spina bifida, but she is looking forward to his participation in preschool next year. "It's great to see how attitudes have changed," she said. "All the preschools we looked at were accepting and eager to have Alex. They have ramps and accessible bathrooms." Caldwell says that thanks in part to the ADA, she can take her son anywhere and he will feel included.

Oklahoma

Greater awareness of disabilities, fostered by the ADA, has also led to increased acceptance by co-workers of individuals with disabilities, according to *Cathy Ames* of the Department of Rehabilitative Services' employment program. A client of Ames—a woman who is deaf and a wheelchair user—has been well-received by her co-workers. "In fact, they are all learning sign language so that they can communicate with her," said Ames.

Ames's agency has just launched a new program to help people who are HIV-positive find employment. She admits that such an undertaking is a challenge, but as attitudinal barriers are falling, thanks to the ADA and growth in the disability rights movement, she is hopeful that her HIV clients will succeed.

Oregon

✶ *Rachel Cranson* told a funny story about technology and the ADA. Cranson, who is blind, has a 15 year old daughter, an honor student who is also blind. Cranson got a call from her daughter's geometry teacher requesting that the girl drop a class so that she could spend extra time with him to learn to draw better for geometry, especially since she had expressed interest in a career in architecture. "'Get real!' I told him. 'She's blind. She'll never be an architect. Why should she drop a class?'" The group at the Town Meeting laughed when she recalled his reply. "'You get real,' he told me. He said there are good voice-activated computer programs now, and when she graduates from college they'll be even better. 'She could be a stunning architect!' he told me." Cranson attributes the current explosion in assistive technologies in part to the ADA.

Pennsylvania

While no law can mandate a change in attitudes, many of the tangible changes wrought by the ADA have helped the public to view people with disabilities in a different light. When a bicycle accident in 1986 put *Jim Penta* in a wheelchair, he lost his job. "I was told that customers are turned off by a person in a wheelchair," Penta said. Not only is Jim working today but he is employed as a salesman for a national appliance company. "I finished in the top 10% recently in a sales competition," he said. Clearly, his career is not suffering from negative perceptions of disabilities.

~ Did he get his job after 1990?

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Rhode Island

South Carolina

Wes Gibbs, who chairs the Disability Subcommittee for the Mayor of Columbia, agrees that the ADA is good for business. "All 10 Taco Bell stores in the area are accessible, thanks to the attitude of their owner," said Gibbs. He explained that he and Taco Bell owner Fred Katowski visited all 10 stores to determine exactly what was needed to make each accessible. "Katowski saw this as a good, no-nonsense approach to improving his business," said Gibbs. The ADA is landmark legislation, Gibbs believes.

South Dakota

Tari Kilian has also benefitted from the ADA when it comes to employment. Before the ADA, "employers took one look at my thick glasses and dismissed my abilities altogether," she said. She was also out of luck, she said, because she could not read the computer screen. "I am happy to report that due to the ADA I was provided with an extremely beneficial accommodation," she said. "I was provided a computer program that enhances the print on the screen. This allows me to read and see what I was typing. I no longer have to depend on other workers to complete my work duties." Kilian added that the computer skills she has gained have improved her status in the workplace.

Tennessee

"Before the ADA was passed, my family couldn't go anyplace together because of my mom's wheelchair," explained *Kristopher Hazard*, an eight year old. "But now," he says, "many places are accessible, and we can go on outings as a family. I'm glad for the ADA." Kristopher is pleased that his mother can also go places alone. The local bank, the post office, and other places in the community have installed ramps and handicapped parking.

Texas

Johnny Martinez started at the University of North Texas in 1990 when the ADA was enacted. Since then, "UNT has installed automatic doors, elevators, curb cuts, and other accommodations that make education much more accessible," said Martinez. The ADA has also made faculty members more aware of disabilities, according to Martinez, and "professors are now more willing to accommodate students with disabilities."

"We are more visible now than we were before the ADA," said Martinez, "thanks to the removal of barriers brought about by the ADA." Martinez believes that as more people with disabilities become more visible to the rest of society, public acceptance will grow.

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Utah

The Utah State government is assisting with the implementation of the ADA's employment provisions. *Anna Jensen*, Director of the Industrial Commission of Utah's Labor Division, explained that her office has instituted an Alternative Dispute Resolution program that helps employers and employees become better educated about the ADA and its requirements. "Alternative Dispute Resolution has been particularly effective in educating employers as to what are considered reasonable accommodations," Jensen said. "Through the Division's educating employers and employees about the ADA," Jensen added, "people with disabilities have been able to have greater job satisfaction and possibilities."

Vermont

Several speakers talked about how their cities and towns are going to great lengths to make buildings and services accessible to all citizens. *David Sagi* is President of the Board of Aldermen in Rutland. A wheelchair user for many years, Sagi told those assembled that the building where he now attends aldermanic meetings is a building he could not get into when he was growing up in Rutland. Sagi also explained that when the Rutland Board joined cities all over the country in signing a resolution to oppose unfunded mandates from the federal government, "we added that we don't consider the ADA and other civil rights laws unfunded mandates."

Virginia

Dentse Brown's experience is similar. A few years ago she could not get her wheelchair through the check-out line in a neighborhood grocery store. After she described what she needed, the check-out lane was widened. The same situation existed at a drug store, and the difficulty was solved when she raised the issue to the manager.

Virgin Islands

Patricia Noby, the mother of a 10 year old with Down's Syndrome, finds the spirit of the ADA empowering. "The ADA gives us the expectation," she said, "that people with disabilities belong in every area of life. I know my daughter's life will be enhanced by the ADA."

Washington

Cindy Campbell, who traveled for her job before the ADA was enacted, says the difference in hotels' accommodation of deaf people has improved markedly. "Back then the hotels didn't provide flashing lights, vibrating alarm systems, portable smoke detectors, or close captioned TV," says Campbell. Now most of the hotels and motels where Campbell stays are well equipped. "I can watch TV in a hotel, and I feel safe. If there's an emergency, I'll find out about it," Campbell says. "I don't know where we'd be without the ADA," she added. "Deaf people and people with other disabilities have benefitted greatly from it."

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West Virginia

"The ADA has made a lot of things possible for me that were not possible before," said *Willis Saunders*, a social worker at Huntington State Hospital. Saunders, who is blind, credits the ADA with giving him access to electronic devices that help him do his job. "I also have access to materials in Braille, so I can keep current with the latest information," he said.

Wisconsin

A major Madison hotel is doing everything it can to make its services as accessible to guests with disabilities as to everyone else, according to *Gary Tidmore*, Guest Services Manager at the Inn on the Park in Madison, also the site of the Wisconsin ADA Town Meeting. The first time a group came to the hotel and needed equipment for the hearing-impaired, the Inn rented the equipment from another hotel. "Then we purchased our own equipment, with the input of some consumers with hearing impairments," Tidmore said. Today the Inn on the Park is equipped with TTYs, bed shakers, close captioned TV, Brailled menus, emergency evacuation procedures, and a range of wheelchair accessible rooms. "Whenever we book a meeting for an organization, we acquire whatever adaptive equipment is needed if we don't already have it," he said. At the Inn, explained Tidmore, front desk staff are trained in the use of adaptive equipment. "And our business has even increased a little as a result of working with disabilities groups," he said.

Wyoming

Some employers have discovered that hiring people with disabilities is good business. *Steve Harris* described the efforts of United Parcel Service (UPS) to hire people with disabilities. "With a little adaptive equipment," said Harris, "UPS hired people with disabilities even before the ADA and found them to be willing and hard workers." The ADA has provided encouragement and help in the form of tax credits to such companies to continue their efforts to employ more people with disabilities.

Public accommodations are also becoming more accessible, according to Harris, who is blind. "The ADA has opened so many doors for people with visual handicaps," he said. Harris pointed out that Braille signage in buildings helps him a lot. "Now it's much easier to find the room I'm looking for." Harris explained that before the ADA, when he was staying in a hotel, he had to leave something outside his hotel room door whenever he went out, in order to be able to find the right room when he returned. "And I had to hope nobody moved it while I was out!" he said. But with Braille signage, he can find the room he wants without having to leave himself clues.

A simple thing like finding the men's or women's restroom in a building was once an ordeal for Harris, but it is much easier now. "Once I found the restrooms in a building," said Harris, "I had to hang around to try to listen to other people going in and out of the bathrooms, so I could tell which was the men's!" Harris is glad things are changing. "With the ADA," he said, "we don't have to give up life. We just change our lifestyle and go on with life." Harris sees parallels between the ADA and earlier civil rights legislation.

Bulw.
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690 6590

Profile of Ann Woollard, Georgia ADD PAS Corps/AmeriCorps Member

Ann Woollard came to AmeriCorps at a turning point in her life with dreams of finishing her degree and becoming a teacher. She also had made a commitment to her elderly mother to care for her and a sister with a developmental disability. Ann had grown up in Lumpkin County Georgia but had married and lived away for several years. Coming home to her roots and being able to serve her community in a positive way has strengthened Ann's belief in herself and the importance of community involvement.

The Lumpkin County community is a largely rural mountainous area where families often survive with little attention or incentive outside the immediate family. The main source of income is from small manufacturing and tourism. The average annual income of Lumpkin County citizens is one of the lowest in the state. Ann is an example of someone who rose above the limits of a mediocre public education to have a vision of what people could accomplish if they have the desire and persistence to do so. As a Lumpkin County ADD PAS Corps/AmeriCorps Member, her service to her partner has been consistent and unwavering in building the skills and community support necessary for her partner to become a responsible and independent citizen.

Building community support for the Georgia ADD PAS Corps/AmeriCorps has been Ann's outstanding accomplishment. She began by publicizing and inviting community leaders, school teachers, business people, college faculty and staff, and the U.S. Forestry Service to participate in the King Day celebration. This celebration included the Lumpkin County ADD PAS Corps/AmeriCorps team and the families they were serving who spoke about the theme of service and Dr. King's dedication to the importance of service.

When Ann became aware that the local adult learning center was willing to tutor people with disabilities, to improve their reading skills or attain their GED, Ann spread the word that everyone would be welcome and receive the attention they needed. Because the building was not wheelchair accessible, Ann suggested that the Lumpkin County Team could help by planning and implementing a fund raiser to buy materials for a ramp and awning. She organized team members to solicit funds from local businesses by asking them to participate in a "Southern Slang Spelling Bee" competition. She also spoke to civic groups, public officials, and individuals about getting involved. Over \$400 was raised and donated to the adult learning center as a result of this event.

Ann has been instrumental in establishing a working partnership with the Lumpkin County Park and Recreation Department and North Georgia College, including the Student Affairs, Political Science and Physical Therapy departments. We have a commitment from three community leaders willing to serve on a local advisory council. The local newspaper has printed every article and announcement submitted about Georgia ADD PAS Corps/AmeriCorps events, compared to newspapers in neighboring counties. The Lumpkin County Library and various eating establishments have welcomed the team for meetings and made contributions to their events.

Ann has attended and informed various self-advocacy groups about AmeriCorps, including *A Time for Change Coalition*, and *Partners in Policy Making*. She has opened the door of communication and provided information to the LARC (Lumpkin Area Retardation Center), Lumpkin Area Independent Living (LAIL) and private and public personal care homes.

Personally, she would like to see the interest in community service and people with disabilities sustained over the coming years so that the ground work begun this first year will expand in the future. She feels the team's efforts on behalf of people with disabilities must continue in order for the larger community and people with disabilities to envision a reciprocal, positive future.

Ann Woollard
(706) 864-2891 (H)
(404) 531-6461 (W)

JACKIE Ezell

6 pps

Hi Bob and Jackie--

We've selected this Member--for what we hope are obvious reasons!

Michelle Cooper--see attached newspaper article and notes from her file.

Michelle has Friedreich's Ataxia, which makes it necessary to use a wheel chair for mobility, and eventually will require the use of augmentative communication assistance, if the current rate of her muscular deterioration continues.

During this year in AmeriCorps, Michelle has worked with a young woman living in a very rural part of Alabama. Tracy is 21 years old, has cerebral palsy, needs a wheelchair for mobility, and assistance in every aspect of her personal care. She lives 20 miles from the nearest day program of any kind, and her family has no transportation that is accessible for Tracy. Both parents are unemployed at this time. (I think Tracy's mother is a school teacher, but is unable to work because there is no one to be with Tracy, and no program for Tracy to participate in during the day--need to verify this, but think it's the situation.)

Michelle has visited Tracy in her home, assisted her in learning how to use her liberator more effectively, and has provided strong support for Tracy to learn to self-advocate for more services. Michelle is herself a fabulous advocate, having worked tirelessly to access adequate services and adaptive equipment for herself. She has learned volumes about available services in the state of Alabama. Through their working together Michelle and Tracy have formed a friendship, and have done some recreational activities together, such as fishing in a nearby lake. Tracy's family has devised a way to secure Tracy's chair on a pier so that she can hold her pole and fish.

Additionally, Michelle has formed several county-wide support groups for people with disabilities, in rural areas where there were no existing groups. She talks of how initially many of the people coming didn't seem to really want to be there, wouldn't talk, and how now they are opening up and sharing their personal stories. One man in particular came regularly to the group, but never participated and seemed quite negative. Recently he began talking, and in the process began crying, which opened the group tremendously. Members are now expressing their appreciation, indicating they had no idea how much it means to have a place to go and be with others who truly understand how they feel and what their lives are like.

Michelle also is providing accounting services to Region V Family Support Council, a local disabilities advocacy organization serving the Birmingham area and surrounding counties. They have had no one in their small office staff pool with accounting expertise, and no funds to employ accounting services. Michelle is thrilled to be using her recently-acquired degree, and the Council members and staff are elated with her assistance.

Michelle personifies the unique spirit of ADD Corps/AmeriCorps, demonstrating the strengths and gifts of an individual with serious disabilities herself contributing to others

on a personal level and to her community and region. She leaves no question that all individuals, regardless of their particular needs for assistance and support, are capable of making a difference in our world.

Please call if I can assist further--Ellen

Name: Sherrie Michelle Cooper

Age: 29

Community: Sylacanga

Occupation: Student, ~~Senior at UAB~~ GRADUATE

Volunteer: UAB ADD Corps/AmeriCorps

How long: 6 months

What do you do there?

Provide peer support to other handicapped people via phone calls. Organized and co-direct support group in my community. Also, help support one girl by helping her with her computer.

Why did you get involved?

Because, when I heard about it, I thought it was something that was needed. I thought it would be fun and I wanted to help.

Tell us about an experience you have had while volunteering.

Watching the members (handicapped support group) become closer and open up by sharing emotions. The moving thing is that attendance had grown in numbers. There is one person in Talledega that cannot come because of the distance and he has asked me to help him start the support group up there.

Also, the cultural diversity training I have had with the other AmeriCorps members has been such a personal growth experience for me. I have really learned a lot.

How do you think you're making a difference with your work?

I hope that I'm bringing people closer together; mentally, emotionally and with the feeling that they are not alone. That's what it's all about. Uniting together. If I can do that through phone calls, support group or whatever? It gives me a purpose too.

How can others get involved?

Donating money and time.

For more information about:

**The peer support group
The Independent Living Center
Robert Lawrence
800/671-6834**

**UAB ADD Corps/AmeriCorps
Ellen Dossett or Jane Philips
205/934-2965**

'I'm a fighter, always have been.'

— Sherrie Cooper



Sherrie Michelle Cooper, 29, graduated yesterday from the University of Alabama at Birmingham with a bachelor's degree in accounting. The Sylvauga woman, who suffers from Friedreich's ataxia and uses a wheelchair, doesn't let obstacles stand in her way.

UAB grad's pursuit of excellence

By Stephanie L. Johnson
Sherrie Michelle Cooper is an 11-year-old when a doctor suggested she get in a wheelchair because she would soon depend on it. At first, she took it to school and left it in a teacher's classroom. Then, she was pushing the wheelchair through the halls with her schoolbooks riding in the seat.

"I'm a fighter, always have been," said Mrs. Cooper, now 29. She didn't want to use the chair until she absolutely couldn't get around without it.

Yesterday, she was in the wheelchair as she graduated from the University of Alabama at Birmingham with a bachelor's degree in accounting. She may have surrendered to the chair, but she has hardly surrendered to the disease that put her there.

"I can't believe it's done," Mrs. Cooper said after joining nearly 1,000 other graduates in a ceremony at the UAB Arena.

The president of the university (Claude Bennett) told me he was proud of me," she said, as a huge smile overtook her face. "That was special."

Mrs. Cooper suffers from what is called Friedreich's ataxia, a hereditary disease of the sensory nerves that interferes with the transmission of messages from the brain to the muscles. She has limited use of her arms and legs and must use a wheelchair. It took her nine years to get her degree because the disease became progressively worse and she couldn't accomplish what she once could.

When she began her college career in 1986 at Sanford University, she could cook. She could do the dishes. In fact, she could take her own notes. She could even get out of her wheelchair in class and sit in a desk.

Nine years later, she can't do nearly as much. "It's difficult to deal with, constantly losing abilities," she said.

But Mrs. Cooper makes up for it in other ways.

With her accounting degree, she hopes to get a job that allows her to work at home and send her work to the office through a computer modem. She is an AmeriCorps volunteer, spending her spare time assisting the developmentally disabled.

Please turn to (FRAI), page A6



Karim Shamsi-Basha/Post-Herald

Mrs. Cooper is pushed down the line of UAB graduates by her husband, Wayne. Mrs. Cooper graduated yesterday along with nearly 1,000 other graduates. "I can't believe it's done," she said.

A6 Birmingham Post-Herald, Monday, June 8, 1993



Karl A. Stoffels/Post-Herald

Sherrie Cooper sits in her Sylvauga home. Mrs. Cooper graduated from UAB yesterday after spending nine years getting her accounting degree. The 29-year-old has Friedrich's ataxia.

Grad

By Karl A. Stoffels

She has set up a support group in Sylvauga, where she and her husband live, for people with similar disabilities.

"It's small, but it's growing and the people involved are really open," Mrs. Cooper said. "There's been a lot of emotion that has been shared."

To recruit new members, Mrs. Cooper isn't above tackling people in the supermarket to ask them to join HOPE, which stands for Helping Ourselves Pursue Excellence.

"The funny thing is I have never had anyone say 'No, I don't need it. I don't want it,'" she said. "It's probably a need that's been here for a

while but no one's taken the initiative to get it started."

Her husband, Wayne Cooper, practically beams as he listens to her talk.

"I'm proud of her," her husband said. "It's been a long road, a lot of late nights, a lot of determination on her behalf."

Yesterday, as the graduates lined up in a stuffy gymnasium across from the arena, Cooper stood behind his cap-and-gown-clad wife. He was there as the UAB Wind Ensemble welcomed the throng to the strains of "Pomp and Circumstance." He even accompanied his wife across the stage, holding onto the green handles of her wheelchair, as Sherrie Michelle Cooper was announced over the loudspeaker.

After the two married in 1987, he

would drive the one hour-plus to Birmingham after work as a machinist at Russell Corp. in Alexander City so she could attend night classes. He sat by her side and took her home afterward. — Often not returning until well past 11 p.m.

Sometimes, college became so difficult — the late nights doing homework and papers, the mornings that began at 4:30 because she needed her husband's help to get up and dress — that she wanted to give up. She said she is glad she didn't.

"It takes determination," Mrs. Cooper said. "You really have to want to get out of college. You have to have encouragement because it's easy for you to want to quit."

Nestled among the rows of other in their flowing gowns and square caps

— including 74-year-old Valore Spencer of Mountain Brook who received a master's degree in history yesterday — Mrs. Cooper listened to Bennett as he addressed the group.

"It is true, but true to say, you are the future," he said.

It's difficult to know what Mrs. Cooper's future will hold. People with Friedrich's ataxia can have normal life spans, but she also knows the disease could kill her.

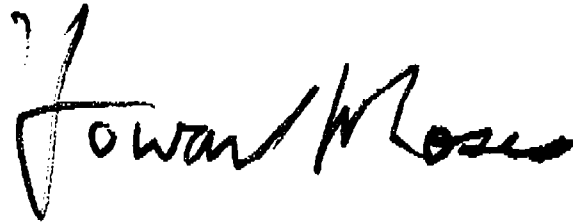
Graduation, however, is far from the end. She is thinking about taking the exam to become a certified public accountant. With that will come a few more accounting classes.

But yesterday, as she went to join her proud parents and 83-year-old grandfather at a reception, she reveled in the moment.

"It's wonderful," she said.

NOTE TO DEBBIE FINE AND LIZ SAVAGE:

Attached is a list of six researchers in the areas of disability policy for education, transition/school-to-work, and employment. The individuals recommended to discuss disability employment policy are listed in rank order as to whom I would most recommend. For education and transition, first preference would be to Laura Powers, and Susan Peters as second. All of the individuals listed are top-notch and would add to the proposed roundtable.

A handwritten signature in black ink, appearing to read "Howard Rosen". The signature is written in a cursive, flowing style with a large initial "H".

WHITE HOUSE ADA ROUNDTABLE**EDUCATION**

*regular ed area
inclusive
oriented*

*** Susan Peters, Ph.D.
Michigan State University
(517) 355-1835 office

Dr. Peters is an education policy researcher specializing in special education. She is currently on sabbatical at Stanford University working with Dr. Michael Kurst. Dr. Peters uses a wheelchair.

TRANSITION

John Johnson, Ph.D.
Children's Hospital
Boston, MA
(617) 355-8212 office
(617) 322-3308 home

Dr. Johnson studied with Dr. Frank Rusch at the University of Illinois on ground-breaking research in transition from school to work. Dr. Johnson has spina bifida.

*** Laura Powers, Ph.D.
Dartmouth University
Hanover, NH
(603) 650-4419 office
(603) 650-4417 direct line

*young
people*

Dr. Powers is an expert in the area of transition and is an excellent speaker on the topic and related issues. Dr. Powers has a neurological disorder and uses a walker.

Ann Halverson

WHITE HOUSE ADA ROUNDTABLE**EMPLOYMENT**

William Kiernan, Ph.D.
Institute for Community Inclusion
Boston University
(617) 735-5506

Dr. Kiernan has extensive research and public policy experience in the area of employment for developmentally disabled adults. See attached segment of resume (4 pages).

Edward Yellin, Ph.D.
Professor of Medicine and Health Policy
University of California/San Francisco
(415) 476-9027

Dr. Yellin has contributed significantly to the research surrounding employment trends and disincentives for adults with disabilities in the workforce. See attached article and abstract (2 pages).

Peter Blanck, Ph.D.
Professor of Law and of Psychology
University of Iowa
(319) 335-9043

Dr. Blanck has lectured and written extensively on the analysis of the impact of the ADA and how business has and must approach the civil rights statute. See bio summary and article abstract (9 pages).

William E. Kiernan

Address: 42 Harris Street
Brookline, MA 02146

Telephone: (617) 232-1513 Home
(617) 735-6506 Work

Education

<u>Degree</u>	<u>Conferring Institution</u>	<u>Date</u>
M.B.A.	Boston University (Health Care Management)	1982
Ph.D.	Boston College (Rehabilitation and Special Education)	1974
M.Ed.	Boston University (Rehabilitation Counseling)	1968
B.A.	Boston University (Psychology)	1967

Certifications

Certified Rehabilitation Counselor (CRC #C 27055)

Professional Experiences**(Children's Hospital
Boston, MA**

Position:	Director, Institute for Community Inclusion University Affiliated Program	1993-present
Duties:	Responsible for all interdisciplinary training, technical assistance, research and project activities for the three Centers (Developmental Evaluation Center; Training and Research Institute for People with Disabilities; Rehabilitation Research and Training Center for Promoting Employment) making up the UAP at Children's Hospital	
Position:	Director, Community and Support Services and Administrative Director, Division of General Pediatrics	1988-present
Duties:	Coordinate all community services sponsored through the Division of General Pediatrics; oversee staff and project activities relating to such services	
Position:	Director, Training and Research Institute for People with Disabilities (UAP)	1986-93
Duties:	Serve as the Director of the Institute in the Community and Support Services section providing training, service,	

technical assistance, and research in the provision
of services to people with disabilities

Position:	Administrator, Developmental Evaluation Clinic	1975-93
Duties:	Oversee administrative and program activities of the University Affiliated Program (UAP) at Children's Hospital	
Position:	Director of Rehabilitation	1973-93
Duties:	Maintain Rehabilitation Counseling as a training discipline in the University Affiliated Facility at Children's Hospital; supervise interns in rehabilitation	
Position:	Rehabilitation Liaison Officer	1972-73
Duties:	Developed University Affiliated Facility regional outreach program with New England Developmental Disabilities Councils.	

**South Shore Rehabilitation Center
Quincy, MA**

Position:	Associate Director	1969-72
Duties:	Supervised all staff and day to day operations; coordinated outreach efforts to local public school systems; conducted contractual negotiations with public and private agencies; developed work training stations in industry; maintained liaison with state and federal Departments of Labor	
Position:	Clinical Coordinator	1968-69
Duties:	Supervised clinical staff; maintained clinical relationships with referral resources	
Position:	Rehabilitation Counselor	1967-68
Duties:	Provided counseling and placement services for adults with severe disabilities.	

Academic Affiliations

Adjunct Professor, University of Mass./Boston	1989-present
Special Assistant to the Provost	1990-pres.
Associate Research Professor: Boston College	1986-1989
Adjunct Assistant Professor: Boston University, Sargent College	1982-1989

of Allied Health Professionals

Clinical Associate: Boston University, Sargent College of Allied Health Professionals	1973-1982
Editorial Board: The Journal of Head Trauma Rehabilitation	1985-pres.
Editorial Board: Journal of Disability Policy Studies	1989-pres.
Editorial Board: Journal of Vocational Rehabilitation	1990-pres.
Editorial Board: Mental Retardation	1993-pres.

Committee Affiliations***National***

American Association on Mental Retardation Vocational Rehabilitation President: Vice President AAMR President Elect AAMR	1990-1992 1993 1994
President's Committee on Employment of People with Disabilities	1987-1991
Governor's Commission on Employment of People with Disabilities (Co-Chair)	1987-1991
Association of University Affiliated Facilities AAUAP Treasurer Board of Directors National Governmental Affairs Committee	1986-1989 1985-1989 1976-pres.
White House Conference for the Handicapped Steering Committee	1976

State

Massachusetts Developmental Disabilities Council Member Steering Committee Child Development Committee (Chairperson)	1991-pres. 1975-1984 1978-1984
Mental Health/Mental Retardation Coalition (Chairperson)	1983-1986
Massachusetts Association for Retarded Citizens Board of Directors Vocational Rehabilitation Committee (Chairperson) Governmental Affairs Committee Medical Research and Public Health Committee (Chairperson) Vice President	1972-1977 1971, 1976, 1979 1973-1984 1975-1977 1974-1975
Massachusetts Association for Mental Health Board of Directors	1982-1986

Massachusetts Association of Rehabilitation Facilities
Board of Directors
Vice President

1972-1976
1974-1975

Local/Hospital

Member: Research Faculty Council
Member: Committee of Professors

1993-pres.
1990-pres.

Honors

Special Service Award, Greater Boston Association for Retarded Citizens 1976
Mary Switzer Memorial Scholar, Tenth Annual Switzer Memorial Seminar 1985
Book of the Year Award; President's Committee on Employment of Persons with Disabilities 1989
Outstanding Service Award; Massachusetts Projects with Industry 1990
American Association for Mental Retardation Fellow 1992

Publications

Books

Lynch, K.P., Kiernan, W.E. and Stark, J.A., (Eds.) (1982). Prevocational and vocational education for special needs youth. Baltimore: Paul H. Brookes Publishing Co.

Kiernan, W.E. and Stark, J.A., (Eds.) (1985). Employment options for adults with developmental disabilities. Logan, Utah: Utah State Developmental Center for Handicapped Persons.

Kiernan, W.E. and Stark, J.A., (Eds.) (1986). Pathways to employment for adults with developmental disabilities. Baltimore: Paul H. Brookes Publishing Co.

Kiernan, W.E. and Schalock, R. (Eds.) (1989). Economics, industry and disability: A look ahead. Baltimore: Paul H. Brookes Publishing Co.

Schalock, R.L. and Kiernan, W.E. (1990). Habilitation planning for adults with disabilities. New York: Springer-Verlag Publishers, New York.

Chapters

Kiernan, W.E. (1978). *Habilitation. A dynamic system*. In G.T. Bellamy and O.C. Karan (Eds.) Vocational rehabilitation of severely handicapped persons: Contemporary services strategies. Baltimore: University Park Press.

Kiernan, W.E. *Rehabilitation planning*. (1982). In P. Megrab and G.O. Elder (Eds.) Planning for services to the handicapped: Community, education, health. Baltimore: Paul H. Brookes Publishing Co.

The Disability Dilemma



By EDWARD H. YELIN

WHEN President Bush signed the Americans With Disabilities Act last year, he issued a call "to let the shameful wall of exclusion finally come tumbling down." But the Federal Government has done little to help companies figure out how to comply with the law.

This is a problem because employment prospects for people with disabilities are not as good as the law's proponents originally thought. Many analysts expected a growing service sector to provide white-collar jobs supplanting those requiring physical labor. But service jobs are not likely to expand at anywhere near the 4.5 percent annual rate that prevailed through most of the 1980's.

And even that growth did not bring a corresponding rise in the number of employed disabled persons. Indeed, the employment rate for people with disabilities was about 4 percent lower at the end of the 1980's than in the early 1970's — while rising about 10 percent for working-age Americans as a group.

Edward H. Yelin is an associate professor at the University of California, San Francisco. This article is adapted from "The Americans With Disabilities Act: From Policy to Practice," published by the Milbank Memorial Fund of New York.

What this means is that the employment of people with disabilities is declining even as work becomes less strenuous physically. Employment rates have fallen for men of all ages with disabilities and have risen less for women with disabilities than for those without.

What can companies do? First, they must understand how the rhythms of the workaday world conflict with medical conditions causing incapacitation. Often the cause of the disability is a chronic condition — say, arthritis — with periods of flare and remission lasting weeks or months and symptoms that may vary during the day. This can pose major obstacles to employment, yet there is little information about employees with such conditions and how they perform in their jobs. Companies need information about the relationship between work and disabilities that is not now available.

But the Government can help. Every month, it gathers a wealth of information about employ-

More data are needed if the President's job goals are going to be met.

ment. But it asks about disability status only once a year. This could be easily remedied by slightly changing the surveys. With an expenditure of just 30 seconds more by respondents, job trends could be tracked month to month for persons with disabilities. The mechanism already exists to do this; breakouts for women and minorities were long ago added to the employment report. Other minor survey changes could yield information on the amount of work time that employed persons lose to disability or the patterns of job loss by industry.

Proper enforcement of the new law will also require a one-time survey to study the relationship of disabilities to employment. Our knowledge, based on the manufacturing economy, is inadequate.



For example, preliminary evidence shows that when people with chronic diseases control the pace and timing of work, they are more likely to stay on the job. Yet no survey has ever collected information relating impairments to workers' discretion over pace and scheduling of work. Nor is there data on how commuting impedes employment of people with disabilities.

When the law was passed, it was heralded as improving the work prospects of 19 million people with disabilities and strengthening the economy. It won't do either unless the Government moves to close the information gap surrounding the law. Its diligence in doing so will provide a minimal test of the Administration's commitment to it. ■

415-476-7027

FAX 415-476-7030

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**The Contemporary Labor Market and the Employment
Prospects of Persons with Disabilities**

**Edward Yelin, Ph.D.
Miriam Cisternas, M.A.**

Abstract

Although there are no foolproof method to forecast employment trends, the recent past is perhaps the best guide to the immediate future.

Over the last two decades, persons with disabilities have experienced the same overall trends as those without disabilities. Like older men without disabilities, older men with disabilities sustained a rapid decrease in labor force participation rates in the 1970s, with some slackening of the rate of decrease in the interim. Like younger women without disabilities, younger women with disabilities experienced a rapid increase in labor force participation rates.

These shifts in labor force participation rates among persons with and without disabilities alike appear to be related to the transformation from a economy based on the production of goods to one based on the provision of services. Accordingly, in the last two decades, the proportion of persons with disabilities in manufacturing industries and in manufacturing-related occupations has decreased, while the proportion of persons with disabilities in service industries and occupations has increased.

In addition, whether individuals with disabilities were able to retain jobs if employed or find jobs if unemployed was tied to the specific work history they had established prior to the onset of the disability. Those fortunate enough to have established work histories in combinations of occupations and industries destined to succeed in the marketplace were much more likely to maintain their employment.

Thus, in the recent past, the employment of persons with disabilities was dependent on trends in the overall economy and it is likely to be tied to the continuing transformation from a manufacturing to services base. In the future, however, an additional set of factors may affect their employment prospects: whether they are able to obtain jobs at the core of a firm's mission or will have to accept employment in jobs at the periphery, jobs offering less pay and security, and fewer benefits.

THE WHITE HOUSE

WASHINGTON

July 18, 1995

As we mark the fifth anniversary of the Americans with Disabilities Act, I am delighted to join citizens across the country in celebration.

With the enactment of this landmark civil rights law, America became the first country in the world to make equal rights and equal opportunity a guarantee for its 49 million citizens with disabilities. Across the nation, our people began coming together to ensure equal access to the American Dream.

Today, thanks to these efforts, Americans are recognizing that we all gain as citizens of a country in which everyone can participate fully. And America is reaping the benefits of a more inclusive society. Employers have a larger pool of qualified workers. Businesses are opening doors to new customers. State and local governments are enjoying broader citizen participation. Most important, individuals are being judged not by their disabilities, but by their abilities.

We have made great strides as a nation in fulfilling America's promise of commonsense justice. Still, much remains to be done. My Administration is firmly committed to the vigorous implementation and enforcement of the ADA. No longer will Americans with disabilities be kept from realizing their dreams by closed doors or narrow minds. Building partnerships between government and business and people throughout the land, we best celebrate this day by rededicating ourselves to creating a society of equal access and equal rights for all.

A handwritten signature in black ink, reading "Bill Clinton". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.