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Folder Title:

President's Committee on Employment of People with Disabilities

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9

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2

SCHEDULE PROPOSAL

March 22, 1996

☐ ACCEPT

☐ REGRET

☐ PENDING

TO:

Stephanie Street/ Anne Walley
Directors of Scheduling and Advance

FROM:

Alexis Herman
Assistant to the President and Director,
Office of Public Liaison

File

REQUEST:

To address 3,000 disability leaders at the 49th Annual
Conference of the President's Committee on Employment
of People with Disabilities in Detroit, Michigan.

PURPOSE:

To give the President the opportunity to reiterate his
strong commitment to civil rights for people with
disabilities and to highlight the Administration's success
in promoting employment opportunities within the
disability community.

BACKGROUND:

The President's Committee, chaired by Tony Coelho,
holds an Annual Conference on May 22-24, 1996 in
Detroit. It is the largest meeting in the country on issues
related to the employment of people with disabilities.
The theme of the Conference will be "Investing in
Ability," and 3,000 representatives of business, organized
labor and government will gather and meet with disability
rights leaders, educators and members of veterans'
organizations to discuss issues that impact employment
opportunities for people with disabilities.

Every President has addressed an Annual Conference of
the President's Committee. Speaking at this year's
Conference would offer the President a unique
opportunity to deliver a message to the over 49 million
Americans with disabilities highlighting the importance of
empowering people with disabilities to participate in the
global economy.

PREVIOUS PARTICIPATION:	None
DATE AND TIME:	Anytime on May 22 or 23; or the morning of May 24, 1996
BRIEFING TIME:	15 minutes.
DURATION:	One hour.
LOCATION:	Westin Hotel at the Renaissance Center Detroit, Michigan
PARTICIPANTS:	3,000 national leaders from the disability community.
OUTLINE OF EVENTS:	Keynote address and photo opportunity with key leaders in the disability community.
REMARKS:	To be provided by speechwriting.
MEDIA COVERAGE:	Open to the press.
FIRST LADY'S ATTENDANCE:	No.
VICE PRESIDENT'S ATTENDANCE:	No.
RECOMMENDED BY:	Alexis Herman
CONTACT:	Bill White 6-7032
ORIGIN OF PROPOSAL:	Letter attached.

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Bill White

49TH ANNUAL CONFERENCE

May 22-24, 1996

Detroit, Michigan

President's
Committee
on
Employment
of People
with
Disabilities



Investing in ABILITY



PRESIDENT'S
COMMITTEE
ON EMPLOYMENT
OF PEOPLE
WITH DISABILITIES

FACSIMILE TRANSMISSION

☐ NORMAL DELIVERY

☒ URGENT

DATE:

11/15/96

TO:

BILL WHITE

FAX NO.

456-6218

TELEPHONE NO.

FROM:

ANGIE POWELL

Total number of pages including this page:

8

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

Additional comments or messages:

EXECUTIVE BOARD LISTING.

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*Appointment code. Year listed indicates year present term ends.

All terms end December 31st. Letter "a" indicates first term.
Letter "b" indicates second term.

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November 13, 1996



President's Committee on Employment
of People with Disabilities

MEMORANDUM

July 23, 1996

TO: John Lancaster

FROM: Randee Chafkin

SUBJECT: People with Disabilities at the Poverty Level/Making
Below Minimum Wage

INTRODUCTION

Pursuant to your request, I have been trying to compile data on people with disabilities who are making below minimum wage, or who are at the Federal poverty level threshold. Currently, there is no one existing source of data for this information. I have been using the following four (4) data reports to develop the numbers and percentages listed below: "Quarterly Report on SSI Disabled Workers and Work Incentive Provisions, December, 1995" (Office of Program Benefits Policy, Division of Program Management, Research on Benefits Statistics, SSA); "Medical Expenditures for People with Disabilities in the U.S., 1987" (Disability Statistics Report #5, March, 1996, NIDRR, U.S. Department of Education, Office of Special Education and Rehabilitative Services); "Americans with Disabilities: 1991-1992" (John M. McNeil, Household Economic Studies, U.S., Department of Commerce, Economics, and Statistics Administration, Bureau of the U.S. Census); and "Digest of Data on Persons with Disabilities, 1992," (U.S. Department of Education, Office of Special Education and Rehabilitative Services, NIDRR, January, 1993).

SSI BENEFICIARIES AND THE BROADER POPULATION WITH DISABILITIES¹

The National Academy of Social Insurance compiled the following statistics that are useful:

2. "Recommendations of the Disability Policy Panel," National Academy of Social Insurance, Testimony of Jerry L. Marshall, Chairperson, Disability Policy Panel, Senate Special Committee on Aging, June 5, 1996.

- o Nearly 30 million working-age Americans (15-64 years of age) have some type of functional impairment, which may or may not limit their ability to work ("Survey of Income and Program Participants, 1994").
- o Nearly 16 million working-age Americans report having a work disability ("Current Population Survey, March, 1994"), of these 16 million, 10.2 million, or 65.5 percent, are not in the labor force. This compares to 9.7 percent of working age people without disabilities who are not in the workforce.
- o Working-age adults who receive SSI or SSDI benefits, 7.1 million people in 1994, are a subset of the 17 million people who have a work disability.
- o Approximately 50 percent of the 30 million people with functional impairments, or 15 million people, are employed.
- o Approximately one-third of those who report work disabilities are in the labor force, either working or looking for employment.

MINIMUM WAGE

It is impossible to accurately project the number of people with disabilities in the workforce or sheltered workshops who make below the minimum wage, since DOL and others do not maintain or report on this data. Anecdotally, most advocates feel that people with disabilities in sheltered workshops (especially people with developmental disabilities) are making below the minimum wage. To win a contract, frequently, the workshop must bid below the other competitors. One way to keep the contract cost down is to underpay sheltered workshop clients.

In addition, most persons with severe developmental disabilities who are in sheltered workshops are working below 100 percent productivity level. However, providers often deny that (m)any of their clients earn below the minimum wage.

WORKERS WITH DISABILITIES RECEIVING SSI PAYMENTS/BENEFITS²

Information is available for all SSI recipients who are disabled. This information is divided into three (3) sections: all workers with disabilities receiving SSI; Section 1619 participants; and workers with disabilities who benefit from other SSA work incentive provisions (IRWEs, PASS, SEI, BWE).

2. "Quarterly Report on SSI Disabled Workers and Work Incentives, December, 1995"; and "Consumer Income," Bureau of the Census, February, 1995.

Over the years, Congress has enacted earned income exclusions and other work incentives for SSI recipients. A person with a disability who is eligible for SSI Section 1619(a) benefits is allowed several months above the substantial gainful activity (SGA) level of \$500 per month. Section 1619(b) provides continued Medicaid eligibility for individuals who are blind and disabled and working when their wages make them ineligible for cash payments. Medicaid eligibility is continued until the recipient's wages reach a threshold level which takes into account the person's ability to afford medical care, in addition to the person's living expenses.

In December of 1995, there were 298,635 recipients with disabilities who were working; this represents 5.8 percent of the total SSI caseload, 5,115,014. Included in this figure were 47,002 Section 1619(b) participants. Almost 8 out of 10, or 78.8 percent, of the workers earned income below the SGA level of \$500 per month; 32.6 percent earned \$65 or less per month.

According to the Bureau of the Census ("Consumer Income Report," February, 1995), the federal poverty level for one person under 65 years of age is \$7,363 per annum. Using this poverty threshold, approximately 249,173 SSI recipients with disabilities who are working earn below the federal poverty level. For the total number of SSI recipients with disabilities who are working, the average earnings are \$322 per month. Of this figure, 15,941 persons, or 5.3 percent, earned income through self-employment, with an average monthly earnings of \$174.

The highest federal SSI monthly payment is \$470 per month for an individual. Most SSI beneficiaries live at about 74 percent of the poverty level. Even including state supplements (and not every state has an additional supplement), a person with a disability receives approximately \$7,200 per annum. Therefore, most people with disabilities receiving SSI benefits are below the federal poverty level.

MEAN MONTHLY EARNINGS OF WORKERS WITH DISABILITIES³

Based on a 1991-1992 survey of 30,000 households, 12,480 people with a "non-severe" disability have mean monthly earnings of \$1,771; for persons with a "severe" disability, this figure decreases to \$1,422 per month.

3. "Americans with Disabilities: 1991-1992"; "Digest of Data on Persons with Disabilities, 1992"; and "Medical Expenditures for People with Disabilities in the United States, 1987".

People less than 35 years of age represent 32 percent (4,856 out of 16,214) of the total population with disabilities in this study. People 35-54 years of age represent 46 percent (7,746 out of 16,214) of the total population with disabilities in this study. People 55 years and older represent 22 percent (3,623 out of 16,214) of the total population with disabilities in this study. These percentages could be used to make projections on the 49 million people with disabilities in America.

Workers with non-severe disabilities 35 years of age and younger have monthly mean earnings of \$1,281. Workers with a severe disability 35 years of age and younger have monthly mean earnings of \$955. Workers with non-severe disabilities 35-54 years of age have monthly mean earnings of \$2,006. Workers with severe disabilities 35-54 years of age have monthly mean earnings of \$1,531. Workers 56 years of age and older with non-severe disabilities have monthly mean earnings of \$2,724. Workers 56 years or older with severe disabilities have monthly mean earnings of \$889.

According to newly released data from the U.S. Census Bureau, in 1994 approximately 26.1 percent of working age people with severe disabilities were working, and approximately 76.9 percent of people with non-severe disabilities were working. In total, according to this data, 52.3 percent of working age people with disabilities (both severe and non-severe) were employed in 1994, and 47.7 percent of this group was unemployed. Based on the average SSI payments and SGA threshold levels, it can be assumed that most people with disabilities who are not in the labor force are living below the federal poverty level. 14 percent of people with disabilities in the labor force earn below the federal poverty level. "People with disabilities' incomes who are working are between 7 percent and 30 percent less than other workers. In 1987, the average annual wage was \$12,253 for people with disabilities, and \$18,951 for people without disabilities..."⁴

ESTIMATES OF THE COST OF DISABILITY⁵

There have been several studies which document the cost of disability in the United States. A 1989 study (using 1980 data) estimated aggregate disability losses at \$177 billion per annum,

4. "ADA: Taking Stock and Looking to Future," Jane West, Civil Rights Journal, Premier Issue page nos. 42-47.

5. "Medical Expenditures for People with Disabilities in the United States, 1987."

including \$90.6 billion, 51 percent of the total, for direct medical, institutional, and hospital care of persons with disabilities, paid household work, and non-health care spending; \$68.4 billion, 39 percent of the total, for the value of reduced productivity for persons with disabilities; and \$17.7 billion, 10 percent of the total, for the value of productivity losses for members of the household of a person with a disability.

A 1989 study (using 1986 data) estimated that expenditures for the population with disabilities, ages 18-64, was \$169.4 billion per annum. This figure includes: \$79.3 billion in medical care expenditures (including Medicare, Medicaid, DOD, VA, and Workers' Compensation); \$87.3 billion in transfer programs (including social insurance programs, individuals and employer programs; and income support); and \$2.8 billion in direct service expenditures (including VR, veterans' services, employment assistance programs, generic federal programs, and disability-specific programs/services).

FOLLOW-UP

I hope that this information is useful to you. An interesting aside--while I was at a recent Special Committee on Aging Hearing on the SSI/SSDI Program (several CCD Social Security Task Force members were testifying), the issue of the costs associated with raising the SGA level if the minimum wage is increased surfaced. The research that I started may be helpful. We will need estimates of the cost and numbers of people on SSI and SSDI who will be impacted if the minimum wage is increased. If the minimum wage is increased and the SGA threshold level is not increased, many SSI recipients will no longer be eligible for SSI.

The other data that is important to compile is the number of people with disabilities currently in the workforce longitudinally, so that there is comparative data over time. This data can be used to provide for the tracking of the ADA's successful implementation. Currently only the Census Bureau's Survey of Income Participation (SIPP), includes sufficiently detailed questions to reliably identify the number of people with disabilities. Hopefully, our demographics project will resolve the problem of compiling accurate data on the number of people with disabilities in the workforce.

In addition, it is critical to compile data on people with disabilities as consumer markets. Employers need to know the demographics of disability (e.g. income, education, type of disability, age, geographic location, discretionary income, etc.) so that they can target their projects, services and develop new products/services to meet their consumer needs in the marketplace.

Any of the information (percentages) in this memorandum can be used to develop estimates for populations that are larger than the sample populations used in these surveys (e.g., 49 million Americans with disabilities).

Please let me know if you need any additional information, or if you have any questions. Thank you.



President's Committee on Employment
of People with Disabilities

FACSIMILE TRANSMISSION



Urgent



Normal Delivery

Date: July 3, 1996

To: Bill White - White House

Fax #: 456-6218 Ofc. #: 456-7032

From: Ellen Daly

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: 2

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Additional comments or messages: _____

*See attached! Found this letter w/Tony's note
in my "to be read mail slot" yesterday. What do you think
of Heidi's request to visit w/ Mr Clinton? Don't know when
Heidi is coming to DC tho. I can call Monday & find out.*

*Are there rules on how the photos of the President & guests
can be used, ie: ad's, newsletters etc. Got a call from
Oregon this AM, told them I'd ask.*

OPA 8/95

May 24, 1996

Mr. Tony Coelho, Chairman
Presidents Committee on Employment of People
With Disabilities
1331 F Northwest, 3rd Floor
Washington, D.C. 20004-1107

Dear Mr. Coelho:

It was indeed my pleasure to have you present to me the Evan Kemp
Entrepreneurship Award for 1996.

As I mentioned in my speech, my name in nomination was unbeknownst to me.
What a wonderful tribute!

I would very much, Mr. Coelho, like to visit Washington, D.C. in July to meet
you again and your staff. I feel very honored to be associated with you. As
you made mention of my "Spend A Day In A Wheelchair" program, regionally,
it has become a successful crusade. Our goal is to make our wheelchair
program part of a nationwide awareness in schools throughout the country.
Enclosed is a film that I show at the schools that I attend after the students
have spent their day in a wheelchair. I then answer their questions about what
my life is like as a spinal cord injured victim and how they can hopefully
prevent any injuries to themselves.

I can only imagine how busy President and Mrs. Clinton are. I would love to
discuss, with them, my dreams of a national campaign for spinal cord
awareness and hopefully prevention. As we are all aware, the medical costs to
an injured person and their family are astronomical. I would not take up much
of their time, but I know that this program is having tremendous effects on the
students we present it to. Would this meeting be possible?

And, Mr. Coelho, could I ask you to introduce me to Mr. Kemp? It would be
my extreme pleasure to meet the man whose name this award is in honor of.

I will be anxiously awaiting your reply.

With warmest personal regards,

Heidi
Heidi Van Armem

HVA/kjr
enc.

*Ellen
ok w/ Bill White
about meeting w/
William. Jim
sure Evan would
be a yes.*

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President's Committee on Employment
of People with Disabilities

NEWS RELEASE

Contact: Dina Dorich
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Local Contact: Press Room
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(This number effective only until
12:00 noon, May 24.)

CLINTON AFFIRMS MEDICAID COMMITMENT TO PEOPLE WITH DISABILITIES AT ANNUAL CONFERENCE ON DISABILITY

(Detroit, MI -- May 23, 1996) President Clinton today called for "expanding opportunities for every American who is willing to take responsibility for making the most of his or her God-given abilities," and announced his continued commitment for guaranteed Medicaid coverage for people with disabilities.

The President vowed to veto again any legislation that repeals guaranteed Medicaid coverage for older Americans, pregnant women, low income children and people with disabilities. "Let me be clear," he said, "we can balance this budget without repealing guaranteed Medicaid coverage for the six million Americans with disabilities who depend upon it -- including one million children."

The President delivered his remarks at the general session of the 49th Annual Conference of the President's Committee on Employment of People with Disabilities. The President spoke via satellite to more than 2,000 individuals representing business, labor, veterans, government, education, and national leaders in the disability community. The conference is being held at the Westin Hotel Renaissance Center, Detroit, MI.

Focus of the conference was on disability and employment issues. "Employment is the key to economic security for Americans," including America's 49 million citizens with disabilities, the President said.

--more--

President Clinton -- Add 1

The President also affirmed his support for the reauthorization of the Individuals with Disabilities Education Act (IDEA), which is "preparing students with disabilities to get their share of the high-wage jobs that are opening up in this new economy."

"It remains a tragedy today that two-thirds of the people with disabilities are unemployed," he said. "And it's up to all of us -- employers, labor, people with disabilities, and government -- to work together to change this picture."

He offered several initiatives aimed at addressing this issue. "Today I'm announcing that federal agencies are now developing a better system for tracking the unemployment rate of people with disabilities," he said. "In addition, I've asked the Secretary of Commerce to work with [the President's Committee] and relevant federal agencies to recommend to me ways that we can ensure that people with disabilities are included in all our efforts to assist entrepreneurs and small businesses."

As he has throughout his term, the President assured a strong continuing commitment to the enforcement of the Americans with Disabilities Act (ADA), including an increase in ADA enforcement in his 1997 budget.

President Clinton led a distinguished roster of speakers that included John J. Sweeney, President of the AFL-CIO; Alfred A. Checchi, Co-Chairman, Northwest Airlines; Claiborne D. Haughton, Jr., Director for Civilian Equal Employment Opportunity, Department of Defense; and Tony Coelho, President's Committee Chairman.

THE WHITE HOUSE

Office of the Press Secretary
(Milwaukee, Wisconsin)

For Immediate Release

May 23, 1996

REMARKS BY THE PRESIDENT
BY SATELLITE
TO THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF PEOPLE WITH DISABILITIES CONFERENCE
IN DETROIT, MICHIGAN

9:35 A.M. CDT

THE PRESIDENT: Thank you very much, Tony, for your remarks, your support, your friendship and your leadership of the committee. I want to say hello to the others who are there -- to John Sweeney and Al Checchi. I want to say a special word of thanks to my good friend, Justin Dart who I know had to leave, but who has been a real champion for Americans with disabilities; indeed, for the rights and interests of all Americans.

I want to say a special word of greeting to the vice chairs of the Committee - Lenore Miller, I. King Jordan, Karen Meyer, Neil Jacobson, Dr. Sylvia Walker, and Ron Drach.

Thank you, all of you who are there, for your very warm welcome. I'm sorry I couldn't join you in person today, I have to be in Milwaukee with the German Chancellor. But I didn't want to miss this opportunity to talk with you about what we must do together to ensure the full participation of the 49 million Americans with disabilities in the vibrant life and economy of our great country.

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In 1992, I issued a challenge to our nation. I said we must not rest until America has a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism. (Applause.) I remain committed to that vision, and I want to thank all of you for working so hard with us to make it a reality. More than ever before in our history, America's greatness in the next century will depend upon the ability of all our citizens to make the most of their own lives. Americans with disabilities are an enormous, largely untapped reservoir of that potential.

Employment is the key to economic security for Americans, including people with disabilities. Even though we have created 8.5 million new jobs, it remains a tragedy today that two-thirds of people with disabilities are unemployed. And it's up to all of us - employers, labor, people with disabilities, and government - to work together to change this picture.

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But you and I know the ADA and the IDEA alone will not achieve our vision of inclusion, independence, and empowerment for people with disabilities. That's why I fought so hard for measures like the Family and Medical Leave Act.

And today I'm announcing that as a result of your work, federal agencies are now developing a better system for tracking the unemployment rate of people with disabilities. This new system will strengthen our ability to include people with disabilities in all our employment policies and programs. In addition, I've asked the Secretary of Commerce to work with the President's Committee and relevant federal agencies to recommend to me ways that we can ensure that people with disabilities are included in all our efforts to assist entrepreneurs and small businesses. So we are making progress. (Applause.)

But let me say there is more to do. First, we must preserve the guarantee of Medicaid coverage for people with disabilities. For three decades Americans have stood on common ground about the need for guaranteed Medicaid coverage for older Americans, pregnant women, low-income children, and people with disabilities. But last year Congress sent me legislation to repeal that guarantee - legislation that would have taken away health care coverage from millions of Americans who need it most. I vetoed that legislation, and if they send it to me again and they want to repeal the guarantee, I will veto it again. (Applause.)

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9:46 A.M. CDT

THE WHITE HOUSE

Office of the Press Secretary
(Milwaukee, Wisconsin)

For Immediate Release

May 23, 1996

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BY SATELLITE
TO THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF PEOPLE WITH DISABILITIES CONFERENCE
IN DETROIT, MICHIGAN

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Thank you all, and God bless you. (Applause.)

9:46 A.M. CDT

May 22, 1996

TO: LAURA SCHWARTZ

FROM: Bill White
Office Of Public Liaison

SUBJECT: POTUS Briefing for Remarks to the President's Committee on Employment of People with Disabilities.

Some political background, that I did not include in the President's briefing memo, may provide context for briefing the President before he delivers remarks via satellite to the President's Committee:

ACKNOWLEDGEMENTS:

- o Tony Coelho chairs the President's Committee. We have been working closely with him on the speech, and he reports that the now 2,200 (not 1,500 reported in memo) people attending the conference are fire-up to hear the President's remarks.
- o Justin Dart is the former Chair of the President's Committee. He is a Republican who served under Reagan and Bush. Probably the most powerful statesman from the disability community. He is traveling the country and making the case to the disability community on why he has decided to support the President. I'm told he had to returned to Washington for health reasons (nothing life-threatening), but the President should still recognize him.
- o There are six Vice Chairs of the President's Committee appointed by the President. (List Attached)
- o John Sweeney, President of the AFL-CIO, will be speaking about a half hour before the President on what organized labor must do to increase employment opportunities for people with disabilities.
- o Al Checchi, Co-Chairman of Northwest Airlines, will speak about 15 minutes before the President and announce a new Northwest Airlines initiative involving individuals with disabilities.

THE DISABILITY COMMUNITY:

- o 1994 Census estimates there are 49 million Americans with disabilities. In 1992, 10% of all voters were individuals with disabilities. An April Lou Harris Poll of people with disabilities showed 54% supporting the President while only 23% for Dole. They are working through motor-voter to increase their numbers.
- o Substantively, we win hands-down. The President's stand on Medicaid is the most powerful reason for the strong support within the community. But Dole, with his visible disability, is making every effort to reach out to this constituency. This event will demonstrate that the President is engaged with the community.
- o This community wants to take responsibility. They want to move off benefits and into jobs. Coelho often like to say, "We are looking to pay taxes."

FDR MEMORIAL COMMISSION:

- o The President is the Honorary Chair of the FDR Commission, which is tasked with overseeing the design of the FDR Memorial. The Commission is coming under pressure because the design does not depict FDR as a man with a disability.
- o The disability community and national opinion leaders (President Bush, Doris Kearns Goodwin, Time, NYT, George Will, Maureen Dowd) have voiced strong support for including FDR's disability in the Memorial. A Harris poll indicates that 73% of Americans said the Memorial should include "visible recognition of FDR's disability."
- o Leon Panetta held a meeting on the subject today (Tuesday) and approved a statement by the President to support capturing FDR's disability in the FDR memorial. John Hilley consulted Senator Inouye (D-HI) (Co-Chairs the FDR Commission) and Senator Levin (D-MI).
- o The Roosevelt grandchildren have been split on the subject. Today, I spoke to David Roosevelt, FDR's Grandson and member of the FDR Commission, and he said he supported the statement as long as we don't further delay the Memorial. I also spoke to another grandson, Jim Roosevelt, who was totally supportive.
- o We use the Christopher Reeve visit to the Oval Office last week to transition into the announcement.
- o As noted in the attached, other elected officials may be taking a position on this subject in the near future.

TIME MAGAZINE - MAY 23RD

NATION

its news programs. CNN anted up with five minutes a week for four weeks on *Inside Politics*. And Fox's Rupert Murdoch last year opened the bidding with an hour of prime time on election eve.

Oddly enough, the proposals all come just as events overtake the imperative. Thanks to the Internet, talk radio, C-SPAN and cable talk shows, voters this year have more direct access to candidates than ever before. The very day that ABC announced its offer of an hour in prime time, Bill Clinton was live on CNBC discussing Senate gridlock over the minimum wage. Then, minutes later, C-SPAN—the All Dole All the Time network when the Senate is in session—showed the majority leader rebutting the President. Internet Websites like TIME-CNN's *AllPolitics* (<http://www.allpolitics.com/>) routinely include the full text of campaign speeches. But advocates are quick to retort that a third of U.S. households don't have cable and many that have it don't tune in to public-affairs shows. The point is to reach the audience that has dropped out, which is why Taylor was hoping for a five-minute lead-in to *Friends* instead of a chunk out of Tom Brokaw.

The pristine new forums certainly won't replace the dastardly 30-sec. spots. The candidates will still spend whatever they can afford, running whatever ads are most effective. In fact, some commentators argue that getting rid of negative ads should never have been a goal in the first place. "Attack is an indispensable part of politics. If the attack is fair, accurate, in context and relevant to governance, we ought to encourage it," says Kathleen Hall Jamieson, dean of the Annenberg School for Communication at the University of Pennsylvania. "I prefer asking, 'Is free TV time going to reduce the amount of illegitimate attacks?' The answer is yes."

Which raises the question of whether the candidates would be keen on this reform. In 1992 the candidates were careful to limit their appearances to events they thought they could control. All three were invited to appear for an hour on *Meet the Press*, for instance; not one of them accepted. So while both parties' candidates endorsed the scheme, it remains to be seen whether Dole and Clinton will relish the idea of being locked in a room together during prime time with no way out except through the tube.

Yet in a TIME/CNN poll last week, 63% of voters surveyed said they believe free TV time would make for a better race. That by itself may make it worth a try. For if it reduces even slightly the cynicism about politics, it could help voters feel more engaged in the process and perhaps restore their faith in it.

—Reported by Tom Curry/

New York and Mark Thompson/Washington

THE PRESIDENCY

Hugh Sidey

Truth in Memory

Omission of F.D.R.'s handicap is a crime against his spirit

THERE WAS A FUND RAISER FOR THE CONTROVERSIAL F.D.R. MEMORIAL THE other day that traveled all over Washington and included real Roosevelt martinis (3 to 1) at the Tidal Basin construction site. It ended with a private White House dinner of lamb and artichokes at \$10,000 a plate and grossed about half a million. Bill and Hillary Clinton were eloquent in praise of their heroes Eleanor and Franklin Roosevelt to their black-tie audience of 200. Actors Jane Alexander and Edward Herrmann, who had played the Roosevelts on television, gave readings, and there was a scratchy old recording of the real Eleanor singing (sort of) *High Hopes*, which brought both gales of laughter and misty eyes.

The problem was that the crucial and defining fact that Roosevelt conducted his presidency from a wheelchair became a forgotten footnote to the White House proceedings and, indeed, to the whole memorial idea. In the warm glow of the White House it was easy to ignore the growing clamor at the gates about a memorial that is taking \$42 million in tax money and has no depiction of Franklin Roosevelt in a wheelchair. (Or, for that matter, of Eleanor's fur stole, now considered too controversial.)

In a Harris poll a while back, 73% of those asked said the memorial should include "visible recognition of F.D.R.'s disabilities." The National Organization on Disability, which claims to represent the interests of 50 million disabled Americans, thinks that to ignore F.D.R.'s disability in the monument is a major cultural blunder. "It would be unconscionable to have schoolchildren visit the memorial five years from now, or 500 years from now, and have no sense of the challenge F.D.R. faced," says Mike Deland, the organization's chairman.

Historian Doris Kearns Goodwin has become the spokeswoman for a loose confederation of scholars who likewise are appalled at the idea of going ahead with the memorial as designed. "Roosevelt's polio made his special relationship with the American people possible," she said last week. "Not to allow that to be shown would be a fundamental distortion of history, a real loss." The Roosevelt heirs, who at first seemed supportive of a historically cleansed memorial, seem to have tipped the other way, with many favoring a change. The National Organization on Disability has agreed to pick up any extra cost if a new sculpture is needed, since the three F.D.R. pieces are already at the foundry.

Oddly, the C.O.P.'s soon-to-be presidential nominee, Bob Dole, himself partly disabled, while privately supporting a change in the F.D.R. Memorial has so far not gone public. Nor has his rival of next fall, Bill Clinton. There is a singular silence about the issue at the White House, even though Clinton is honorary chairman of the memorial.

One guy spoke up. Former President George Bush took two seconds to think about the issue and whipped off a letter declaring, "I think it would be a shame if at least one of the figures in the memorial did not show him as a man who has a disability... a courageous man who had infantile paralysis and still led our nation." Last week, on one of his furtive visits to Washington, Bush summoned Deland and Alan Reich, president of the disability organization, to his guest quarters on Jackson Place, across the street from the White House. In those shadowy old chambers where so much of our early history played out, Bush sat down with his two friends in wheelchairs and said, "We've got to keep this one going."



Neil Estern with scale models of his statues for the F.D.R. Memorial

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measures like the Family and Medical Leave Act. And today I'm announcing that as a result of your work, federal agencies are now developing a better system for tracking the unemployment rate of people with disabilities.

This new system will strengthen our ability to include people with disabilities in all our employment policies and program. In addition, I've asked the Secretary of Commerce to work with your committee and relevant federal agencies to recommend to me ways that we can ensure that people with disabilities are included in all our efforts to assist entrepreneurs and small businesses. So we are making progress. (Applause.)

But let me say there is more to do. First we must preserve the guarantee of Medicaid coverage for people with disabilities. For three decades Americans have stood on common ground about the need for guaranteed Medicaid coverage for older Americans, pregnant women, low-income children and people with disabilities. But last year Congress sent me legislation to repeal that guarantee -- legislation that would have taken away health care coverage from millions of Americans who need it most. I vetoed that legislation, and if they send it to me again and they want to repeal the guarantee again I will veto it again. (Applause.)

Let me be clear. We can balance this budget without repealing guaranteed Medicaid coverage for the six million Americans with disabilities who depend upon it, including one million children. Medicaid is a family issue, as people with disabilities know, making it possible for more people to get care at home and in their communities. Without the guarantee, a middle-class family with a child with a severe disability could be forced into poverty to pay for the child's medical care. Parents could be forced to give up jobs to stay home to care for a child. Children and adults who live independently today might be forced into institutions. I will not let that happen. (Applause.)

The second thing we have to do is to strengthen the health security of people with disabilities and, indeed, for all Americans, with the passage of the Kassebaum-Kennedy health insurance reform bill. This legislation would not allow insurance companies to deny coverage for anybody with a preexisting condition, and will allow people to keep their health insurance if they change jobs or if someone in the family gets sick. So I urge Congress to stop stalling and pass the bill now, as an important step forward. (Applause.)

Finally, let me say I've called on Congress to increase the minimum wage, which will benefit millions of Americans with disabilities who face extra costs for accessible housing and personal assistance. We need that. (Applause.)

All of you know that America is in the best position to be a winner in the global economy of the 21st century because of the depths of our values, the strengths of our diversity, the power of our economy. But we don't have a person to waste. We have to continue to expand opportunity, demand responsibility from all of our citizens. And that does mean inclusion, not exclusion. (Applause.)

Again, let me thank you, all of you, for everything you've done and for everything you will do. Thank you for the progress we've made and the progress we still will make.

Just last week I had a very moving visit with Christopher Reeve in the Oval Office, and I mentioned to Christopher that in 1933 the Oval Office was the first government office designed specifically to be accessible to accommodate President Roosevelt. He said to me that it was too bad that at the time he had to hide his disability.

MORE

I hope with Christopher Reeve that as the Roosevelt Memorial becomes a reality, with your efforts to remove the stigma of disability, they'll find a way to make sure that the American people know that this great, great President was great with his disability.

Thank you all, and God bless you. (Applause.)

END

9:46 A.M. CDT

THURSDAY, MAY 23, 1996

GENERAL SESSION

8:45 a.m. - 10:15 a.m.

Script

Focus - What Must Vocational Rehabilitation Professionals, People with Disabilities, Business and Labor Officials and the Minority Community Do in the Future to Increase the Employment Rate of Workers with Disabilities in the Workforce. How Will the White House Address Disability Employment Issues in the Future.

8:10 a.m. President's Committee's seal is projected on two 9' x 12' screens

8:15 Music begins and ballroom doors open

8:45 Videotaping and real time captioning begin

8:45 Participants Miller, Coelho, Sweeney, Haughton and Checchi enter stage and take seats

8:45 - 8:47 Committee Vice-Chair Lenore Miller opens the session and welcomes (2 minutes)

8:47 - 8:48 Miller introduces Committee Chairman Tony Coelho (1 minute)

8:48 - 9:06 Coelho addresses what people with disabilities and vocational rehabilitation counselors must do in the future to increase employment opportunities for individuals with disabilities (18 minutes)

9:06 - 9:07 Miller introduces John Sweeney, President, AFL/CIO (1 minute)

9:07 - 9:25 Sweeney addresses what organized labor must do in the future to increase employment opportunities for individuals with disabilities (18 minutes)

9:25 - 9:26 Miller introduces Claiborne D. Haughton, Jr. Principal Director and Director, Civilian Equal Employment Opportunity, Department of Defense (1 minute)

9:26 - 9:44 Haughton addresses what the minority community must do in the future to increase employment opportunities for individuals with disabilities (18 minutes)

9:44 - 9:45 Miller introduces Alfred A. Checchi, Co-Chairman, Northwest Airlines, Inc (1 minute)

9:45 - 9:55 Checchi announces a new Northwest Airlines initiative involving individuals with disabilities (10 minutes)

9:55 - Fudge time if the session is running late. Otherwise Coelho summarizes past accomplishments and the necessary future steps outlined at this session until he receives signal that the President is ready.

David Cox gives Coelho signal that the President is ready

White House seal is projected on both 9' x 12' screens

Coelho introduces President Clinton (2 minutes)

Coelho and all other participants leave the stage

President Clinton is projected on both 9'12' screens

President Clinton speaks (15 minutes)

Coelho thanks President Clinton, Miller, Sweeney Haughton and Checchi and adjourns the session

President's Committee seal is projected on both 9' x 12' screens

THE WHITE HOUSE

WASHINGTON

**SATELLITE FEED TO THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES CONFERENCE**

DATE: Thursday, May 23, 1996
LOCATION: Hotel Pfister, Room 2007
Milwaukee, WI
TIME: 8:50 - 9:10 AM CDT
FROM: Alexis Herman
Bill White
Laura Schwartz

I. PURPOSE

To motivate 1,500 national disability leaders by delivering a message of empowerment, inclusion, and independence; and by highlighting your record of accomplishments on disability issues.

II. BACKGROUND

You will deliver remarks via satellite to the 49th Annual Conference of the President's Committee on Employment of People with Disabilities in Detroit, Michigan. You will wear a lavalier microphone and an IFB. There will be one-way video; the audience will see you on two 9 x 12 rear projection screens, but you will not be able to see them. The audio is two-way so that you can hear the audience react to your speech. Tony Coelho, Chair of the President's Committee, will introduce you. You will address the audience for ten minutes, and there will be no question and answer session. A teleprompter will be provided for your remarks.

The President's Committee Conference, May 22 - 24, is the largest meeting in the country on issues related to the employment of people with disabilities. The theme of this year's conference is, "Investing in Ability." 1,500 representatives of business, organized labor and government will gather and meet with disability rights leaders, educators and members of veterans' organizations to discuss issues that impact employment opportunities for people with disabilities.

The 1994 Census estimates there are 49 million Americans with disabilities. In 1992, 10% of all voters were individuals with disabilities. Outside of the July 26 ADA Anniversary, this event presents the best opportunity for you to deliver a message to Americans with disabilities.

Both Tony Coelho and Justin Dart, who has been traveling around the country speaking to the disability community on your behalf, have urged you to use this

opportunity to broadly articulate your strong record of accomplishments on disability issues so that your remarks can be replayed to key groups throughout the coming year.

The conference will focus on addressing the many barriers to employment people with disabilities encounter. An estimated 65% of Americans with disabilities are unemployed. Solutions include: vigorously enforcing the ADA; improving education for children with disabilities through the Individuals with Disabilities Education Act (IDEA), the 20-year-old civil rights law that governs special education; including youth with disabilities in our school-to-work initiative; developing accommodations in the workplace through the Family and Medical Leave Act; increasing access to technology for the blind and visually impaired through the Telecommunications Act; and pushing for an increase in the minimum wage.

The greatest barrier to work for people with disabilities is access to health insurance. The audience appreciates your efforts to preserve Medicaid and Medicare, to increase Medicaid home and community-based services, and support of Kennedy-Kassebaum.

We are working internally on two issues of importance to the disability community. The first involves whether to oppose efforts in Congress to allow schools to expel and terminate all services to students with disabilities who bring guns or drugs to school. The second involves whether you should make a public statement of support for including visible recognition of FDR's disability in the FDR Memorial.

III. PARTICIPANTS

THE PRESIDENT
Tony Coehlo - Detroit
Laura Schwartz
Technical Crew (5)

IV. PRESS PLAN

Closed press in Wisconsin, open press in Detroit. Your remarks will be fed to both to the White House briefing room and press filing in Milwaukee.

V. SEQUENCE OF EVENTS

8:50 - 9:00 AM	Briefing and makeup.
9:00 - 9:10 AM	LIVE remarks via satellite to the President's Committee on Employment of People with Disabilities Conference.

VI. REMARKS

To be provided by speechwriting.

THE WHITE HOUSE
WASHINGTON

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- NEXT Spring 97 -

DAVID ROOSEVELT - COA RAPS
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CHRISTOPHER -

CURRIS - IN

- 40-50 First Cousins -

"VISIBLE RECOGNITION
AS AN INTEGRAL"

Jim Roosevelt

617/227-5020

Maria Roosevelt

W - ~~267-5700~~

H 728-0663

Talking Points
Annual Conference of the
President's Committee on Employment of
People with Disabilities (PCEPD)

I. INTRODUCTION/ACKNOWLEDGEMENTS

Theme of Conference: "Investing in Abilities"

*** Chairman Coelho.** I want to thank the Committee's Chairman and my friend -- Tony Coelho -- for his vision, commitment, and leadership.

*** Former PCEPD Chair -- Justin Dart.** A champion of the ADA and the civil rights of all Americans -- Justin Dart.

II. General Big Picture

The following 3 paragraphs are from the "Presidential Message" to the UCP Conference:

Together we have made considerable progress over the past three years. Together we've begun to shift our nation's disability policy away from exclusion towards inclusion, away from dependence towards independence, away from paternalism toward empowerment. [Last sentence uses terms from Putting People First, that people are familiar with and like to hear.]

I have committed the bulk of my time as President to the prospect of building a new and lasting prosperity in America. We don't have a person to waste. I know there are many millions of talented Americans with disabilities who can contribute, if trained and educated, and if allowed to give their full talents to building a better tomorrow.

[But it won't happen unless the government accepts the challenge and accepts its share. That's why we have moved boldly to reduce the deficit, to reform our bureaucracy, to invest in the health, education and talents of our young people, so that we can compete and win in the new global economy.]

People with disabilities want to work, but there are many barriers [these are discussed below]. We are working to remove these barriers so that people with disabilities who want to work are able to do so.

III. Disability Related Accomplishments: How we are removing barriers

A. Americans with Disabilities Act

[From 7/26/95 Roundtable Remarks:

"Because of the ADA, our country is stronger today. Our fellow citizens are

being judged by their abilities to contribute, not by their disabilities. Now all of you and millions of others all across this country have an opportunity they never had before, to make the most of their own lives."]

Add statement of support for ADA: "In many ways, the ADA is the perfect example of what I mean when [I say that] our job is to create more opportunity and demand more responsibility from all of our citizens."

We have made a real commitment to vigorous ADA enforcement. Our education and enforcement efforts have opened up town halls, schools, workplaces, grocery stores, hotels, restaurants, and movie theaters to millions of people with disabilities. Last year alone, 5,000 wheelchair accessible buses were added to our nation's fleet, and all 54,000 buses in urban areas will be accessible by the year 2003. Creating accessible transportation systems removes yet another major barrier to work for people with disabilities. We have also insured that the Olympic Stadium, site of this summer's games, will be the most accessible stadium in the world.

Although we have made great progress, we still have a long way to go. Our commitment will not waiver -- even as we make the hard choices necessary to balance the budget. My 1997 Budget calls for a 3.9% increase in funding for ADA enforcement at the Department of Justice. We won't let up until all barriers that keep people with disabilities out of the American mainstream come down.

But the ADA alone will not achieve our vision of inclusion, independence and empowerment for people with disabilities. We need quality education, good jobs at good wages (reword this), health care, and services where people need them -- in the community.

B. Education:

The Individuals with Disabilities Education Act (IDEA) is preparing students with disabilities to enter the job market and be competitive in our constantly changing economy. I know how much the IDEA means to the millions of students with disabilities and their parents.

High school graduates with disabilities who went to school under IDEA have an employment rate twice that of the overall population of individuals with disabilities, most of whom did not have the benefit of IDEA.

We are working to increase IDEA's focus on outcomes for children and cutting unnecessary paperwork for schools, while opposing efforts to weaken the IDEA's fundamental guarantees.

Mention IDEA budget: 12% increase in state grants from 95 to 97?

We have included young people with disabilities in our School-to-Work Initiative at every step of the way, so that they can be prepared to make that critical move into the

working world.

The President's Committee is also making a difference through its "High School/High Tech" program. This effort provides promising students with disabilities with supports that can lead to college and careers in science and technology.

C. Employment

Employment is the key to economic security for millions of working age Americans with disabilities. Have to continue to move forward to lift/break down barriers.

We have taken steps towards making the workplace more accommodating to everyone -- especially to people with disabilities:

The Family and Medical Leave Act guarantees job security for those who, due to their own or family members' disability, illness or injury, require leave from their work. This landmark law recognizes that such experiences are a natural part of life that must be accommodated.

The Telecommunications Act, which I recently signed, will make workplaces more accessible and insure that access is an integral part of the Information Superhighway by making telecommunications equipment and services more accessible.

We need to make work pay if we are going to expect people with disabilities to forego (?) cash assistance and obtain economic security in the labor market.

Increasing the minimum wage is vital to insuring this goal. Disabled workers disproportionately work for minimum wages -- yet their living costs are much higher (e.g. need to live on accessible bus routes, in accessible housing, personal care assistance, etc.). By allowing people with disabilities to earn enough to pay their expenses, our proposed increase will allow more people with disabilities to enter the workforce.

While we are enforcing the ADA vigorously and effectively, the unemployment rate among people with disabilities is still painfully high -- estimated at two-thirds. Yet we do not track this critical figure in a systematic and timely way. We need to know how effective our efforts are in placing people with disabilities in the workforce.

Today I'm pleased to announce that at the initiative of the President's Committee, and with the cooperation of the Bureau of Labor Statistics and the Census Bureau, a technique is being devised to track the employment rate of people with disabilities -- just as we track the employment rate of other groups -- in the employment reports issued by the Department of Labor. While it may seem like a minor accomplishment to some, you and I know that it is not. It's one more indication of our resolve to include people with disabilities in all our employment policies and programs.

[Insert accommodations/CAP announcement here if we have it]

(Probably drop this, or shorten to a phrase:) We are also increasing opportunities in the Federal government for people with disabilities. For example, the Federal Bureau of Investigation (FBI) has reformed its hiring standards to ensure that each applicant (for special agent positions) is looked at in terms of his or her ability to do the job.

D. Health Care/Medicare/Medicaid

For many people with disabilities, lack of health care coverage is the main obstacle to employment. Medicaid is too often the only health care coverage available to people with disabilities.

That's why we have refused to go backwards on health care coverage for people with disabilities. We have resisted proposals to end the Medicaid guarantee to meaningful health benefits for the 6 million Americans with disabilities -- including 1 million children.

Without the Medicaid guarantee, a middle class family with a child with a severe disability could be forced to impoverish itself to pay for their child's medical care. Parents could be forced to give up jobs to stay home to care for a child. Children and adults who today live independently in community and family settings with Medicaid supports might be forced into institutions.

Medicaid touches the lives of these six million Americans with varying types and levels of disabilities more profoundly and personally than anything else we do in the Federal Government. Medicaid enables hundreds of thousands of people with disabilities of all ages to get up in the morning, bathe, eat, go to school or work, and then to bed each night. It has become the key to increased independence, productivity, and personal responsibility for thousands of these persons.

Because of our efforts to make the Medicaid program more flexible, more children and adults now get services at home or in the community, rather than in institutions. For example, we have doubled the number of individuals with mental retardation and developmental disabilities served in home and community-based waiver programs since 1992, from 62,000 to 122,000.

That's also why we are working to enact the Kassebaum-Kennedy health insurance reform bill. Although this bill would not solve all our health care problems, it is an important step toward strengthening the health security of the American people. We have suffered some setbacks on our quest for a fairer health care system, but I am determined to move forward in an incremental fashion on important goals like increasing access to personal assistance services. My Medicaid proposal includes a beginning framework to provide more in-home personal services so that we can increase people's independence.

IV. Big Picture Conclusion Reaffirming commitment to his vision -- inclusion, independence, empowerment

Of course, there is no clearer way to demonstrate our commitment than by including

people with disabilities as key members of my Administration. I am very proud of the impressive group of people with disabilities in high-level policy-making positions in this Administration. We will continue to listen to people with disabilities as we go forward.

Options:

Use State of the Union "Age of Possibilities" to describe the times we live in? -- No one knows better than those in the disability movement, across our nation, just how rich those possibilities are.

Quote from ADA 5th: "Opportunity is critical to what we have to do as a nation to meet the great challenges we face and to move forward into the next century."

Personal Responsibility Theme: We need policies that encourage people with disabilities to take responsibility for their own lives. Here is some verbiage the DPC has used:

Every day in our country, persons with disabilities are exceeding the expectations that our society has set for them. In doing so, individuals with disabilities are redefining what it means to be a fully participating member of the American community.

Indeed, Americans with disabilities and their families often are in the vanguard of those calling for a New Covenant with their government. They no longer want to be taken care of by anyone, least of all government. Instead, they expect government at every level to work alongside them to strengthen policies and programs that increase their personal and economic independence, while removing barriers that continue to infringe upon their rights and abilities to lead responsible, productive lives.

Our nation's greatness rests with its people's potential to make the most of their lives and thereby shape the future of our country. Americans with disabilities represent an enormous reservoir of such potential. To tap this potential and power, all of us must heed the President's urgent call to action:

"We must not rest until America has a national disability policy based on three simple creeds: inclusion, not exclusion; independence, not dependence; and empowerment, not paternalism." Bill Clinton, 1992

Draft Talking Points
Annual Conference of the
President's Committee on Employment of
People with Disabilities (PCEPD)

Answer List
1/3
Debra Davis

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But it won't happen unless the government accepts the challenge and accepts its share. That's why we have moved boldly to reduce the deficit, to reform our bureaucracy, to invest in the health, education and talents of our young people, so that we can compete and win in the new global economy.

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From 7/26/95 Roundtable Remarks:

"Because of the ADA, our country is stronger today. ~~Our fellow citizens are being judged by their abilities to contribute, not by their disabilities.~~ Now all of you and millions of others all across this country have an opportunity they never had before, to make the most of their own lives."

I Am committed to the ADA.

We have made a real commitment to vigorous ADA enforcement. Our education and

Year 2000 - An ~~unprecedented~~ ^{unprecedented} budget will be \$
TRANSPORTATION - in urban areas wheelchair accessible

This law, SDO - one of the biggest obstacles to employment enforcement efforts have opened up town halls, schools, transit systems, workplaces, grocery stores, hotels, restaurants, and movie theaters to millions of people with disabilities. We have also insured that the Olympic Stadium, site of this summer's games, will be the most accessible stadium in the world.

Although we have made great progress, we still have a long way to go. Our commitment will not waiver -- even as we make the hard choices necessary to balance the budget. My 1997 Budget calls for a 3.9% increase in funding for ADA enforcement at the Department of Justice. ~~I also requested a~~ % increase for the EEOC. We won't let up until all barriers that keep people with disabilities out of the American mainstream come down.

PERSONAL RESPONSIBILITY

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Mention IDEA budget?? 150% increase

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Increasing the minimum wage is vital to insuring this goal. Disabled workers disproportionately work for minimum wages -- yet their living costs are much higher (e.g. need to live on accessible bus routes, in accessible housing, personal care assistance, etc.). By allowing people with disabilities to earn enough to pay their expenses, our proposed increase will allow more people with disabilities to enter the workforce.

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I want to thank all parties, especially Secretary of Labor Reich, for this new and important initiative. While it may seem like a ~~minor accomplishment~~ to some, you and I know that it is not. It's one more indication of our resolve to include people with disabilities in all our employment policies and programs.
[Insert accommodations/CAP announcement here if we have it]

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Conclusion [I am also proud to say that my Administration includes an impressive group of people with disabilities in high-level policy-making positions.

D. Health Care/Medicare/Medicaid

Perhaps most important, we have refused to go backwards on health care coverage for

people with disabilities. We have resisted proposals to end the Medicaid guarantee to meaningful health benefits for the 6 million Americans with disabilities -- including 1 million children.

Medicaid touches and affects the lives of these six million Americans with varying types and levels of disabilities more profoundly and personally than anything else we do in the Federal Government. Medicaid enables hundreds of thousands of people with disabilities of all ages to get up in the morning, bathe, eat, go to school or work, and then to bed each night: All the things most others take for granted. }

For many people with disabilities, lack of health care coverage is the main obstacle to employment. Medicaid is too often the only health care coverage available to people with disabilities, because of unfair restrictions on preexisting conditions. That's why we are working to enact the Kassebaum-Kennedy health insurance reform bill. Although this bill would not solve all our health care problems, it is an important step toward strengthening the health security of the American people.

By making Medicaid more flexible, many children and adults now get services at home or in the community, rather than in institutions. For example, we have doubled the number of individuals with mental retardation and developmental disabilities served in home and community-based waiver programs since 1992.

Medicaid is a vital safety net for Americans with disabilities and their families as it is for other vulnerable individuals. But, it has also become the key to increased independence, productivity, and personal responsibility for thousands of these persons.

IV. Big Picture Conclusion Reaffirming commitment to his vision -- inclusion, independence, empowerment

Ideas: Use State of the Union "Age of Possibilities" to describe the times we live in. No one knows better than those in the disability movement, across our nation, just how rich those possibilities are.

Quote from ADA 5th: "Opportunity is critical to what we have to do as a nation to meet the great challenges we face and to move forward into the next century."

CONTINUE TO LISTEN

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

13-May-1996 06:29pm

TO: (See Below)

FROM: Patrick M. Steel
 Scheduling and Advance

SUBJECT: Satellite

6-2000

The Satellite remarks to the President's Committee on Employment is definitely on for 9am on Thursday, May 23rd, live from Milwaukee, the beer and cheese capital of the United States. The boss made the call himself so we'll all just have to grin and bare it (or gin and beer it as the would say in Milwaukee).

Look forward to seeing you all at the trip meetings, which begin tomorrow at 2:30pm in Cosmo's office (Rm 188 for those of you who aren't up on our local pop culture idol.

Patrick

Distribution:

TO: William White
TO: Paige E. Reffe
TO: Joshua A. King
TO: Andrew Friendly
TO: Jeremy M. Gaines
TO: Andrew D. Sens

CC: Lee A. Satterfield
CC: Anne Walley
CC: Laura D. Schwartz

Mike Ross



President's Committee on Employment
of People with Disabilities

December 12, 1995

The Honorable William J. Clinton
The President of the United States
The White House
Washington, DC 20500

Dear Mr. President:

It is an honor for me to invite you to be the keynote speaker at the 49th Annual Conference of the President's Committee on Employment of People with Disabilities, on May 22, 1996, in Detroit, Michigan.

As you may know, the President's Committee's Annual Conference is the largest meeting in the country on issues related to the employment of people with disabilities, attracting over 3,000 attendees annually. Representatives of business, organized labor and government gather with disability rights leaders, educators and members of veterans' organizations to discuss the full range of subjects that impact employment opportunities for people with disabilities.

Our conference attendees would be eager to hear you reiterate your strong commitment to civil rights for people with disabilities. I feel that your participation in this Michigan conference during the primary season represents an outstanding opportunity for you to reach out to a large, supportive audience with your vision for the future of the country. You and I know that business, labor and the disability community must work together to maintain America's leadership in the global economy; this conference will give you a unique platform to express your direction and goals for the nation.

I know that you will seriously consider this invitation to be with us and to demonstrate your conviction that "We do not have a single person to waste." I look forward to a favorable reply.

With warmest personal regards,

Sincerely,

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

Tony Coelho
Chair

TC:EE:BF



President's Committee on Employment
of People with Disabilities

FAX TO: Debbie Fine
Chris Gruin
@ 456-6682

From: John A. Lancaster 

Subject: Your request for information on upcoming events

Date: 16 January 1996

³
X pages

Happy New Year!!!

On January 4th you faxed to this office a request for information on our upcoming events. I apologize for the lateness of this response, but with the furlough and snow it has just caught up with me. I trust this response to your questions will still be timely:

- ▶ 49th Annual Conference of the President's Committee on Employment of People with Disabilities;
- ▶ Detroit, Michigan at the Westin Hotel at the Renaissance Center;
- ▶ approximate number of attendees based on recent years attendance - 3,000;
- ▶ the theme - "Investing in Ability";
- ▶ contact person: John Lancaster, Executive Director at 202-376-6200, ext. 18.

I should add that at some point in time every President has addressed an Annual Conference of the President's Committee. Given that this is an election year and the event is in the important state of Michigan, it would be an excellent opportunity for President Clinton to address our Conference and get his message out to an important constituency, the disability community. The President has already been invited to speak at the Conference by our Chairman, Tony Coelho. Please see the attached letters.

If you have any questions do not hesitate to contact me.



President's Committee on Employment
of People with Disabilities

FACSIMILE TRANSMISSION

X **URGENT**

 NORMAL DELIVERY

DATE: 5/15/96

TO:

BILL WHITE

FAX#:

456-6218

OFFICE#:

456-2930

FROM:

PAUL HIPPOCRATES

Total number of pages, including this page: 4

NOTE: Please telephone 202/376-6200 if all pages in this transmission are not received.

ADDITIONAL COMMENTS:

Tony Coelho made
some changes to our talking
points for the President's
speech Thursday, May 23rd.
Can they be included?

Paul H
looks ok
do me - me
you really do
Liz? (R)

Talking Points
for
President Clinton's Speech
at the
Annual Conference of the
President's Committee on Employment of
People with Disabilities (PCEPD)

* New PCEPD Executive Order. I'm proud to be able to announce today that I am signing a new Executive Order for the President's Committee on Employment of People with Disabilities. This new Executive Order formalizes the new directions that the Committee has undertaken in the post-Americans with Disabilities Act (ADA) era.

* Chairman Coelho. I want to take a moment to thank the Committee's Chairman and my friend -- Tony Coelho -- for his vision, commitment, and leadership in bringing the President's Committee to a new level of effectiveness. When I asked Tony what he'd like to do in my Administration, he didn't hesitate for a minute. He told me with fervor and commitment that he wanted to be Chair of the President's Committee on Employment of People with Disabilities. He could have selected any number of options. But once you get to know Tony, you learn quickly about his passion and sense of ministry for the issues facing people with disabilities. As a person with a disability himself, his life-long experiences with discrimination and stigma have only served to steel him for the fight. He is a magnificent leader -- one I am very proud to have in this important leadership post.

* Former PCEPD Chair -- Justin Dart. There is one other person that I want to acknowledge for helping to lay the foundation for the progress realized under Chairman Coelho. That person is the Committee's previous Chairman, a champion of the ADA and the civil rights of American's with disabilities -- Justin Dart. Justin, thank you for your service to the Committee and for what you continue to do to inspire us all.

* A Call to Action. Your President and my Administration is working hard to advance the employment of people with disabilities. But, we can't achieve all we want to achieve without your help. Here are some important efforts that we have begun. I challenge you to get involved in these programs and help us to do more.

* Job Accommodation Network. First, the Committee's "Job Accommodation Network" or JAN is the kind of program that gets people with disabilities working. During my Administration we have doubled its capacity. For those of you who don't know about this program, it's a resource center that employers, job applicants with disabilities and other interested parties can call to get the information they need to create an accessible and

productive environment for workers with disabilities. Each year this President's Committee program impacts the employment of at least 22,000 people with disabilities. It's a free service. When you hear people complaining that they don't know where to get good advice, tell them about JAN. Help us get the word out about this vital service.

*** CAP** While our JAN program gives out information about how to accommodate a worker with a disability, the Department of Defense, has begun an agency wide program that actually demonstrates for workers with disabilities and supervisors, needed job accommodations. In addition, this innovative program also assists with the acquisition of disability related devices and equipment. This model program needs to expand and serve the entire federal government. Moreover, this approach, a job accommodation training center, is something that the private sector should consider. I have asked Chairman Coelho to work with both other federal agencies as well as the private sector to explore this promising new program.

***High School/High Tech.** Another Committee initiative that is a priority of my Administration and is already making a difference is our "High School/High Tech" program. This effort, now in place in 10 areas of the country, provides promising students with disabilities with activities and support that lead to post-secondary education and careers in science and technology. We need more companies to come forward -- to provide mentorship and meaningful hands-on learning experiences to young people throughout the United States. Join me and the President's Committee to find out how your company can be part of this team.

*** Workforce Recruitment Program.** The Committee's "Workforce Recruitment Program" identifies job-ready college students with disabilities who are excellent candidates for jobs in the private sector. This program, an outgrowth of the Federal Recruitment Program coordinated by the President's Committee and the Department of Defense, is an excellent example of combining federal resolve. Nearly 800 college students with disabilities have been interviewed and profiled as candidates for internships and full-time employment opportunities in both the federal government and the private sector. Last year, about 150 students got jobs in the federal government. This year, I am proud to be able to report to you that the federal government will hire almost 200 college students with disabilities -- but that leaves a lot of qualified candidates still seeking employment. I ask our employer friends to take advantage of the talent we've collected and fill an internship in your company.

*** Business Leadership Network.** Another program started during this Administration that you can help us with is the Committee's "Business Leadership Network." Beginning with business commitments in eight states, this program has the potential to become a nationwide corps of employers, small, medium and large - who will carry the message to their business colleagues about

the bottom-line benefits of hiring employees with disabilities. Get involved! We need all interested employers to become part of the network so that you can offer your experiences and expertise to your community.

*** Minority Initiative.** One other very critical program of the Committee needs your involvement and support -- the Minorities with Disabilities program. Do you realize that more than 80% of African Americans with severe disabilities are not in the labor force? I have asked the President's Committee to join forces with the U.S. Department of Education to address this problem. Within the next few months we will be announcing a new project to develop community leaders among minority individuals with disabilities, who can then take on this important challenge at the local level. Groups like the NAACP, the Urban League, La Raza and other minority organizations have made a commitment to participate in this important effort. Join them and help us to bring employment and training opportunities to minorities with disabilities.

*** Entrepreneurship.** Most of the growth that our economy has experienced over recent times has been in the area of small business. I believe people with disabilities should have an equal opportunity to start their own small businesses, if they wish. I have asked Chairman Coelho and the President's Committee to begin a program of support to the disability community which educates them about small business opportunities and which gives them the information they need to make an informed choice about their own potential to start their own businesses.

*** Demographics.** While the agencies charged with ADA enforcement are doing their jobs vigorously and effectively, we need to know how effective our efforts are in placing people with disabilities in the workforce. Today I'm pleased to announce a new Federal initiative. At the initiative of the President's Committee, and with the cooperation of the Bureau of Labor Statistics and the Census Bureau, an accurate technique is being devised to track the employment rate of people with disabilities, in the employment reports issued by the Department of Labor.

I want to thank all parties, especially Secretary of Labor Reich, for this new and important direction. While to some of you this may seem like a minor accomplishment, let me say that it is not. It's one more demonstration of National Policy to fully include people with disabilities in all our employment policies and programs.

May 16, 1996

MEMORANDUM

To: Bill White
From: Mary Kaye Rubin
Subject: Annual Conference Audience Composition

The audience at the Annual Conference General Session on Thursday, May 23, 1996 will be comprised of representatives of all of our constituencies as follows:

Individuals with disabilities, and their families and friends;

Disability advocates;

Veterans with disabilities;

Employers;

Organized labor representatives;

Minority community members;

Disability press and other media representatives;

Vocational Rehabilitation Counselors and other service providers;

Education personnel.

I hope that this will be of assistance. If you have any questions or need anything else, just call me on (202) 376-6200.

Thank you

117

THURSDAY, MAY 23, 1996

GENERAL SESSION

8:45 a.m. - 10:15 a.m.

Script

Focus - What Must Vocational Rehabilitation Professionals, People with Disabilities, Business and Labor Officials and the Minority Community Do in the Future to Increase the Employment Rate of Workers with Disabilities in the Workforce. How Will the White House Address Disability Employment Issues in the Future.

8:10 a.m.	President's Committee's seal is projected on two 9' x 12' screens
8:15	Music begins and ballroom doors open
8:45	Videotaping and real time captioning begin
8:45	Participants Miller, Coelho, Sweeney, Haughton and Checchi enter stage and take seats
8:45 - 8:47	Committee Vice-Chair Lenore Miller opens the session and welcomes (2 minutes)
8:47 - 8:48	Miller introduces Committee Chairman Tony Coelho (1 minute)
8:48 - 9:06	Coelho addresses what people with disabilities and vocational rehabilitation counselors must do in the future to increase employment opportunities for individuals with disabilities (18 minutes)
9:06 - 9:07	Miller introduces John Sweeney, President, AFL/CIO (1 minute)
9:07 - 9:25	Sweeney addresses what organized labor must do in the future to increase employment opportunities for individuals with disabilities (18 minutes)
9:25 - 9:26	Miller introduces Claiborne D. Haughton, Jr. Principal Director and Director, Civilian Equal Employment Opportunity, Department of Defense (1 minute)

9:26 - 9:44 Haughton addresses what the minority community must do in the future to increase employment opportunities for individuals with disabilities (15 minutes)

9:44 - 9:45 Miller introduces Alfred A. Checchi, Co-Chairman, Northwest Airlines, Inc (1 minute)

9:45 - 9:55 Checchi announces a new Northwest Airlines initiative involving individuals with disabilities (15 minutes)

9:55 - Fudge time if the session is running late. Otherwise Coelho summarizes past accomplishments and the necessary future steps outlined at this session until he receives signal that the President is ready.

David Cox gives Coelho signal that the President is ready

White House seal is projected on both 9' x 12' screens

Coelho introduces President Clinton (2 minutes)

Coelho and all other participants leave the stage

President Clinton is projected on both 9'12' screens

President Clinton speaks (15 minutes)

Coelho thanks President Clinton, Miller, Sweeney Haughton and Checchi and adjourns the session

President's Committee seal is projected on both 9' x 12' screens



President's Committee on Employment
of People with Disabilities

July 30, 1996

Mr. Bill White
Office of Public Liaison
The White House
1600 Pennsylvania Avenue, N.W.
Washington, DC 20500

Dear Bill:

It is my pleasure to share with you a copy of the President's Committee on Employment of People with Disabilities' 1996 Educational kit. The theme for this year's program is "Ability For Hire." The kit has been developed to enhance the information available to the public regarding the Americans with Disabilities Act, job accommodations, and the employability of persons with disabilities.

The kit will serve as a technical assistance tool to assist employers and others to incorporate persons with disabilities into the diversified workforce of this nation. President Clinton has said, "America will not work if Americans cannot work." The educational activities generated during the year will do much to open doors for the employment of the most underutilized of America's workforce -- people with disabilities.

If you need additional copies of this information, contact Faith Kirk on 202-376-6200, ext. 13.

Sincerely,

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

Tony Coelho
Chairman

TC:FK:bm

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PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES
EDUCATIONAL KIT 1996

1331 F Street, N.W.
Washington, DC 20004-1107
202-376-6200 (Voice)
202-376-6205 (TDD)
202-376-6219 (Fax)



President's Committee on Employment
of People with Disabilities

NEWS RELEASE

Contact: Dina Dorich
Faith Kirk
202-376-6200

FOR RELEASE ON DECEMBER 15, 1995

NEW POLL SHOWS STRONG BUSINESS ENDORSEMENT OF THE ADA

Washington, DC -- December 14, 1995) Almost three fourths (73%) of the top industries across the United States are currently hiring people with disabilities. And while some have attacked the value of legislation such as the Americans with Disabilities Act (ADA), a sizable majority (54%) of people who make hiring decisions for these companies claim that the ADA has had a positive impact on corporations. Only 16% believe the ADA has had a negative effect.

This finding comes from a survey conducted (October 17 to 31, 1995) for the President's Committee on Employment of People with Disabilities by Global Strategy Group, Inc., a New York based polling firm. Results were presented to the Executive Board of the President's Committee on December 15. The survey consisted of a nationwide random sample of 300 CEO's and Human Resource Managers in Fortune 5000 companies related to manufacturing, technology, and communications and carries a margin of error of $\pm 5.7\%$.

Looking at the data by industry, two-thirds (66%) of executives in the field of technology believe the ADA has had a positive impact as do a majority (52%) in the communications industry. Slightly less than half (46%) of all manufacturing human resource managers think the ADA has made a positive impact on companies across the United States. Regionally, 59% of those in the East and 51% in the South find the ADA to have made a positive impact while 47% in the Midwest/West say the same.

Technology-based industries are not only the most likely to extol the virtues of the ADA, but also demonstrate the most impressive record of hiring people with disabilities (76%), although the manufacturing industry is not far behind (74%). And while the communications industry personnel are the least likely to be hiring people with disabilities, their record is still

impressive (69%). Hiring people with disabilities appears to correlate more with the size of companies. An inspiring 87% of companies with more than 200 employees are hiring people with disabilities as are three fourths (75%) of companies employing 51-200 people. More than half (58%) of companies with less than 50 people are hiring people with disabilities.

The survey revealed several other major findings:

- * A majority (51%) of these companies are looking for access to qualified applicants so they can move forward with hiring individuals with disabilities. Another 16% would like job accommodation information while 9% need awareness training, and a similar number (9%) need more information on the ADA.
- * The government (22%) and the media (20%) are the best sources for information on the ADA. Slightly less than one in five (18%) use their lawyer for information while 12% attend seminars.

"Data in this survey mirrors information gathered in other recent surveys, and confirms corporate America's overwhelming support of the ADA," says Tony Coelho, Chairman of the President's Committee.

A July 1995 Harris Poll, conducted for the National Organization on Disability, showed that a large majority (70%) of senior corporate executives support the ADA and another 8% believe it should be strengthened; in the same poll 89% of employers supported policies to increase the number of people with disabilities in their companies. A January 1995 poll conducted by Mason-Dixon and funded by the Florida Chamber of Commerce Foundation's Disability Awareness Project showed that, on the basis of the experience of Chamber members, 87% of employers who had hired persons with disabilities would encourage other businesses to do likewise.

According to Jeffrey Pollock, a principal of Global Strategy Group and author of the President's Committee's survey, "There is a great deal of support in critical American industries for the ADA. The industries which are key to the growth of the American economy are fully behind the ADA and the success it has enjoyed. There is no industry support for changing the law whatsoever."



Americans With Disabilities Act

**Prepared by:
Global Strategy Group, Inc
November 30, 1995**



Global Strategy Group, Inc.

Methodology

- The survey conducted was a sample of 300 CEO's and Human Resource Directors in three key industries: manufacturing, communications, and technology.
- The margin of error for this survey is +/- 5.7%.
- The interviews were conducted from October 17 to October 31, 1995 during business hours.
- The interviews were conducted with a CATI (Computer Assisted Telephone Interview) system.
- The analysis and processing were conducted by Global Strategy Group, Inc.



Global Strategy Group, Inc.



GLOBAL STRATEGY GROUP, INC.
532 LA GUARDIA PLACE, SUITE 204
NEW YORK, NY 10012

TEL: 212.260.8813 FAX: 212.260.9058

Americans With Disabilities Act Survey Topline Results
300 Human Resource Managers / CEOs of Fortune 500 Growth
Industries (Technology, Communications, and Manufacturing)
Margin of Error $\pm 5.7\%$

Survey Performed October 18 - November 1

Some Results Do Not Add to 100% Due To Rounding Errors

- 1) What do you think about the Americans with Disabilities Act? That is, what impact do you think the American with Disabilities Act (or ADA) has had on businesses in general? Would you say it has had a very positive impact, somewhat positive, somewhat negative, very negative impact, or has the act had no impact at all. If you have never heard of the act, just say so.

17%	Very positive impact	54%	TOTAL POSITIVE
37%	Somewhat positive impact		
13%	Somewhat negative impact		
3%	Very negative impact	16%	TOTAL NEGATIVE
16%	No impact at all		
1%	Never heard of		
13%	Don't know / Refused		

- 2) Some businesses are hiring people with disabilities for work while others are not. In general, is your business hiring people with disabilities?

73%	Yes
14%	No
13%	Don't know / Refused

- 3) (IF NO FROM QUESTION 2, ASK:) Why not?

50%	Unsure where to find qualified people with disabilities
* %	Personal discomfort
0%	Health insurance for the disabled
0%	Costs of hiring the disabled
0%	Fear of law suits or legal action
50%	Don't know / Refused (DO NOT READ)

4) What would be most helpful to you in hiring people with disabilities?

- 51% Access to qualified applicants
- 16% Information on how to arrange job accommodations
- 9% Awareness training
- 7% Accurate information on the Americans with Disabilities Act
- 3% Tax incentives
- 13% Don't know / Refused

5) How do you get your information regarding the Americans with Disabilities Act?

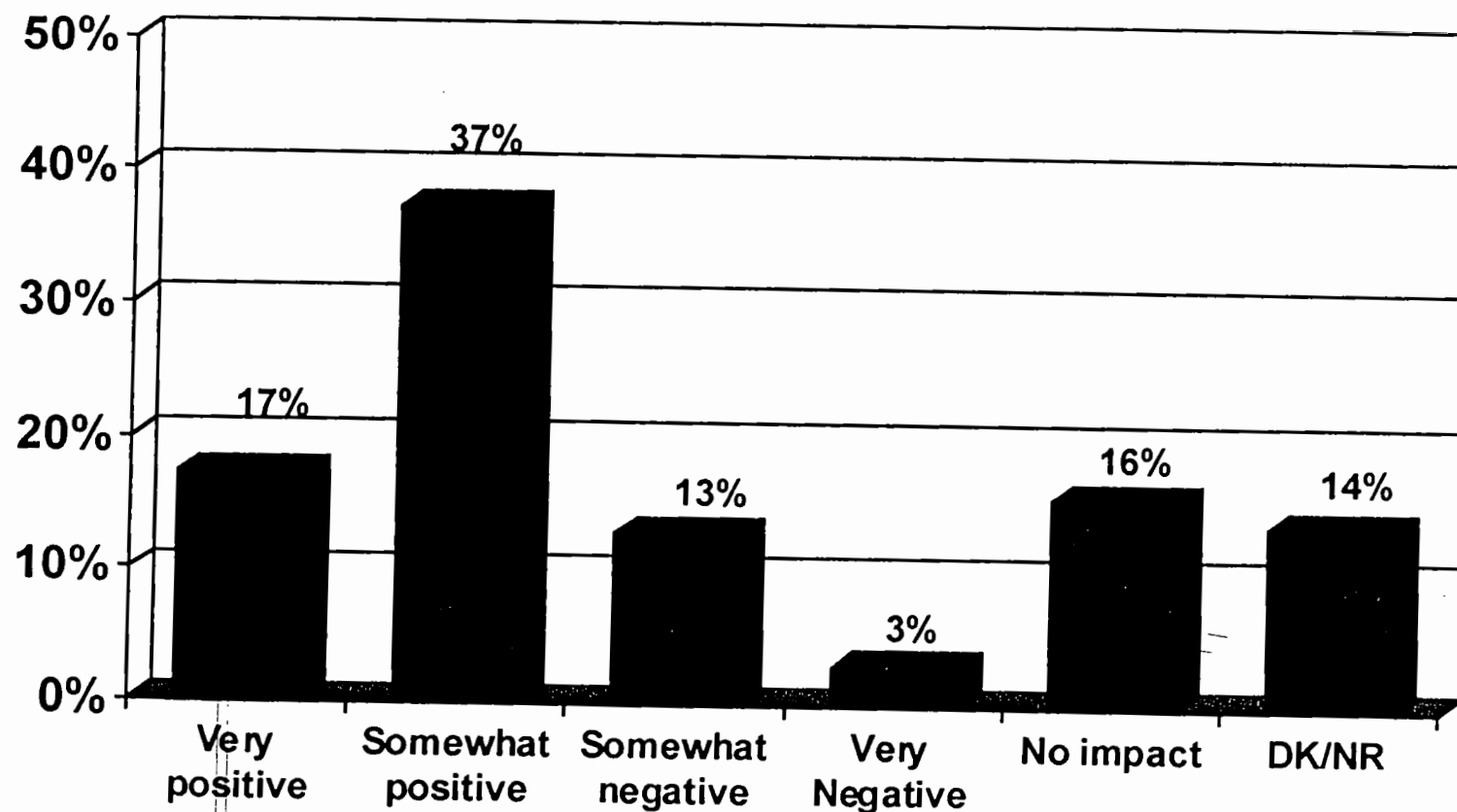
- 22% The government
- 20% The media - newspaper and broadcast
- 18% A lawyer
- 12% Training or educational seminars
- 8% Business magazine
- 6% A consultant
- 13% Don't know / Refused

6) What is your title

- 87% Human Resource / Personnel Manager
- 13% CEO

* % = Less than 1 %, greater than 0%

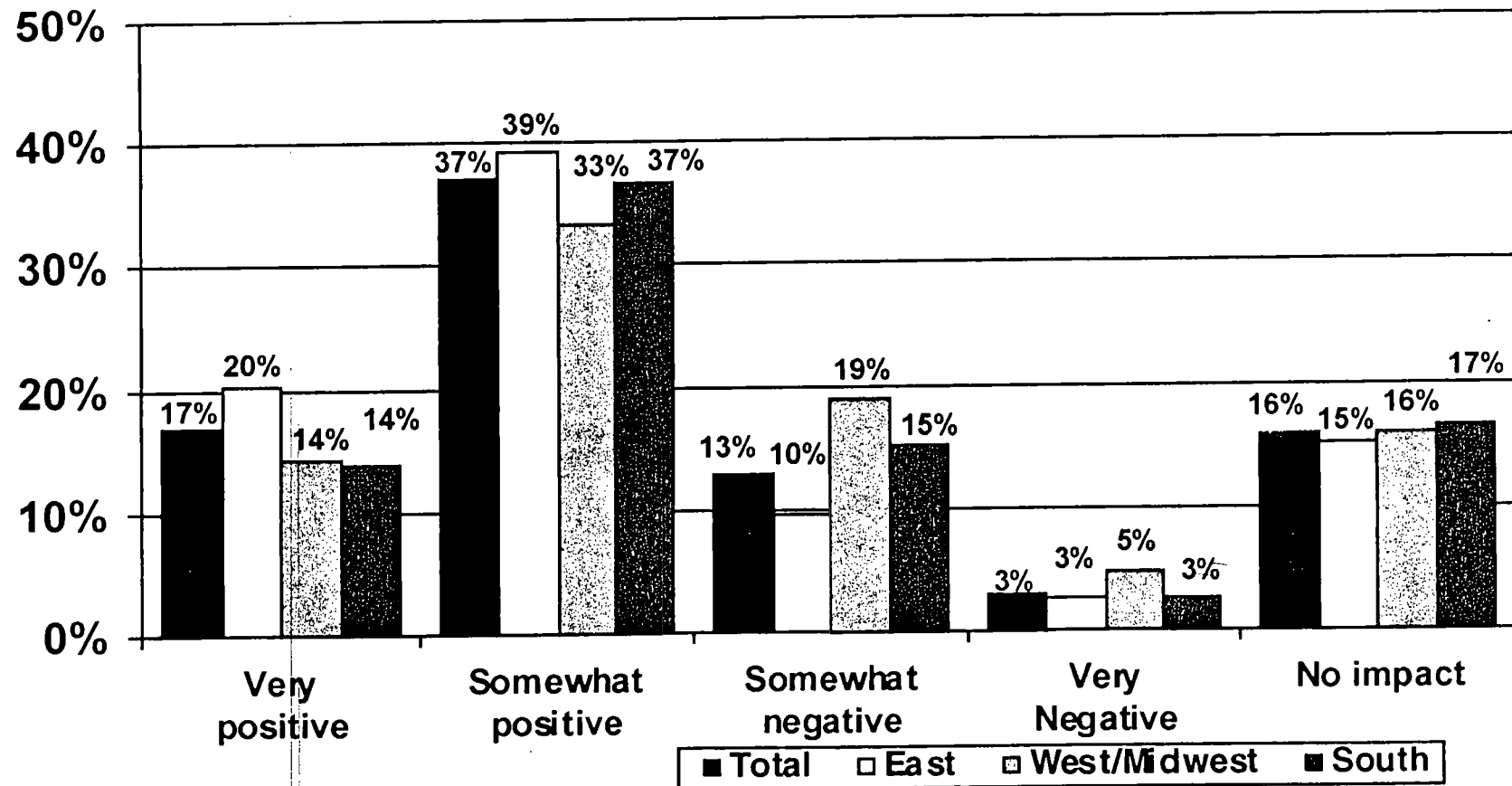
What Impact Do You Think The Americans With Disabilities Act Has Had On Corporations In General?



Global Strategy Group, Inc.

What Impact Do You Think The Americans With Disabilities Act Has Had On Corporations In General?

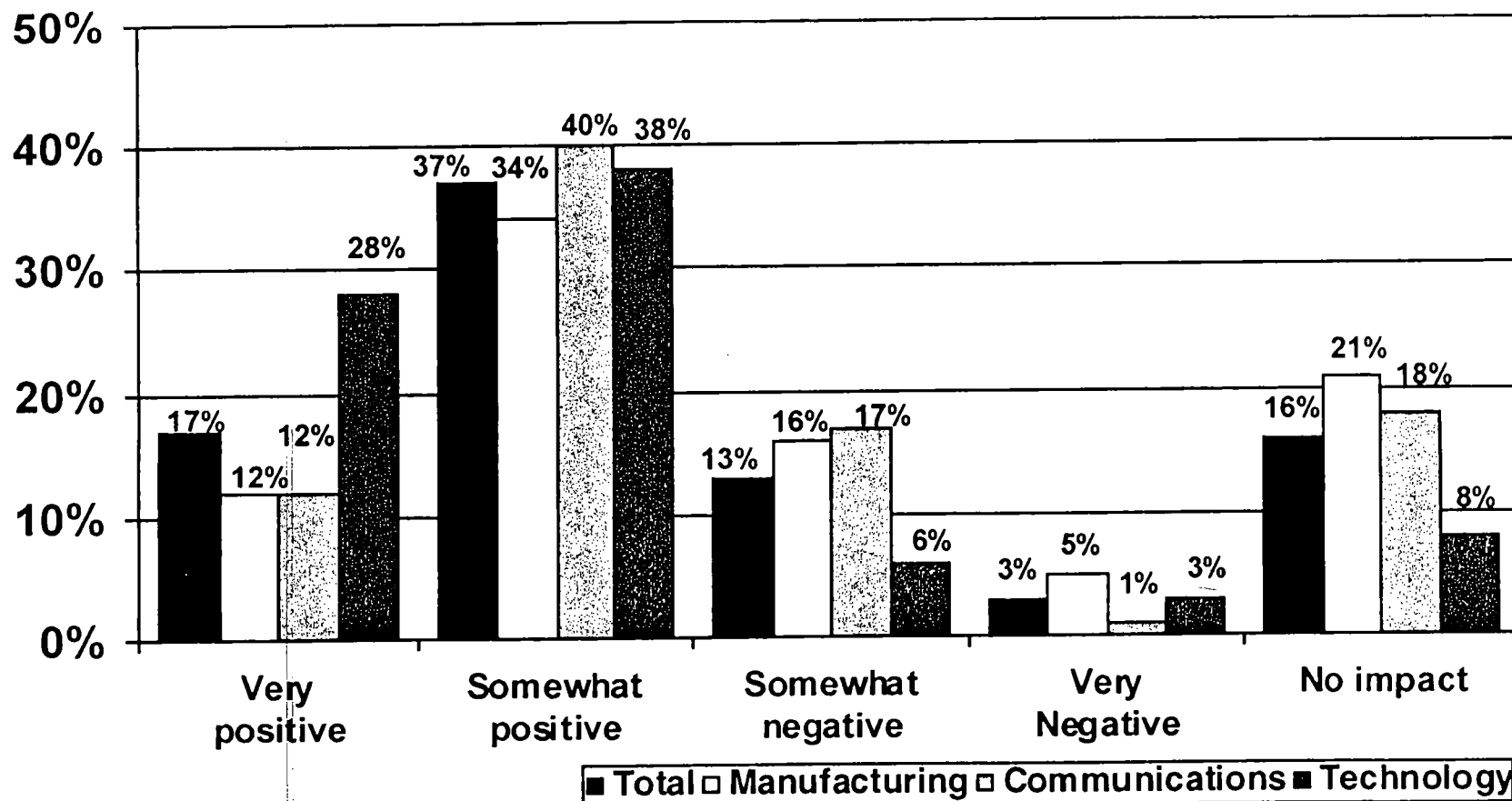
Regional Breakdown



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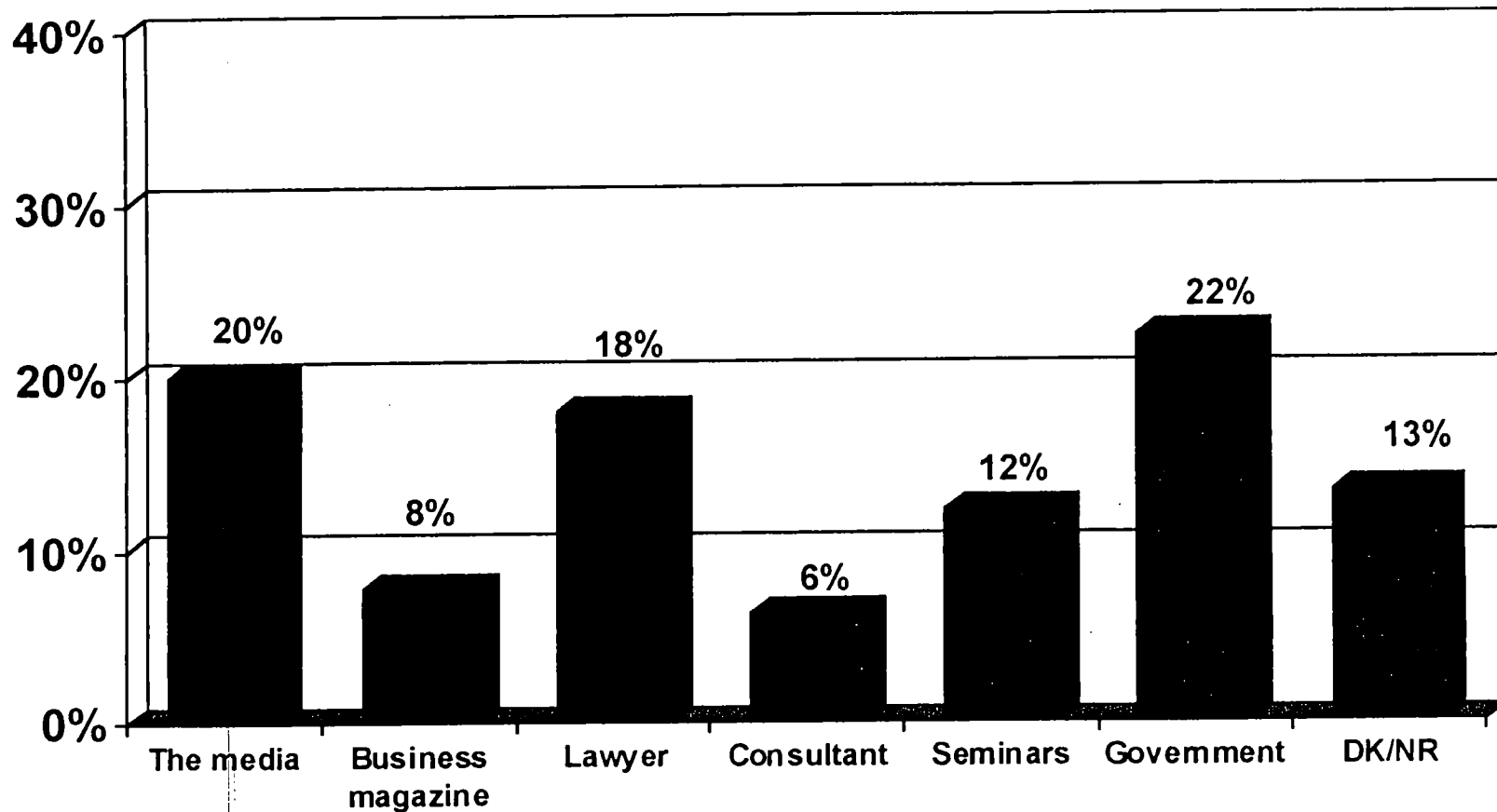
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Industry Breakdown



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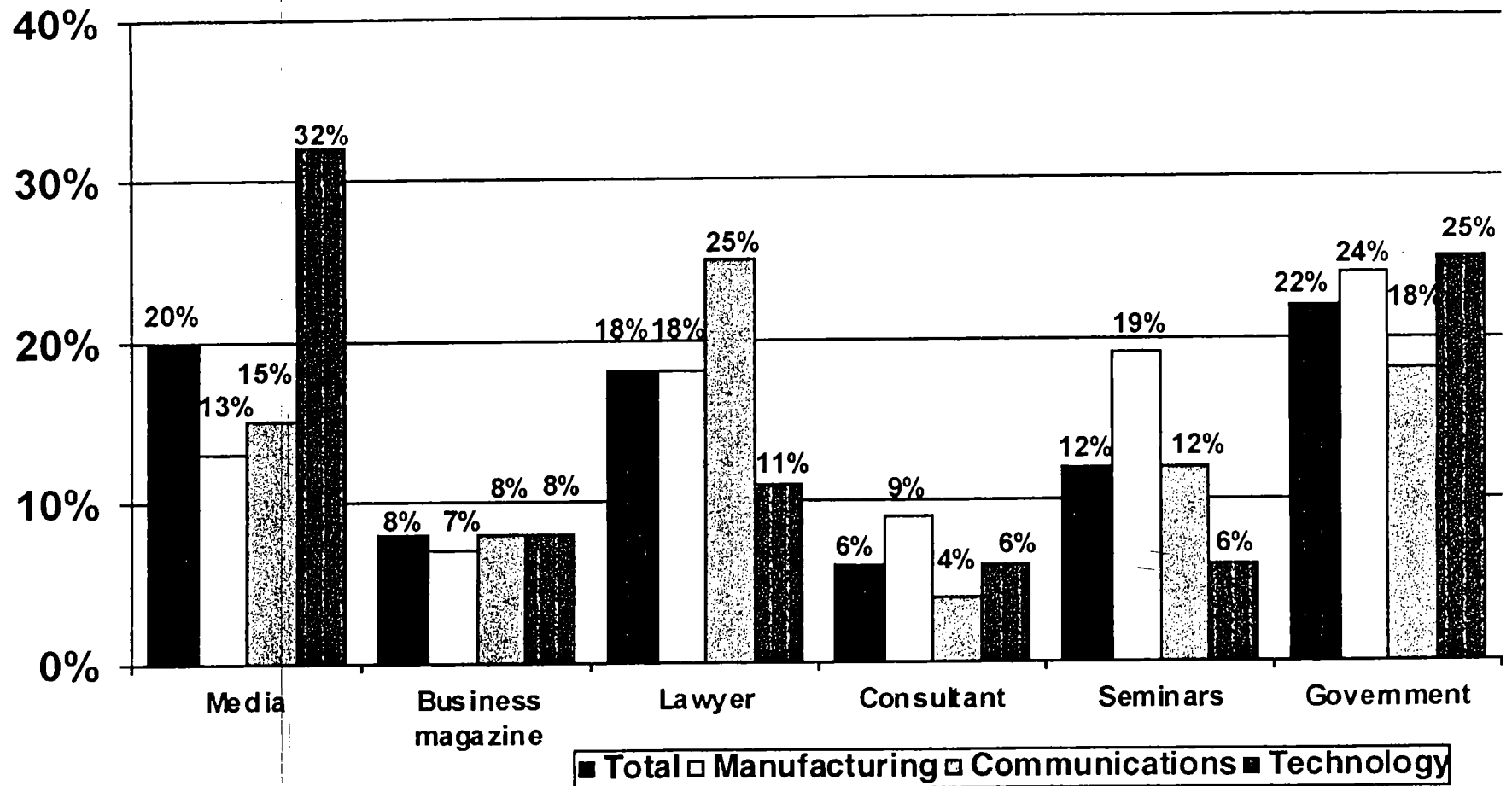
How Do You Get Your Information Regarding The Americans With Disabilities Act?



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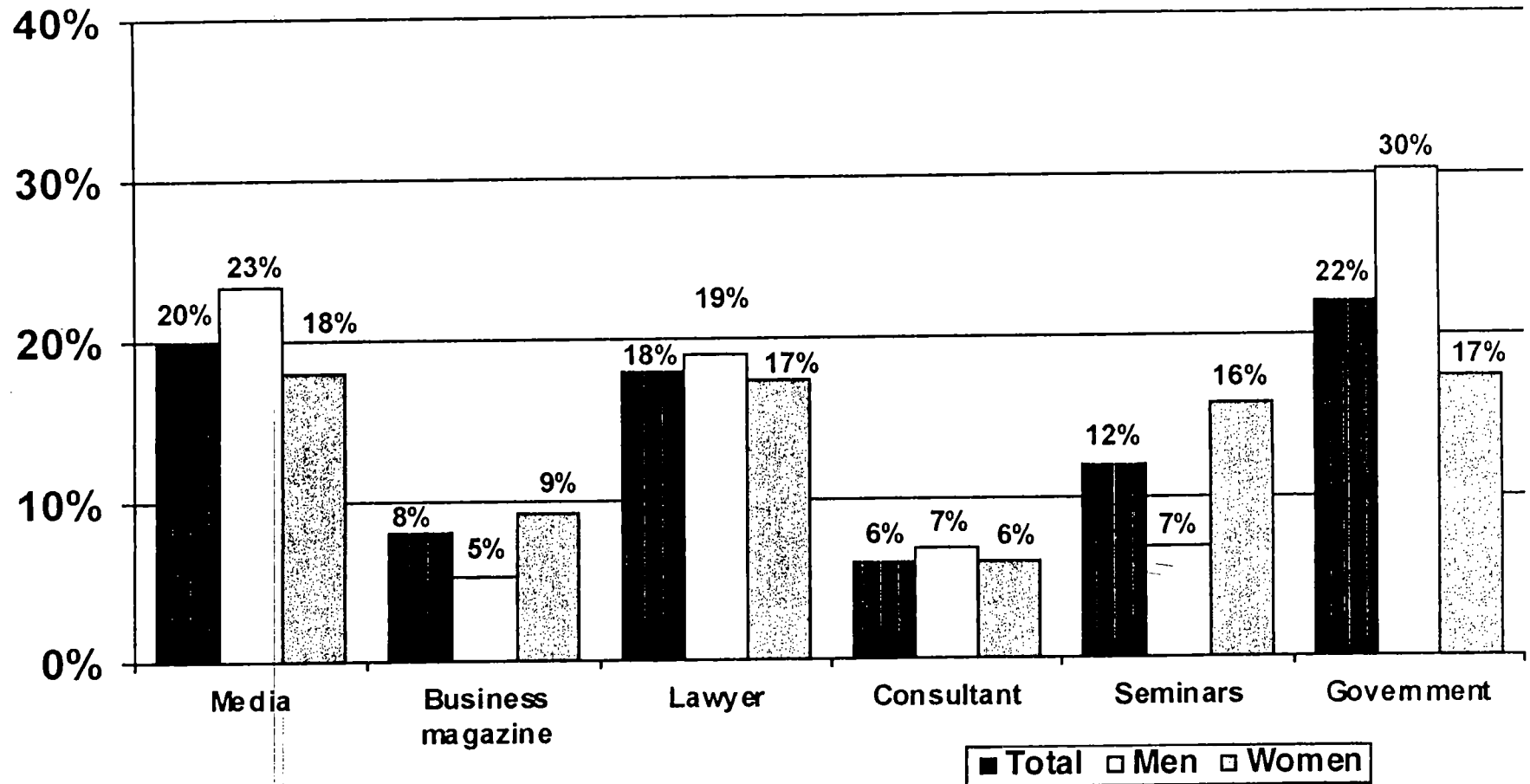
Industry Breakdown



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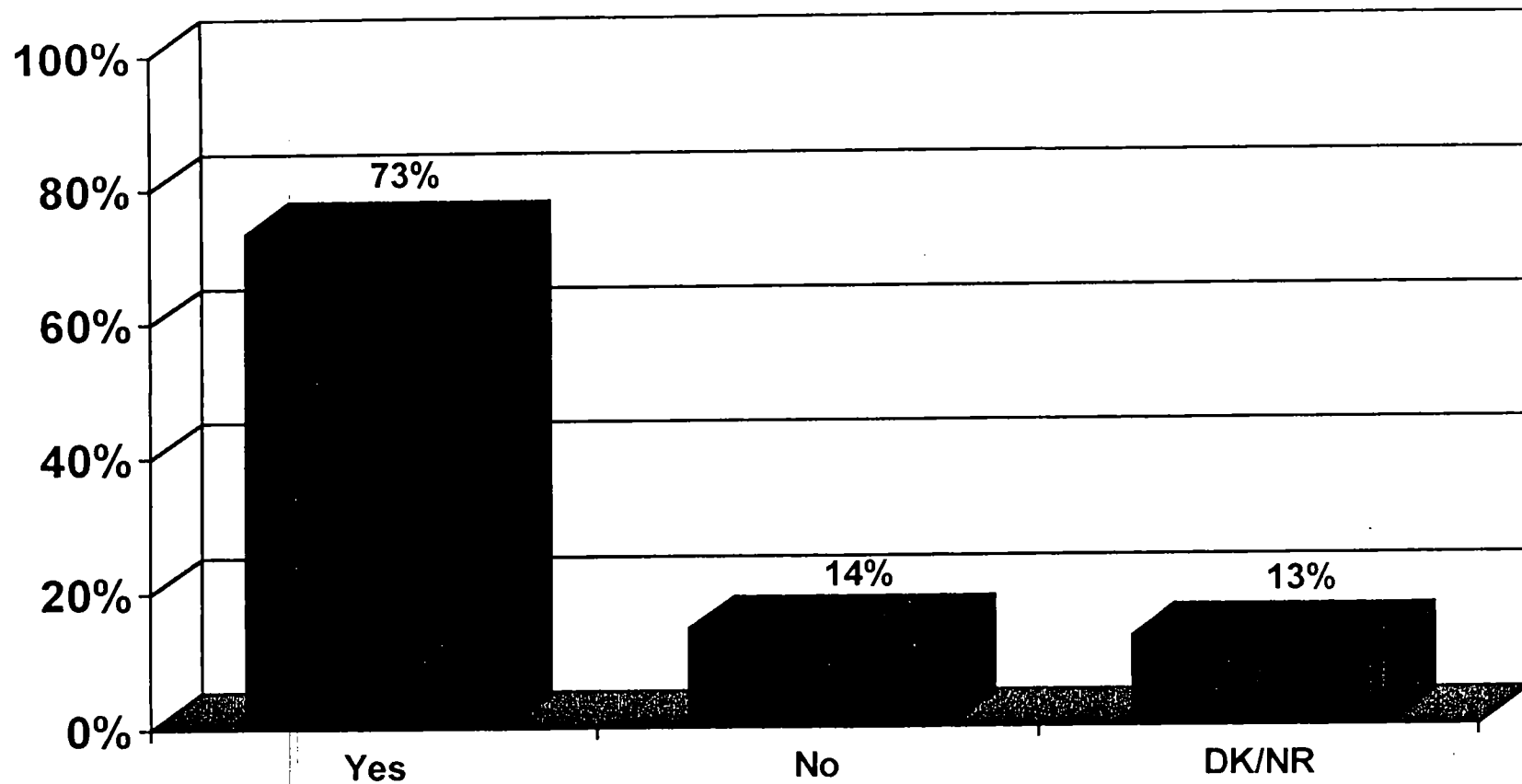
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Gender Breakdown



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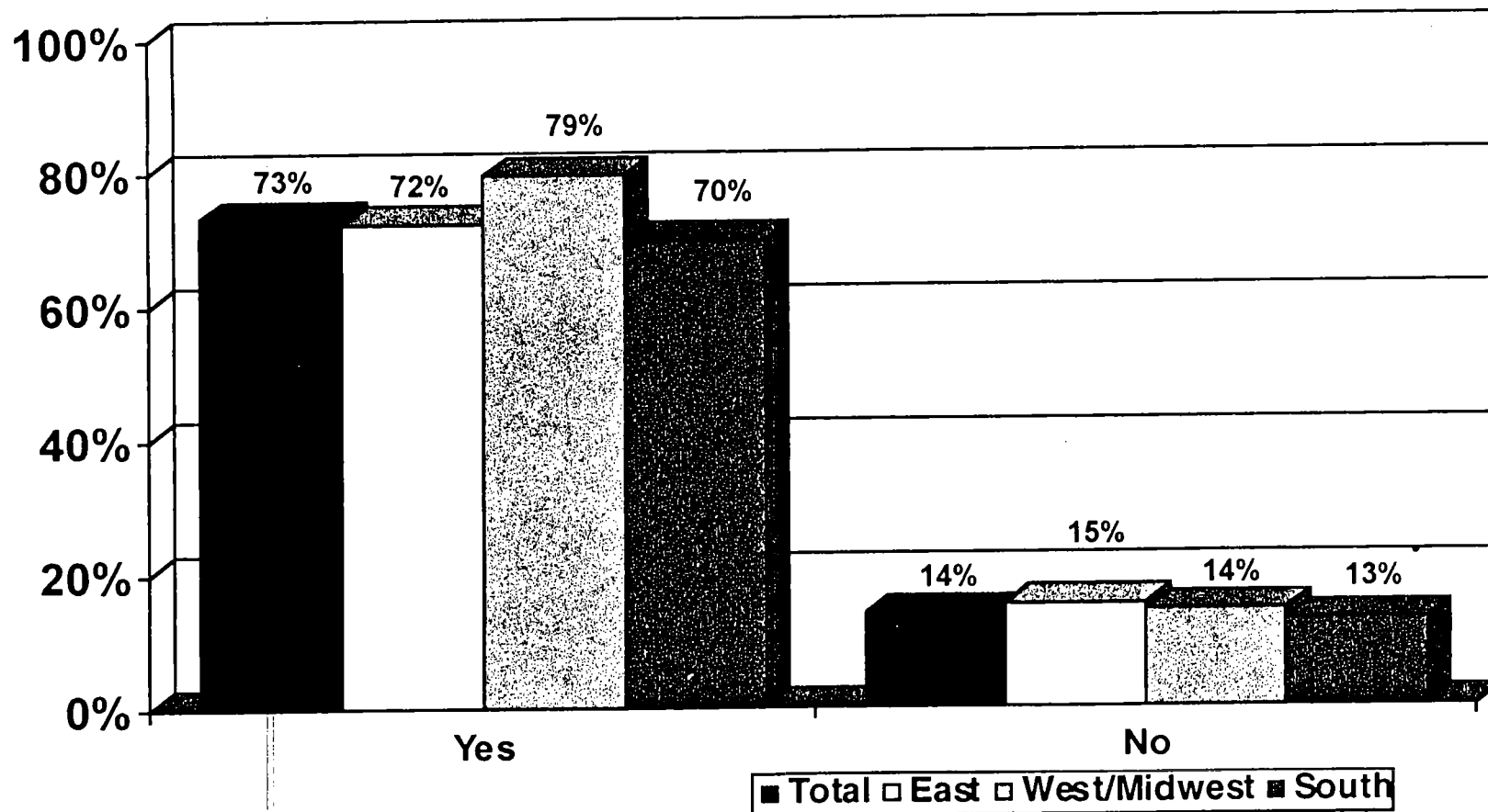
Is Your Company Hiring People With Disabilities?



Global Strategy Group, Inc.

Is Your Company Hiring People With Disabilities?

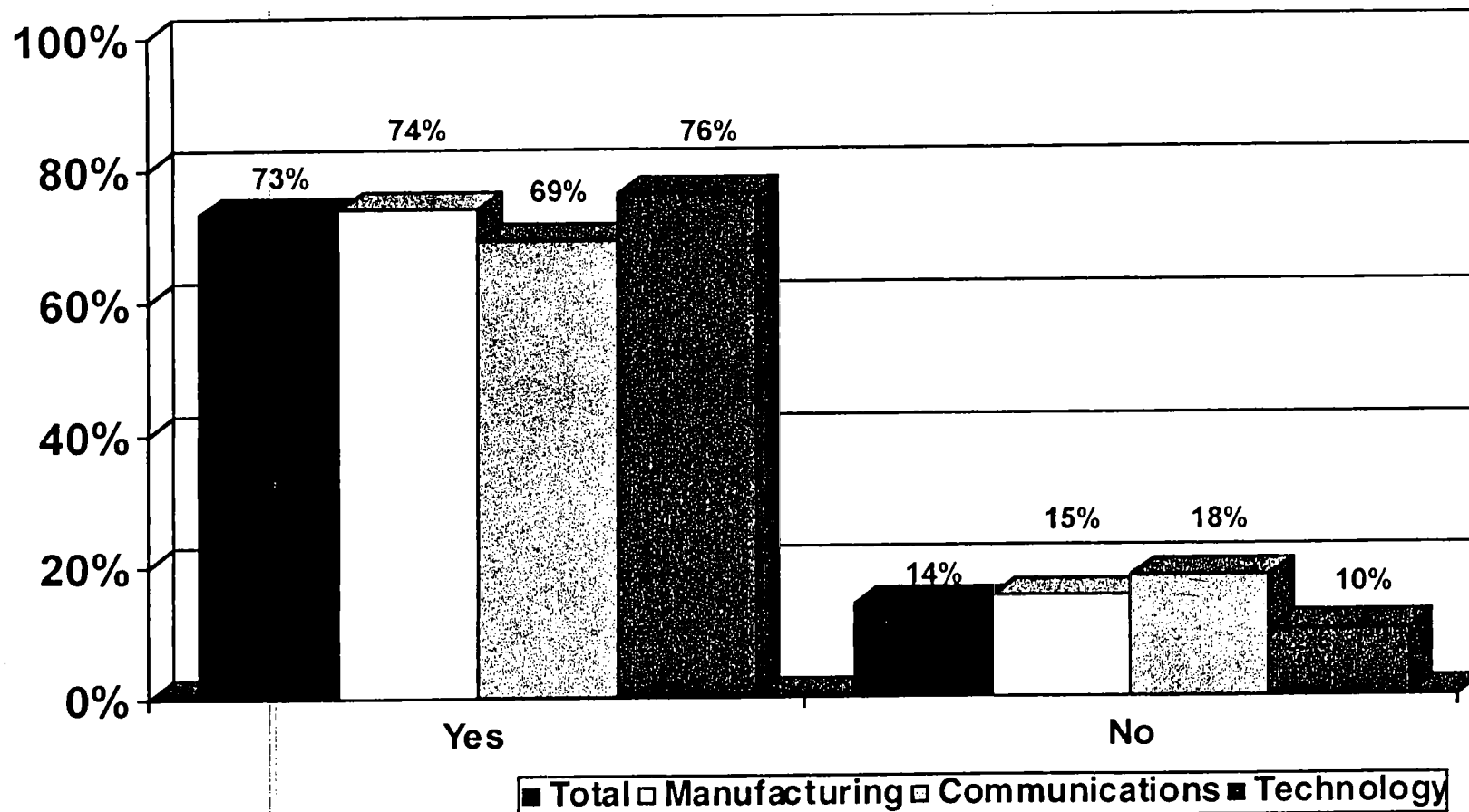
Regional Breakdown



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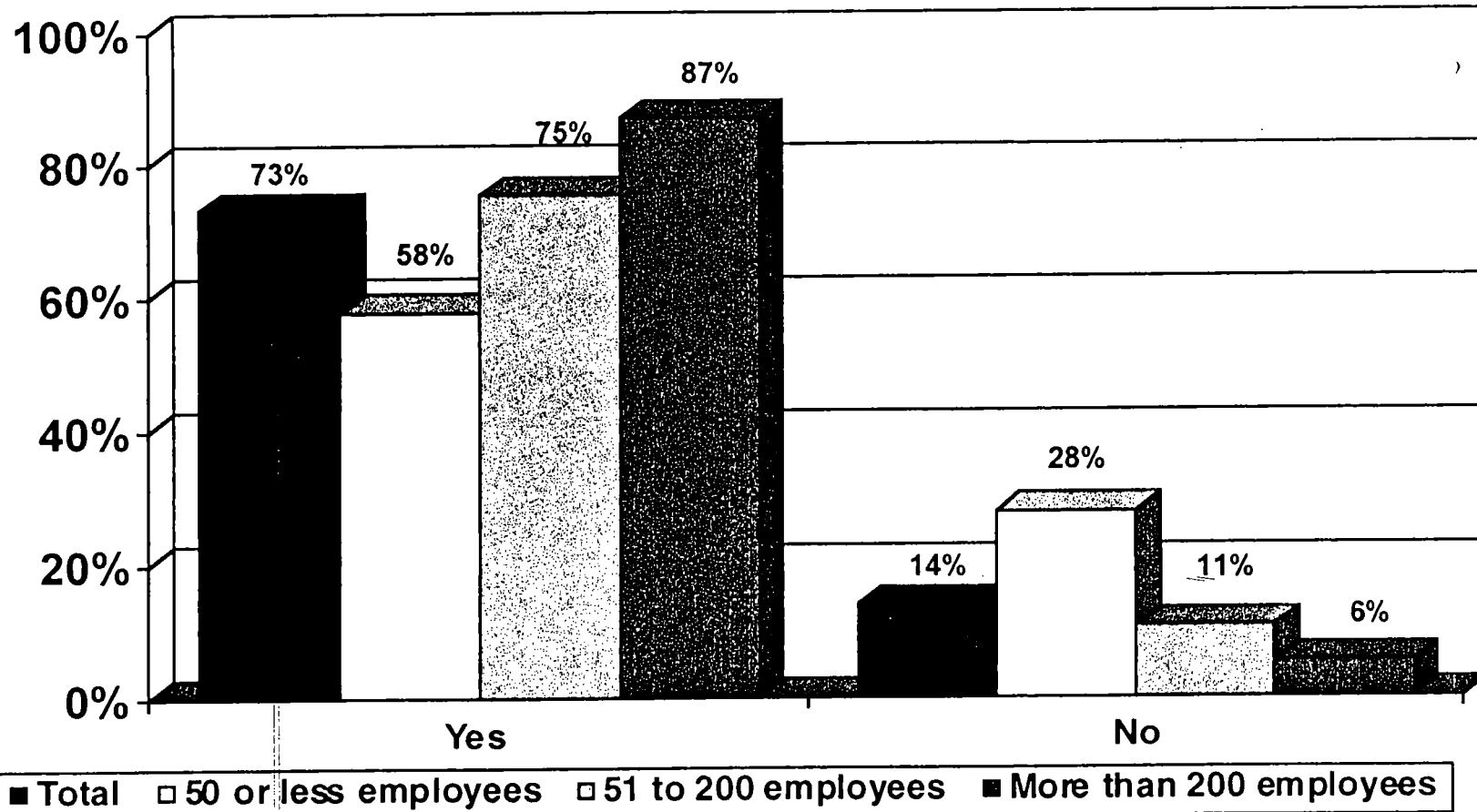
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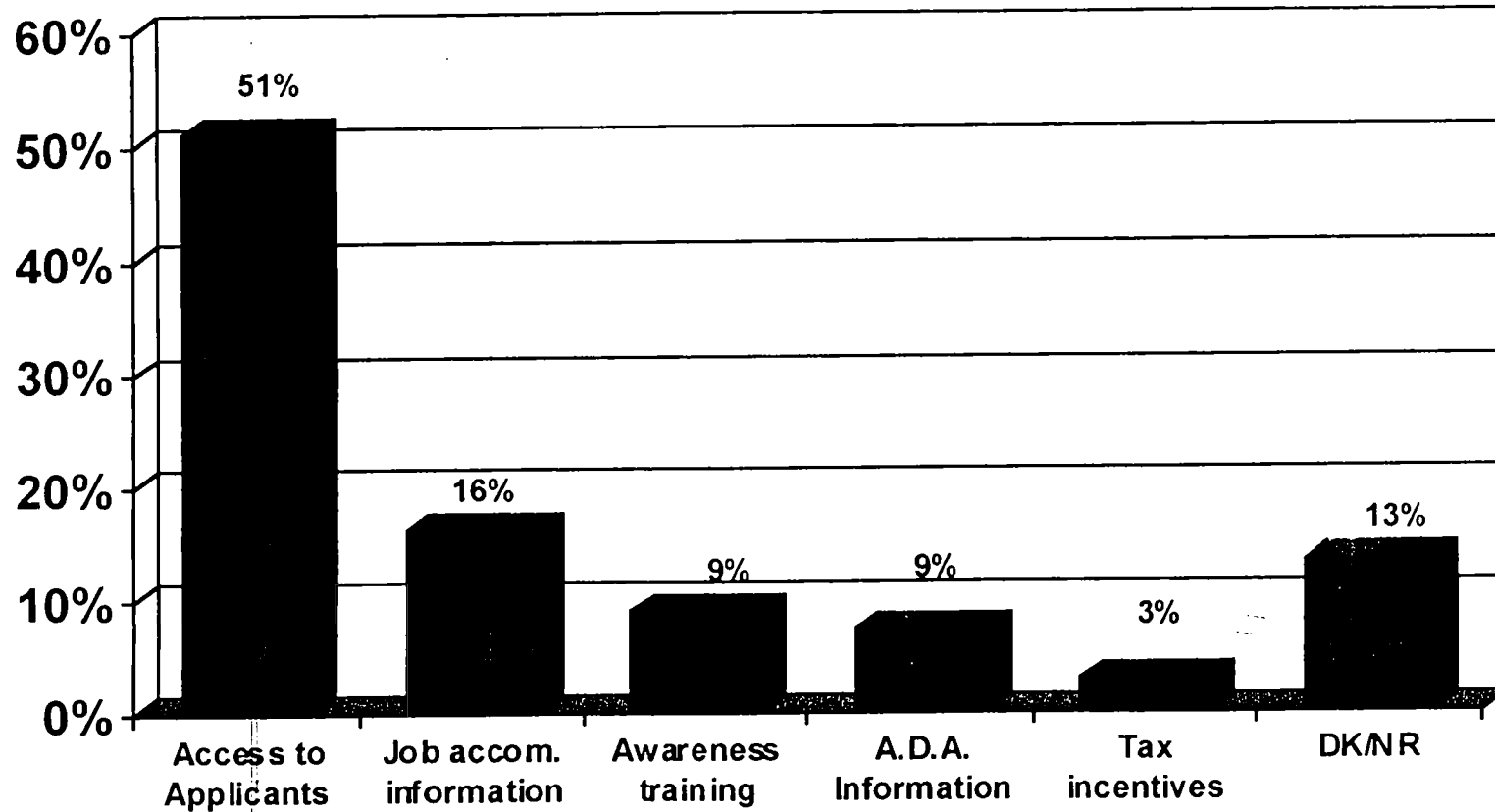
Is Your Company Hiring People With Disabilities?

Company Size Breakdown



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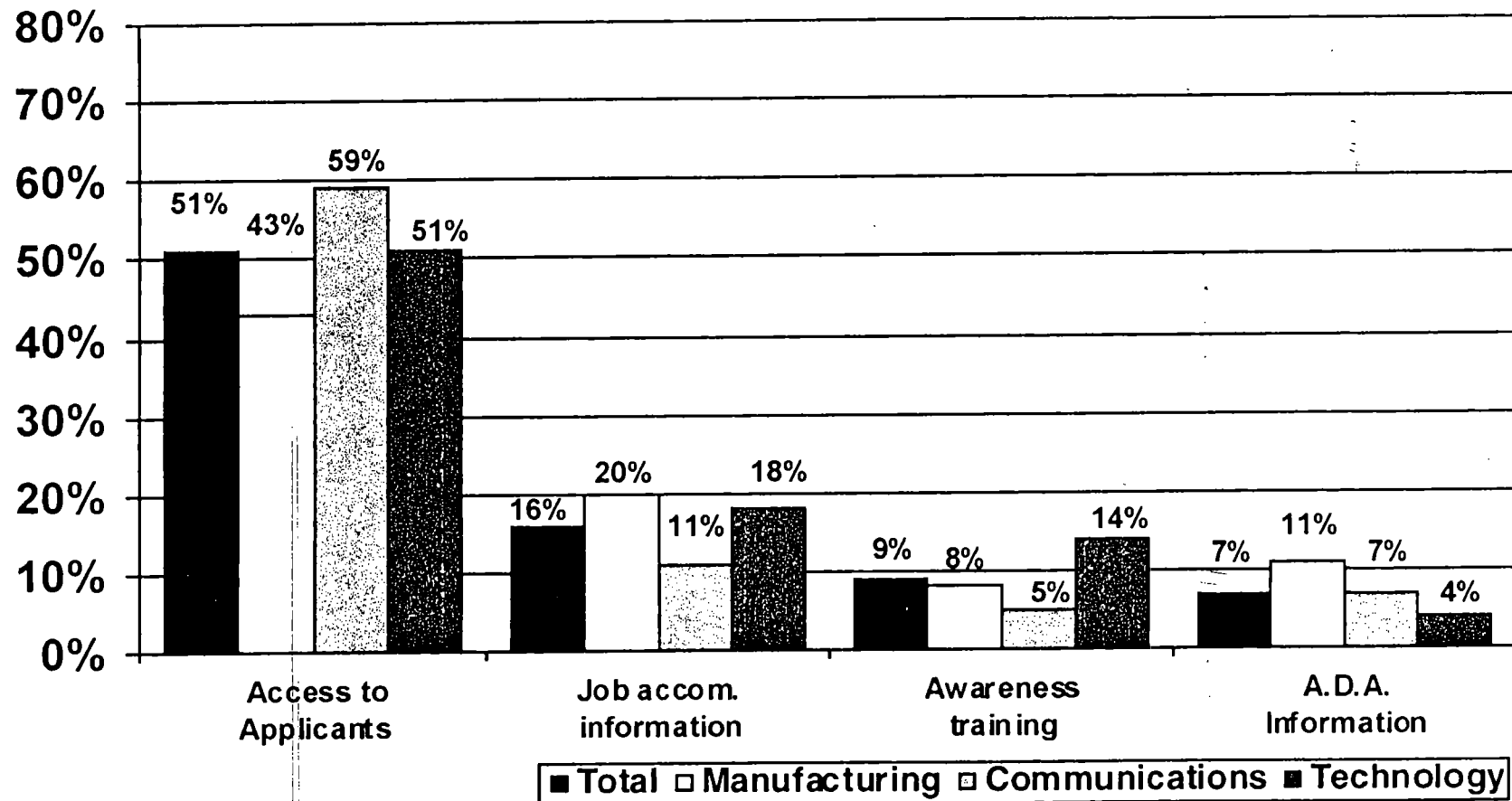
What Would Be Most Helpful To You In Hiring People With Disabilities?



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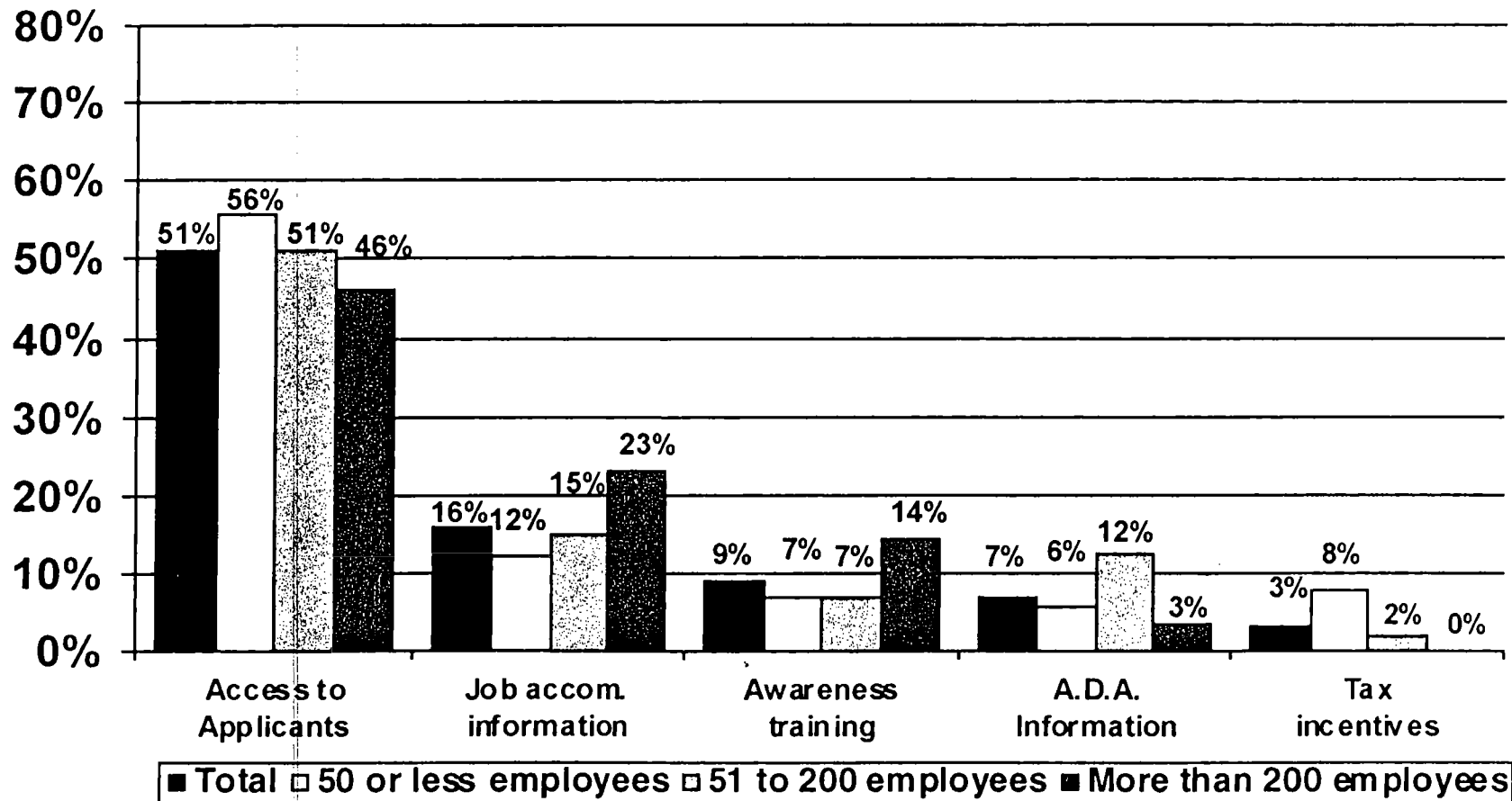
Industry Breakdown



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What Would Be Most Helpful To You In Hiring People With Disabilities?

Company Size Breakdown



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President's Committee on Employment
of People with Disabilities

June 25, 1996

Mr. William White
Associate Director
Office of Public Liaison
The White House
OEOB-111 1/2
Washington, DC 20501

Dear Bill:

I am writing to thank you for all of your hard work in furthering the goals of the President's Committee on Employment of People with Disabilities.

I am particularly appreciative of the crucial role you played in President Clinton's address to the attendees of our 49th Annual Conference. We were delighted that the President could address us via live satellite. Your commitment to the aims of the Committee helped ensure that the President's speech recognized several of our important projects and initiatives.

Immediately following the Conference, you played an instrumental role in orchestrating the Oval Office ceremony for Susan Sygall, the recipient of the 1995 President's Award. Meeting the President and receiving the Award directly from him meant so much to Susan and her family.

Again, thank you for your continued support of the President's Committee's endeavors. I look forward to continuing to work together to promote the employment of people with disabilities.

Sincerely,

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

Tony Coelho
Chairman

cc: Alexis M. Herman

TC:el

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Bridge to the Future
Annual Conference



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BRIDGE TO THE FUTURE

Annual Conference
Washington, D.C.
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