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Subgroup/Office of Origin: Domestic Policy Council
Series/Staff Member: Diana Fortuna
Subseries:

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Folder Title:
Disability Talking Points/Information Collected for CHR [Carol H. Rasco] and JB-A [Jeremy Ben-Ami]

Stack:	Row:	Section:	Shelf:	Position:
S	97	3	1	1

Talking Points
March 8, 1995
Contact: Diana Fortuna
456-5570

People with Disabilities

"We must move from exclusion to inclusion, from dependence to independence, from paternalism to empowerment....millions of Americans with disabilities could be working and contributing if this society opened it to them."

-President Clinton, Remarks on the Fourth Anniversary of the Americans with Disabilities Act, July 27, 1994

The Administration is committed to supporting the 49 million Americans with disabilities in their efforts to exercise their full rights and responsibilities, to live as independently as possible, and to be productive throughout their lives. To that end, the Administration has launched a full-scale review of disability programs and policies (headed by Carol Rasco, the President's Domestic Policy Advisor, and Alice Rivlin, Director of Management and Budget) in order to ensure that Federal policies are guided by these goals. In addition, the President has appointed an unprecedented number of people with disabilities to important policy-making jobs within the Administration.

Working to End Discrimination against Americans with Disabilities

The Clinton Administration has demonstrated its commitment to enforce the Americans with Disabilities Act in schools, workplaces, and public areas across America.

- o Under President Clinton's leadership, the Department of Justice has launched a public service campaign to educate Americans about the ADA, including public service announcements on television and radio, a toll-free information line, and an "ADA Information File" provided to 15,000 libraries across the country.
- o The Administration has increased enforcement activities, opening over 1,000 investigations into violations that have resulted in nearly 200 agreements to achieve greater access.
- o Architectural barriers are coming down in buildings across the country, creating new routes to inclusion and participation.

Encouraging Self-Sufficiency for People with Disabilities

The Clinton Administration is working to foster full participation for Americans with disabilities in the nation's



U.S. Department of Justice

Civil Rights Division

Office of the Assistant Attorney General

Washington, D.C. 20035

FAX TRANSMITTAL SHEET

Date: 9 Mar

TO: Name Elizabeth Cohen
Organization DPC
FAX Phone # 456.7028
Office Phone # _____

FROM: Name LIZ SAVAGE
Organization CRT/OAAG
FAX Phone # 202-514-0293
Office Phone # 202-514-4279

SUBJECT: ADA piece - changes in
bold - call me after
you receive it -
ThanksNumber of pages transmitted (including this sheet) 2

(max. trans. 30 sheets)

Working to End Discrimination Against Americans with Disabilities

The Clinton Administration has demonstrated its commitment to enforce the Americans with Disabilities Act across America.

- * Under President Clinton's leadership, the Department of Justice has launched a **national public education** campaign to **inform** Americans about the ADA, including public service announcements on television and radio, a toll-free information line and an "ADA Information File" provided to 15,000 libraries across the country.
- * The Administration has increased enforcement activities, **investigating thousands of complaints relating to employment, government services, public accommodations and transportation.**
- * The Administration's **emphasis on public education and enforcement** has substantially increased voluntary compliance with the ADA.

mainstream, including efforts to make health insurance affordable to all Americans.

- o Federal grant programs in six states are demonstrating the positive return on the investment of hiring individuals with disabilities. These pilot projects encourage the employment of young adults with disabilities through teaching accommodations strategies and how to make adjustments in human resource practices.
- o The Department of Veterans Affairs has trained its vocational rehabilitation and counseling field staff to work closely with employers to help them understand their responsibilities under the ADA and the advantages of employing qualified applicants with disabilities.

Responsive Services for Families

Current disability policies recognize that families who are raising children with disabilities require additional supports.

- o The Department of Health and Human Services supports numerous service and research programs aimed at enhancing the independence and quality of life of people with disabilities and their families. Programs include income support, Medicaid, and Maternal and Child Health Programs providing case management and other special supports for children with disabilities.
- o Each state has established a toll-free 800 number linking families to a central directory of state and local resources and services.
- o Parent Training and Information Centers exist in almost every state to help families locate services, information, and informal parent networks and support groups.
- o The President protected all American families when he signed the Family and Medical Leave Act and the Childhood Immunization Initiative.

Insuring Future Success

The Clinton Administration has started a revolution in learning for all Americans, including Americans with disabilities. The National Service Act will allow students to contribute to their communities through public service. The Goals 2000 Act will set encourage education reform for all children. In addition:

- o The Department of Education is currently developing legislation to reauthorize the Individuals with Disabilities Education Act (IDEA), with a strong focus on improving outcomes for students with disabilities.

- o In May 1994, President Clinton signed the School-to-Work Act with the goal of empowering all individuals, including those with disabilities, to have the skills and experience they need to compete.

Update:

As part of their "welfare reform" proposals, the House Ways and Means Committee has approved a plan to cut off assistance to 225,000 disabled children, because of anecdotal news reports of children faking disabilities in order to qualify for SSI benefits. The Administration is advocating a more reasoned approach that would draw on the work of the congressionally-appointed Childhood Disability Commission to design any reforms to the children's SSI program. The Commission is expected to complete its work in June or July.

Disability Policy

"We must move from exclusion to inclusion, from dependence to independence, from paternalism to empowerment...millions of Americans with disabilities could be working and contributing if this society opened it to them."

-President Clinton, Remarks on the Fourth Anniversary of the Americans with Disabilities Act, July 27, 1994

The President is fully committed to addressing the needs of Americans with Disabilities. With the Census Bureau estimating that 49 million Americans have some type of disability, the issue is of obvious national importance. The Clinton Administration has made great progress in encouraging all Americans to develop to the fullest of their potential and to enjoy full inclusion in all facets of society. Some major areas of accomplishment are listed below.

Moving forward... Enforcing the Americans with Disabilities Act (ADA):

The Clinton Administration has demonstrated its commitment to full implementation of the Americans with Disabilities Act in schools, workplaces and public areas across America.

- o Telephone relay systems are connecting deaf and hard-of-hearing individuals to Americans everywhere.
- o Architectural barriers are coming down in office buildings and movie theaters across the country, making room for new passageways to inclusion and participation.
- o Under President Clinton's leadership, the Department of Justice has launched an ADA public service campaign to educate Americans about the ADA, including public service announcements on television and radio, a toll-free ADA information line and an "ADA Information File" provided to 15,000 libraries across the country.
- o The Department of Justice has also pursued hundreds of state and local governments accused of violating the rights of thousands of Americans with disabilities and opened over 1,000 investigations into hotels, restaurants, theaters and other public accommodations resulting in nearly 200 agreements to achieve greater access.

Responsive Services for Children with Disabilities and their Families:

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Insuring Future Success...School-to-Work Initiative:

On May 4, 1994, President Clinton signed the School-to-Work Act with the goal of empowering all individuals, including those with disabilities, to have the skills and experience they need to compete in the increasingly competitive global economy.

- o In an effort to assure success for all children moving from school to adult employment, this initiative prepares america's youth to be competitive and productive participants in the workforce. Jointly administered by the Department of Education and the Department of Labor, the school-to-work initiative facilitates public and private partnerships between schools and the labor industry.

Making Government Work...National Disability Policy Review:

Over the last quarter century, new policies, laws, and social expectations have dramatically changed the lives of persons with disabilities. However, no previous Administration has attempted to review and evaluate these changes in an effort to ensure effective and user-friendly services and programs.

- o Carol Rasco (Assistant to the President for Domestic Policy) and Alice Rivlin (Director, Office of Management and Budget) have launched a full-scale review of the Administration's disability programs and policies. A series of work groups are closely examining the federal government's programs serving people with disabilities to understand how various programs fit together and to determine the direction of and next steps for national disability policy.
- o Employment is an important centerpiece of this review focusing on the promotion of personal autonomy, individual capacity, and the understanding that individuals with disabilities represent one of our greatest untapped resources.

Americans with Disabilities...An Untapped Resource:

The Clinton Administration has made an unprecedented effort to enable all individuals to develop to their fullest capacity and to participate fully in all facets of society. This includes educating America's employers to the necessities and benefits of employing qualified individuals with disabilities.

- o The Department of Veterans Affairs has trained its Vocational Rehabilitation and Counseling program field staff to work closely with employers, helping them understand their responsibilities under the ADA and the advantages of employing qualified applicants with disabilities.
- o The Department of Health and Human Services' Administration on Developmental Disabilities administers grants in six states which are demonstrating the positive return on the investment of hiring individuals with disabilities. These pilot projects are developing the ability of employers to hire young adults with disabilities through teaching accommodations strategies, making adjustments in human resource practices, and developing integrated service systems between educational, transportation and business agencies.

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*Diana -
response due in
to Jeremy by
3/8.*

February 24, 1995

MEMORANDUM TO ERSKINE BOWLES

From: Jeremy Ben-Ami
Jake Siewert

Subject: Catalog of Talking Points

We have pressed ahead with developing an on-line electronic catalog of talking points and fact sheets on key policy issues. This on-line service would allow White House staff to access the latest information on issues to help prepare for briefings, speeches, interviews, etc. To this end, we have taken the following steps:

- o We have spoken to Jodie Torkelson who will put us in touch with the Librarian, who apparently has the ability to manage such an on-line database on the OASIS system.
- o We have prepared the attached list of domestic policy topics that will be included in the initial round. This can be expanded to include other issues from the NEC and other areas at a later date.
- o We have prepared a sample of the format for the talking points and fact sheet, on teen pregnancy, that we would propose to use for other topics (attached).
- o The two of us have committed to ensuring that the talking points are reviewed and updated as appropriate by the responsible policy analyst. Each issue area will have a designated person who can be reached to ask for further information and asked to update materials as appropriate.

Our hope is, with your approval, and the cooperation of the librarian's office, to have some of this available within the next two weeks. We would do a memo to all White House staff explaining how to access the catalog and reinforce that with an announcement at the Senior Staff meeting.

cc: Carol Rasco
Mark Gearan
Jodie Torkelson
Brian Bailey

ATTACHMENT I -- Initial List of Topics for Talking Points and Fact Sheets

Abortion	Jennifer Klein
Affirmative Action	Bill Galston
AIDS	Patsy Fleming
Balanced Budget Amendment	[NEC]
Child Care/Head Start	Gaynor McCown
Child Nutrition/WIC	Dorothy Karaynannis
Civil Rights	Steve Warnath
Community Development	Paul Weinstein
Crime and Drugs	Jose Cerda
Disability Policy	Diana Fortuna
Education	Gaynor McCown
Environment	Brian Burke
Health Care	Jennifer Klein
Homelessness	Lynn Margherio
Housing	Lynn Margherio
Immigration	Steve Warnath
Middle Class Bill of Rights	NEC - currently available
Native Americans	Mike Schmidt
Regulatory Reform	Michael Waldman
Reinventing Government	Paul Weinstein (w/NPR)
School Prayer	Bill Galston
Senior Citizens	Lynn Margherio
Teen Pregnancy	Janet Abrams
Welfare Reform	Jeremy Ben-Ami
Women's Issues	Jennifer Klein

TALKING ABOUT. . .

TEEN PREGNANCY

For More Information Call:
Janet Abrams, 6-2857
(updated: 2/24/95)

Teen Pregnancy is a National Epidemic

- This year, more than 1 million women aged 19 and younger -- 10% of all teenage girls -- will become pregnant.
- The U.S. rate of births to teens is now twice as high as in the United Kingdom and six times as high as in France, West Germany, and Denmark.

Out-of-Wedlock Childbearing Is Increasing Dramatically

Perhaps the most troubling aspect of the rise in teen pregnancies has been the dramatic increase in births outside of marriage.

- From the 1950s through the early 1980s, the rate of births to teens declined steadily. Nine years ago, however, the situation took a turn for the worse. Between 1986 and 1991, the teen birth rate rose 24%.
- In 1960, only 15 percent of teenage mothers were unmarried. By 1990, that percentage had increased to 69 percent.

And It's A Problem Facing All Communities

Teen pregnancy rates are soaring in all communities, regardless of race, region and background.

- Out-of-wedlock childbearing has increased greatly among both black and white teens. Births outside of marriage among black teenagers rose from 64% in 1970 to 93% in 1991. For white teens, the percentage of births out of wedlock more than tripled over the same period, from 18% to 59%.

Behind the Statistics: Children Suffer . . .

- 80% of children born to unwed teenage mothers who have not completed high school live in poverty. In contrast, of those children born to 20-year-old married parents who are high school graduates, only 8% live in poverty.
- Children of teenage parents are more likely to die in their first years, have a lower I.Q., repeat a grade in school, be victims of abuse and neglect, and become teen parents.

. . . the Mothers Forfeit Opportunities . . .

Children who have children often forfeit important opportunities for their own development and future independence.

- 8 in 10 teenage mothers drop out of high school, and only 56% ever graduate.

. . . and Society Pays

As a nation, we pay heavily to support many teen mothers and their children. Expenditures flow through numerous government programs, including Aid to Families with Dependent Children (AFDC), Food Stamps, Medicaid, and Social Security Insurance (SSI).

- Taxpayers now spend about \$34 billion per year to assist families begun by teenagers.
- 52% of families who receive AFDC benefits were started by teenage mothers.
- More than three-fourths of all teen mothers will be on AFDC at some point during the 5 years following the birth of their child.

While spending on direct assistance is significant, the full cost of out-of-wedlock teen childbearing is much greater. Our society pays dearly as the number of young people born into lives of poverty, dependence, and hopelessness grows.

Addressing the Problem: A National Mobilization

President Clinton has urged Americans from all sectors of national life to join together in a national campaign against teen pregnancy.

[Quote from the President on partnership - government can't solve this alone. . .]

Private Sector Involvement . . .

President Clinton recognizes that "government can only do so much" in addressing the serious, complicated issue of teen pregnancy. He is calling on leaders of all fields -- business, sports, entertainment, education, medicine, churches, community organizations, etc. -- to marshal their resources in a campaign which would promote individual responsibility, as well as economic opportunity, for America's youth.

. . .In Partnership with Government

In 1992, the President made the groundbreaking commitment to "end welfare as we know it." He is dedicated to redesigning the current welfare system to motivate teenagers to make responsible choices. The Administration has proposed the following measures:

- that teen mothers continue to live at home or in other supervised settings, that they stay in school or participate in job training, and that they move into employment within a limited period of time
- that child support laws be strictly enforced
- that support be provided to community-based initiatives to prevent teen pregnancy

THE FACTS ABOUT. . .

TEEN PREGNANCY

For More Information Call:
Janet Abrams, 6-2857
(updated: 2/24/95)

A National Epidemic

- In 1991, more than one million women aged 19 and younger -- 10% of all teenage girls -- became pregnant.
- From the 1950s through the early 1980s, the rate of births to teens decreased steadily. In 1986, that trend reversed, growing 24 percent by 1991.
- The U.S. rate of births to teens is now twice as high as in the United Kingdom and six times as high as in France, West Germany, and Denmark.

Trend towards out-of-wedlock childbearing among teens

- In 1960, only 15% of teenage mothers were unmarried. By 1990, that percentage had increased to 69%.

Crisis affects all communities

- Out-of-wedlock childbearing has increased significantly among both black and white teens. Births outside of marriage among black teenagers rose from 64% in 1970 to 93% in 1991. For white teens, the percentage of births out of wedlock more than tripled over the same period, from 18% to 59%. Two thirds of teenage births are to white mothers.

Costs to the Children

- 80% of children born to unwed teenage mothers who have not completed high school live in poverty. In contrast, of those children born to 20-year-old married parents who are high school graduates, only 8% live in poverty.
- Children of teenage parents are more likely to die in their first years, have a lower I.Q., repeat a grade in school, be victims of abuse and neglect, and become teen parents.

Costs to the mothers

- Eight in ten teen mothers drop out of high school, and only 56% ever graduate.

Costs to society

- Taxpayers now spend about \$34 billion per year to assist families begun by teenagers.
- 52% of families who receive AFDC benefits* were started by teenage mothers.
- More than three fourths of all teen mothers will be on AFDC at some point during the 5 years following the birth of their child.

*Note: Aid to Families and Dependent Children (AFDC) is the primary cash-assistance entitlement program funded jointly by the federal and state governments.

MEMORANDUM FOR JEREMY BEN-AMI

From: Erskine Bowles
Date: February 21, 1995
Subject: ELECTRONIC CATALOG OF TALKING POINTS

Thank you for your February 16 memo. I agree that we need to have a central source of current talking points and other communications materials on "hot" issues. Ideally, we should provide this information electronically, so that individuals can access the required materials through their computers.

I ask that you continue to work on this project, along with Jake Siewart of Communications. Please provide Jake with a copy of your earlier memo, and let me know how I can assist the two of you in developing this idea further.

Thank you.

cc: Jake Siewart
Brian Bailey



"We are a nation of immigrants. But we are also a nation of laws. It is wrong and ultimately self-defeating for a nation of immigrants to permit the kind of abuse of our immigration laws we have seen in recent years, and we must do more to stop it."

– President Clinton
1995 State of the Union

ILLEGAL IMMIGRATION – AN INHERITED PROBLEM

- This Administration inherited a serious illegal immigration problem as a result of a decade of failed immigration policies.

THE CLINTON ADMINISTRATION HAS MADE THE STRONGEST COMMITMENT TO FIGHTING ILLEGAL IMMIGRATION IN HISTORY

- The President's 1996 budget calls for a \$1 billion increase to combat illegal immigration through border control, worksite enforcement, removal of criminal aliens, and assistance to states (and other key initiatives).

FOUR POINT PLAN

1

STRENGTHENING BORDER CONTROL. *The Clinton Administration is doing more at the border to deter illegal immigration than any other administration in history.*

- **Border Personnel** – By the end of 1996, increasing the overall border personnel by **51 percent** since 1993, and **60 percent** at the Southwest border.
- **Anti-smuggling** – Will substantially increase resources to combat alien smuggling and seek to negotiate arrangements to ensure assistance of foreign governments on international immigration issues.

2

PROTECTING AMERICAN JOBS *Worksite Enforcement and Verification. The Clinton Administration is the first to take strong steps for effective enforcement of employer sanctions and minimum labor standards to address illegal immigration.*

- The Administration is vigorously enforcing the labor and employer sanctions laws against employers who hire illegal aliens for business advantage, and is deporting illegal immigrants, including visa overstayers, who take jobs away from American workers.
- The Administration is committed to establishing an effective, nondiscriminatory means of verifying the employment authorization of all new employees. **The Administration fully supports the Commission on Immigration Reform recommendation** to test various techniques for improving workplace verification, including using a new worker's social security number to confirm work authorization.

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

04-Mar-1995 04:07pm

TO: (See Below)

FROM: Jeremy D. Benami
 Domestic Policy Council

SUBJECT: Talking Points

I have just attended another meeting with Erskine and Mark Gearan on the "Electronic Catalog of Talking Points." Based on the discussion at that meeting, I wanted to share three things with all of you.

1. There is a lot of interest and commitment to this project from everyone from Leon on down - so I will really need your help on Tuesday/Wednesday in getting these done. This deadline is firm, and I would really appreciate it if people could - if at all possible - get them to me earlier than 9 p.m. Wednesday!!

2. There are some slight changes in assignments - since other policy shops share jurisdiction with us on some of these areas. So here are assignments for cooperative work:

Paul -- together with Sheryll, you should produce three pieces: (1) urban policy, (2) empowerment zones, (3) community development (CDFI, etc. -- if you think that should have a separate sheet.) Also, Paul Dimond signed up to do one on CRA, so you should coordinate with him as well.

Paul/Michael -- we can leave the reinventing government pieces to Elaine and the NPR people.

Jose -- you should do separate ones for crime and drugs

Gaynor -- you and I should meet with Robert Gordon to figure out the various education pieces and the division of labor with NEC.

Brian -- OEP has submitted a whole list of topics they intend to do - you should contact Brian Johnson(?) to review any of this you want

Brian -- Peter Yu from NEC said he would do one on the farm bill - do you want to coordinate with him on that.

Finally, everyone should think whether there are additional topics that should be included from DPC. Paul - unfunded mandates? Let me know.

(3) THERE ARE REVISED INSTRUCTIONS ON FORMAT:

- o Only one document needed not two.
- o No more than two pages.
- o Focus more on talking points/rhetoric than wonky facts
- o Start with a quote from the President, if available
- o Provide a couple of sentences on the current state of play/background on the issue -- i.e., the administration proposed legislation last year which did not pass Congress. The House is marking up legislation in committee in early March and a floor vote is expected by the end of the month.
- o Focus the rest of the document as much as possible on what people can say about our positions, plans, rhetoric on issues. What we are doing, have done. As appropriate, mention the impacts of proposed Republican cuts, Contract legislation -- but that should follow presentation of our position.
- o The example everyone continues to cite is the immigration piece we did in early February. I think I've given everyone a copy, but if not I have extras.
- o Be sure to include your name and phone number and the date the document is prepared. You will be responsible for updating this document at least once a month if necessary, and more often if appropriate. I will give you more information later about the process for updating.

I hope these instructions are helpful.

Please call me or see me if you have any questions.

Distribution:

TO: Gaynor R. McCown
TO: Jennifer L. Klein
TO: Karen R. Guss
TO: FAX (9-632-1096, Jeff Levi)
TO: Stephen C. Warnath
TO: William A. Galston
TO: Kimberly M. Ross
TO: Paul J. Weinstein, Jr
TO: Jose Cerda, III
TO: Diana M. Fortuna
TO: Brian E. Burke

Memorandum on Delegation of Authority

July 26, 1994

Memorandum for the Secretary of State

Subject: Delegation of Responsibilities Under the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995

By the authority vested in me by the Constitution and laws of the United States of America, including section 301 of title 3 of the United States Code, I hereby delegate to the Secretary of State the functions vested in the President by the following provisions of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995 (Public Law 103-236) (the "Act"): sections 102(g), 161(c), 401(b), 407(a), 409, 431(b), 514(b), 523, 527(e) and (g), 528, 532(a), 574, 583(b)(1) and (b)(6), 733 and 735(d).

The functions under section 407(a) of the Act shall be exercised in coordination with the Secretary of Defense.

The functions under section 527(e) and (g) of the Act shall be exercised in consultation with the Secretary of the Treasury and the heads of other departments and agencies, as appropriate.

Any reference in this memorandum to any act, order, determination, or delegation of authority shall be deemed to be a reference to such act, order, determination, or delegation of authority as amended from time to time.

The functions delegated by this memorandum may be redelegated within the Department of State.

You are authorized and directed to publish this memorandum in the *Federal Register*.

William J. Clinton

NOTE: This memorandum was released by the Office of the Press Secretary on July 27.

Proclamation 6708—Anniversary of the Americans with Disabilities Act, 1994

July 26, 1994

By the President of the United States of America

A Proclamation

The Americans with Disabilities Act is a national monument to freedom. Contained within its broad pillars of independence, inclusion, and empowerment is the core ideal of equality that has defined this country since its beginnings. For when America's founders set down the guiding words of freedom, first among them, proudly were, "We the People." Our young Nation would be governed not by kings or tyrants—America would be led by farmers and doctors, artists and merchants, teachers and parents, each possessing widely different knowledge and skills. Some would be active participants in community life. Others would embrace the quiet joys of home. But all of the people would make an essential contribution to the character and quality of America.

On this, the fourth anniversary of the Americans with Disabilities Act (ADA), we mark the full extension of the ADA's employment provisions to our Nation's small businesses. In 1990, members of both political parties resolved to make laws of inclusion, and today, telephone relay systems connect deaf and hard-of-hearing individuals to Americans everywhere. Four years ago, we pledged to build bridges to independence, and today, architectural barriers are coming down in office buildings and movie theaters across the country, making room for new passageways to participation. We moved to craft policies of empowerment, and today, leaders in public and private sectors alike are recognizing the vast potential of every citizen and the breathtaking determination of each to create and to achieve. With this Act, we began a new era for 49 million of our fellow citizens. And today, celebrating the rights of people with disabilities, we declare in no uncertain terms that "We the People" means all of us, with our myriad differences and doubts, with our infinite talents and aspirations.

This day—a wonderful, vigorous celebration of the progress and possibilities for equal opportunity—must also include an equally vigorous commitment to continue the fight. Now is the time to act on our understanding that having a physical or mental disability is a part of the human experience. We must work to fully implement the provisions of the ADA and to see that these and related laws are aggressively enforced in our schools and workplaces, in our national government and local councils. Most important, we must finally overcome the remaining handicaps of prejudice and stereotype. Discrimination, ignorance, intolerance—these barriers are a far greater tragedy than any common limitation of the human mind or body. And it is only in overcoming these that America will truly be worthy of its people.

Now, Therefore, I, William J. Clinton, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim July 26, 1994, as the Anniversary of the Americans with Disabilities Act. I call upon the people of the United States to observe this day with appropriate ceremonies and activities.

In Witness Whereof, I have hereunto set my hand this twenty-sixth day of July, in the year of our Lord nineteen hundred and ninety-four, and of the Independence of the United States of America the two hundred and nineteenth.

William J. Clinton

[Filed with the Office of the Federal Register, 10:48 a.m., July 28, 1994]

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**Remarks by Telephone Relay
With Glenn Anderson
of Gallaudet University**

July 27, 1994

The President. Dr. Anderson? Good morning. I want to begin by congratulating you on your appointment as the Chair of the Gallaudet University Board of Trustees. I also want to thank you for your great career

in rehabilitation work, and your earlier help to me when I served as Governor.

I'm glad we can use this telephone network today because I know what an important link it is to millions of Americans.

Go ahead.

Dr. Anderson. Good morning, Mr. President. Thank you very much for your kind words. I am very pleased to have this opportunity to speak with you this morning. Thank you for agreeing to make this relay call. Also, I want to take this opportunity to thank you for your appearance at the Gallaudet University commencement last May. You inspired deaf people all over the country by your appearance and your wonderful commencement address.

Go ahead.

The President. Well, the honor was mine. I was very inspired by the students and their dreams. I also want to say how very proud I am of the strong support we have been receiving from the deaf and disabled communities on health care reform.

Go ahead.

Dr. Anderson. Great. Yes, we very much care about improving health care services, and we are so glad that you have taken the lead in advocating for health care reform.

Hopefully, you will also be able to remind health care providers of how important it is that they be sensitive to the needs of people with disabilities for health care services and for access to reasonable accommodations. I am very inspired by your hard work and will do all I can to support your efforts.

The President. Well, of course, I will be sensitive to those things. And I think you well understand that the only way we can extend those benefits and opportunities to the disabled community is to cover all Americans. If we do that, we will be able to contain costs and empower disabled Americans to work and to live to the fullest of their abilities.

Let me say, also, before we close this conversation, how pleased I am that the ADA is working and giving us things like this telephone relay system. It's a great tribute to the work that millions of disabled Americans have done.

I want to make a special note of the work that your wife Karen has done and the help

she gave to our campaign in 1992 and our efforts to reach out for all Americans.

Go ahead.

Dr. Anderson. Great. My wife is here with me, and she's grinning from ear to ear. She enjoyed the opportunity to serve you and work in your campaign.

I also want to say, yes, the ADA is working very well. And it will work even better in the years to come. Our conversation this morning is a living example of how well ADA is working.

Go ahead.

The President. I want to thank you again for all you have done to make the ADA work for people in their everyday lives.

It's been a real pleasure to talk with you today. One of my aides told me that your son, Jamal, and I have a picture together that you would like me to autograph. I'd be glad to do that, and I look forward to seeing you again soon.

Signing off.

Dr. Anderson. Great. Many, many thanks for this opportunity. Thank you, again, and you have a great day, too.

Bye bye.

The President. Goodbye.

NOTE: The President spoke at 10:26 a.m. from the Oval Office at the White House. The telephone conversation used a new relay service technology which allows the deaf to communicate by telephone.

Remarks on the Fourth Anniversary of the Americans with Disabilities Act

July 27, 1994

The President. Thank you very much. It is wonderful to see this sea of Americans here at the White House today. Senator Harkin and I were back there talking, and he was beaming because he had so much to do with the ADA. And I was listening to the First Lady and to Tipper and to the Vice President give their fine speeches, and they were all so good, I was wishing I could just sit there and not have to say anything—[laughter]—enjoy the day and welcome you here.

I thank especially the Members of Congress who are here: Congressman Hoyer,

Congressman Fish, Congressman Major Owens, and Congressman Goodling. Thank you for being here, sirs. Two who are not here because they're on the Hill working, I want to mention, Senator Kennedy and Congressman Jack Brooks who worked so hard on this. I thank former Congressman Tony Coelho who's done a magnificent job as Chair of the President's Committee on Employment of People with Disability. I thank all the people who are here on this stage. And I want to say something today about the spirit of bipartisanship. I will say more later, but I would remind you that it would be wrong for the day to go by without pointing out that this bill was signed into law by my Republican predecessor, President Bush, and I thank him for doing that.

I'd also like to introduce three young people from Gallaudet University who are here who are part of one of our administration's most important initiatives and an illustration of why we have to keep working to open the doors of opportunity to all Americans. They are Jennifer Nasukiewicz, Amy Hopkins, and Madelaine Frederickson. I would ask them to stand. [Applause] They are completing their training to be participants in the first class of our national service program, AmeriCorps. Beginning this September, they will be part of 20,000 young Americans who will be working to help to reclaim our sense of national community. They'll be working to help reclaim the natural beauty of the Chesapeake Bay. And together, they'll be working to revolutionize our sense of what we can do together. And in return, they'll get a little bit of help to continue their education.

You know, as the Vice President said, when we went across this country and sought the opportunity to serve here, our slogan was, "Putting People First." What that meant to me was pretty simple as we hurtle toward the next century. As we come to the end of the cold war, we owe it to our people to do some basic things: first of all, to try to create a world of greater peace and prosperity; that's what we've been about here the last 2 days with the King of Jordan and the Prime Minister of Israel; second, to restore the American economy; third, to rebuild our American community with stronger commu-

nity, stronger families; fourth, to empower all Americans to live to the fullest of their God-given abilities and to expect them to assume the responsibility to do so.

We are at a moment in history when our values, what we believe is morally right, and our interests, what is clearly good for us in a tangible material way, are one. We do not have a person to waste, and that is why we are here today to rededicate ourselves to an America where every man, woman, and child can reach the fullest of their God-given potential.

Like every civil rights law in our history, the Americans with Disabilities Act is just that. It's about potential; it is not a handout. It stands for what's best in our heritage, empowering Americans to build better lives for themselves. And that tradition, I pledge as your President, to see that this Act is fully implemented and aggressively enforced in our schools, our workplaces, in government, and in public places for the benefit of all persons with disabilities, the blind and visually impaired, the deaf and hard of hearing, persons with mental retardation, persons with mental illness, persons who are mobility-impaired, all people who have problems that can be overcome. That's what this Act is about.

We must move from exclusion to inclusion, from dependence to independence, from paternalism to empowerment. Your future and the future of those whom you represent is at the heart of my vision for America. In every aspect, consider this: If our goals here at home are to restore our economy, to rebuild our American communities, and to empower individuals, how can we achieve them unless you are part of all of them? Look at the progress which has been made and look at where we have to go.

In the last 18 months, we have passed a bill cutting the deficit by record amounts, reducing the Federal Government to its smallest point since John Kennedy was President, having 3 years of deficit reduction for the first time since Harry Truman was President, and it's produced 3.8 million jobs and a 1.5 percent drop in the unemployment rate. But we've got a long way to go.

We've got a long way to go because millions of Americans with disabilities could be

working and contributing if this society opened it to them. We are working up here to strengthen our American community. Congressman Brooks today is back in the Congress working on the crime bill, which will put more police officers on our streets and ban assault weapons and toughen sentences, but also give our children something to say yes to. There are billions of dollars there to invest in programs to get kids out of trouble before they are too far gone. It will rebuild our American community. But how can we be a community if millions of you are isolated from our common life and our common purposes? We can never be an American community.

The Secretary of Education is working to implement the most important empowerment agenda of all. Along with the Department of Health and Human Services and others, we are trying to implement a lifetime education system starting with Head Start for all children who need it and going through lifetime learning for people when they change jobs in the workplace. But how can this work unless you are part of the empowerment agenda of America, we will never be fully empowered.

So, I say to you, if our job is to put people first, to rebuild the economy, to strengthen our communities, to empower our people, we cannot do that job unless you walk every step or ride every step or get there however you can. We need you, and without you we cannot do it.

In this global economy, as the Secretary of Labor never tires of telling me, the only thing we have that nobody can take away from us is the mind and the heart and spirit of our people. That's good news. It means the mind of our people and the spirit of our people can be used sometimes without lifting large weights or doing great physical labor. It means we can open the possibility of employment to more people. But it also means if we really want to win for all Americans, we must believe and act on the premise that we do not have a person to waste.

When I was first elected Governor—it seems like 100 years ago now—but back in the late seventies before the Americans with Disabilities Act came along, of the 50 or so people that worked in my office, three were

blind. I got to the point where I didn't notice because they were just great employees. It struck me as crazy for them not to be part of a work force they could contribute to. Today I have had the honor of appointing 44 outstanding people with disabilities to important jobs in our Government, including Judy Heumann who's here with me today, the Assistant Secretary for the Office of Special Education. She had to fight for her first job as a teacher. She's fought for disability rights for her entire life. Now she's fighting for the future of every child in America. I say that to make this point: We have not appointed a single, solitary person because of their disability. They have all been appointed because of their ability to serve the American people.

Why is this health care issue so important to this agenda? There are many reasons. We're the only country in the world that's going backwards in health care coverage with an advanced economy. A few years ago, 88 percent of our people were covered; now we're down to 83 percent. In the last 5 years alone, over 5 million Americans have lost their health insurance coverage. That is very troubling. We're spending too much money to get too little, throwing billions of dollars away on paperwork and bureaucracy every year so that we don't have the money we need. Look at this Cabinet behind me—to fight drugs, to take care of veterans' health care needs, to build a transportation network for the 21st century, to spend on education and training programs, to spend on the needs of the poor and to fight crime. That's just the Cabinet members behind me. Why? Because we are holding all spending flat while health care spending explodes—not for new health care, more money for the same health care.

But most of all, it is a human problem. The other day in western Pennsylvania, I was introduced by two women: one, a mother of five children who had become ill and she and her husband lost their health insurance and all their children; the other, a 62-year-old woman who had been a dairy farmer all of her life; 7-day-a-week work—no slacking in that business—and she finally had lost her health insurance at the time in her life when she needed it most. And if you look out at

this sea of people and all those whom you represent, the fact that the health insurance system of America discriminates against millions of people because of their disabilities or because they have had serious illnesses or because they are too old when they switch jobs or when their employer gets in trouble, and the fact that it is wildly discriminatory against small business, which is creating most of the new jobs in this country but paying 30 or 40 percent more for health insurance than those of us in Government or working for big businesses do—all these things are keeping us from putting every person's talents to use; and especially, especially, the disabled Americans who could be in the work force if their employers could afford to provide them health insurance.

The people who fought for the Americans with Disabilities Act understood that. They originally had health care reform in the Act, and it had to be dropped, because they knew that this bill would be delayed for years if it had to deal with the difficult and complicated and politically explosive issue of health care reform. But I tell you, my fellow Americans, now is the time to act and to go forward and to finish the work that was done in the beginning 6 years ago.

Audience members. Now! Now! Now!

The President. Now is the time.

Audience members. Now! Now! Now!

The President. There are those who say, "Well, we can just reform the insurance laws and say everybody's entitled to insurance and everybody's entitled to take it from job to job and subsidize the poor more." Let me tell you, if we do that, we will cut Medicare for the elderly. We'll do a little more for the poor in the short run; we'll do nothing to help people be part of the working middle class because what will happen is insurance premiums will go up, coverage will go down, small businesses on the margin will stop covering, and people who wish to be part of the working middle class will have fewer, not more, opportunities to work and live to the fullest of their capacities.

We do not want to create a system where the only way you can have health care is if you are poor and go on welfare, if you go to jail, if you go to work for a big employer or the Government, or you are wealthy. We

want a system that covers everybody so you can be what you want to be.

Let me tell you that for over a year—and in my case, as a citizen of this country and when I was a Governor for now more than 4 years—we have pursued every avenue; we have examined all evidence; we have solicited every suggestion for how to provide this kind of opportunity and security for all Americans. I have seen no one yet who has come up with a better idea than shared responsibility between employers and employees for private health insurance in our private health care system. It already works for most families; that's the way most families are covered. And in the State of Hawaii, it works for all families. In Hawaii, for 20 years, there's been a requirement for shared responsibility for private insurance between employers and employees.

And whenever I bring this up, people say, "Well, yes Mr. President, but in Hawaii, everybody goes there because they want a vacation. It's sunny and people are healthier there. Everything is more expensive there, so what difference does it make if health insurance is more expensive? Everything costs more."

Look at the facts. First of all, 20 percent of the people in the health system in Hawaii are poor native islanders. Secondly, health insurance is the only thing in Hawaii that is not more expensive than anyplace else in America. It's 30 percent cheaper for small businesses than the average cost of health insurance in America because everybody pays and no one avoids their responsibility. And the people are healthier because they have primary and preventive care like the First Lady was talking about.

As has been pointed out, somewhat embarrassingly to them, there are many American companies now in the forefront of the fight against universal coverage who provide coverage to all their employees when they open businesses in other countries, and they do just fine. And they can do just fine here, too.

What is different about this moment in history? Well, I'll tell you what's different: For the first time ever, you have the American Medical Association—

Audience member. You're here.

The President. Thank you. Thank you. Somebody was whispering, "What's different at this moment in history is the President's crazy enough to take on this fight." [Laughter]

No, what is different? This time the American Medical Association, the American Association of Family Practice, the pediatricians, the American Nurses Association, the medical schools of the United States, the American Association of Retired People, the AFL-CIO and an association literally, literally, of hundreds of thousands of small businesses and many of the biggest businesses in the country, as well as a majority of the American people, all have agreed that the best way to do this is to have employers and employees share the responsibility for buying private insurance.

Now, how are we going to do it? Let me say that I desperately want a bipartisan bill. I have reached out to members of the other party; this bill passed with a bipartisan majority. At one point, two dozen Republican Senators supported Senator Chafee's bill for universal coverage. But every time I have reached out, they have moved further away. I feel like I keep reaching out. I wish we were in a car, and they would eventually run up against the door and have to come back to my way—[laughter]—because I keep reaching out.

Let me say that 22 years ago—22 years ago—a Republican President, Richard Nixon, and one of the incumbent Republican Senators from Oregon, Robert Packwood, offered a bill to require employers and employees to share the responsibility for private health insurance. If it was a good idea 22 years ago, it is a better idea today when things have gotten more difficult in terms of cost and coverage, and we ought to do it.

Now, let me say—you heard the Vice President with that quote from the Republican consultants say, "Let's send them home emptyhanded." We've done that a lot, you know. We've done that a lot. It took 5 years to pass the ADA. When I showed up in town here, it had taken 7 years until we could finally pass the Brady bill last year—7 years—7 years; 7 years until we could finally pass the family and medical leave law last year—very important to you; 7 years until we could

finally get the worldwide trade agreement that will add a half a million jobs in America between now and the end of the decade. A lot of times, if you want bipartisan consensus on a tough issue, it takes forever. But I tell you, we dare not wait longer. For 60 years, Presidents of both parties have known we should cover all Americans. We now see health care costs going up, and the only Government spending going up is in health care while we are desperately trying to bring this deficit down and invest in our future. And we know that in only 5 years, 5 million Americans have lost their coverage.

We are at an historic moment. For the first time ever, there are bills on the floor of both Houses of the Congress that will give Americans health care. We must say we don't care about politics. There are Democrats and Republicans and independents in this audience. There are people here today who voted for all three people who ran for President last time. I do not give a rip what your politics are, but I do want you to have health care so you can contribute to America's future.

Audience members. Health care now! Health care now! Health care now!

The President. That's right. Let me say this, I love these chants, but this is what often happens in our society: We're all here preaching to the saved. And I ask you—I ask you to go to the Congress with a simple message, and to go back home to your communities with a simple message. Let us discard politics. Let us put people first, and let our focus be simply this: What will work.

I have no pride of authorship. Nothing would please me more than if somebody else's name, 100 names, 400 names, 500 names in both Houses of Congress would be on a health care bill, but we dare not do something which holds out false hopes. Let's do what works. Let's complete the work of the Americans with Disabilities Act. Let's say to the whole world, this is one country that knows we don't have a person to waste, and we're going into the next century with all of our people, arm-in-arm.

God bless you. Thank you very much.

Remarks Honoring the NCAA Women's Basketball Champion University of North Carolina Tar Heels

July 27, 1994

I apologize for being a little late. I've been on the phone with Members of the Congress, which I had to do. Senator Helms, Congressman Valentine, Congressman Lancaster, Congressman Price; I think Congressman McMillan's out there somewhere. Alex. It's good to see all of you, ladies and gentlemen. It's a great honor for me to have this basketball team here if only to see them all looking normal after I watched that incredible end to the championship game. The University of North Carolina women's basketball team not only won its first national title this year but had the best record in the country and the school record, 33 wins. Coach Sylvia Hatchell broke the 400-career-victories mark and was named National Coach of the Year. But my guess is that—actually, I wanted to ask her this, whether when the team spray-painted her hair Carolina blue, it made it worthwhile, or she began to wonder. [*Laughter*]

I want to say, of course, a special word of congratulations to Charlotte Smith for that three-point shot. I can tell you I've been in a lot of tough fights myself around here and there have been a lot of times when I've looked around for somebody who could take that shot. [*Laughter*] And I want to congratulate Tonya Sampson who I know has overcome some considerable personal challenges to be the leading scorer in Carolina women's basketball history.

I also want to say something that I have felt for a long time—and it's appropriate this year because North Carolina women's basketball and soccer teams won the NCAA titles, and so often in the past your men's basketball team has done so well—the thing I have always admired about the University of North Carolina is it's been a place that emphasized both academics and athletics and other extracurricular activities. And it's demonstrated to the country that it is not necessary to make a choice, and that there's something to be said for learning how to compete, to work on a team, to put aside

NOTE: The President spoke at 11:08 a.m. on the South Lawn at the White House.

FEDERAL DISABILITY ACCOMMODATIONS WORKING GROUP

Subgroups and revised analysis of departmental and agency reports

1) Employment and workplace accommodations issues:

- * alternative formats for job application materials (OPM, p.1)
- * automated referral programs for persons with disabilities, titled Project Able (Able Beneficiaries' Link to Employers) and the Job Ready Disabled Veterans Connection (OPM, p.2-3)
- * centralized funding for reasonable accommodations to remove a disincentive to hiring persons with disabilities (VA, p.1)
- * sign language interpreters -- grappling with quality, quantity, reimbursable agreements, and inter-agency sharing issues (DOT, p.1)
- * transportation-accessible vans & buses for events and training -- grappling with this issue (DOT, p.1)
- * monthly placement coordinator meetings addressing issues relating to employees with disabilities (DOT, p.1)
- * bi-monthly disability awareness workshops (DOT, p.1)
- * suggest disability awareness training become mandatory for all Federal managers and supervisors (DOE, p.2)
- * training programs to enable agencies to facilitate workshops (DOT, p.1)
- * DOT Coalition of Minorities, Women, and Disabled (DOT, p.1)
- * "The Employment of Persons with Disabilities" guide providing information on reasonable accommodations and an extensive list of resource agencies (HUD, p.1)
- * installation/reallocation of strobe lights as necessary for hearing-impaired employees (HUD, p.2)
- * TTY provision, interpreter services, modification of office furniture and specially designed strength machine installed in fitness center (HUD, p.2)
- * DOE obtained OMB authority in 1/93 for exemption from full-time equivalent (FTE) ceiling controls for hiring people with disabilities. Ceiling exemption hampered by OMB Bulletin No.93-08 (DOE, p.1)
- * National Defense Authorization Act for FY 1993 requires all Federal agencies to give full consideration to displaced Defense employees before selecting any candidate outside the agency -- propose act be amended/ central pool of FTE slots to allow hiring of candidates with disabilities (DOE, p.1-2)
- * flexible working hours (AB, p.1)
- * automated vibrating system as evacuation alert (DOC, p.2)
- * Affirmative Action Program Report for People with Disabilities submitted to Equal Employment Opportunity Commission (DOC, p.3)
- * program allowing each unit to set aside \$1500 and respond positively to requests for reasonable accommodations - recent examples of program use include zoom caps enlarging

- keyboard keys & voice activated computer (DOC, p.5)
- * review concluded for proposed statement of work for emergency/back-up reader and interpreter services (ED, p.1)
- * revision of fire safety evacuation plan focusing on areas such as audio and visual-warning systems, buddy systems, and evacuation training with fire officials (ED, p.2)
- * developing nationwide network amongst disability rights organizations and various centers to recruit highly qualified individuals with disabilities & disabled individuals of color (ED, p.2)
- * FTE pool allocated two slots for readers, interpreters and personal assistants - policy proposal under review for granting pool flexible authority to allow adequate coverage of all appropriate requests (ED, p.1)
- * reviewing accessibility accommodations in Dept.'s move to a windows-based LAN and electronic-mail system (ED, p.2)
- * voice-mail system improvements include accommodation of TDD equipment (ED, p.2)
- * ADD provides guidance to public & private sector on promotion and accommodations of persons with disabilities (HHS, p.1)
- * ASPER manages department-wide interpreter services contract (since 3/83) (HHS, p.1)
- * contracted with on-line gopher server to connect it to the internet (HHS, p.1)
- * ASPER, OS & ACF installed electronic bulletin boards accessible to employees nationwide posting up-to-date information on various personnel issues (HHS, p.1)
- * all Public Health Service agencies participate in Marriott Foundation's Bridges "transitions" program for young adults with disabilities (HHS, p.1)
- * HHS hosts biannual conference to exchange techniques for recruiting, hiring, promoting and accommodating employees with disabilities (HHS, p.2)
- * CED & ASPER Working Group on Career Mobility resulted in new department-wide approach that includes new recruitment and promotion strategies, mentoring program, & project ABLE [automated applicant referral system matching people with disabilities with Federal job opportunities] (HHS, pp.6-7)
- * OCR addressing accommodation issues 1) provision for interpreters for hearing impaired persons seeking medical attention 2)provision for modification of work schedules, job restructuring, and use of devices & equipment & 3)provision for physical accessibility (HHS, p.8)
- * addressing issue of provision of sign-language interpreter at all meetings and ceremonies (DOL, p.1)
- * addressing issue of provision of adequate telephone communications including TDD devices & how to ensure that all employees handling incoming calls are trained in its use (DOL, p.2)
- * responding to increasing number of requests to work at home and modified work schedules (DOL, p.2)

- * considering elimination of any "no animals" policies - agency has employees who use seeing-eye dogs (DOL, p.2)
- * evaluating when & where pictorial signs are needed (DOL, p.2)
- * having plans in place to evacuate safely (DOL, p.2)
- * addressing how to restructure existing work areas to ensure full accessibility (DOL, p.2)
- * provides training work sites for vocational rehabilitation & involves community groups to recruit employees (DOL, p.2)
- * DOL is member agency of JWOD Program to provide job opportunities for Americans who are blind or have other severe disabilities (DOL, p.5)

2) Building and other accessibility design issues:

- * updating UFAS standards to be consistent with ADA standards (GSA, p.1)
- * limited waivers or modifications of UFAS granted (GSA, p.2)
- * ongoing (to date) accessibility training program trained over 1,200 GSA employees - training also given to several Federal agencies (GSA, p.2)
- * all new design and construction projects will comply with a more stringent standard (whether UFAS or Title III ADA) (GSA, p.1)
- * all new construction and renovation projects to meet ADA and UFAS standards (EPA, p.1)
- * all elevators and some water fountains renovated to meet ADA or UFAS standards (HUD, p.1)
- * ADA-required signage, power door, ramp and private shower installation in some areas (HUD, p.1-2)
- * ramps, accessible control panels and bathrooms installed in Headquarters (EPA, p.1)
- * meet ADA requirements when leases renegotiated or renovations made in all buildings owned or leased by EPA (EPA, p.1)
- * small renovations undertaken solely for ADA accommodations (EPA, p.1)
- * all new laboratories designed to be adaptable for use by persons with disabilities (EPA, p.1)
- * urge all Federal agencies to adopt ADAAG as design standards for construction, leasing or alteration of Federal buildings/facilities (AB, p.2)
- * elevators modified, stairwells updated, rest rooms surveyed and/or installed, rails, braille signs, dual access door operators, TTYs, TDDs and sound amplification systems installed in various operating units (DOC, pp.1-3)
- * BEA and NOAA relocated to fully accessible buildings (DOC, p.1 & 3)
- * forthcoming report to confirm operating unit goals and accomplishments for facility accessibility (HHS, p.2)
- * addressing issue of maintaining fully accessible bathrooms (DOL, p.2)

3) Information, technology applications, and public accommodation issues (including government information in alternative formats):

- * special account for the purchase of adaptive technology to ensure that federal employees with disabilities have equivalent access to all information resources to do their jobs (VA, p.4)
- * over 20 accessible design publications available in large type, cassette tape, computer disc, and braille (AB, p.1)
- * press Federal agencies and Government Printing Office to produce materials in alternate formats (AB, p.2)
- * raising disability awareness issues to a higher priority (DOT, p.1)
- * ongoing classes "Introduction to American Sign Language and Deaf Culture" (DOT, p.1)
- * National disability awareness campaign at all agency levels -- guest speakers, videos, etc. (DOT, p.1)
- * TDD systems provided in Public Information Office (and at individual work stations (DOC, p.1)
- * recently released BEA data available in voice recorded messages (DOC, p.1)
- * Census Bureau accessible parking spaces established for visitors with disabilities (DOC, p.2)
- * TTY installed in Public Information Office (DOC, p.2)
- * Equal Employment Opportunity Office and Public Info. Office purchased decoders for close captioned videos (DOC, p.2)
- * Census' comprehensive disability survey (DOC, p.3)
- * Census' statistical brief addressing, in part, employment issues for those with disabilities (DOC, p.3)
- * applicant referral system for individuals with disabilities (DOC, p.5)
- * DOD established Computer/Electronic Accommodation Program (CAP) in '90 to provide adaptive devices for employees with disabilities. (DOE, p.1)
- * DOE's efforts decentralized - suggest program be expanded and coordinated - raises issues of expense (DOE, p.1-2)
- * currently considering establishment of central fund for adaptive devices and support services similar to DOD's CAP program - if approved will provide computer/electronic accommodations and reader/interpreting services (DOE, p.2)
- * wire splinter installed (materials purchased at hardware store) enabling interpreter to listen to & interpret calls (AB, p.1)
- * "The Information Infrastructure: Reaching Society's Goals." - First chapter addresses meeting needs of people with disabilities (DOC, p.3)
- * 6th annual Accessible Computer Technology exhibit (DOC, p.4)
- * free seminar focusing on advancing modality choice through captioning (DOC, p.4)
- * electronic hearing on issue of universal access to the National Information Infrastructure (DOC, p.5)
- * Office of Special Education and Rehabilitative Services

- contract established for braille services for departmental publications and documents through FY 1995 (ED, p.1)
- * developing policy for responding to requests for alternative formats (ED, p.2)
- * any department information, announcement or document is provided in alternative format by request (HHS, p.1)
- * addressing issue of provision of information in accessible formats (DOL, p.1)
- * evaluating when necessary to acquire or upgrade equipment and how to keep pace with evolution of technology (DOL, p.2)

4) Law compliance issues (relating to the Federal Government, its grantees, and contractors):

- * See "Primer on disability Laws that Apply to the Federal Executive Agencies"
- * promptly responding to accessibility complaints (number of complaints decreasing annually and cases being closed in less time thus reducing backlog) (GSA, p.2)
- * revision of Real Property Management Manual to increase compliance with accessibility requirements (DOC, p.5)
- * frequent reiteration by the Secretary of nondiscrimination and affirmative action policies for people with disabilities (VA, p. 3)
- * 17% of all OCR investigated complaints in FY 1994 were disability-related employment issues (HHS, p.8)
- * instituted new procedures for charges based on employment disability subject to Section 503 of Rehabilitation Act and the ADA (DOL, p.5)
- * regulations issued to provide uniform procedures for implementing nondiscrimination provisions of Job Training Partnership Act (DOL, p.5)
- * department obtained \$8,438,351 in financial awards for FY 1993 under Section 503 and the ADA. In addition, it obtained \$1,962,906 in other awards (accommodations/ training). Thus far, for the first three quarters of FY 1994, the agency has obtained \$3,070,935 with an additional \$1,574,523 in other awards (accommodations/ training). The OFCCP has conducted compliance reviews nationwide.

Revised October 5, 1994

Addressing the needs of persons with disabilities is a high priority of the Clinton Administration. With the Census Bureau estimating that 49 million Americans have some type of disability, the issue is of obvious national importance. Over the past quarter century, new policies, laws and social expectations have dramatically changed the lives of americans with disabilities. The Clinton Administration has made great progress in assuring that America move towards a national disability policy of inclusion, independence and empowerment. Some specific accomplishments are listed below:

- o **National Disability Policy Review:** Carol Raco, Assistant to the President for Domestic Policy and Alice Rivlin, Director of the Office of Management and Budget are coordinating a top to bottom review of the Administration's disability programs and policies. A series of work groups are looking closely at the federal government's programs serving people with disabilities to determine how various programs fit together and to administer short-term and long-term efforts to improve programs and make them more consumer responsive.
- o **Office of ASPE Research:** In the area of personal assistance services (PAS), the Office of the Assistant Secretary for Planning and Evaluation at the Department of Health and Human Services has funded a survey of PAS consumers, workers and case managers in California to compare quality and consumer and worker satisfaction across different modes of PAS delivery. We anticipate a final report on this project in late 1996. ASPE, with the Health Care Financing Administration, is planning a significant demonstration of feasibility and effectiveness of cash to buy and manage their own PAS services instead of funding agencies to provide the services. In addition, ASPE staff are developing a more detailed research agenda that will address other significant aspects of PAS.

ASPE is funding and directing several other studies related to various aspects of disability and long term supports. For example, under ASPE guidance, researchers are currently looking at managed care for children and adults with disabilities, long term support infrastructures in the states, and employment concerns for individuals with disabilities.

- o **HCFA Developments:** The Health Care Financing Administration has made progress on two important rules that will have a significant impact on people with disabilities who receive Medicaid services, including many who currently live in nursing homes and ICFs/MR. First, in August, 1994, HCFA published a regulation which will allow states greater latitude to expand their community based long-term support programs. Second, HCFA plans to issue a proposed rule that modifies community based Medicaid personal care services by: (1) eliminating the need for supervision by a nurse; (2) removing the mandate that a doctor prescribe the need for services; (3) allowing services to be

provided outside of the person's home; and, (4) permitting services to be provided by anyone except a member of the recipient's family.

o *Administration on Children and Families/ Administration on Developmental Disabilities (ADD):* The Administration on Developmental Disabilities operates several important programs for people with developmental disabilities. These include: (a) funding a DD Planning Council in each state to coordinate and develop systems, helping with training and TA for consumers, families, providers, and advocates, publish materials of interest to the DD community, and fund research activities; (b) funding a DD protection and advocacy entity in each state to provide legal help and advocacy for persons with developmental disabilities; (c) funding university affiliated research programs or satellite programs in each state to conduct research, training and analysis in various aspects of disability and disability services. ADD also funds research projects of national significance, most notably in the areas of personal assistance services and helping individuals with disabilities to purchase their own homes.

o *School-to-Work Initiative:* Jointly administered by the Department of Education and the Department of Labor, this effort will look to assure success for all children, including children with disabilities, in moving from school to adult employment. With a goal of assisting in the development of systems in all States that will support transition, youth will become better prepared to compete in a global economy. This will be accomplished through facilitating public and private partnerships between schools and labor industry.

o *Justice Department Actions Communicates Strong Message:* A number of cases have helped educate the public about the nature of discrimination that people with disabilities face. For example, a settlement was achieved with the City of Los Angeles requiring TDD access to their 911 emergency services. The Justice Department resolved another case with the City of Philadelphia after receiving a complaint alleging that the emergency medical technicians (EMTs) of the City's Fire Department refused to assist an individual when they learned he had HIV. The City is now developing a model ADA/AIDS sensitivity training program for all its EMTs which can be used in other cities. A number of symbolic settlements have also been reached such as the agreement to make the Empire State Building, one of our nation's great landmarks, accessible to everyone.

o *Grant Programs Demonstrate Strong Employment Outcomes:* The Administration on Developmental Disabilities administers six grants in the area of natural supports. These programs begun in Fiscal Year 1992 by ASPE and transferred to ADD in 1995 and are known as Transition to Work Demonstration Projects Using a Natural Supports Model. Administered in California, Maryland, Massachusetts, Minnesota, New Hampshire and Oregon, efforts have proceeded towards the following goals: (1) Developing the ability

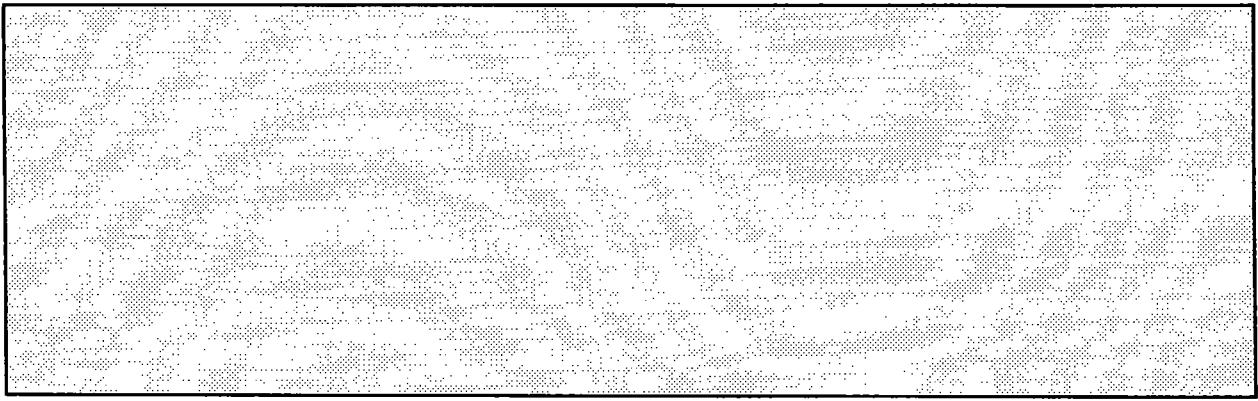
of employers to employ young adults with disabilities by learning to make accommodations and adjustments in human resource practices; (2) Producing cost-benefit analyses; (3) Evolving strategies for replication; (4) Providing long-term policy guidance. Goal 1 has been largely addressed in the first 2-3 years of this project as demonstrations have indicated an important return on the

Talking Points
March 6, 1995

Disability Policy

"We must move from exclusion to inclusion, from dependence to independence, from paternalism to empowerment...millions of Americans with disabilities could be working and contributing if this society opened it to them."

-President Clinton, Remarks on the Fourth Anniversary of the Americans with Disabilities Act, July 27, 1994



Moving forward on the goals of the Americans with Disabilities Act (ADA) and the re-introduction of the Individuals with Disabilities Act (IDEA):

- o Today, telephone relay systems are connecting deaf and hard-of-hearing individuals to Americans everywhere.
- o Architectural barriers are coming down in office building and movie theaters across the country, making room for new passageways to inclusion and participation.
- o Each state has established a toll-free 800 number linking families to a central directory of state and local resources and services.

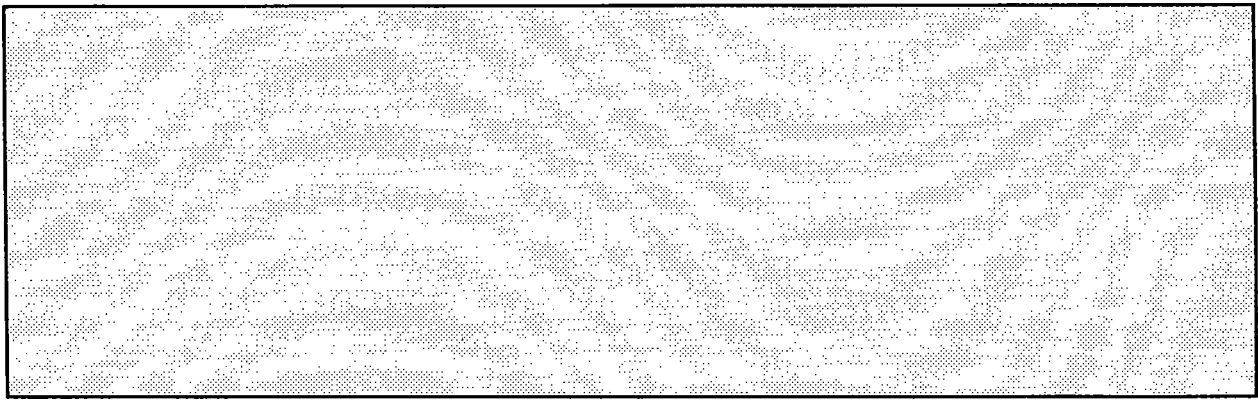
Unprecedented Coordination Effort: National Disability Policy Review:

- o *Employment* Carol Rasco (Assistant to the President for Domestic Policy) and Alice Rivlin (Director, Office of Management and Budget) are coordinating a full-scale review of the Administration's disability programs and policies. A series of work groups are closely examining the federal government's programs serving people with disabilities to determine how various programs fit together and to determine the direction of and

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Moving forward... Enforcing the Americans with Disabilities Act (ADA):

The Clinton Administration has demonstrated its commitment to full implementation of the Americans with Disabilities Act in schools, workplaces and public areas across America.

- o Telephone relay systems are connecting deaf and hard-of-hearing individuals to Americans everywhere.
- o Architectural barriers are coming down in office buildings and movie theaters across the country, making room for new passageways to inclusion and participation.
- o Under President Clinton's leadership, the Department of Justice has launched an ADA public service campaign to educate Americans about the ADA, including public service announcements on television and radio, a toll-free ADA information line and an "ADA Information File" provided to 15,000 libraries across the country.
- o The Department of Justice has also pursued hundreds of state and local governments accused of violating the rights of thousands of Americans with disabilities and opened over 1,000 investigations into hotels, restaurants, theaters and other public accommodations resulting in nearly 200 agreements to achieve greater access.

Making Government Work...National Disability Policy Review:

Over the last quarter century, new policies, laws, and social expectations have dramatically changed the lives of persons with disabilities. However, no previous Administration has attempted to review and evaluate these changes in an effort to ensure effective and user-friendly services and programs.

- o Carol Rasco (Assistant to the President for Domestic Policy) and Alice Rivlin (Director, Office of Management and Budget) have launched a full-scale review of the Administration's disability programs and policies. A series of work groups are closely examining the federal government's programs serving people with disabilities to determine how various programs fit together and to determine the direction of and next steps for national disability policy.
- o Employment is an important centerpiece of this review focusing on the promotion of personal autonomy, individual capacity, and the understanding that individuals with disabilities represent one of our greatest untapped resources.

Responsive Services for Children with Disabilities and their Families:

Current disability policies recognize that families who are raising children with disabilities require additional supports.

- o Each state has established a toll-free 800 number linking families to a central directory of state and local resources and services.
- o Parent Training and Information Centers exist in almost every state to assist families in locating services, information, and informal parent networks and support groups.
- o The Department of Health and Human Services supports numerous service and research programs aimed at enhancing the independence and quality of life of people with disabilities and their families. Programs include income supports, Medicaid, and Maternal and Child Health Programs providing case management and other special supports for children with disabilities and other special health care needs.

Insuring Future Success...School-to-Work Initiative:

On May 4, 1994, President Clinton signed the School-to-Work Act with the goal of empowering all individuals, including those with disabilities, to have the skills and experience they need to compete in the increasingly competitive global economy.

- o In an effort to assure success for all children moving from school to adult employment, this initiative prepares America's youth to be competitive and productive participants in the workforce. Jointly administered by the Department of Education and the Department of Labor, the school-to-work initiative facilitates public and private partnerships between schools and the labor industry.

Americans with Disabilities...Our Greatest Untapped Resource:

The Clinton Administration has made an unprecedented effort to enable all individuals to

develop to their fullest capacity and to participate fully in all facets of society. This includes educating America's employers to the necessities and benefits of employing qualified individuals with disabilities.

- o The Department of Veterans Affairs has trained its Vocational Rehabilitation and Counseling program field staff to work closely with employers, helping them understand their responsibilities under the ADA and the advantages of employing qualified applicants with disabilities.
- o The Department of Health and Human Services' Administration on Developmental Disabilities administers grants in six states which are demonstrating the positive return on the investment of hiring individuals with disabilities. These pilot projects are developing the ability of employers to hire young adults with disabilities through teaching accommodations strategies, making adjustments in human resource practices, and developing integrated service systems between educational, transportation and business agencies.

next steps for national disability policy.

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• update
• library - July 26
speech

Talking Points
March 6, 1995

Disability Policy

"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."

-President-elect Bill Clinton, Economic Town Meeting, December, 1992

"In this country, the 49 million Americans with disabilities represent one of our largest untapped resources -- a resource upon which we must rely if we are to succeed in an increasingly competitive international marketplace. Their knowledge and skill, their energy and creativity are essential in building a work force that will carry our economy into the next century."

-President Clinton, Proclamation of National Disability Employment Awareness Month, September 30, 1994

"Now is the time to act on our understanding that having a physical disability is a part of the human experience. We must work to fully implement the provisions of the ADA and to see that these and related laws are aggressively enforced in our schools and workplaces, in our national government and local councils."

President Clinton, Proclamation of the Anniversary of the Americans with Disabilities Act, July 26, 1994

*Framework →
major areas*
*- re-involvement
- Dis pol plus*
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