

FOIA MARKER

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Folder Title:

ADA [Americans with Disabilities Act] Anniversary Planning

Stack:

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Row:

112

Section:

1

Shelf:

5

Position:

3

SPRIT OF ADA DC PLANNING COMMITTEE MEETING

JUNE 22, 2000

AGENDA

I. Welcome and Introductions Andy Imparato/Marcie Roth

II. Specific Event Updates

- A. FDR Memorial
- B. Gallaudet University
- C. Candlelight Vigil
- D. Reception at Vice President's Residence
- E. White House Event

III. Committee Reports

- | | |
|------------------------------------|---------------------------|
| A. Sponsorship | Helena Berger |
| B. Public Relations | Jennifer Sheehy |
| C. Entertainment | Judy Simpson |
| D. Congressional Staff Involvement | Lloyd Horwich |
| E. Federal Sector Involvement | Jonathan Young |
| F. Political Support | Pat Wright/Andy Imparato |
| G. Logistics | Marcie Roth |
| H. Torch Bearers | Marcie Roth/Lois Williams |

IV. Old/New Business

V. Next Steps/Action

VI. Future Meeting Dates

- June 29, 2:00-4:00pm, at PCEPD
- July 6, 2:00-4:00pm, at PCEPD
- July 14, 2:00-4:00pm, at PCEPD
- July 20, 2:00-4:00pm, at PCEPD

VII. Adjourn

Department of Health and Human Services

- × In the 1999 historic *Olmstead* case the Supreme Court ruled that the Americans with Disabilities Act requires states to move at a reasonable pace to develop community-based alternatives for providing services to people with disabilities in more integrated settings. After the Supreme Court decision, the Secretary of Department of Health and Human Services sent a letter on January 14, 2000 to the nation's Governors, encouraging them to "place substantial emphasis on developing programs and services for individuals with disabilities that will further our shared goal of integrating individuals with disabilities into the social mainstream, promoting equality and maximizing individual choice."
- × The Office for Civil Rights at HHS has received more than 120 complaints alleging that states and other public entities have failed to provide services to people with disabilities in most integrated settings. OCR is attempting to resolve these complaints by working with all parties to build comprehensive, effectively working plans for placing qualified persons with disabilities in the most integrated setting appropriate.
- × The Department has played a key role in the development of *Olmstead* planning coalitions across the nation. In some states, special governor's commissions have been established to head these coalitions. In others, particular disability groups have taken up the challenge of coalition building. In all, some twenty states are engaged in various stages of *Olmstead* planning.

Department of Transportation

- × *Making Public Transit Accessible:* As a result of the Department of Transportation's implementation of the ADA, 80 percent of the nation's public transit buses are accessible, and 82 percent of the nation's "key" subway, commuter rail, and light rail stations will be accessible by the end of next year. DOT has funded the construction of twenty-three new rail transit systems or extensions since 1993, all of which are fully accessible.
- × *Making Long-Distance Travel Accessible:* On September 28, 1999, DOT amended its ADA regulations to require new over-the-road-buses to be accessible, and to require accessible service. This rule applies to intercity and other fixed-route bus operators and to charter and tour operators. DOT has also vigorously enforced the Air Carrier Access Act. The Department amended its Air Carrier Access Act regulations to eliminate a provision that "capped" the liability of airlines for loss or damage to wheelchairs and other assistive devices, and it notified foreign airlines serving the United States that they are now subject to the requirements of the Air Carrier Access Act (ACAA). Finally, the Department has issued regulations requiring lifts or other boarding devices for small commuter aircraft.

- × *Facilitating Adaptive Vehicles for Drivers with Disabilities:* On September 28, 1998, the Department issued proposed regulations that will make it easier for motorists with disabilities to install adaptive driving equipment and make other necessary vehicle modifications. And in February 2000, the National Highway Traffic Safety Administration issued *Adapting Motor Vehicles for People with Disabilities*, a consumer publication which provides information on evaluating, selecting, and modifying vehicles for use by drivers and passengers with disabilities.

- × *Making Television Service More Accessible:* The FCC has increased accessibility of televised video programming to viewers with hearing disabilities by requiring programmers to make local emergency information accessible to persons with hearing disabilities.

- × *Making Telephone Service More Accessible:* The Commission has also overhauled Telecommunications Relay Service (TRS) rules to improve access to telephone service for people with hearing and speech disabilities. The new rules require increased quality standards, provide for Speech-to-Speech relay, and provide a funding mechanism for video relay interpreting.



Goals / Key Messages

ABOUT AAPD

SPONSORS

GOALS / KEY MESSAGES



RELAY SCHEDULE

PRESS RELEASES

RELAY HIGHLIGHTS

CAMPAIGN CONTACTS

PLEDGES / PETITIONS

EVENTS CALENDAR

CONTACT US

HOME

The goals of the Spirit of ADA Torch Relay are to:

Reinforce support for the goals of the ADA and IDEA by renewing America's commitment to equality of opportunity, full participation, independent living and economic self-sufficiency for people with disabilities;

Bring attention to the achievements and contributions of children and adults with disabilities;

Increase relationships, partnerships, and coalitions between people with disabilities, their family members and friends, and the broader communities where they live;

Highlight the importance of continuing on the path to building accessible, inclusive integrated communities where children and adults with disabilities have the same opportunities and choices that are often taken for granted by people in the broader society.

The Key Messages of the Spirit of ADA Torch Relay include:

- Progress has been made since the ADA (1990) and IDEA (1975) were enacted, but there is still more work to do before "liberty and justice for all" become the reality for all Americans with disabilities.
- The Spirit of ADA Torch Relay is asking that Americans renew the pledge made when ADA and IDEA were enacted so that the 21st century will witness the elimination of all barriers that continue to limit the opportunities available to people with disabilities in American society.
- Everyone counts. America needs to harness the potential of all of its citizens to contribute so that our economy can continue to grow, our labor force can meet the challenges on the horizon, and we can continue to be a model of diversity for the world to follow. As President Franklin Roosevelt has said, "No country can afford the waste of its human resources."
- When we build in access for people with disabilities, we facilitate access for everyone. e.g. curb cuts and elevators, captioning in a noisy environment, books on tape.
- All of us, both in America and throughout the world, have benefitted from the achievements and contributions of people with disabilities. Landmark civil rights laws like ADA and IDEA make it more likely that America will be able to live up to the promise of "liberty and justice for all."
- Disability is a natural part of the human experience, and in no way should it limit a person's ability to make choices, pursue meaningful careers, or participate in all aspects of life.



Computer and Internet Use Among People with Disabilities

by

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Institute for Health and Aging
University of California
San Francisco, California

March, 2000

National Institute on Disability and Rehabilitation Research
U.S. Department of Education

Internet use among various racial and ethnic groups, this report imitates the NTIA study in using the household as the unit of analysis. The household's racial and ethnic classification is that of the first respondent listed in the survey roster—generally the person in whose name the home is owned or rented. Unlike the NTIA analysis, however, this report preserves the survey's distinction between the racial classification and the identification of Hispanic origin. In other words, a householder identifying herself as black (in response to the question about race) and of Hispanic origin (in response to a separate question on ethnicity) would have her household listed under the racial category African American as well as the ethnic category Hispanic.

For some 21.8 percent of *households*, or 10,480 of the 48,070 households interviewed in the Computer and Internet Supplement, the Demographic Supplement contains records for all household members. Only these households, for which complete work disability information is available, have been retained in this analysis.

Survey non-response has been observed to vary with age, sex, and racial background. The

probability of a family changing residence during the three-month lag between interviews is also likely to vary with these characteristics. In order to reduce biases due to missing data (as well as to account for the missing panels), individual records in the merged sample have been re-weighted so as to obtain the same population estimate as the full sample in 60 age-sex-race cells (15 age bins, 2 sexes, and 2 races—black vs. other).

In the analysis of households, the re-weighting (based on the original household weight) uses the age, sex, and race of the first respondent listed in the survey roster. For this analysis, 40 age-sex-race cells are used for post-stratification, with the number of age bins reduced to 10 so that the few households headed by persons under 20 years of age are all relegated to a single age bin.

Because the estimates in this report are based on a sample of the population, they are subject to sampling error. Estimates of sampling errors have been calculated using formulas provided by the Bureau of the Census (Bureau of the Census, 1999).³ In the data tables, estimates with low statistical reliability (standard error greater than 30 percent of the estimate) are flagged with an asterisk. All comparisons mentioned in the text have been tested for statistical significance, and, unless otherwise stated, are significant at the 95 percent confidence level or greater ($p < .05$).

³ The stratum and primary sampling unit data necessary for direct estimation of standard errors are not provided in the CPS public use data files.

are less likely to use new technologies, the above-mentioned gaps are not accounted for by differences in age. As Figure 2 shows, significant differences remain in rates of computer ownership, Internet access, and Internet use for both the non-elderly (ages 15–64) and elderly (65 and above) populations.

Only one-third (32.6 percent) of non-elderly persons with work disabilities have computers in their homes, compared to more than half (55.6 percent) of those without disabilities. Once again, only about half of those computer-owners with disabilities can access the Internet—15.8 percent of the disability population, compared to 33.9 percent of the non-disabled. And the ratio of Internet use is nearly 3 to 1: 42.3 percent of people without disabilities use the Internet, compared to only 15.1 percent of those with disabilities.

Among the elderly, only one-quarter (25.3 percent) of those without disabilities have computers, but a still smaller fraction—only one-tenth, or 10.6 percent—of those with disabilities have them. Internet access is available for about half of computer owners in each group (12.3 percent of non-

disabled and 4.7 percent of those with disabilities). Although actual use of the Internet is rare among the elderly, it is far higher for those without disabilities (8.9 percent) than for those with (2.2 percent).

For the population as a whole, the gender gap in computer ownership and Internet use is statistically significant but surprisingly small. Just over half (51.6 percent) of men and just under half (48.7 percent) of women have access to a computer at home; one-third (33.3 percent) of men and just under a third (30.5 percent) of women use the Internet. Among the population with work disabilities, there are no statistically significant gender gaps (Table B). The gaps between those with

Figure 1. Computer ownership and Internet use, by disability status.

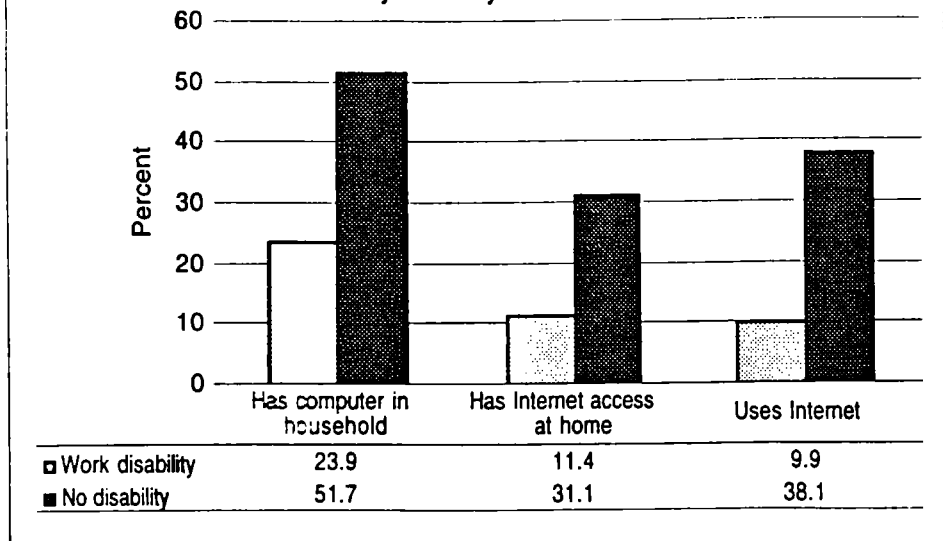


Figure 2. Computer ownership and Internet use, by age group and disability status.

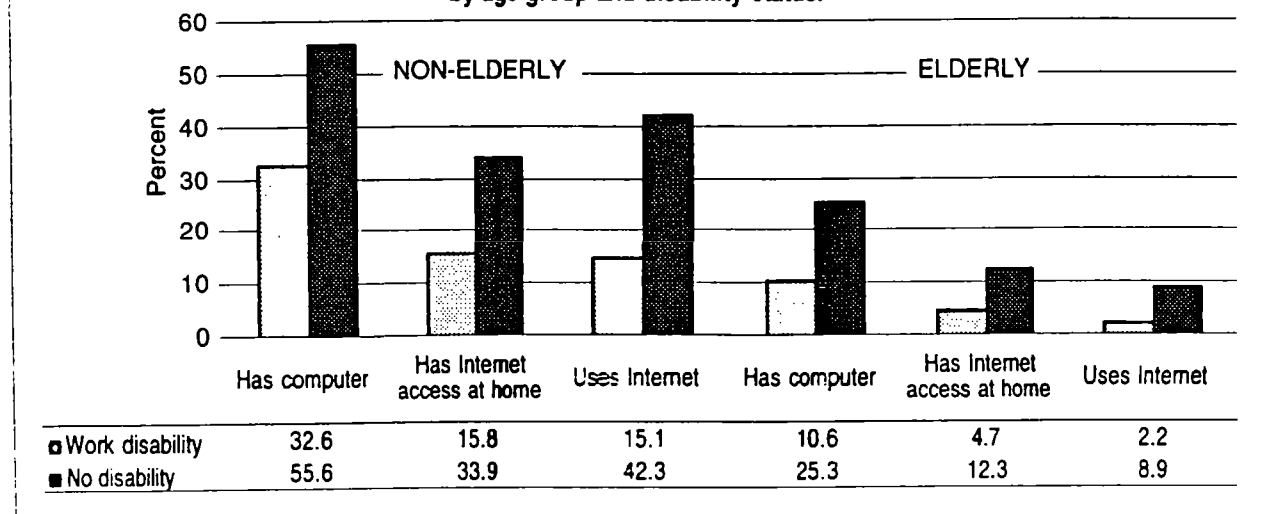


Figure 3. Computer and Internet use, by disability and employment status, ages 18–64.

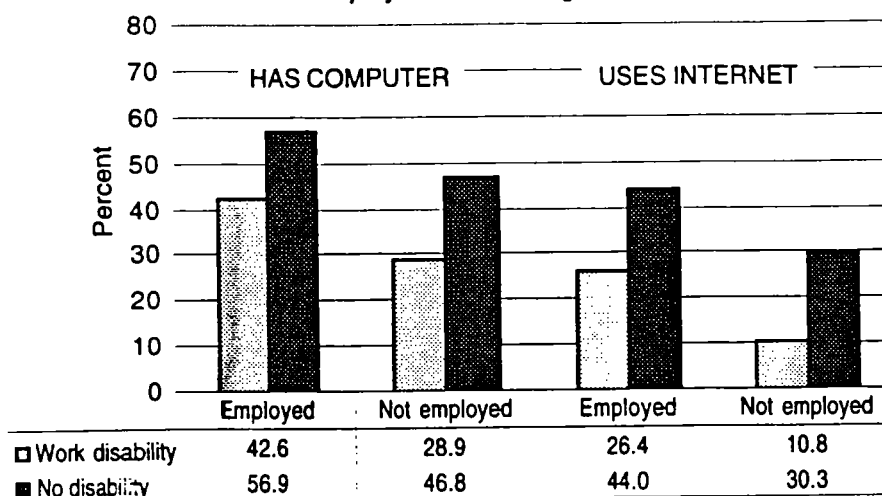


Table B. Computer ownership and Internet use, by disability status, gender, employment status, educational attainment, and family income, ages 15 and over.

| | With work disability | | | | | No work disability | | | | |
|--|----------------------|-----------------------|--------|----------------|--------|--------------------|-----------------------|------|----------------|------|
| | Total population | Computer in household | | Uses Internet | | Total population | Computer in household | | Uses Internet | |
| | Number (1000s) | Number (1000s) | % | Number (1000s) | % | Number (1000s) | Number (1000s) | % | Number (1000s) | % |
| Gender | | | | | | | | | | |
| Male | 9,587 | 2,383 | 24.9 † | 1,056 | 11.0 † | 92,105 | 49,040 | 53.2 | 36,942 | 40.1 |
| Female | 11,289 | 2,600 | 23.0 † | 1,020 | 9.0 † | 97,849 | 49,227 | 50.3 | 35,358 | 36.1 |
| Employment status (ages 18–64 only) | | | | | | | | | | |
| Employed | 3,351 | 1,427 | 42.6 † | 885 | 26.4 † | 124,001 | 70,547 | 56.9 | 54,621 | 44.0 |
| Not employed | 9,024 | 2,608 | 28.9 † | 970 | 10.8 † | 29,445 | 13,786 | 46.8 | 8,914 | 30.3 |
| Educational attainment | | | | | | | | | | |
| Not high school grad | 7,461 | 949 | 12.7 † | 179 * | 2.4 * | 37,520 | 12,949 | 34.5 | 8,457 | 22.5 |
| High school grad | 11,418 | 3,105 | 27.2 † | 1,294 | 11.3 † | 108,779 | 53,267 | 49.0 | 35,957 | 33.1 |
| College grad | 1,998 | 929 | 46.5 † | 604 | 30.2 † | 43,655 | 32,051 | 73.4 | 27,885 | 63.9 |
| Family income | | | | | | | | | | |
| Less than \$20,000 | 8,614 | 950 | 11.0 † | 424 | 4.9 † | 28,557 | 6,326 | 22.2 | 5,419 | 19.0 |
| \$20,000 or more | 8,512 | 3,403 | 40.0 † | 1,417 | 16.6 † | 132,451 | 81,042 | 61.2 | 59,916 | 45.2 |

Source: Current Population Survey, 1998 Computer and Internet Use Supplement and 1999 Annual Demographic Supplement.

†Difference in rates between households with and without work disability is statistically significant at the 95% confidence level or better.

*Estimate has low statistical reliability (standard error exceeds 30 percent of estimate).

and without disabilities remain large and significant for both sexes, however. For example, 24.9 percent of men with disabilities own computers, compared to 53.2 percent without; 23.0 percent of women with disabilities own computers, versus 50.3 percent without.

Employment Status

For working-age adults, having a job can make it financially feasible to buy a computer; often, on-the-job access to computers and the Internet is also provided, along with training in how to use them. It is not surprising, therefore, that people with and without work disabilities are more likely to have computers and use the Internet if they are employed than if they are not (Figure 3 and Table B).

But even when they do have jobs, people with disabilities are significantly less likely to gain access to these new technologies: Among employed people with work disabilities, 42.6 percent have computers and 26.4 percent use the Internet, compared to 56.9 and 44.0 percent of their non-disabled counterparts. All around, rates are significantly lower among those without jobs: Only three-tenths (28.9 percent) of those with disabilities have computers, and only about one-tenth (10.8 percent) use the Internet.

Educational Attainment

People who are well educated are far more like-

ly to have the skills, not to mention the financial resources, necessary to buy and use computer technology. But regardless of the level of educational attainment, people with disabilities have much lower rates of computer ownership and Internet use than their non-disabled peers (Figure 4).

Only one-eighth (12.7 percent) of people with disabilities who have not graduated from high school own computers. This figure compares with one-third (34.5 percent) of non-high-school-graduates without disabilities, almost half (46.5 percent) of college graduates with disabilities, and three-quarters (73.4 percent) of college graduates without disabilities.

Even more striking is the fact that only 2.4 percent of people with disabilities who lack high school diplomas use the Internet. Those without disabilities are almost 10 times as likely to connect (22.5 percent), and those with disabilities who have college degrees are still more likely (30.2 percent). But even this last group has less than half the likelihood of Internet use as college graduates without disabilities, almost two-thirds (63.9 percent) of whom are Internet users.

Family Income

Half (50.3 percent) of people with work disabilities have family incomes of under \$20,000 per year. For this group, buying a computer and paying the monthly fees of an Internet service provider may seem like a frivolous expense in relation to the basic necessities of life. Low-income

Figure 4. Computer and Internet use, by disability status and educational attainment, ages 15 and over.

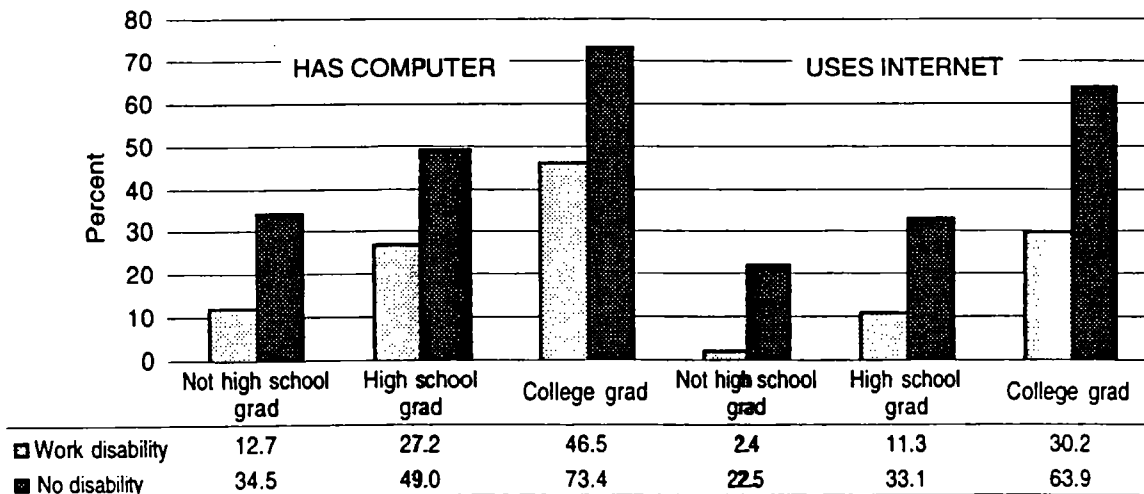


Figure 5. Computer and Internet use, by disability status and family income, ages 15 and over.

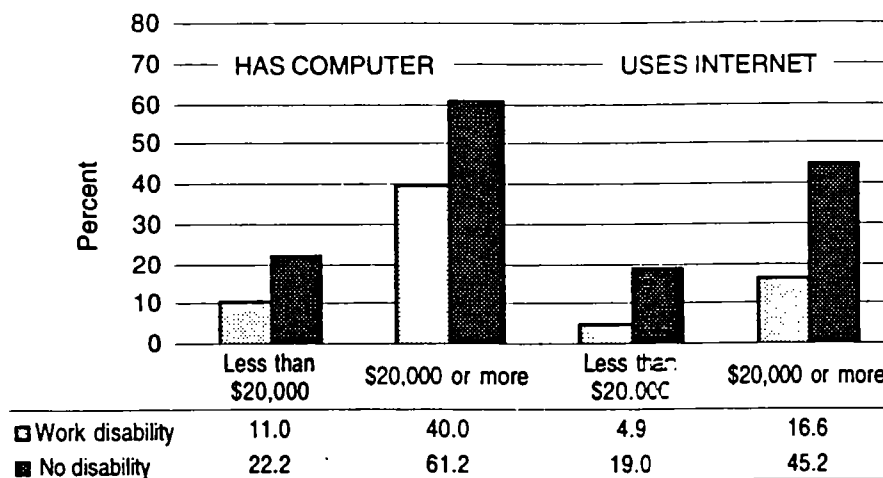


Table C. Household computer and Internet access, by race, ethnicity, and disability status of household members.

| | With work disability | | | | | | No work disability | | | | | |
|-----------------------|----------------------|-----------------------|------|-------------------------------|-------|------|--------------------|-----------------------|--------|-------------------------------|--------|------|
| | Total households | Computer in household | | Household has Internet access | | | Total households | Computer in household | | Household has Internet access | | |
| | Number (1000s) | Number (1000s) | % | Number (1000s) | % | | Number (1000s) | Number (1000s) | % | Number (1000s) | % | |
| All households | 17,709 | 4,298 | 24.3 | † | 2,144 | 12.1 | † | 86,503 | 41,179 | 47.6 | 24,772 | 28.6 |
| Race | | | | | | | | | | | | |
| White | 14,297 | 3,833 | 26.8 | † | 1,905 | 13.3 | † | 73,133 | 36,693 | 50.2 | 22,454 | 30.7 |
| African American | 2,910 | 311 | 10.7 | † * | 141 | 4.8 | † * | 9,879 | 2,602 | 26.3 | 1,130 | 11.4 |
| Native American | 208 | 43 | 20.7 | * | 41 | 19.5 | * | 583 | 228 | 39.1 | 143 | 24.6 |
| Asian/Pacific Isl. | 294 | 111 | 37.8 | † | 58 | 19.7 | † * | 2,909 | 1,656 | 56.9 | 1,045 | 35.9 |
| Ethnicity | | | | | | | | | | | | |
| Hispanic | 1,257 | 239 | 19.0 | † | 106 | 8.5 | * | 6,986 | 2,282 | 32.7 | 1,018 | 14.6 |
| Non-Hispanic | 16,452 | 4,059 | 24.7 | † | 2,038 | 12.4 | † | 79,517 | 38,897 | 48.9 | 23,755 | 29.9 |

Source: Current Population Survey, 1998 Computer and Internet Use Supplement and 1999 Annual Demographic Supplement

Note: A household is classified as having a work disability if any member has a work disability. Race and ethnicity are those of the first person listed in the survey roster, generally the person in whose name the home is owned or rented. Households of Hispanic ethnicity are also included in the appropriate racial categories.

† Difference in rates between households with and without work disability is statistically significant at the 95% confidence level or better.

* Rate is significantly different from that of whites (for racial groups) or non-Hispanics (for Hispanics) at the 95% confidence level or better.

* Estimate has low statistical reliability (standard error exceeds 30 percent of estimate).

people with and without disabilities own computers and use the Internet at rates much lower than those of their more financially comfortable counterparts (Figure 5).

In both income categories, people with disabilities are significantly less likely to own computers: half as likely for the low-income group (11.0 percent vs. 22.2 percent), and two-thirds as likely for the higher-income group (40.0 vs. 61.2 percent). Use of the Internet is one-quarter as likely among the low-income group (4.9 percent for those with disabilities vs. 19.0 percent for those without) and just over one-third as likely for the higher-income group (16.6 percent vs. 45.2 percent).

Race and Ethnicity

Table C and Figure 6 present statistics on household computer ownership and Internet access, broken down into racial and ethnic categories (see Data Source and Methods for details on racial and ethnic classification). Households are classified as having work disabilities if one or more members of the household have a work disability.

Within each racial and ethnic group, the rate of computer ownership is much lower when there is a disability present in the household than when there is not.⁴ Among white households, those with disabilities are about half as likely to own computers as are those without (26.8 vs. 50.2 percent). Among

African American households, only one-tenth (10.7 percent) of those with disabilities have computers, compared to one-quarter (26.3 percent) of households having no members with disabilities. Some 37.8 percent of Asian and Pacific Islander households with disabilities have computers, compared to 56.9 percent of those without disabilities. And among Hispanic households, 19.0 percent of those with disabilities have computers, versus 32.7 percent of those with no disability.

There are also large gaps in Internet access within the racial categories.⁵ Across the board, households having members with work disabilities are roughly half as likely to be connected to the Internet as those without disabled members (for white households, 13.3 vs. 30.7 percent; for black households, 4.8 vs. 11.4 percent; for Asian/Pacific Islander households, 19.7 vs. 35.9 percent).

Among those households having members with work disabilities, most of the differences in rates between racial and ethnic groups are not statistically significant. But one set of differences is significant, and it bears pointing out: Among households with work disabilities, African

⁴ For Native Americans, the gaps in computer ownership and Internet access are not statistically significant and have not been shown in Figure 6.

⁵ Among people of Hispanic origin, the difference in Internet access rates is not statistically significant.

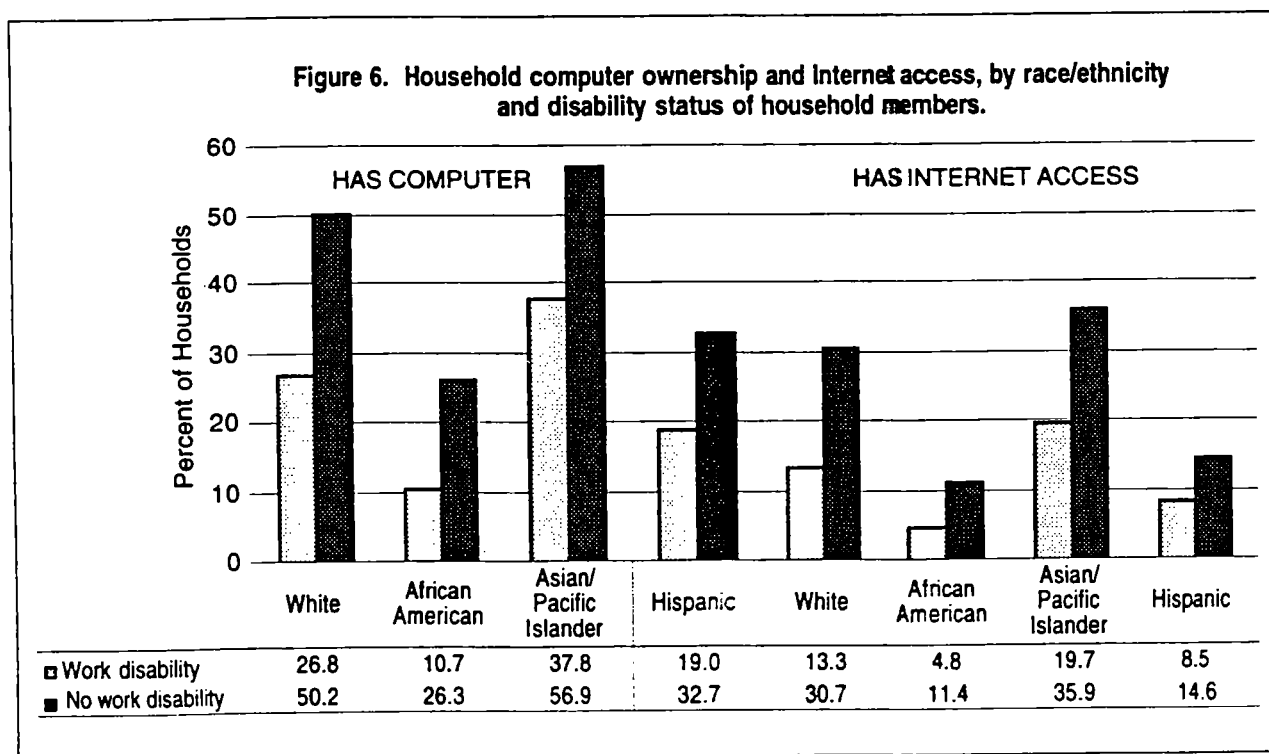


Table D. Reasons for using the Internet, by disability status, ages 15 and over.

| | Work disability | | No disability | |
|---|-------------------|-------|-------------------|-------|
| | Number (1000s) | % | Number (1000s) | % |
| All Internet users | 2,076 | 100.0 | 72,300 | 100.0 |
| Electronic mail | 1,393 | 67.1 | 54,333 | 75.2 |
| Search for info. | 1,304 | 62.8 | 46,456 | 64.3 |
| News, weather, sports | 810 | 39.0 | 32,523 | 45.0 |
| Courses, schoolwork | 608 | 29.3 | 25,456 | 35.2 |
| Job-related tasks | 543 | 26.2 | 31,132 | 43.1 |
| Shop, pay bills, etc. | 353 | 17.0 | 16,255 | 22.5 |
| Search for jobs | 330 | 15.9 | 12,166 | 16.7 |
| Other | 498 | 24.0 | 13,073 | 18.1 |
| Source: Current Population Survey, 1998 Computer and Internet Use Supplement and 1999 Annual Demographic Supplement | | | | |

American households are much less likely than white households to have a computer (10.7 vs. 26.8 percent) or have access to the Internet (4.8 vs. 13.3 percent).

It is also worth noting that the rates for white households *with* disabilities (26.8 percent of which have computers and 13.3 percent of which have access to the Internet) are roughly equal to those of African American households *without* disabilities (26.3 and 11.4 percent, respectively). Thus, in comparing these populations, disability and race can be seen to be equally significant factors in determining the household's likelihood of exposure to computer technology.

Reasons for Internet Use

By far the most common reasons that people with disabilities cite for using the Internet are send-

ing and receiving electronic mail (1.4 million people, or 67.1 percent of the 2.1 million Internet users) and searching for information (1.3 million, or 62.8 percent; see Table D). These are also the two top-ranked reasons for Internet use among people without disabilities.

Four-tenths (39.0 percent) of Internet users with disabilities read the news online, check the weather forecast, or obtain sports scores. Three-tenths (29.3 percent) take courses over the Internet or use online resources to help with schoolwork. One-quarter (26.2 percent) of Internet users with disabilities use the Internet for job-related tasks, a significantly lower figure than the 43.1 percent of Internet users without disabilities, who are more likely to have jobs. One-sixth (17.0 percent) use the Internet for shopping, paying bills, or other commercial activities and 15.9 percent use it to look for employment opportunities.

CONCLUSIONS

People with disabilities are perhaps the single segment of society with the most to gain from the new technologies of the electronic age. Yet they have among the lowest rates of use of these technologies. As a result, the potential benefits of computers and the Internet to the disability community are a long way from being realized.

The problem is largely one of access. Many people with disabilities are poor and can little afford a computer capable of navigating the Internet, the specialized software they might need in order to adapt it to their needs, and the monthly charges imposed for access to the Internet. Many people with disabilities, whether elderly or not, lack an awareness of the potential benefits of this technology, an understanding that, for themselves especially, a computer and an Internet connection could become not a toy, but an important tool with

which to gain greater independence and social integration.

The advent of lower-cost computing—including the free computers that come with an extended subscription to an Internet service provider—may help to make this technology more available. Simpler user interfaces, which would encourage use by people who are less comfortable with the technology, might also help people with disabilities to overcome any resistance they might have to exploring the Internet. But it seems clear that, in order to clarify the benefits that this technology can offer to the population with disabilities, a concerted program of education will be needed, along with training and support in the use of the hardware and software, before significant progress is made in closing the enormous gaps in technology access that have been identified in this report.

REFERENCES

- Bureau of the Census (1999). Source and Accuracy Statement for the December 1998 CPS Microdata File for Internet and Computer Use in the U.S. Available online at:
<http://www.bls.census.gov/cps/computer/1998/ssrcacc.htm>.
- National Telecommunications and Information Administration (1999). Falling Through the Net: Defining the Digital Divide. Washington, DC: U.S. Department of Commerce, National Telecommunications and Information Administration. Available online at:
<http://www.ntia.doc.gov/ntiahome/digitaldivide/index.html>.

March 1st meeting

1-2 interactive sites

nexus of education + employment
examples of best practices

maybe combine 2 pieces
K-12 (age 21)

Get meeting w/ Tom Kalil

Need 20 best practice examples

10 schools

10 businesses

10-20 donor projects to be recruited here

6 sites - will pick one or 2

one of them a business, one an education

what does, where involve

Kalil w/ Becky

mtg request

many @ W.H.

1:30 - 2

4-6

options -
8:30
all

Klein Cheryl

From: Sheehy Jennifer
Sent: Monday, May 22, 2000 4:13 PM
To: Ogle Becky; McKinnon William
Cc: Klein Cheryl
Subject: madison wisconsin/FW: participating agencies

fyi for your marcia meeting

From: Marcia J. Carlson[SMTP:mcarlso3@facstaff.wisc.edu]
Sent: Monday, May 22, 2000 3:09 PM
To: adarelay@atl.mediaone.net; imparatoa@aol.com
Cc: mark_johnson@shepherd.org
Subject: participating agencies

Del and Andy,

Thought you'd be interested in the agencies we have in planning our torch relay event. We've added some new ones, and we are proud to point out that Wisconsin Manufacturers and Commerce, a trade organization that represents some 3,000+ businesses in Wisconsin, is a major sponsor to the Wisconsin Initiative (our I2K effort). Note the diversity that includes all disability groups, racial diversity and a mix of government agencies, business and organizations for and by people with disabilities.

Marcia

Spirit of ADA Torch Relay - Madison Coordinating Committee

Bureau for Deaf and Hard of Hearing
Citizen's Advisory Council for People with Disabilities
City of Madison, Affirmative Action Office
City of Madison, Mayor's Office
City of Madison, Police Department
Dane County Executive's Office
Department of Public Instruction/Statewide Outreach Program
Division of Vocational Rehabilitation/Department of Workforce Development
Governor's Office
Greater Madison Chamber of Commerce/Zimbrick Volkswagen
Madison Metropolitan School District
NAACP - Madison Chapter
Office for Persons with Physical Disabilities
Rep. Tammy Baldwin's Office
Sen. Herb Kohl's Office
Sen. Russ Feingold's Office
Social Security Administration, Madison Office
Special Olympics
The ARC Wisconsin
UW-Madison
Adaptive Sports and Fitness Program, School of Education
Athletics and Kohl Center
Chancellor's Office
Division of Information Technology
Facilities Planning & Management
Planning & Landscape Architecture
Transportation Services
Hoofers

Encl. 393 - 4690

McBurney Disability Resource Center
Torch Relay Medical Team/University Hospital physicians
UW Police Department
Waisman Center
Urban League of Greater Madison
Very Special Arts
Wisconsin Council of the Blind
Wisconsin Council on Developmental Disabilities
Wisconsin Paralyzed Veterans Association

Fiscal Agent Rehabilitation for Wisconsin

ADA Wisconsin Partnership Coordinator for The Wisconsin Initiative:
Initiative 2000 ADA 10th Anniversary - Jayn Wittenmyer

Marcia Carlson, O.P.
Facilities Access
UW-Madison
610 Walnut Street, 9th floor WARF
Madison, WI 53705
608.263.3021/voice
608.265.5147/tty
608.265.3139/fax
Infinite strength is another name for women. Shanti Sharma

AGENDA May 23, 2000

I. Status of Task Force Recommendations

II. Cabinet Affairs

III. June 7 White House Mental Health Conference Anniversary

IV. July 26 ADA Celebration

1999 Recommendations to the President from the Presidential Task Force on Employment of Adults with Disabilities

1. The President direct the Department of Labor to develop a proposal for consideration in the FY 2001 budget process for an Office of Disability Policy, Evaluation and Technical Assistance (ODPET) to be headed by an Assistant Secretary of Labor.

STATUS - In Progress

2. The President direct the Departments of Justice and Labor, and the Equal Employment Opportunity Commission to collaborate in exploring methods for strengthening enforcement of employment-related nondiscrimination provisions of the Americans with Disabilities Act and the Rehabilitation Act.

STATUS - Eric has briefed Michelle Eurowitz (Eddie Corria's replacement). She will call us for further details and then arrange the meeting.

3. The President direct the Departments of Labor, Education, and Health and Human Services, the Social Security Administration, the Office of Personnel Management, and other appropriate

Federal agencies to construct and coordinate, under the leadership of the Presidential Task Force on Employment of Adults with Disabilities, a Youth-to-Work Initiative.

STATUS - Transition Summit, June 20 - 21

4. The President direct the Department of Health and Human Services to develop a proposal to allow the Maternal and Child Health Programs for Children with Special Needs to provide Healthy and Ready to Work services to youth with disabilities who are under the age of 16.

STATUS - Eric Gould is reviewing the proposed alternatives to legislation

5. The President direct the Department of Housing and Urban Development to explore steps needed to establish an earned income disregard for tenants with disabilities living in other-than-Public Housing Authority housing who return to work, and to exempt any disability-related expenses incurred when a tenant goes to work from the "countable" income used to determine rents.

STATUS - Eric Gould is contacting Jackie Line at HUD

6. The President continue to work with Congress to secure adequate funding, proposed in the Administration's FY 2000 budget, for their program to accelerate the development and adoption of information and communication technologies that can be used by the 54 million Americans

with disabilities.

STATUS - OK

7. The President continue to work with Congress to pass the tax credit proposed in the Administration's FY 2000 budget, in order to assist adults with disabilities with expenses related to work.

STATUS - OK

8. The President continue to work with Congress to pass a strong, enforceable Patients' Bill of Rights.

STATUS - OK

9. The President convene a White House Conference on Employment of Adults with Disabilities that will include representatives from the Administration, Congress, elected officials from State and local governments, small and large businesses, the disability community and other stakeholders.

STATUS - OK

10. The President direct the Task Force members' departments and agencies to collaborate on the development and implementation of a multimedia, interagency public awareness campaign to

eliminate the negative and erroneous stereotypes about employment of people with disabilities.

STATUS - OK

11. The President direct the Social Security Administration and the Department of Labor to create an "Access America for People with Disabilities" Web site that targets individuals with disabilities.

STATUS -First cut of sites identified by agencies available on June 1; URL being registered

12. The President direct the Department of Transportation to work with the Departments of Labor, Education, and Health and Human Services, the Social Security Administration, and other relevant Task Force members to develop a comprehensive plan of action to address the lack of transportation services and systems for persons with disabilities.

STATUS -Eric is contacting Nancy McFadden at DOT

13. The President direct all Federal agencies with customer service call centers and other appropriate services to explore ways to encourage hiring people with disabilities.

STATUS - Task Force is drafting Executive Order

14. The President direct the Social Security Administration to explore options for raising the Earned Income Exclusion in the Supplemental Security Income program, for both adults and

students, in order to encourage work efforts.

STATUS -Eric is touching base with Joanne at OMB

REHABILITATION RESEARCH & TRAINING CENTER ON WORKPLACE SUPPORTS

VCU - CHARTER BUSINESS ROUNDTABLE

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Distinguished Professor of Educational Policy
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Potential

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AT&T
Bell Atlantic
Booz Allen & Hamilton
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Caterpillar
Charles Schwab
CIGNA Group Insurance
Compaq Computer Corporation
Crestar
Fannie Mae
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General Motors Corporation
The Hartford
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The J.C. Penney Company, Inc.
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Merrill Lynch
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Malcolm Baldrige National Quality Award Recipients 1988 - 1999

Award recipients have been very generous in their commitment to improving U.S. competitiveness and the U.S. pursuit of performance excellence. They have shared information with hundreds of thousands of companies, education institutions, health care organizations, government agencies and others. Award recipients' efforts have encouraged many other organizations in all sectors of the U.S. economy to undertake their own performance improvement efforts.

Links are provided to profiles of the activities and accomplishments for each Award recipient at the time that the Awards were presented as well as contact information for those Award recipients who may be contacted for more information about their Baldrige Award application.

1999

STMicroelectronics, Inc. - Region Americas (*manufacturing*)

[contacts](#), [profile](#)

BI (*service*)

[contacts](#), [profile](#)

The Ritz-Carlton Hotel Company, L.L.C. (*service*)

[contacts](#), [profile](#)

Sunny Fresh Foods (*small business*)

[contacts](#), [profile](#)

1998

Boeing Airlift and Tanker Programs (*manufacturing*)

[contacts](#), [profile](#)

Solar Turbines Incorporated (*manufacturing*)

[contacts](#), [profile](#)

Texas Nameplate Company, Inc. (*small business*)

[contacts](#), [profile](#)

1997

3M Dental Products Division (*manufacturing*)

[contacts](#), [profile](#)

Merrill Lynch Credit Corporation (*service*)

[contacts](#), [profile](#)

Solectron Corporation (*manufacturing*)

[contacts](#), [profile](#)

Xerox Business Services (*service*)

[contacts](#), [profile](#)

1996

ADAC Laboratories (*manufacturing*)

[contacts](#), [profile](#)

Custom Research Inc. (*small business*)

[contacts](#), [profile](#)

Dana Commercial Credit Corporation (*service*)

[contacts](#), [profile](#)

Trident Precision Manufacturing, Inc. (*small business*)

[contacts](#), [profile](#)

1995

**Armstrong World Industries, Inc.,
Building Products Operations** (*manufacturing*)

[contacts](#), [profile](#)

**Corning Incorporated,
Telecommunications Products Division** (*manufacturing*)

[contacts](#), [profile](#)

1994

AT&T Consumer Communications Services (*service*)
Now the Consumer Markets Division of AT&T

[contacts](#), [profile](#)

GTE Directories Corporation (*service*)

[contacts](#), [profile](#)

Wainwright Industries, Inc. (*small business*)

[contacts](#), [profile](#)

1993

Ames Rubber Corporation (*small business*)

[contacts](#), [profile](#)

Eastman Chemical Company (*manufacturing*)

[contacts](#), [profile](#)

1992

**AT&T Network Systems Group
Transmission Systems Business Unit** (*manufacturing*)
Now Lucent Technologies, Inc., Optical Networking Group

[contacts](#), [profile](#)

AT&T Universal Card Services (*service*)
Now part of Citigroup

[profile](#)

Granite Rock Company (*small business*)

[contacts](#), [profile](#)

The Ritz-Carlton Hotel Company (*service*)

Now part of Marriott International

[contacts](#), [profile](#)

Texas Instruments Incorporated

Defense Systems & Electronics Group (*manufacturing*)

Now part of Raytheon Systems Company

[contacts](#), [profile](#)

1991

Marlow Industries, Inc. (*small business*)

[contacts](#), [profile](#)

Soletron Corporation (*manufacturing*)

[contacts](#), [profile](#)

Zytec Corporation (*manufacturing*)

Now part of Artesyn Technologies

[contacts](#), [profile](#)

1990

Cadillac Motor Car Company (*manufacturing*)

[contacts](#), [profile](#)

Federal Express Corporation (*service*)

[contacts](#), [profile](#)

IBM Rochester (*manufacturing*)

[contacts](#), [profile](#)

Wallace Co., Inc. (*small business*)

[profile](#)

1989

Milliken & Company (*manufacturing*)

[contacts](#), [profile](#)

Xerox Corporation,

Business Products & Systems (*manufacturing*)

[contacts](#), [profile](#)

1988

Globe Metallurgical Inc. (*small business*)

[contacts](#), [profile](#)

Motorola Inc. (*manufacturing*)

[contacts](#), [profile](#)

Westinghouse Electric Corporation

Commercial Nuclear Fuel Division (*manufacturing*)

[profile](#)

nqpi@nist.gov

Last Updated: March 30, 2000

University of Wisconsin - Madison
Facilities Planning and Management
610 North Walnut Street, 9th Floor
Madison, Wisconsin 53705
FAX # (608) 265-3139

Date 5/23/00 Receiver's FAX# 202-456-0362

of pages to be transmitted 2
(including cover sheet)

TO Jonathan Young

FROM Marcia Carlson

Subject:

Madison WI participating agencies

Comments:

also - several sponsors are helping out, not
part of planning committee, includes architect and
+ engineering firms, insurance agency (home office)
printer, etc.

Should you experience any problems with this transmission, please call
Facilities Planning and Management at (608) 263-3000.

U:\wgk\katherina\fax.doc

Spirit of ADA Torch Relay - Madison Coordinating Committee

Bureau for Deaf and Hard of Hearing
Citizen's Advisory Council for People with Disabilities
City of Madison, Affirmative Action Office
City of Madison, Mayor's Office
City of Madison, Police Department
Dane County Executive's Office
Department of Public Instruction/Statewide Outreach Program
Division of Vocational Rehabilitation/Department of Workforce Development
Governor's Office
Greater Madison Chamber of Commerce/Zimbrick Volkswagen
Madison Metropolitan School District
NAACP - Madison Chapter
Office for Persons with Physical Disabilities
Rep. Tammy Baldwin's Office
Sen. Herb Kohl's Office
Sen. Russ Feingold's Office
Social Security Administration, Madison Office
Special Olympics
The ARC Wisconsin
UW-Madison
 Adaptive Sports and Fitness Program, School of Education
 Athletics and Kohl Center
 Chancellor's Office
 Division of Information Technology
 Facilities Planning & Management
 Planning & Landscape Architecture
 Transportation Services
 Hoofers
 McBurney Disability Resource Center
 Torch Relay Medical Team/University Hospital physicians
 UW Police Department
 Waisman Center
Urban League of Greater Madison
Very Special Arts
Wisconsin Council of the Blind
Wisconsin Council on Developmental Disabilities
Wisconsin Paralyzed Veterans Association

Fiscal Agent: Rehabilitation for Wisconsin

ADA Wisconsin Partnership Coordinator for The Wisconsin Initiative: Initiative 2000
ADA 10th Anniversary - Jayn Wittenmyer

0

Eric Gould
Arthur Kamp
Gene Chou

Ed responds on education front (no)

~~Ex~~ Myers directive on M. action
close up loophole

maybe announced in this issue

Boyer's directive: office,

issue of computer donation

CompTIA - donating computers to schools, w/
focus on disability
rehabilitation working (A+ is the name of the certificate)

Record -

what accomplished
what on the table
for

where are we not too

Leanne Backett - PP - advisory panel

Focus: usable skills getting to work

Need lists of people in training
educational systems

Find links

Marsha - Scott @ who -

To: Lisa Brown, Counsel to the Vice President
From: Rhonda L. Basha
Re: SUMMARY OF CONFERENCE CALL SUGGESTIONS RE: ADA CONFERENCE

The purpose of this memo is to summarize the suggestions and issues raised during the focus group conference calls which took place on March 14, 2000, regarding the ADA conference being planned for July. Consistent with the recommendations made at the meeting held in your office on March 1, 2000, the focus group agreed that there should be a conference, and that the target group should be businesses. It was suggested that the conference highlight best practices of employers, particularly those in the I.T. industry that have utilized innovative strategies for employing persons with disabilities. Employers identified as potential best practice presenters included Marriott, Hilton, and Microsoft, as well as those currently working with the President's Committee on Employment of Persons with Disabilities. The conferees also indicated that entrepreneurs with disabilities should also be featured.

The focus group participants also generally agreed that the conference should last about five hours and that the format should include breakout sessions headed by Task Force members, and a plenary session followed by a reception at the White House. Suggested sites for the conference included Galludet University and the Chamber of Commerce, with the later being contingent on their buying in generally.¹ The conferees further agreed that the conference should include a display of assistive technology.

In addition to targeting employers, it was also felt that the conference should be utilized as an opportunity for a public relations "myth busting" campaign to reach the general public and the media. Ted Koppel, Oprah Winfrey², and Larry King, were suggested as possible venues for obtaining media buy-in.

It was further proposed that consideration be given to focusing on the ADA as a civil rights, versus an entitlement statute, with employment viewed as the means for bridging the gap between the two. Other suggestions along the same lines included repackaging the civil rights message with a more "main stream" diversity spin.

Several of the participants emphasized the need to take a pragmatic approach given the current climate of growing anti-ADA sentiment. To this end, it was suggested that the conference highlight progress/accomplishments in substantive areas covered under the ADA, while at the same time emphasizing that much remains to be done, and that the inclusion of individuals with disabilities as meaningful members of the workforce is not only not difficult; it is good business. One possible product suggested was an "ADA 10th Anniversary-10 Lessons Learned" publication.

The need to have something measurable come out of the conference was a repeated theme. It was suggested that rather than simply preaching to the choir that businesses, including small

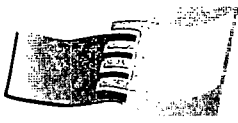
¹Tom Donaghue was suggested as a contact at the Chamber.

²Secretary of Labor Alexis M. Herman has an ongoing relationship with Oprah Winfrey.

businesses, currently "sitting on the fence" be asked for a hiring commitment prior to the conference, consistent with the model used in the Welfare to Work initiative. Other recommendations in this vein included outreach to business foundations, to small business lobbyists and association, to the Chamber, and to the Business Roundtable.

While no one clear idea on a banner message was evidenced, integration, inclusion, and independence emerged as recurring themes. I would suggest that we add "innovation" to this list which encompasses not only advancements in technology, but creative employment strategies. Perhaps, the conference could be entitled something along the lines of *The 10th Anniversary of the ADA-A Celebration of Integration, Inclusion, Independence, and Innovation*.

We are looking forward to hearing from you on next steps. I can be reached by phone at 202-693-6112.



AAPD

**AMERICAN ASSOCIATION OF
PEOPLE WITH DISABILITIES**

**Spirit of ADA Pledge
for Elected Officials and Policy Makers**

I do hereby pledge to support the goals of equality of opportunity, full participation, independent living and economic self-sufficiency for all people with disabilities, and to honor the 10th anniversary of the Americans with Disabilities Act (ADA) and the 25th anniversary of the Individuals with Disabilities Education Act (IDEA) by renewing my personal commitment to the following:

**Full implementation of and compliance with the federal civil rights laws
ADA and IDEA;**

**Increased outreach and technical assistance so that people with
disabilities and families are educated on their rights under ADA and
IDEA; and**

**Adequate funding for monitoring, oversight and enforcement of ADA
and IDEA.**

By promoting the goals of ADA and IDEA, I hereby reaffirm my pledge to
an America that lives up to the promise of liberty and justice for all.

Signed: _____

Date: _____

[Please mail completed copies of this pledge to Spirit of ADA Campaign, AAPD,
1819 H Street, N.W., Suite 330, Washington, DC 20006-3603.]

**1819 H Street NW • Suite 330 • Washington, DC 20006-3603
Toll Free 800-840-8844 • VOICE/TTY 202-457-0046 • FAX 202-457-0473
WEBSITE www.aapd-dc.org**

Ken Apfel, Commissioner
Social Security Administration
6401 security boulevard
Room 900
Baltimore, MD 21235

SAMPLE

Dear Commissioner Apfel:

As you are well aware, on July 26th, we will celebrate the 10th anniversary of the Americans with Disabilities Act. An important and very visible aspect of the nation's celebration is the *Spirit of ADA Torch Relay* initiated and spearheaded by the American Association of People with Disabilities (AAPD). The torch begins its official tour on June 11th in Houston and will travel through 25 cities until August 7th, with large grassroots celebrations planned in each location. Our Task Force has joined AAPD as a proud national sponsor of the relay. You can learn more about the torch relay at www.spiritofada.org.

One purpose of the relay is to coalesce support for the goals of the ADA by renewing America's commitment to equality of opportunity, full participation and economic self-sufficiency for all people with disabilities. To this end, AAPD has launched a "Renew the Pledge" campaign which calls upon elected officials and policymakers to sign a "Spirit of ADA Pledge" reaffirming their promise to support the objectives of the ADA and of the Individuals with Disabilities Education Act (IDEA) which celebrates its 25th anniversary this year. A copy of the pledge has been included for your review. The pledge has already been signed by longtime disability rights champions, Vice President Al Gore and Senator Tom Harkin. I write to ask you, as a member of the Task Force, to please join me in signing the pledge and publicly renewing your commitment to continued aggressive implementation of the ADA and IDEA.

This upcoming milestone in disability rights history and local torch relay celebrations offer a unique opportunity to elevate the national awareness of disability issues and create greater recognition of the contributions of people with disabilities to our communities. As attitudinal barriers fall, people with disabilities will be welcomed into the nation's workforce.

Once again, I wish to thank you for your invaluable leadership as a member of the Task Force and for your vigorous attention to our work towards increasing employment of adults with disabilities.

Sincerely,

Tony Coelho
Vice-Chair, Presidential Task Force

Enclosure



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

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TTY: 202-693-4920
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May 18, 2000

Ms. Emily Sheketoff
Executive Director
American Library Association
1301 Pennsylvania Ave., NW,
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Washington, DC 20004-1701

Dear Emily,

Thank you for meeting with the Presidential Task Force on Employment of Adults with Disabilities to discuss the most important event in the lives of people with disabilities, their families and friends: the ten-year anniversary of the Americans with Disabilities Act (ADA). On July 26, 1990, President George Bush signed the ADA on the South Lawn of the White House with more than 3,000 people with and without disabilities in attendance. At the signing ceremony, President Bush declared, "let the shameful wall of exclusion finally come tumbling down."

Ten years later, we in the disability community feel that many chunks of that wall have come tumbling down allowing more of us to become active, meaningful partners in the walk of life. Some are accomplished parents, writers, doctors, business owners, students, workers, lawyers, journalists, actors and actresses, next door neighbors and more, but there are still millions not yet reaping the benefits of the ADA.

The Presidential Task Force is coordinating ADA activities within the federal government, ensuring federal participation in ADA events taking place across the country and encouraging the American community to come together for this historic celebration. As part of our observance of the tenth anniversary we will acknowledge our collective accomplishments and renew our pledge to strong enforcement of civil rights like the ADA and the Individuals with Disabilities Education Act (IDEA).

Libraries across the country have made tremendous strides in ensuring that their facilities and resources are fully accessible to people with disabilities. Libraries continue to serve as the cornerstone for the education and the advancement of all children and adults by helping people develop the skills they need to seek and effectively utilize information resources; skills that are now even more critical if people with disabilities are to effectively compete in today's workforce and the workplace of tomorrow. As a means of furthering your commitment to the

Put Ability to Work!

full participation of people with disabilities in society, we urge you and the members of the American Library Association to celebrate the Tenth anniversary of the ADA. We encourage you to provide patrons information about the ADA and ADA activities occurring in their communities and states. Additionally, as students return to school around Labor Day, libraries can engage in a unified effort to mark the Twenty-Fifth Anniversary of the Individuals with Disabilities Education Act (IDEA).

I have included a list of resources for your consideration. Thank you in advance for your support and any assistance that your members will be providing. I know that I don't need to say this to you, but all efforts to spread the word about the ADA and IDEA further our nation's commitment to opportunity and empowerment not only for people with disabilities, but for all Americans throughout the nation.

Sincerely,

Rebecca L. Ogle
Executive Director

Enclosure

**Americans with Disabilities Act
10th Anniversary Celebration
July 26, 2000**

Fact Sheet

Americans with Disabilities Act (ADA) – Signed into law in 1990 by President George Bush, the ADA is the most significant and comprehensive civil rights law since the 1960's. The ADA prohibits discrimination on the basis of disability in places of public accommodation, including all hotels, restaurants, retail stores, theaters, health care facilities, convention centers, parks, and places of recreation (Title III), in all activities of state and local governments (Title II), and in all employment practices of state and local government employers with 15 or more employees (Title I). The ADA also establishes architectural accessibility requirements for new construction and alterations of commercial facilities, which generally include all nonresidential buildings and facilities. The ADA has not only profoundly improved the lives of people with disabilities, the law has inspired positive change for all Americans with adaptations as simple as curb cuts to the resulting cultural diversity and benefits of increased employment.

Individuals with Disabilities Education Act Amendments of 1997 (IDEA) - Celebrating its 25th anniversary, this law guarantees equal access to education for children with disabilities. Formally called P.L. 94-142 or the Education of All Handicapped Children Act of 1975, (IDEA) requires public schools to make available to all eligible children with disabilities a free, appropriate public education in the least restrictive environment appropriate to their individual needs.

Take part in the celebration:

- ★ Create an Americans with Disabilities Act corner in the library complete with popular books on disability culture and history. For a list of books visit the Web site for the ADA anniversary library/bookstore initiative at <http://www.adr-service.com>.
- ★ Host a community ADA education workshop – the following websites offer valuable information: Department of Justice: <http://www.usdoj.gov/crt/ada/adahom1.htm> , Access Board: www.access-board.gov, Equal Employment Opportunity Commission: <http://www.eeoc.gov/facts/qanda.html>.
- ★ Feature books by famous writers with disabilities such as Stephen Hawking, Reynolds Price, Fyodor Dostoevsky, Kaye Redfield Jamison, William Styron, Kurt Vonnegut, John Milton, Rod McKuen, Virginia Woolf, Isak Dinesen and Edna St. Vincent Millay, John Hockenberry.
- ★ Host disability awareness seminars for local organizations and schools. Invite speakers from your local independent living Center. National Council for Independent Living www.ncil.org, 703-525-3406. (See additional resources below for a wealth of information on disability rights, culture and history).
- ★ Convene regional library staff and hold a workshop on accessible libraries. For a guide to creating an accessible library, visit the U.S. Department of Justice ADA web site at www.usdoj.gov/crt/ada/reg3a.html sections 8.1 through 8.5 and www.usdoj.gov/crt/ada/reg2.html to find out how to provide accessible programs and services.

- ★ Participate in the Spirit of ADA Torch Relay celebration of the ADA anniversary in your community. The purpose of the torch relay is to renew America's commitment to the ADA and IDEA. The torch relay begins June 11th in Houston, travels through 25 cities and ends in New York City on August 7th. For contact and event information, visit the spirit of ADA torch relay web site at www.spiritofada.org.

Additional Resources

- ★ Presidential Task Force on Employment of Adults with Disabilities www.dol.gov (scroll down to the task force icon).
- ★ ADA information line: 800-514-0301 (voice) or 800-514-0383 (TTY)
- ★ DanaJackson@usdoj.gov for additional copies of the "Guide to Disability Rights Laws."
- ★ Disability Rights and Education Defense Fund 1-800-4664232
- ★ National Council on Disability www.ncd.gov 202-272-2004
- ★ National Organization on Disability www.nod.org 202-293-5960
- ★ American Association of People with Disabilities www.aapd-dc.org 202-457-0046
- ★ Commercial Disability lifestyle websites: www.wemedia.com, www.halftheplanet.com, www.accesslife.com, www.cando.com.
- ★ Disability History Museum & Learning Resource Center www.disabilitymuseum.org
(This web site should be fully operational by July 26.)

before Congressional committees. Through this unique combination of legal skills and grassroots experience, DREDF's successes in Republican administrations and Congress have become legendary.

We have been able not only to defend against administrative efforts to weaken the regulations implementing 504 and the EHA, but also to promote the enactment of pro-active disability civil rights legislation. DREDF played an integral role in the coalition efforts to enact the Civil Rights Restoration Act and the AIDS Research and Information Act; and took the key leadership role in the Handicapped Children's Protection Act, which provides attorneys fees in special education cases, and the Fair Housing Amendments Act, which provides the first national prohibition to disability-based housing discrimination.

THE ADA

The culmination of 12 years of DREDF's legislative reform efforts is marked by our leadership role in the Americans With Disabilities Act (ADA). For years, DREDF worked with all of its soul, skill and commitment to make the dream of the ADA a reality. DREDF combined the highest level of political genius, legal brilliance, top notch grass roots organizing skills and lobbying finesse to the task of passing the ADA, the most comprehensive piece of disability rights legislation ever to be enacted in this country or the world. Whether it was meetings at the White House or with members of Congress or stuffing envelopes to get an alert out to the community, DREDF gave the ADA its all.

ADA TRAINING AND TECHNICAL ASSISTANCE

Since the passage of the ADA, DREDF has joined with the Council of Better Business Bureaus (CBBB) to form a "Partnership for Compliance" towards the goal of implementation of the ADA. This partnership has successfully linked members of local disability communities with local Better Business Bureaus. Some of these partnerships have resulted in joint disability/business workshops as well as joint proposals for the federal technical assistance monies from the Department of Justice.

Our Training unit has trained over 2,000 people with disabilities, parents, advocates, businesses and state and local governments in over 25 states since the passage of the ADA. We have also trained over 200 trainers who in turn will go back to their local communities to train.

We have been selected by the Department of Justice to be the National Technical Assistance Hotline for Titles II & III of the ADA (800-466-4ADA) voice and tdd) to serve the disability community, business and state and local governments. We believe that education is the lynchpin to the implementation of the law.

The path from the kitchen in West Berkeley, California, to the signing ceremony of the ADA at the White House on July 26, 1990 has been paved with many millions of hours of hard work, and with an unwavering commitment to the mission of equal citizenship for People with Disabilities. Passage of the ADA is a tremendous milestone which should be celebrated by all of us.



THE HISTORY OF THE ADA

“Of The People, By The People, For The People”

By Arlene B. Mayerson

The history of the ADA did not begin on July 26, 1990 at the signing ceremony at the White House. It did not begin in 1988 when the first ADA was introduced in Congress. The ADA story began a long time ago in cities and towns throughout the United States when people with disabilities began to challenge societal barriers that excluded them from their communities, and when parents of children with disabilities began to fight against the exclusion and segregation of their children. It began with the establishment of local groups to advocate for the rights of people with disabilities. It began with the establishment of the independent living movement which challenged the notion that people with disabilities needed to be institutionalized, and which fought for and provided services for people with disabilities to live in the community.

The ADA owes its birthright not to any one person, or any few, but to the many thousands of people who make up the disability rights movement — people who have worked for years organizing and attending protests, licking envelopes, sending out alerts, drafting legislation, speaking, testifying, negotiating, lobbying, filing lawsuits, being arrested — doing whatever they could for a cause they believed in. There are far too many people whose commitment and hard work contributed to the passage of this historic piece of disability civil rights legislation to be able to give appropriate credit by name. Without the work of so many — without the disability rights movement — there would be no ADA.

The disability rights movement, over the last couple of decades, has made the injustices faced by people with disabilities visible to the American public and to politicians. This required reversing the centuries long history of “out of sight, out of mind” that the segregation of disabled people served to promote.

The disability rights movement adopted many of the strategies of the civil rights movements before it. Like

the African-Americans who sat in at segregated lunch counters and refused to move to the back of the bus, people with disabilities sat in federal buildings, obstructed the movement of inaccessible buses, and marched through the streets to protest injustice. And like the civil rights movements before it, the disability rights movement sought justice in the courts and in the halls of Congress.

From a legal perspective, a profound and historic shift in disability public policy occurred in 1973 with the passage of Section 504 of the Rehabilitation Act. Section 504, which banned discrimination on the basis of disability by recipients of federal funds, was modeled after previous laws which banned race, ethnic origin and sex based discrimination by federal fund recipients.





or the first time, the exclusion and segregation of people with disabilities was viewed as discrimination. Previously, it had been assumed that the problems faced by people with disabilities, such as unemployment and lack of education, were inevitable consequences of the physical or mental limitations imposed by the disability itself. Enactment of Section 504 evidenced Congress' recognition that the inferior social and economic status of people with disabilities was not a consequence of the disability itself, but instead was the result of societal barriers and prejudices. As with racial minorities and women, Congress recognized that legislation was necessary to eradicate discriminatory policies and practices.

Section 504 was also historic because for the first time people with disabilities were viewed as a class — a minority group. Previously, public policy had been characterized by addressing the needs of particular disabilities by category based on diagnosis. Each disability group was seen as separate, with differing needs. Section 504 recognized that while there are major physical and mental variations in different disabilities, people with disabilities as a group faced similar discrimination in employment, education and access to society. People with disabilities were seen as a legitimate minority, subject to discrimination and deserving of basic civil rights protections. This "class

of people with disabilities has been constantly put to the test by attempts to remove protections for particular groups. The history of the ADA is a testament to the movement's commitment to solidarity among people with different disabilities.

After Section 504 established the fundamental civil right of non-discrimination in 1973, the next step was to define what non-discrimination meant in the context of disability. How was it the same or different from race and sex discrimination? The Department of Health, Education and Welfare (HEW) had been given the task of promulgating regulations to implement Section 504, which would serve as guidelines for all other federal agencies.

These regulations became the focus of attention for the disability rights movement for the next four years. During this time the movement grew in sophistication, skill and visibility.

The first task was to assure that the regulations provided meaningful anti-discrimination protections. It was not enough to remove policy barriers — it was imperative that the regulations mandated affirmative conduct to remove architectural and communication barriers and provide accommodations.

The second step was to force a recalcitrant agency to get the regulations out. All over the country people with disabilities sat-in at HEW buildings. The longest sit-in was in San Francisco, lasting 28 days. A lawsuit was filed, hearings before Congress were organized, testimony was delivered to Congressional committees, negotiations were held, letters were written. The disability community mobilized a successful campaign using a variety of strategies, and on May 4, 1977 the Section 504 regulations were issued. It is these regulations which form the basis of the ADA.

Every person who participated in the struggle to get the original Section 504 regulations worked on the ADA.

In the early 1980's the disability community was called upon to defend the hard-fought-for Section 504 regulations from attack. After taking office, President Reagan established the Task Force on Regulatory Relief under the leadership of then Vice President George Bush. The mission of the Task Force was to

domains of discrimination, but also to raise consciousness about the barriers to daily living which were simply tolerated as a part of life. Justin Dart, Chair of the Congressional Task Force on the Rights and Empowerment of Americans with Disabilities, traversed the country holding public hearings which were attended by thousands of people with disabilities, friends, and families documenting the injustice of discrimination in the lives of people with disabilities.

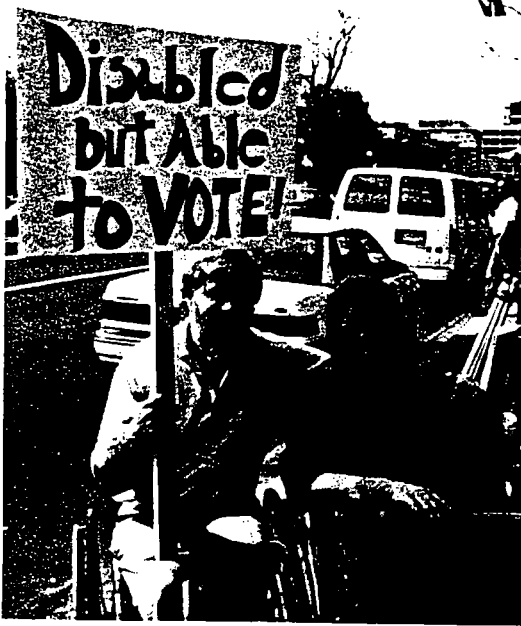
In September 1988, a joint hearing was held before the Senate Subcommittee on Disability Policy and the House Subcommittee on Select Education. Witnesses with a wide variety of disabilities such as blindness, deafness, Down's Syndrome and HIV infection, as well as parents of disabled children testified about architectural and communication barriers and the pervasiveness of stereotyping and prejudice. Over 100 people with disabilities took the train from New Jersey to attend this historic hearing. A room which seated over seven hundred overflowed with people with disabilities, parents and advocates. After the hearing, a commitment was made by Senator Kennedy, Chair of the Labor and Human Resources Committee, Senator Harkin, Chair of the Subcommittee on Disability Policy, and Representative Owens, Chair of the House Subcommittee on Select Education, that a comprehensive disability civil rights bill would be a top priority for the next Congress. At the same time, both presidential candidates, Vice President Bush and Governor Dukakis, endorsed broad civil rights protections for people with disabilities. The disability community was determined to assure that President Bush would make

good on his campaign promise, and reinvoked it repeatedly during the legislative process.

On May 9, 1989, Senators Harkin and Durenberger and Representatives Coelho and Fish jointly introduced the new ADA in the 101st Congress. From that moment, the disability community mobilized, organizing a multi-layered strategy for passage. A huge coalition was assembled by the Consortium for Citizens with Disabilities (CCD), which included the Leadership Conference on Civil Rights (LCCR), National Organizations Responding to AIDS (NORA), and an array of religious, labor and civic organizations.

A team of lawyers and advocates worked on drafting and on the various and complex legal issues that were continually arising; top level negotiators and policy analysts strategized with members of Congress and their staffs; disability organizations informed and rallied their members; a lobbying system was developed using members of the disability community from around the country; witnesses came in from all over the country to testify before Congressional committees; lawyers and others prepared written answers to the hundreds of questions posed by members of Congress and by businesses; a weekly meeting was established by the Consortium for Citizens with Disabilities to report-in and make decisions; task forces were formed; networks were established to evoke responses from the community by telephone or mail; protests were planned — the disability rights movement coalesced around the goal: passage of the ADA.





From the beginning, the “class” concept prevailed — groups representing specific disabilities and specialized issues vowed to work on all of the issues affecting all persons with disabilities. This commitment was constantly put to the test. The disability community as a whole resisted any proposals made by various members of Congress to exclude people with AIDS or mental illness or to otherwise narrow the class of people covered.

Even at the eleventh hour, after two years of endless work and a Senate and House vote in favor of the Act, the disability community held fast with the AIDS community to eliminate an amendment which would have excluded food-handlers with AIDS, running the risk of indefinitely postponing the passage or even losing the bill. Likewise, all of the groups, whether it was an issue particularly affecting their constituencies or not, held fast against amendments to water down the transportation provisions.

The underlying principle of the ADA was to extend the basic civil rights protections extended to minorities and women to people with disabilities. The 1964 Civil Rights Act prohibited employment discrimination by the private sector against women and racial and ethnic minorities, and banned discrimination against minorities in public accommodations. Before the ADA, no federal law prohibited private sector discrimination against people with disabilities, absent a federal grant or contract.

The job of the disability rights movement during the ADA legislative process was to demonstrate to

Congress and the American people the need for comprehensive civil rights protections to eradicate fundamental injustice — to demonstrate not only how this injustice harms the individual subjected to it, but also how it harms our society. This mission could not have been accomplished without the active participation and leadership of people with disabilities.

The first hearing in the 101st Senate on the new ADA was an historic event and set the tone for future hearings and lobbying efforts. It was kicked off by the primary sponsors talking about their personal experiences with disability. Senator Harkin spoke of his brother who is deaf, Senator Kennedy of his son, who has a leg amputation, and Representative Coelho, who has epilepsy, spoke about how the discrimination he faced almost destroyed him.

The witnesses spoke of their own experiences with discrimination. A young woman who has cerebral palsy, told the Senators about a local movie theater that would not let her attend because of her disability. When her mother called the theater to protest that this attitude “sounded like discrimination,” the theater owner stated “I don’t care what it sounds like.” This story became a symbol for the ADA and was mentioned throughout the floor debates and at the signing. The members and the President related this story to demonstrate that America “does care what it sounds like” and will no longer tolerate this type of discrimination.

A Viet Nam veteran who had been paralyzed during the war and came home using a wheelchair testified that when he got home and couldn’t get out of his housing project, or on the bus, or off the curb because of inaccessibility, and couldn’t get a job because of discrimination, he realized he had fought for everyone but himself — and he vowed to fight tirelessly for passage of the ADA.

The President of Gallaudet University gave compelling testimony about what life is like for someone who is deaf, faced with pervasive communication barriers. The audience was filled with Gallaudet students who waved their hands in a sign of approval.

The committee also received boxes loaded with thousands of letters and pieces of testimony that had been gathered in hearings across the country the summer

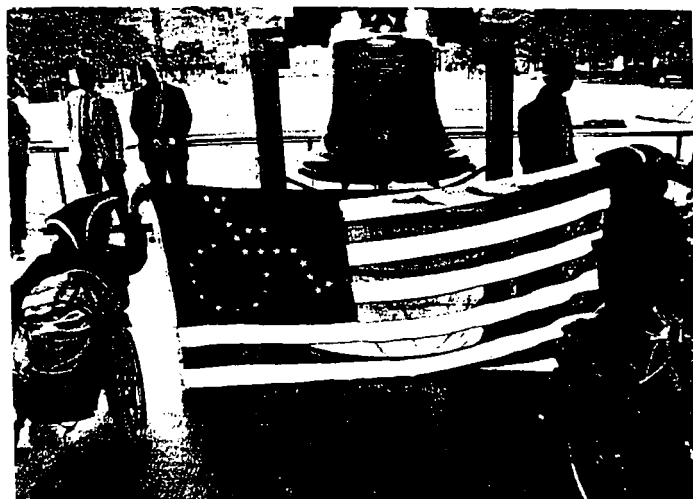
more from people whose lives had been damaged or destroyed by discrimination.

A woman testified that when she lost her breast to cancer, she also lost her job and could not find another one as a person with a history of cancer. Parents whose small child had died of AIDS testified about how they couldn't find any undertaker that would bury their child.

At this Senate hearing and in all the many hearings in the House, members of Congress heard from witnesses who told their stories of discrimination. With each story, the level of consciousness was raised and the level of tolerance to this kind of injustice was lowered.

The stories did not end in the hearing room. People with disabilities came from around the country to talk to members of Congress, to advocate for the Bill, to explain why each provision was necessary, to address a very real barrier or form of discrimination. A group came in from Wisconsin and visited every member of the House, a busload of people came from upstate New York, people attending the National Council on Independent Living conference filled the halls of Congress. ADAPT staged a dramatic march which ended with activists crawling up the Capitol steps. Individuals came in at their own expense, slept on floors by night and visited Congressional offices by day. People who couldn't come to Washington told their stories in letters, attended town meetings and made endless phone calls.

And it was a long haul. After the spectacular Senate vote of 76 to 8, the Bill went to the House where it was considered by an unprecedented four full Committees. Each Committee had at least one subcommittee hearing, and more amendments to be explained, lobbied and defeated. Representative Steny Hoyer took over the leadership in the House to marshal the Bill through this labyrinth of committees. He and Representatives Bartlett and Fish engaged in countless hours of negotiations over a plethora of amendments. Grass roots organizing became even more important because by this time many business associations had rallied their members to write members of Congress to oppose or weaken the bill. The perseverance and commitment of the disability movement never wavered. Through



many moments of high stress and tension, the community stayed unified. For every hearing, the hearing room was full and for every proposed amendment to weaken the bill, letters poured in and the halls of Congress were canvassed.

There were thousands of legal issues and technical issues for the movement lawyers to wrestle with, and daily political problems for the movement strategists to untangle, and they spent days and often sleepless nights doing so, and for this hard work they deserve a tremendous amount of credit. However, it must always be remembered that it was the individuals who make up the disability rights movement that provided the moral force that led to passage of the ADA. It is to all the people whose names are in this book, who are here tonight, and to those who came before, those who first fought for equality, some of whom are no longer with us, and to those who continue the fight whose names we don't know, that this evening and this book are dedicated.



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CURT DECKER
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Advocacy Systems

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Consortium for Citizens
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LCCR
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NORA
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Responding to AIDS

**AIDS National InterFaith
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NCIL
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and a cast of 43 million!

NOTE: Organization affiliations are current at the time of passage of ADA.

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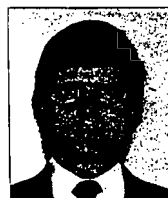
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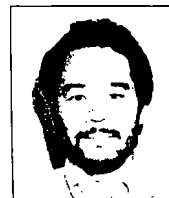
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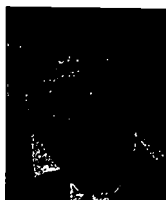
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Development

JUSTICE STAFF



Left to right: Merrily Friedlander, L. Irene Bowen, John Wodatch, Philip Breen, Stewart Oneglia, Sara Kaltenborn, and Janet Blizard.



JOHN WODATCH
Director, OADA

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



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BUSINESS COMMUNITY LOBBY



SUSAN R. MEISINGER
Vice President of Governmental
Affairs, The Society for
Human Resource Management



G. JOHN TYSSSE
President
Employment Advisory
Services Inc.

The preceding pages depict some of the many people in Washington
whose efforts culminated in this legislative victory.



Introduction of the President

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By Evan J. Kemp, Jr.
Chairman, Equal Employment Opportunity Commission

I am delighted to be here today with so many friends to celebrate with all of you this great victory of the disability rights community. So many people worked tirelessly to develop this civil rights bill — in the Administration, in Congress, and in the Disability Community — Justin Dart, Sandy Parrino, Pat Wright, Arlene Mayerson. But all of you from the grassroots, and many who could not be here today, are responsible for the success of this effort.

Without the steadfast support of one man, this bill would not have become law. I have been witness to his commitment to disability rights

for over nine years.

Like Abraham Lincoln, he had the political courage to support an unpopular idea. He had the wisdom to insist that we move into the 21st century and welcome all Americans into the mainstream.

Today he will sign the most important civil rights legislation of the last quarter of a century.

I have the great honor of introducing to you the foremost member of the disability community, our good friend, the President of the United States, George Bush.

Address of President George Bush at the signing of the ADA

Welcome to every one of you, out there in this splendid scene of hope, spread across the South Lawn of the White House. I want to salute the members of the United States Congress, the House and the Senate who are with us today — active participants in making this day come true. (Applause)

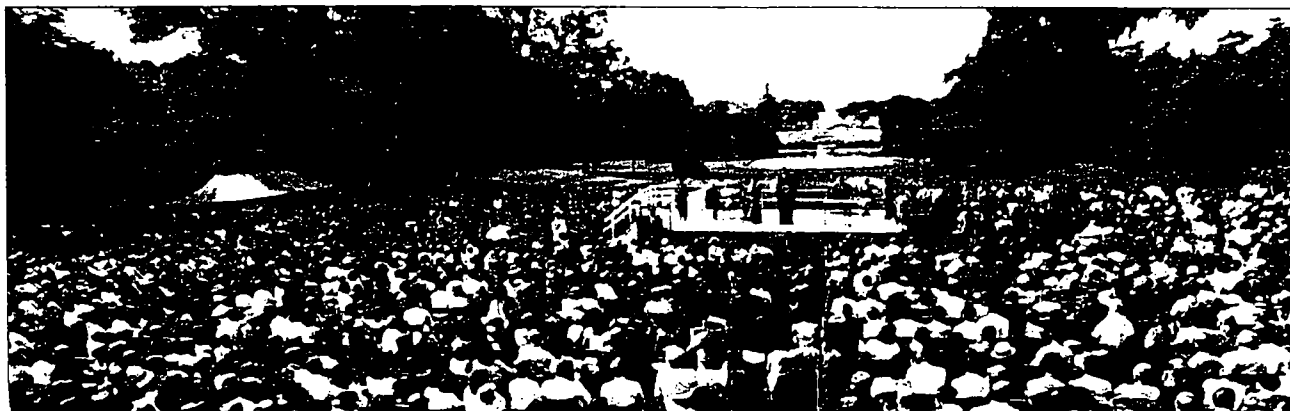
This is, indeed, an incredible day. Especially for the thousands of people across the nation who have given so much of their time, their vision, and their courage to see this Act become a reality.

You know, I started trying to put together a list of all the people who should be mentioned

today. But when the list started looking a little longer than the Senate testimony for the bill, I decided I better give up, or we'd never get out of here before sunset. So, even though so many deserve credit, I will single out but a tiny handful. And I take those who have guided me personally over the years.

Of course, my friends, Evan Kemp and Justin Dart up here on the platform with me. (Applause) And of course, I hope you'll forgive me for saying a special word of thanks to two who — from the White House — Boyden Gray and Bill Roper, labored long and hard. (Applause)

(continued)



And I want to thank Sandy Parrino, of course, for her leadership and I again — (applause) — it is very risky with all these members of Congress here who worked so hard. But I can say on a very personal basis, Bob Dole has inspired me. (Applause)

And then, the organizations. So many dedicated organizations for people with disabilities who gave their time and their strength and, perhaps most of all, everyone out there across the breadth of this nation, the 43 million Americans with disabilities. You have made this happen. All of you have made this happen. (Applause)

To all of you, I just want to say your triumph is that your bill will now be law, and that this day belongs to you. On behalf of our nation, thank you very, very much. (Applause)

Three weeks ago we celebrated our nation's Independence Day. Today, we're here to rejoice in and celebrate another 'Independence Day,' one that is long overdue. With today's signing of the landmark Americans with Disabilities Act, every man, woman and child with a disability can now pass through once-closed doors into a bright new era of equality, independence and freedom.

As I look around at all these joyous faces, I remember clearly how many years of dedicated commitment have gone into making this historic new civil rights Act a reality. It's been the work of a true coalition. A strong and inspiring coalition of people who have shared both a dream and a passionate determination to make that dream come true. It's been a coalition in the finest spirit. A joining of Democrats and Republicans. Of the Legislative and the Executive Branches. Of federal and state agencies. Of public officials and private citizens. Of people with disabilities and without.

This historic Act is the world's first comprehensive declaration of equality for people with disabilities. The first. (Applause) Its passage has made the United States the international leader on this human rights issue. Already, leaders of several other countries, including Sweden, Japan, the Soviet Union and all 12 members of the EEC, have announced that they hope to enact now similar legislation. (Applause)

Our success with this Act proves that we are keeping faith with the spirit of our courageous forefathers who wrote in the Declaration of



Independence: "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable rights." These words have been our guide for more than two centuries as we've labored to form our more perfect union. But tragically, for too many Americans, the blessings of liberty have been limited or even denied.

The Civil Rights Act of '64 took a bold step towards righting that wrong. But the stark fact remained that people with disabilities were still victims of segregation and discrimination, and this was intolerable. Today's legislation brings us closer to that day when no Americans will ever again be deprived of their basic guarantee of life, liberty, and the pursuit of happiness. (Applause)

This Act is powerful in its simplicity. It will ensure that people with disabilities are given the basic guarantees for which they have worked so long and so hard. Independence, freedom of choice, control of their lives, the opportunity to blend fully and equally into the right mosaic of the American mainstream.

Legally, it will provide our disabled community with a powerful expansion of protections and then basic civil rights. It will guarantee fair and just access to the fruits of American life which we all must be able to enjoy. And then, specifically, first the ADA ensures that employers covered by the Act cannot discriminate against qualified individuals with disabilities. (Applause) Second, the ADA ensures access to public accommodations such as restaurants, hotels, shopping centers and offices. And third, the ADA ensures expanded access to transportation services. (Applause)



And fourth, the ADA ensures equivalent telephone services for people with speech or hearing impediments. (Applause) These provisions mean so much to so many. To one brave girl in particular, they will mean the world. Lisa Carl, a young Washington State woman with cerebral palsy, who I'm told is with us today, now will always be admitted to her hometown theater.

Lisa, you might not have been welcome at your theater, but I'll tell you — welcome to the White House. We're glad you're here. (Applause) The ADA is a dramatic renewal, not only for those with disabilities, but for all of us. Because along with the precious privilege of being an American comes a sacred duty — to ensure that every other American's rights are also guaranteed.

Together, we must remove the physical barriers we have created and the social barriers that we have accepted. For ours will never be a truly prosperous nation until all within it prosper. For inspiration, we need look no further than our own neighbors. With us in that wonderful crowd out there are people representing 18 of the daily points of light that I've named for their extraordinary involvement with the disabled community. We applaud you and your shining

example. Thank you for your leadership for all that are here today. (Applause)

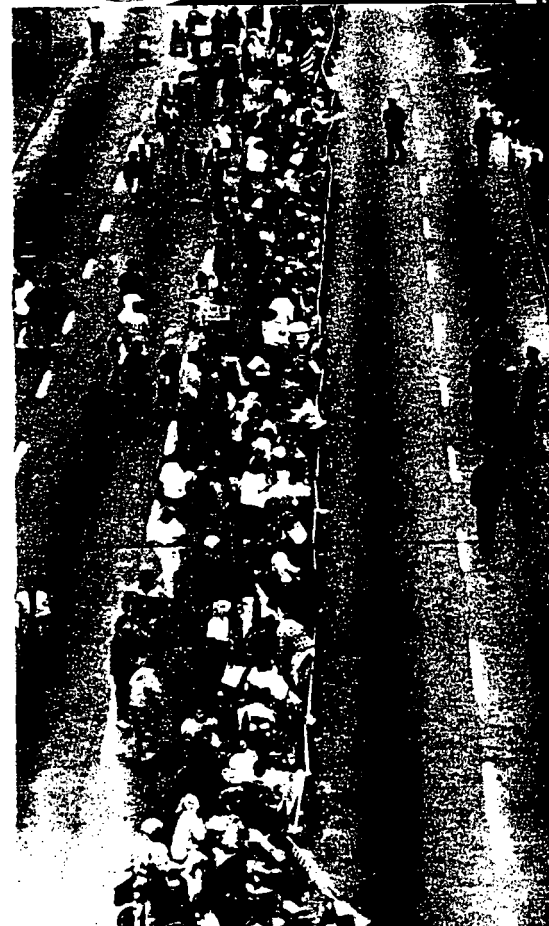
Now, let me just tell you a wonderful story — a story about children already working in the spirit of the ADA. A story that really touched me. Across the nation, some 10,000 youngsters with disabilities are part of Little League's Challenger Division. Their teams play just like others, but — and this is the most remarkable part — as they play at their sides are volunteer buddies from conventional Little League teams. All of these players work together. They team up to wheel around the bases and to field grounders together and most of all, just to play and become friends. We must let these children be our guides and inspiration.

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

I know there have been concerns that the ADA may be vague or costly, or may lead endlessly to litigation. But I want to reassure you right now that my administration and the United States Congress have carefully crafted this Act. We've all been determined to ensure that it gives

affirmation of what is best about American society and what makes our country a beacon of hope among nations. People all over the world still believe America is the land of opportunity."

— Representative Don Edwards



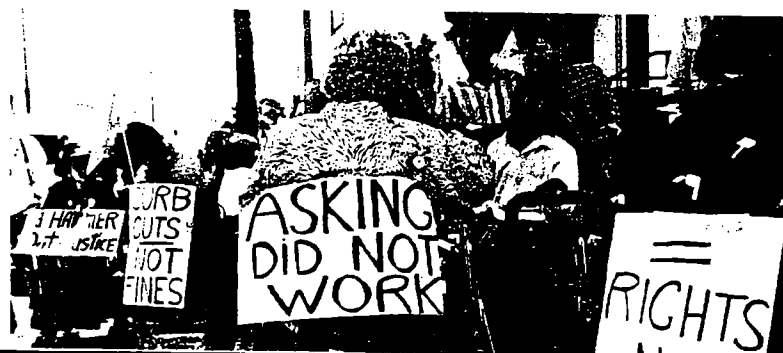
"The disabled seek only the same opportunities as all other Americans. It will take time, but full implementation of the Americans With Disabilities Act will also result in society no longer seeing the needs of persons with disabilities as special. Ramps, door width and braille will become part of all our lives. As we no longer consider accessibility as special, we will increase the self-worth of the disabled — we as a society will no longer permit discrimination — benign or overt — against the disabled."

— Representative Hamilton Fish, Jr.



The ADA is an important beginning, giving us not only a framework from which to build, but also a mandate from which to proceed. DREDF has worked tirelessly to enhance the rights of people with disabilities and their families. Your mission insures that EVERY citizen has access to an all-inclusive society. Many of us in Congress have and will continue to look to DREDF for assistance and guidance in improving our nation's policy towards people with disabilities. The exemplary technical assistance and public policy advocacy DREDF continues to provide has earned national respect as evidenced by passage of landmark policy victories. Your distinguished record on civil rights for ALL Americans will long be remembered and revered here and nationwide. DREDF's continued leadership will enable Congress to set enlightened disability policy into the next century.

— Senator Robert J. Dole





“A hero is an individual distinguished by his or her courage and exceptional deeds. Such individuals are rare. Such individuals are those who, long before the Congress and the public began to debate equal rights for disabled Americans, envisioned and fought for the Americans With Disabilities Act. These individuals are true American heroes and I am pleased to have been able to work with them and play a part in the passage of the Americans With Disabilities Act. As we approach full implementation of the ADA, it is appropriate to pay tribute to these individuals. Our efforts, however, must not end here. We must recommit ourselves to the concept of equality of opportunity. I will do what I can in the Senate, and I know — with the support of such champions of equal rights as those who supported the ADA — our efforts will be fruitful.”

— Senator John McCain



"The signing of ADA into law takes an historic place along with the triumphant movements in support of freedom and democracy throughout the world and with the American Revolution and civil rights struggles in this country. These movements stand as a shining example to us all as to what can be accomplished when determined people work together, sacrifice and act with skill and courage to alleviate injustice and in so doing improve society for everyone. The ADA is a landmark step forward towards eradicating one of the most serious and pressing sources of inequity in American life, the denial to our fellow citizens with disabilities their full civil rights protections under the law."









Delve into meeting, 6/19/00

OMB

Focus on job - heavy commitment
along lines of welfare to work over 4 yrs.
government-wide, not for quotas
timeline for agencies
Ready in 2 weeks

EEOC

Management Directive? EO?

DOJ

Initiative of local governments in
access to facilities - nationwide
announcement in Wren Spgs

NPR

Access work site early July 10
conducting website accessibility

State

15,000 properties — 250 per street
policy for requiring overseas accessibility
currently all new builds accessible

SSA

Reg re SEA + others
marriage penalty? (10% fix)

SBA'S OFFICE OF DISABILITIES REPORT

SBA commenced its formal outreach to people with disabilities as a result of the creation of the Presidential Task Force on Employment of Adults with Disabilities (Task Force) by Executive Order in March, 1998. The Administrator, Aida Alvarez, is a member of the Task Force. Since that time, SBA has marshaled its field offices and resource partners to provide information about SBA services and opportunities for people with disabilities who wish to start their own businesses.

Some of the activities that have resulted are the publication and distribution of the **ADA Guide for Small Businesses** which was published in partnership with the Department of Justice. The **ADA Guide** helps small business owners to comply with the ADA. The SBA and Social Security Administration signed a Memorandum of Understanding (MOU) in a White House ceremony presided over by the Vice President. The MOU pledges a cooperative effort between the two agencies to share program information, refer clients, and make presentations at various meetings and conferences. SBA is the lead for a national series of workshops to bring together government agencies and service providers to people with disabilities who wish to start their own business to network and to form partnerships for better service delivery. Further, SBA is providing entrepreneurial training to individuals with disabilities who wish to start or grow their small business. The workshops are a partnership with SSA, Education, HUD, President's Committee for Employment of People with Disabilities, and the Task Force.

A Director of Business Development in Cross Disability Markets was employed in late May, to strategically build the core capacity for the Small Business Administration to enhance services to cross disability markets in diverse cultures. This new position, proposes plans for the following:

To build corporate and venture capital relations for the sponsorship of financial services, collaboration and mentoring for the person with a disability starting a new business,

To build a blue ribbon executive council to guide the successful direction of SBAs initiative toward increased participation and economic development of people with disabilities.

To offer tailored, rigorous, electronic distance learning certificates in Small Business Administration in collaboration with post secondary institutions.

To support mentoring program with others who have successfully started businesses and have disability related issues

To systematically advocate for the integration and re-imaging of people with disabilities in advertising and marketing .

To increase the education of youth with disabilities about entrepreneurship by supporting the increase in internships.

To increase the nations' education about the success and potential of women, Native Americans,African Americans and other minorities who have disabilities and are entrepreneurs.

Increase the opportunities for small business owners to employ the workforce of people with disabilities.

Develop linkages to independent living centers that emphasize micro-enterprises and small business development.

Increase the opportunity and education for people with disabilities by strengthening their ability to compete for federal contracts,state contracts,and county/city contracts.

SSA Accomplishments supporting the Presidential Task Force for the Employment of Adults with Disabilities (PTFEAD) and for announcement as part of ADA celebration events:

In September 1998 the Department of Labor and SSA entered into cooperative agreements with a total of 18 States to develop innovative projects to increase employment among people with disabilities who want to work. The first annual conference was held in September 1999 and a report was provided to the Presidential Task Force for the Employment of Adults with Disabilities.

In October, 1999, SSA joined forces with the U.S. Small Business Administration (SBA) to help improve employment and entrepreneurial opportunities for Americans with disabilities by signing a partnership agreement to coordinate the efforts of SBA's Welfare-to-Work initiative and our Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) programs.

Beginning January 2000, the Department of Labor, Department of Education, Department of Health and Human Services, the PTFEAD, the President's Committee on Employment of People with Disabilities, the National Council on Disability and SSA have sponsored and continue to sponsor public education forums around the country entitled "Federal Policy - State Opportunities: Models and Strategies for an Inclusive Workforce." These forums focus on Federal and State employment-related policies and programs for people with disabilities.

In January 2000, SSA began a two-State Youth Continuing Disability Initiative that will involve SSI Youth in Maryland and Florida ages 15-16 who have had a continuing disability review performed. The project will assist youth in obtaining the information and services they need to successfully transition to work and will be used to examine the feasibility of such an approach on a nationwide basis.

In May 2000 we awarded funds to the Children's National Medical Center to serve SSI youth with disabilities in the District of Columbia. The project will target preadolescents and adolescents as well as health care professionals to improve post-secondary and employment outcomes for young people with disabilities.

On May 26, 2000, we launched the new Internet web site, *The Work Site*. This site contains important information and support for disability beneficiaries, employers, service providers, youth with disabilities, advocates, and others whose goal is to help those persons with disabilities work. The web site is fully accessible to people with disabilities. This is significant since fewer than 5 percent of all Internet sites are accessible to people who are visually impaired, hearing impaired, or have limited dexterity.

The Department of Labor, the Department of Health and Human Services, and SSA worked together to develop and issue program announcements on grants and cooperative agreements in May 2000 and to participate in PTFEAD-sponsored bidders

conferences in June 2000 on several new programs. The programs will enhance service delivery to people with disabilities in the new One-Stop system; provide benefits planning, assistance, and outreach services to SSDI and SSI beneficiaries who would like to work; and provide funds to States for infrastructure improvements related to Medicaid for workers with disabilities.

Up until 1999, some courts had held that an individual could not claim to be totally disabled in order to obtain benefits from SSA and also bring an ADA action against an employer saying that he would have been able to work if reasonable accommodations were made. In conjunction with DOJ and the EEOC, SSA filed amicus briefs explaining that the two Acts were not inconsistent and that an individual could be disabled within the meaning of the Social Security Act but still be able to work with reasonable accommodation. In 1999, DOJ, SSA and EEOC requested the Supreme Court to review one of these decisions. Thereafter, the Supreme Court issued a decision in *Cleveland v. Policy Management Systems Corp.* which adopted the Government's position and held that the mere fact that a disabled individual had applied for or received Social Security disability benefits did not mean that could not also be a qualified individual with a disability who could work with reasonable accommodation. As a result, disabled individuals were no longer faced with the possibility of losing their right to bring ADA actions against employers who refused to make reasonable accommodation to their handicaps if they chose to apply for Social Security disability benefits.

SSA Planned Activities supporting the PTFEAD and for announcement as part of ADA celebration:

We along with other federal agencies provided information on links to their web sites to the National Partnership for Reinventing Government for developing the **Access America for Workers** web site. NPR is developing this web site for the Department of Labor. SSA's information on employment support for people with disabilities will be featured on the disability page of **Access America for Workers** web site (to be unveiled in July).

We are discussing with OMB some possible regulatory actions that would:

Annually adjust per the average wage index the earnings guideline that shows whether work done by persons with impairments other than blindness is substantial gainful activity;

Increase (from \$200 to \$530) the earnings amount that shows that a person has used one of his/her a trial work months under SSDI, and then annually adjust the amount per the average wage index;

Increase the maximum monthly (from \$400 to \$1,290) and yearly (from \$1,620 to \$5,200) Student Earned Income Exclusion amounts used in determining SSI eligibility and payment amounts, and then annually adjust these amounts per the

consumer price index.

We are also fully supporting the "**Spirit of ADA Campaign and Torch Relay**" by the personal involvement of Commissioner Apfel, Deputy Commissioner Halter, and other senior staff.

COMMERCE DEPARTMENT ACTIVITIES TO ASSIST PEOPLE WITH DISABILITIES

- Is establishing a committee of employees and another with customers to advise on accessibility.
- Will coordinate the Department's EIT standards to insure accessibility.
- Will establish an accessibility page on the Department's web site on which to publish research and activities
- Will establish a central capability to aid bureaus in providing accessible technology to individuals with disabilities.
- With Stanford University, has been successfully working on the "Archimedes Project" to develop assistive technology that more quickly returns injured or disabled workers to their work stations.
- With the Bureau of Labor Statistics, working to develop a methodology for accurately determining the number of people with disabilities in the workforce. This will include both those currently employed and those seeking employment
- Conducting an assessment to match the resources of the Federal laboratory system with the needs of the assistive technology industry and hopes to have a report on the subject and to begin matching activities by this Autumn.
- Drafted a project to develop testing procedures to determine compliance with accessibility standards.
- Developing statistics for a report that would highlight the size of the current market and labor force of people with disabilities, and forecast the growth of the market for assistive technology due to our aging society.
- Developed a Braille reader that can transform the text of e-books into Braille. NIST researchers developed the Braille prototype as a possible low-cost alternative to conventional electronic Braille readers. Spent about \$200 on materials for the machine. Braille readers typically carry price tags ranging from \$10,000 to \$15,000.
- Developed an electronic book project to implement new features in an electronic book reader ST has, and to construct a prototype to demonstrate these new features. This research led to the filing of a patent application, "Modular Electronic Book". Brought together all participants in the electronic book industry and under the Department's chairmanship, a standard specification was agreed upon.

**Department of Education
List of Past, Present and Future Activities
Related to the work of the Task Force**

Past:

The Education Department's (ED's) Office of Management provided Rehabilitation Act Section 508 compliance assistance to other agencies in keeping with Task Force Recommendation #6.

The National Institute for Disability and Rehabilitation Research (NIDRR) funded Rehabilitation Research and Training Centers specifically focused on various aspects of employment in keeping with Recommendations #3, 4, 6, 10 and 12.

The Rehabilitation Services Administration (RSA) published Standards and Indicators Regulations related to the overall success of Vocational Rehabilitation programs, thereby setting benchmarks for program success.

RSA developed its 2000 Monitoring and Technical Assistance Guide. The process involved 50 or so constituents meeting in Washington to develop a new instrument that focused on outcomes, choice, due process, etc.

The Office of Special Education Programs (OSEP) conducted the following activities, some of which are designed to meet the requirements of Recommendation #3:

Reinvention teams were created to streamline business functions within Office of Special Education and Rehabilitative Services (OSERS), (strategic planning, communications, administrative processes, grants)

Recommendations of OSERS' Planning Reinvention Team (1996) implemented

Permanent OSERS-wide Planning Coordination Team (PCT) created to oversee strategic planning process

- Reading to Learn, Learning to Read—directed contract staff to get information through Trade Associations. OSEP has begun to develop reading enhancement-related materials specifically for dissemination through the Associations.
- OSERS conducted External Assessment (1997).
- Disability/Business TA Center customer-service surveys on TA are conducted and provide data on TA.
- Response times to constituent/consumer inquiries have improved.

- Monitoring reports are distributed to field in timely manner.
- Review of coordination and data functions conducted by Department's Inspector General's Office.

OSERS has improved use of telecommunications to create an environment that promotes the sharing of information and ideas in keeping with Recommendation #6.

Significant upgrades to computer resources have been implemented to meet Recommendation #6.

OSERS has undertaken major redesign of its Web pages to enhance dissemination of critical best-practice information in keeping with aspects of Recommendation #10 and #11.

NIDRR Minority Leadership Development, Recommendation #10.

Programs for Historically Black Colleges and Universities, Recommendation #10.

Funding Youth Leadership Program, Recommendation #2.

Present:

FY 1999-2001 – OSEP to fund the following projects/priorities related to Recommendation #2:

- Research Institute on Incarcerated Youth (Joint ED and DOJ collaboration – FY 1999)
- Inclusion of Students with Disabilities in Large-Scale Assessments (Research Projects)
- Assessment of Young Children and Youth with Disabilities with Low-Incidence Disabilities (Research Projects)

RSA Notice of Proposed Rulemaking on Extended Employment related to the Task Force Summit on Significant Disability

- removes extended employment as a viable employment outcome

RSA Choice Conference related to Task Force Goals under Choice/Self-Determination

- to be held in DC, discusses innovative ways to provide consumers choice in outcomes, providers, etc.

RSA National Employment Conference, related to Recommendation #10

- to be held in Philadelphia in September, and emphasizes five major theme areas, including partnering with WIA and other programs, and marketing to employers.

RSA Response to Florida Privatization/Implementation assistance

- providing statutory guidance and assistance to State government

RSA "Project Employ," related to Recommendation #10:

- Phase One: funding for the development of a marketing tool to employers
- Phase Two (implementing now): provide TA to States wishing to boost outcomes to individuals with cognitive disabilities.

RSA In a Changing Environment

- contractor holding various forum to develop a strategy for VR to adapt post-WIA, TWIA.

Future:

OSERS participation, including substantial financially, in the Task Force's National Transition Summit related to Recommendation #3.

FY 1999-2001 – OSEP to fund several projects/priorities (Recommendation #2) in the area of Assessments, including:

- Research Projects: Inclusion of Students with Disabilities in Large-Scale Assessments
- Research Projects: Assessment of Young Children and Youth with Low-Incidence Disabilities
- School-wide Demonstration Projects on Improving Results for Children with Disabilities
- Center on Achieving Results in Education for Students with Disabilities

- Center on Accessing the General Curriculum by Students with Disabilities
- Early Prescriptive Assessment of Children with Learning and Emotional or Behavioral Disorders (FY 1999)
- State Improvement Grants
- Innovative Whole-School Models to Improve Results for All Children with Disabilities
- State and Local Implementation of IDEA and IDEA, Part C (SLIIDEA & SLIIDEAC)
- Early Childhood Longitudinal-Kindergarten
- Kindergarten Longitudinal Study
- Secondary Longitudinal Study
- National Early Intervention Longitudinal Study
- Elementary School Longitudinal Study

FY 2001 – OSEP to Fund Several Projects/Priorities in the Area of Transition, Including:

- Promoting Postsecondary Education (Demonstration Projects)

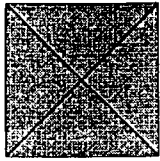
FY 2001 – OSEP to fund the following projects/priorities:

- Literacy Issues for Students with Disabilities (Research Projects)
- Instructional Models to Improve Early Reading Results for Children with Learning Disabilities (FY 1998-99)

FY 2001 – OSEP to fund the following projects/priorities:

- Secondary School Initiative – Promoting What Works!
- Promoting Postsecondary Education (Demonstration Projects)

OSERS to fund (\$400,000) an Olmstead Disability Community Empowerment Project in conjunction with the Department of Health & Human Services.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

TENTH ANNIVERSARY OF THE ADA
EEOC PROJECTS

1. Commission Meeting on the ADA: EEOC will dedicate its July Commission Meeting to the 10th Anniversary of the ADA. As such, the Commission will likely use this meeting as the event in which to announce EEOC's Report on ADA Title I Enforcement, the improved website, and any new policy guidance on ADA-related matters (see below).
2. Issuance of Commission Report on ADA Title I Enforcement: The Commission will issue a report containing a discrete analysis of EEOC's charge and litigation data to be used for both strategic enforcement purposes as well as to showcase the ADA's effectiveness since its enactment. Areas of analysis may include: the amount of relief obtained for ADA complainants, both through administrative enforcement and litigation, including monetary and non-monetary relief; the cause and settlement rates for various types of ADA claims, such as reasonable accommodation, hiring, and discharge; and the percentages and types of ADA charges that go into mediation and those that are successfully resolved in mediation.
3. Update and improvement of ADA material on the Commission's website including: more effective presentation and interpretation of the statistics on ADA charges and litigation, and anecdotal information regarding EEOC's enforcement efforts.
4. Issuance of New Policy Guidance on ADA Employment Discrimination Issues: The Commission hopes to issue several new policy guidances on cutting edge ADA issues as part of its observance of the ADA's Tenth Anniversary.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES' IMPLEMENTATION OF OLMSTEAD V. L.C.: ADA 10th ANNIVERSARY EVENTS/PRODUCTS

In June 1999, the U.S. Supreme Court ruled in Olmstead v. L.C., 119 S. Ct. 2176 (1999) that unnecessary institutionalization of individuals with disabilities is discrimination under the Americans with Disabilities Act (ADA).

In the wake of this landmark decision, the Department of Health and Human Services (HHS) committed to work both internally and externally to increase opportunities for individuals with disabilities to live in their own communities.

HHS Implementation of Olmstead: ADA Anniversary Events/Products

1. "Chapter 2" Olmstead State Medicaid Director Letter(s) [PROBABLE PRODUCT]

A joint letter dated 1/14/00 to State Medicaid Directors from HCFA CMSO director Tim Westmoreland and Office for Civil Rights (OCR) director Tom Perez provided background on the Olmstead decision, and identified six key principles for OCR investigations and compliance reviews. The letter also reiterated the Department's interest in working collaboratively and providing technical assistance to states to meet their legal obligations. This letter was forwarded to various national associations of state officials and other organizations.

HHS' major Olmstead-related ADA anniversary product is a second such State Medicaid Director letter. This "Chapter 2" missive, if cleared, will offer updates concerning: policy clarifications or reforms which HCFA can accomplish now to promote home and community based services (HCBS) for people with disabilities; regulatory changes HCFA is planning to propose to promote the development of HCBS; and technical assistance and grant opportunities available to help states transition people with disabilities from institutions to community-based services.

2. Letter to the Governors from Secretary Shalala [PROBABLE PRODUCT]

On January 14, 2000, the Secretary sent a letter to the nation's Governors, encouraging them to "place substantial emphasis on developing programs and services for individuals with disabilities that will further our shared goal of integrating individuals with disabilities into the social mainstream, promoting equality and maximizing individual choice."

Another major ADA anniversary product is a second such letter, this time highlighting the work of HHS' interagency group's review of Department programs, practices and procedures to ascertain consistency with the principles of Olmstead.

3. Progress Report on the Development of Comprehensive, Effectively Working Plans [PROBABLE PRODUCT]

In Olmstead, the Supreme Court indicated that states may demonstrate compliance with the ADA by showing that they have comprehensive and effective plans for placing qualified individuals with disabilities in less restrictive settings, and waiting lists that move at a reasonable pace.

The Office for Civil Rights at HHS has received more than 120 complaints alleging that states and other public entities have failed to provide services to people with disabilities in most integrated settings. OCR is attempting to resolve these complaints by working with all parties to build comprehensive, effectively working plans for placing qualified persons with disabilities in the most integrated setting appropriate.

The Department has played a key role in the development of Olmstead planning coalitions across the nation. In some states, special governor's commissions have been established to head these coalitions. In others, particular disability groups have taken up the challenge of coalition building. In all, some twenty states are engaged in various stages of Olmstead planning.

We are developing a "progress report" regarding states' development of comprehensive, effectively working plans as another ADA anniversary product. This product will probably be for internal use only, but we will highlight for public use the work of states which are furthest along in the planning process.

4. Secretary Shalala: July 9 ADA Torch Relay Event in Chicago

HHS Secretary Donna Shalala is committed to participate in the July 9 ADA Torch Relay Event in Chicago. OCR Director Tom Perez will also be participating in one or more Relay Events. OCR's Regional Managers, Regional Attorneys, and Olmstead Regional Coordinators will be participating in local Torch Relay Events throughout the summer. Two nationwide conference calls with OCR regions have already been held to discuss participation, and the regions have all available information on events.

Employment of Persons with Disabilities OPM Proposed Policy Announcements

1. INCREASE THE NUMBER OF PEOPLE WITH DISABILITIES HIRED INTO THE FEDERAL GOVERNMENT

- Announce a goal to increase the number of persons with disabilities newly hired by Federal departments and agencies and increase the representation of persons with disabilities employed at all levels and occupations of the Federal government.
- The President/VPOTUS will announce a four year goal for all federal departments and agencies to hire _____ number of people with disabilities into the Federal workforce. (We are working with agencies on this number and are using the WTW model).

BACKGROUND

- Over 54 million Americans have disabilities. (President's radio address, October 1999)
- Nearly ½ of working age persons with disabilities are unemployed. (President's Committee on Employment of People with Disabilities)
- As of September 1999, 5.7 % (12,205) of hires were persons with disabilities. (Central Personnel Data File [CPDF])
- As of September 1999, 7.2 % (122,249) of the total Federal executive branch workforce identified themselves as having a disability. (CPDF)
- As of September 1999, 1.2 % (20,136) of the total Federal executive branch workforce identified themselves as having an EEOC specified (targeted) disability. (CPDF)

2. FEDERAL GOVERNMENT AS A MODEL EMPLOYER

- Showcase success stories of the Federal Government as a Model Employer by amplifying *Accessing Opportunity: The Plan for Employment of People With Disabilities in the Federal Government*.
- OPM is compiling success stories from federal agencies and departments. Highlighting a successful agency practice and/or successful employee at each torch relay stop or with a roundtable of employees will show how the Federal Government is leading the way and setting the standard for the employment of people with disabilities.

BACKGROUND

- The President released this landmark Plan and accompanying Guide last October. This first ever Plan serves as a framework for Federal departments and agencies to use to recruit, hire, develop, and retain more people with disabilities.
- Vice president Gore asked OPM to develop this plan.

2. EXPANDING HIRING OPPORTUNITIES FOR PEOPLE WITH PSYCHIATRIC DISABILITIES

- Announce a final OPM regulation that makes it easier for agencies to hire people with psychiatric disabilities. This regulation will level the playing field for those with psychiatric disabilities by giving them the same hiring opportunities as other people with disabilities.
- OPM just sent over the final regulation to OMB.

BACKGROUND

- At last June's White House Conference on Mental Health, President Clinton announced the Executive Order expanding hiring opportunities for people with psychiatric disabilities and the government's mental health parity initiative.
- OPM published the proposed regulation in March and is ready to announce the final reg.

ADA 10TH ANNIVERSARY

Department of Justice

Warm Springs, GA announcement

The Attorney General will announce an initiative to ensure that local government programs (city halls, court houses, police stations, libraries, community and recreation centers, parks, etc) are accessible to people with disabilities. The Department is conducting a series of complaint investigations and compliance reviews of medium sized towns in all 50 states. Several agreements with towns across the country will be announced.

Special Edition of "Enforcing the ADA" Status Report:

The Department will publish, at the end of June, "*Enforcing the ADA: Looking Back on a Decade of Access*", which will highlight the Department's enforcement and technical assistance activities. This report will be available on our web site and will be mailed to the 8,000 disability rights advocates currently on our mailing list. Regional summaries of all cases and settlements will also be available on our web site. We are preparing a "media outreach" memo which will be sent to 5,000 news outlets about these documents to assist reporters writing ADA stories.

Section 508

We will have one or two of the documents cited in the Recommendations section of our 508 Report ready (e.g. a policy guidance piece on reasonable accommodation and 508 which we will be doing with the EEOC and OPM). These documents will not be glitzy PR pieces.

Substance Abuse and Mental Health Services Administration (SAMHSA)
Proposals for Deliverables for the 50th Anniversary
of the Americans with Disabilities Act (ADA)

The Issue...

Psychiatric disabilities and substance abuse disorders present unique disability issues to be addressed under the Americans with Disabilities Act (ADA) and through related activities. Actions must be undertaken to ensure the availability of treatment services and employment opportunities for individuals with psychiatric disabilities and substance abuse disorders, including dissemination of knowledge about best practices related to serving those individuals and those with co-occurring physical and cognitive disabilities. Ensuring access to appropriate care and services for adolescents and adults with specific mental health and substance abuse disabilities can significantly impact on the future success in recovery and in functioning with the disability.

Facing Challenges...

SAMHSA is challenged to ensure that the needs of those with psychiatric and substance abuse disabilities, as well as those with a co-occurring physical disability, are met. Specific challenges include:

- Closing the Treatment Gap - ensuring available services for all who need them
- Knowledge Dissemination - application of knowledge about how best to serve those with substance abuse and mental disabilities as they enter the workforce
- Stigma - lack of understanding of mental illness and substance abuse as disabilities and how to cope.

The Response...

SAMHSA is supporting actions to address these challenges in the following areas:

Educating and Informing About the ADA - People with psychiatric disabilities have staggeringly high unemployment rates. Of the many factors contributing to the high unemployment rates, discrimination by employers and co-workers is an important one. It is, therefore, important for people with psychiatric disabilities to know how to file an ADA employment discrimination charge. SAMHSA will soon be releasing a booklet explaining how the process works, entitled "*Filing an ADA Employment Discrimination Charge: Making it Work for You.*" This publication, along with other SAMHSA activities, improves the ability of those with psychiatric and substance abuse disabilities to know their rights.

Reducing Discrimination: the *Olmstead v. L.C.* Decision - In June 1999, the U.S. Supreme Court ruled in *Olmstead v. L.C.* that unnecessary institutionalization of individuals with disabilities is discrimination under the ADA. As the lead agency in the Department of Health and Human Services (HHS) on matters related to mental health and substance abuse, SAMHSA is working with a department-wide workgroup to develop and conduct activities in response to the *Olmstead* decision. In particular, SAMHSA is pursuing training and technical assistance activities with grantees to educate and inform about *Olmstead* and its implications.

Increasing Parity in Health Care Coverage - Insurance coverage plays a critical role in the employability of those with disabilities, an issue that is particularly important to those with substance abuse and mental health disabilities. In fact, SAMHSA's Employee Intervention Demonstration Program (EIDP) found that the availability of health insurance coverage is central to the ability of people with disabilities to return to and retain employment. As such, SAMHSA is working with the Office of Personnel Management (OPM) to ensure and evaluate mental health parity for Federal employees, demonstrating a model for other employers to emulate.

In addition, SAMHSA recently commissioned a legal issues brief on the ADA, in order to demonstrate the ability of health lawyers to submit legal challenges related to coverage of mental and/or substance abuse disorders in the

insurance industry. The brief demonstrates that the ADA can be used to combat the lack of insurance coverage as discrimination.

Lastly, SAMHSA is working with the Health Care Financing Administration's (HCFA) Medicaid Bureau and the States (and sub-state regions, e.g. PA), to develop early warning systems to identify problems with services for persons with psychiatric and/or substance abuse disabilities arising in public managed care mental health and substance abuse carve-out systems.

Creating a National Safety Net - SAMHSA is participating with components of HHS in the development of a new safety net initiative, the Community Assistance Program or CAP. CAP is designed to meet the needs of the some 30 million plus uninsured Americans. The objective of this \$25 million initiative is to build comprehensive, integrated health care delivery systems that will offer a seamless continuum of care for the uninsured and underinsured. Special efforts have been made to ensure that substance abuse and mental health services will be included in these systems. Awards will be made to approximately 20 communities. Applications were due on June 1.

Eliminating Stigma Through Awareness - SAMHSA's Center for Mental Health Services (CMHS) works to eliminate the stigma, discrimination, and prejudice associated with psychiatric disabilities through a number of activities, including working with the recently announced *National Mental Health Awareness Campaign* to educate the public, amplify the voices of people with psychiatric disabilities, and eliminate negative images. An anti-stigma poster has also been developed which includes fact sheets and brochures. In addition, SAMHSA is developing a guide on how to respond to stigma and is offering training and curricula to help reduce stigmatizing attitudes, behaviors, and practices in the mental health and substance abuse arenas.

Targeting Co-Occurrence of Physical Disabilities and Mental Illness/Substance Abuse - Many individuals suffer co-existing disabilities, creating special challenges in how these disabilities are accommodated. SAMHSA's CMHS is supporting a study to address issues raised by co-occurring disabilities and mental illness from the consumer perspective. An understanding of that perspective may provide insight into the barriers to service and may serve as a basis for identifying future training needs.

To further address co-existing disabilities, SAMHSA's Center for Substance Abuse Treatment (CSAT) released a best practice guideline titled "*Substance Use Disorder Treatment for People with Physical and Cognitive Disabilities*" in January 1999. This guideline, or Treatment Improvement Protocol (TIP), helps guide treatment professionals in the diagnosis, treatment, and accommodation of people with disabilities in need of substance abuse treatment. It emphasizes that treatment programs have a "legal and ethical responsibility" under the ADA to insure appropriate treatment for all clients.

SAMHSA's CSAT also supports the Recovery Community Support Program, designed to give persons in recovery a stronger voice in services policy and planning at the state and local levels. The "*Access Now! Recovery Community Alliance Project*" in Tucson, Arizona specifically targets physically and cognitively disabled populations by organizing, training, and educating individuals with disabilities and their families to affect changes in the local treatment system.

Lastly, many of SAMHSA's program announcements now target particular high-risk populations, including physically and cognitively disabled clients, in order to better meet and address their special needs.

For More Information Contact: Lorinda Daniel, HHS/ SAMHSA, Office of the Administrator (301) 443-4795

~~that use~~

seoc just scheduled a meeting on ADA

tues. July 11 CCD ~~to~~ visit, Pledges

Spirit of ADA.org keeps track of who
signed the pledge.

Kennedy Center thing is on the 28th

March on the 26th will have young people
from each region of the country

Gala 26th 7-11 p.m. Black tie,
a fundraiser for AAOP. Band, Auction

Poor Congressional Participation

But otherwise things are going well

No one from the administration has
mentioned AAPO — Andy

Robert Demichelis said he is going to miss a

~~Robert Demichelis~~ number of upcoming
events I wanted you to know



DISABILITY ORGANIZATIONS TO CELEBRATE
10TH ANNIVERSARY OF ADA, 25TH ANNIVERSARY OF IDEA
WITH D.C. EVENTS ON JULY 25-26

FOR RELEASE: Thursday, June 22, 2000

Contact: Jennifer Sheehy
Presidential Task Force on Employment of Adults with Disabilities
202/693-4940

WASHINGTON, DC – A coalition of disability rights organizations today announced its plans to commemorate the 10th Anniversary of the Americans with Disabilities Act (ADA) and the 25th Anniversary of the Individuals with Disabilities Education Act (IDEA) with ceremonies in Washington, D.C. on July 25th and 26th.

The two-day celebration in Washington will include events on Capitol Hill, the FDR Memorial, Gallaudet University and the Endependence Center of Northern Virginia. The Washington events are part of a national "Spirit of ADA" Torch Relay organized by the American Association of People with Disabilities (AAPD), covering 24 U.S. cities, commemorating the two important anniversaries. The torch, which began its journey June 11th in Houston, will enter the nation's capital on July 25th, to depart for destinations along the northeastern seaboard on July 27th (see attached schedule of cities).

The theme of the events, 'Renew the Pledge,' was adopted by the organizations in an effort to coalesce support for the goals of the ADA and IDEA by renewing America's commitment to equality of opportunity, full participation and economic self-sufficiency for all people with disabilities. Organizers wish to revive the same spirit of full access to individuals with disabilities that led Congress to pass and President George Bush to sign the ADA in 1990. President Bush lit the torch during a formal kickoff ceremony in Houston in February. "This law is the most significant Civil Rights legislation since the 1960s," said Becky Ogle, Task Force Executive Director. "It benefits not only those with disabilities but all Americans, and we invite everyone to participate in the celebration."

In order to assist media interested in covering this historic anniversary, the Task Force will serve as a resource of information. Contact Jennifer Sheehy at 202/693-4940 for the following:

(SEE NEXT PAGE)

- information on the ADA and IDEA
- local and national stories of individuals with disabilities who have benefited from the ADA
- statistics on disability and employment
- details about the anniversary events

SCHEDULE OF PROPOSED EVENTS:**

July 25th, 2000:

9:00 AM - The torch arrives at the Endependence Center of Northern Virginia from South Carolina. The hand off is followed by a press conference at the Center and tour with the theme of Universal Design.

10:30 AM - Following the press conference, the torch will be taken from the Center to the west side of the Memorial Bridge where it will be carried across by a group of children with and without disabilities to the FDR Memorial.

10 AM to 12 PM – FDR Memorial - Official DC event welcoming the torch with the theme, "Honoring the Heroes," a tribute to the Congressmen, Bush administration and Washington advocates whose work secured the passage of the ADA. Organized by the Presidential Task Force on Employment of Adults with Disabilities and the Consortium of Citizens with Disabilities (CCD). Tony Coelho, Vice-Chairman of the Task Force and Chairman of the President's Committee on the Employment of People with Disabilities, will serve as emcee.

12 PM to 2 PM – The National Council on Disability will host a lunch honoring the Leadership Council for Civil Rights at the Marriott Metro Center.

2:30 PM to 5 PM – Gallaudet University event: panel discussion on the future of ADA implementation followed by a picnic/festival for families.

6 PM to 8 PM – National Council on Independent Living (NCIL) annual conference is kicked off with a plenary session at the Renaissance hotel where the torch will be presented to Sen. Tom Harkin of Iowa .

July 26th, 2000:

11 AM – March from Lafayette Park to the west face of the Capitol organized by NCIL. Signed pledges by elected officials to renew the commitment to implement the ADA and IDEA collected from across the country will be delivered to congressional members.

6 PM – Black tie gala organized by AAPD, the Disability Rights Education and Defense Fund and NCIL, to be held at Union Station.

**** Times subject to change**

(SEE NEXT PAGE)

Volkswagen of America is the title sponsor of the torch relay. National sponsors include the Presidential Task Force on Employment of Adults with Disabilities, the President's Committee on Employment of People with Disabilities, Accesslife.com, Microsoft, Continental Airlines, and the Shepherd Center. Local events are made possible by major support from Bell Atlantic, AAPD, CCD, Gallaudet University, NCIL, and the Task Force, with generous support from American Public Transportation Association, Fore All!, Paralyzed Veterans of America, Visual Language Interpreting, and VSA Arts.

"Spirit of ADA" Torch Relay Schedule

1. June 11th.....Houston
2. June 13th.....Austin, TX
3. June 17th.....San Francisco, CA
4. June 19th.....Los Angeles, CA
5. June 21st.....Phoenix, AZ
6. June 24th.....Salt Lake City, UT
7. June 27th.....Denver, CO
8. June 30th.....Topeka, KS
9. July 4th.....St. Louis, MO
10. July 7th.....Madison, WI
11. July 9th.....Chicago, IL
12. July 11th.....Memphis, TN
13. July 13th.....Jackson, MS
14. July 15th.....Montgomery, AL
15. July 17th.....Tallahassee, FL
16. July 19th.....Warm Springs, GA
17. July 20-21st....Atlanta, GA
18. July 22nd.....Columbia, SC
19. July 25th.....Arlington, VA
20. July 26th.....Washington, DC
21. July 29th.....Philadelphia, PA
22. July 31st.....Auburn Hills/Detroit MI
23. August 3rd.....Boston, MA
24. August 6-7th..New York

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SPRIT OF ADA DC PLANNING COMMITTEE MEETING

JUNE 22, 2000

AGENDA

I. Welcome and Introductions

Andy Imparato/Marcie Roth

II. Specific Event Updates

A. FDR Memorial

B. Gallaudet University

C. Candlelight Vigil

D. Reception at Vice President's Residence

E. White House Event

- 9 - 10:30 maybe or maybe 10 - 11:30

- some people wondered what the time would be

III. Committee Reports

A. Sponsorship

B. Public Relations

C. Entertainment

D. Congressional Staff Involvement

E. Federal Sector Involvement

F. Political Support

G. Logistics

H. Torch Bearers

Helena Berger

Jennifer Sheehy

Judy Simpson

Lloyd Horwich

Jonathan Young - *event just scheduled as meeting on ADA*

Pat Wright/Andy Imparato

Marcie Roth - *trying to get volunteers*

Marcie Roth/Lois Williams

IV. Old/New Business

V. Next Steps/Action

VI. Future Meeting Dates

June 29, 2:00-4:00pm, at PCEPD

July 6, 2:00-4:00pm, at PCEPD

July 14, 2:00-4:00pm, at PCEPD

July 20, 2:00-4:00pm, at PCEPD

VII. Adjourn

GALA

DREDF, NCIL &
AAPD Co-Sponsors

June 13, 2000

The Honorable William Clinton
President of the United States
1600 Pennsylvania Avenue NW
Washington, DC

Dear President Clinton:

On behalf of all of us, we want to express our thanks and appreciation to you for agreeing to be an Honorary Chair of the GALA Celebration of the 10th Anniversary of the Americans with Disabilities Act.

As you know, the event is scheduled for the evening of July 26 at Union Station in Washington, DC. The GALA features a silent and live auction, music for dancing and entertainment. Our "extraordinary" live auctioneers are Tony Coelho, Steny Hoyer and Tom Harkin.

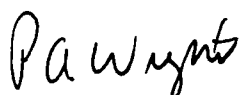
More than 1,200 disability advocates and leaders from across the country will join us to celebrate and reaffirm our commitment to continue to break down the barriers to access for everyone. Also joining us that evening will be members of your Administration, Congressional leaders, corporations, law firms and a host of civil rights organizations that have partnered with the disability community to make change a reality.

This will be the largest gathering of people with disabilities in a social setting. The GALA is a unique event and would give you an opportunity to walk among your friends. It would give all of us a chance to thank you for all that you have done over the past eight years.

As this is a "social" event, there are no speeches. We would ask you to just make a few brief remarks and simply join us for a very special event. While we know how busy your schedule can be, we hope you can find the time to "drop-by" and help us turn the evening into a "night to remember" for everyone.

If your staff has any questions, please contact us or the GALA Coordinator, Natalie Shear at 202 833-4456. We look forward to hearing from you.

Sincerely,



Patrisha Wright
DREDF



Anne-Marie Hughey
NCIL



Andrew Imparato
AAPD

Gala Coordinator
Natalie P. Shear Associates
1629 K Street NW, Suite 802
Washington, DC 20006
(202) 833-4456
Toll Free (888) 833-7914
Fax (202) 833-2116

10th Anniversary
ADA Celebration

DEPARTMENT OF LABOR

Employment Standards Administration, Office of Federal Contract
Compliance Programs

41 CFR Part 60-1

RIN: 1215-AB28

41 CFR Part 60-250

RIN: 1215-AB27

41 CFR Part 60-741

RIN: 1215-AB23

Affirmative Action and Nondiscrimination Obligations of
Contractors and Subcontractors; Compliance Evaluations in All
OFCCP Programs

AGENCY: Office of Federal Contract Compliance Programs,
Labor

ACTION: Notice of proposed rulemaking.

SUMMARY: This proposal would revise certain regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503 or the Act). Section 503 requires Government contractors and subcontractors to take affirmative action to employ and advance in employment qualified individuals with disabilities. The current regulations

As a convenience to commenters, public comments transmitted by facsimile (FAX) machine will be accepted. The telephone number of the FAX receiver is (202) 693-1304. To assure access to the FAX equipment, only public comments of six or fewer pages will be accepted via FAX transmittal. Receipts of FAX transmittals will not be acknowledged; however the sender may request confirmation that a submission has been received by calling (202) 693-0102 (voice), (202) 693-1308 (TTY).

FOR FURTHER INFORMATION CONTACT: James I. Melvin, Director, Division of Policy, Planning and Program Development, OFCCP, Room C-3325, 200 Constitution Avenue, N.W., Washington, D.C. 20210. Telephone (202) 693-0102 (voice), (202) 693-1308 (TTY). Copies of this proposed rule, including copies in alternative formats, may be obtained by calling (202) 693-0102 (voice), or (202) 693-1308 (TTY). The alternate formats available are large print, electronic file on computer disk, and audiotape. The proposed rule also is available on the Internet at <http://www.dol.gov/dol/esa>.

SUPPLEMENTARY INFORMATION:

BACKGROUND

Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 793 (Section 503 of the Act), requires parties holding a nonexempt Government contract or subcontract in excess of \$10,000 to take affirmative action to employ and advance in employment qualified individuals with disabilities. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces Section 503 through implementing

This proposal to revise certain of the Section 503 regulations is precipitated by the new methods for evaluating contractor compliance introduced in the Executive Order 11246 and VEVRAA regulations. Under the current regulations implementing Section 503 the compliance review remains the primary method for evaluating compliance. The current regulations at 41 CFR 60-741.60 prescribe the scope of compliance reviews, but unlike the prior Executive Order regulations, do not prescribe the content of a review. For example, under the current regulations, OFCCP may complete the Section 503 compliance review without making an on-site visit to the contractor's establishment, if the agency can make a determination about compliance based upon a review and analysis of the documentation submitted by the contractor in response to the scheduling letter. Likewise, if an on-site visit is required in order to evaluate a particular contractor's compliance with the requirements of Section 503, OFCCP has the authority, under the current regulations, to limit its on-site investigation to one or two issues.

Today's proposal would supplement the comprehensive compliance review with a variety of different means for assessing a contractor's compliance with Section 503 and its implementing regulations. The rule we propose today would formally adopt the compliance evaluation approach and expressly authorize off-site reviews of records, compliance checks, and focused reviews under Section 503. As was mentioned above, OFCCP currently has authority to use procedures akin to the

change would allow OFCCP greater flexibility when using the compliance check method to assess a contractor's compliance status. Lastly, today's proposal corrects a drafting oversight by adding the term and definition of "compliance evaluation" to the definition section of the VEVRAA regulations at 41 CFR 60-250.2. The definition proposed is consistent with the definition in OFCCP's Executive Order 11246 regulations and with the definition we today propose to add to the Section 503 regulations.

Section-by-Section Analysis

Section 60-741.2 Definitions

A definition of the term "compliance evaluation" is being added to the definition section of the regulations implementing Section 503 of the Rehabilitation Act of 1973. The proposed definition is consistent with the definition included in the regulations implementing Executive Order 11246 at 41 CFR 60-1.3. Under the new definition a compliance evaluation means any one or combination of actions OFCCP may take to examine a Federal contractor's or subcontractor's compliance with one or more of the requirements of Section 503 of the Rehabilitation Act of 1973.

Section 60-741.44 Required contents of affirmative action programs

These paragraphs are unchanged from the existing § 60-741.44, except that the term "compliance review" has been replaced with the new term "compliance evaluation" in § 60-741.44(a)(2).

documents related to the contractor's personnel policies and employment actions that may be relevant to a determination of whether the contractor has complied with the requirements of Section 503 of the Rehabilitation Act of 1973 and its implementing regulations. A compliance check is described in proposed paragraph (a) (3) as a determination of whether data and other information previously submitted by the contractor are complete and accurate; whether the contractor has maintained records consistent with § 60-741.80 and/or whether the contractor has developed an affirmative action program consistent with § 60-741.40. Proposed paragraph (a) (4) states that a focused review is an on-site review restricted to one or more components of the contractor's organization or one or more aspects of the contractor's employment practices.

Section 60-741.62 Conciliation agreements and letters of commitment

These paragraphs are unchanged from the existing § 60-741.62, except that at § 60-741.62 the term "compliance review" is replaced with the new term "compliance evaluation."

Section 60-741.65 Enforcement proceedings

These paragraphs are unchanged from the existing § 60-741.65, except that the term "compliance review" is replaced with the new term "compliance evaluation" at § 60-741.65(a) (1).

Section 60-741.68 Reinstatement of eligible contractors

other information previously submitted is accurate and complete; whether the contractor has maintained records consistent with the record retention requirements in §§ 60-1.12 and 60-250.80; and whether the contractor has developed affirmative action programs consistent with the regulations. The agency has found that, in many instances, the assessments made with a compliance check procedure can be made without making an on-site visit. Accordingly, the proposal would - revise the regulations at 41 CFR 60-1.20(a)(3) and 60-250.60(a)(3) by removing the requirement that OFCCP visit a contractor's establishments when the "compliance check" procedure is used to assess compliance. The proposed revision to the compliance check procedure is designed to improve agency efficiency, but OFCCP believes that contractors also would find it more efficient and less burdensome if the regulations allowed documents requested during a compliance check to be mailed, in some instances.

Section 60-250.2 Definitions

A definition of the term "compliance evaluation" is being added to the definition section of the regulations implementing VEVRAA. The definition being added is consistent with the definition in OFCCP's Executive Order 11246 regulations. Under the new definition, a compliance evaluation means any one or combination of actions OFCCP may take to examine a Federal contractor or subcontractor's compliance with one or more of the requirements of VEVRAA.

Unfunded Mandates Reform

For purposes of the Unfunded Mandates Reform Act of 1995, as well as Executive Order 12875, the proposed rule, if promulgated, will not include any federal mandates that may result in increased expenditures by state, local, and tribal governments, or increased expenditures by the private sector, of \$100,000,000 or more in any one year.

Paperwork Reduction Act

Today's proposal would have a negligible impact, if any, on the information collection requirements currently approved by the Office of Management and Budget (OMB) under the Paperwork Reduction Act (44 U.S.C. 3501, et seq.). Information collection requirements for compliance evaluations are currently approved under OMB control number 1215-0072. The currently approved inventory includes a burden estimate for compliance checks, which is based on the assumption that it takes the average contractor approximately four-tenths of an hour to find and make available the documents requested during a compliance check. The proposal to revise the compliance check procedure by removing the on-site visit requirement would mean that, during some compliance checks, contractors would be asked to submit documents by mail rather than make them available for an OFCCP compliance officer to review on-site. OFCCP believes that, for some contractors, it may take more time to mail the documents than it would to make them available

41 CFR Part 60-741

Equal Employment Opportunity, Administrative Practice and Procedure, Civil Rights, Government Contracts, Individuals with Disabilities, Investigations, and Reporting and Recordkeeping Requirements.

Signed at Washington, D.C., this ____ day of _____ 2000.

Alexis M. Herman
Secretary of Labor

Bernard E. Anderson
Assistant Secretary for Employment
Standards

Shirley J. Wilcher
Deputy Assistant Secretary for
Federal Contract Compliance

(2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other Federal, State or local law requiring equal opportunity for disabled persons;

* * *

* * * * *

4. In § 60-741.60 the section heading and first and second clauses of paragraph (a) are revised to read as follows:

§ 60-741.60 Compliance evaluations.

(a) OFCCP may conduct compliance evaluations to determine if the contractor maintains nondiscriminatory hiring and employment practices and is taking affirmative action to ensure that applicants are employed and that employees are placed, trained, upgraded, promoted, and otherwise treated in accordance with this part during employment. A compliance evaluation may consist of any one or any combination of the following investigative procedures:

(1) Compliance review. A comprehensive analysis and evaluation of the hiring and employment practices of the contractor, the written affirmative action program, and the results of the affirmative action efforts undertaken by the contractor. A compliance review may proceed in three stages:

(i) A desk audit of the written affirmative action program and supporting documentation to determine whether all elements required by the regulations in this part are included, whether

(3) Compliance check. A determination of whether data and other information previously submitted by the contractor is complete and accurate; whether the contractor has maintained records consistent with §60-741.80; and/or whether the contractor has developed an affirmative action program consistent with §60-741.40; or

(4) Focused review. An on-site review restricted to one or more components of the contractor's organization or one or more aspects of the contractor's employment practices.

* * * *

5. In §60-741.62, the first sentence of paragraph (a) is revised to read as follows:

§ 60-741.62 Conciliation agreements and letters of commitment.

(a) If a compliance evaluation, complaint investigation or other review by OFCCP finds a material violation of the Act or this part, and if the contractor is willing to correct the violations and/or deficiencies, and if OFCCP determines that settlement on that basis (rather than referral for consideration of formal enforcement) is appropriate, a written conciliation agreement shall be required. * * *

* * * * *

6. In § 60-741.65, the first sentence of paragraph (a)(1) is revised to read as follows:

§ 60-741.65 Enforcement proceedings.

(a) General. (1) If a compliance evaluation, complaint investigation or other review by OFCCP finds a violation of the

Federal, State or local law requiring equal opportunity for disabled persons;

* * * * *

9. In §60-741.80, the last two sentences of paragraph (a) are revised to read as follows:

§ 60-741.80 Recordkeeping.

(a) * * * Where the contractor has received notice that a- complaint of discrimination has been filed, that a compliance evaluation has been initiated, or that an enforcement action has been commenced, the contractor shall preserve all personnel records relevant to the complaint, compliance evaluation or action until final disposition of the complaint, compliance evaluation or action. The term "personnel records relevant to the complaint, compliance evaluation or action" would include, for example, personnel or employment records relating to the aggrieved person and to all other employees holding positions similar to that held or sought by the aggrieved person and application forms or test papers completed by an unsuccessful applicant and by all other candidates for the same position as that for which the aggrieved person applied and was rejected.

* * * * *

10. In § 60-741.81, the first sentence is revised to read as follows:

§ 60-741.81 Access to records.

**Part 60-250-AFFIRMATIVE ACTION AND NONDISCRIMINATION OBLIGATIONS
OF CONTRACTORS AND SUBCONTRACTORS REGARDING SPECIAL DISABLED
VETERANS AND VETERANS OF THE VIETNAM ERA**

13. The authority citation for part 60-250 continues to read as follows:

Authority: 29 U.S.C. 793; 38 U.S.C. 4211 and 4212;
E.O. 11758 (3 CFR, 1971-1975 Comp., p. 841.)

14. In § 60-250.2 paragraph (v) is added to read as follows:

§ 60-250.2 Definitions.

* * * * *

(v) Compliance evaluation means any one or combination of actions OFCCP may take to examine a Federal contractor or subcontractor's compliance with one or more of the requirements of the Vietnam Era Veterans' Readjustment Assistance Act.

15. In § 60-250.60 paragraph (a)(3) is revised to read as follows:

§ 60-250.60 Compliance evaluations

(a) * * *

(3) Compliance check. A determination of whether data and other information previously submitted by the contractor is complete and accurate; whether the contractor has maintained records consistent with § 60-250.80; and/or whether the contractor has developed an AAP consistent with § 60-250.40; or

* * * * *

First Iteration of HHS Activities and Deliverables Related to the 10th Anniversary of the Americans with Disabilities Act:

OLMSTEAD IMPLEMENTATION:

HHS Olmstead Implementation: In 1999 the Supreme Court ruled it discrimination under ADA for a State to institutionalize a person with a disability could live in the community with affordable supports. In January HCFA and the HHS Office of Civil Rights sent Initial guidance to States on how to comply with the the ADA and the Olmstead decision. Secretary Shalala wrote a letter to Governors at the same time urging their supportive and leadership in working with the disability community on developing comprehensive, effectively working plans to carry out the ruling as recommended by the Court:

HHS is now engaged in the following:

A second letter from Secretary Shalala to the Governors is being prepared updating them on HHS Olmstead activities and urging their leadership in this area.

OCR and HCFA have prepared for dissemination Q&A's on Olmstead implementation

HCFA has prepared and is about to put into clearance a series of State Medicaid Director on how States can best use Medicaid to carry out the Olmstead decision in a cost effective manner.

HCFA currently has a RFP out to award \$2 million to 3 to 5 States to work with independent living centers and others on identifying and supporting people with disabilities who want and are able to move out of nursing homes to do so. Proposals for the nursing home transition projects are due in mid July. Grants will be made in late September. HCFA has awarded nearly \$3 million to 8 States for such projects since 1998.

HCFA with possible support from the Administration on Developmental Disabilities will provide funding to the National Conference of State Legislators to provide TA to their members on issues related to Olmstead and expanding access to quality home and community based services. This will be done through an existing cooperative agreement that HRSA has with NCSL. An exact dollar amount is TBD.

HCFA is about to fund (July 1) a 3 to 5 year effort to provide on going technical assistance to individuals with disabilities and families of children with disabilities in effective ways to work with State policy makers to expand access to home and community based services. This will complement a similar initiative being funded by OSERS. An exact dollar amount is TBD.

The Resource Network on Home and Community Based Services -- funded by the HHS Office of the Assistant Secretary for Planning and Evaluation (ASPE) and HCFA -- will launch a major Web site in the next several weeks. The site will provide access to data, policy research and information on promising approaches on increasing the availability of HCBS and will be useful to policy makers and people with disabilities alike.

HHS and HUD Joint Correspondence:

A joint letter from Secretaries Shalala and Cuomo on HHS and HUD's shared commitment to work with States, housing authorities and the disability community on practical strategies for expanding the availability of accessible, affordable housing. A similar joint memo from the Secretaries may go out to all relevant HHS and HUD staff as well. The ADA anniversary and the importance of such collaboration for Olmstead implementation will be underscored in both.

ADA and Olmstead related Media coverage:

The PBS News Hour is expected to air a segment on the Cash and Counseling demonstration project in Arkansas as part of its ADA 10th Anniversary coverage. Through this initiative people with disabilities, including those who are elderly, are given the option of hiring, managing and letting go their own personal assistants. 3 States --Arkansas, Florida and New Jersey -- are conducting these demos through Medicaid waivers granted by HCFA and additional funding from Robert Wood Johnson and ASPE. PBS has expressed interest in interviewing Secretary Shalala and Bob Williams for this segment.

Joe Shapiro of US News is working on a series that will be featured on NPR around the time of the 10th anniversary dealing with much the same issues. He will likely write a companion piece for the magazine.

IMPLEMENTATION OF THE TICKET TO WORK AND WORK INCENTIVES IMPROVEMENT ACT

HCFA has 2 RFPs out on the street with mid July deadlines for proposals for funding the following:

Developing and enhancing State Medicaid programs'capacity to offer the buy in and to provide personal assistance to "the extent necessary to enable people with disabilities to remain employed."

Offering health care and related services to enable individuals with "potentially severe" disabilities like MS, AIDS and some psychiatric disabilities to continue to work.

Possible press releases (targeted at the disability media in particular) could be done on these if the States' response on the RFPs could be described as "overwhelming" and/or "enthusiastic".

OTHER READILY ACHIEVEABLE STEPS THAT COULD BE TAKEN TO HIGHLIGHT
HHS' COMMITMENT TO THE ADA AND IMPROVING OPPORTUNITIES FOR
PEOPLE WITH DISABILITIES:

1. HHS has several disability relevant HHS Web sites on Olmstead implementation, work incentives, increasing access to HCBS, the health and wellness of women with disabilities and Healthy People 2010, etc. Currently, however, there is no way to access these sites from a central, highly visible page. This could be remedied by creating a page called, HHS and people with disabilities, similar to one that exists at HUD.
2. Attention could be given to the inclusion -- for the first time ever -- of health and wellness objectives for individuals with disabilities in Healthy People 2010. This could be done, for example, by having the CDC play a role in the ADA torch relay event in Atlanta. Alternatively, interest has been expressed in David Satcher speak at the Montgomery, Alabama rally and this could be a major part of what he speaks on.

OLMSTEAD RELATED ACTIVITIES WISH LIST

1. \$5 MILLION IN SUPPLEMENTAL OCR FUNDING: OCR is investigating and working to resolve 100+ complaints brought nationwide alleging States policies and practices result in unjustified institutionalization. It is working with States to develop comprehensive working plans to strengthen community service systems and to actively involve people with disabilities and their families in the design, development and implementation of such plans.

Supplemental funding is needed to support OCR's work on Olmstead as well as other ADA enforcement efforts around managed care, improving the quality of home and community based services and the impact of Welfare Reform on people with disabilities.

2. MODIFICATION IN ARKANSAS CASH AND COUNSELING WAIVER: Arkansas has asked that it be allowed to let people currently in nursing homes into the Cash and Counseling demo. This would enable such individuals to move back into their homes and communities. It would also the nature of the demonstration. HCFA and OMB would need to approve of such a modification before it could move forward. Thus far only staff level discussion of this request have occurred.

| Company | Description | Cost |
|-------------------------|---|-------------|
| Occasions Caterer | Food and Beverage | \$23,000.00 |
| Party Rental | equipment (chairs, tables, linens, etc.) | \$3,500.00 |
| HDO | Tent | \$30,000.00 |
| Floral Expressions | Flowers | \$5,000.00 |
| Knitzer Marketing | files | \$5,025.00 |
| Paras Printing | design and printing of envelopes and invitations | \$900.00 |
| Jose Feliciano | musical entertainment | \$7,000.00 |
| Atmosphere | staging, lighting | \$5,000.00 |
| ? | sound equipment | \$5,000.00 |
| Beach Brothers Printing | posters | \$2,500.00 |
| Beach Brothers Printing | invitations | \$2,500.00 |
| ? | ramps for the house, flooring for tent | \$10,000.00 |
| WVSA | table design and materials | \$1,500.00 |
| | | \$99,425.00 |

Memorandum

To:

From:

Date:

Re: Presidential Directive on Renewing the Federal
Government's Commitment to Ensuring that Federal
Programs are Free from Disability-Based Discrimination

The Department of Justice and the Presidential Task Force on Employment of Adults with Disabilities (Task Force) have drafted the attached Presidential Directive. It contains specific steps designed to reach the goal of making federal programs free of disability-based discrimination.

Overview

The Directive's core requirement is that all agencies engage in a Five-Year Plan to ensure that today's federal programs are free from disability-based discrimination.

The Department of Justice and the Equal Employment Opportunity Commission, working in close consultation with the Task Force and the Interagency Disability Coordinating Council (IDCC), are charged with assigning additional priorities and setting schedules for further agency actions to be completed as part of the Five-Year Plan.

Background

Section 504's prohibition of discrimination on the basis of disability, 29 § USC 794, was extended in 1978 to federal agencies. Section 504 was a forerunner of the Americans with Disabilities Act (ADA), which does not apply directly to federal agencies. Section 504 applies to all agency programs, including the program of employment. Section 501 and its implementing regulations contain specific provisions related to employment.

The regulations implementing section 504, in addition to prohibiting discrimination, contain affirmative requirements designed to lower barriers to participation in federal programs and activities by people with disabilities. One of these provisions was a one-time requirement that federal agencies engage in a comprehensive self-evaluation of their programs, activities, and facilities to determine if they are accessible to people with disabilities.

Since the mid-1980's, the federal government has seen dramatic changes. Agencies have been created. Others no longer exist.

Programs and functions have changed. Many of the actions designed to comply with Section 504 may no longer be effective.

This Administration is committed to the full participation in all aspects of American society by people with disabilities and recognizes that the federal government must set a good example. Today's government programs must be readily accessible to and usable by persons with disabilities. The time has come to evaluate whether yesterday's tools meet today's needs.

Employment discrimination. The nature of the workplace has changed. Most agencies thrive on a teamwork approach, using collaborative efforts to achieve agency missions. Diversity among team members is essential to achieving customer-friendly solutions. Government cannot provide the services Americans need unless it reflects the diversity of our society. By ensuring the promise of equal opportunity for government employees with disabilities, the Administration will set an example for the rest of the country to follow.

Technology accessibility. More than any other factor, technology has changed the federal workplace and the way government serves the American public. As our society grows more technologically advanced, we must ensure that the technology upon which the federal government relies does not create new barriers for people with disabilities.

Five-Year Plan

While there is a clear need to reevaluate the tools we use to implement sections 501 and 504 in light of today's federal programs, agencies should not be overburdened with unnecessary paperwork exercises. Instead of requiring agencies to engage in a wholesale self-evaluation of all programs for compliance with section 504, we recommend that agencies engage in a "Five Year Plan" to take specific actions and focus on particular priorities. These priorities include ensuring that agency programs offered on the Internet are accessible to people with disabilities and that modern employment practices remain free from discrimination.

The first two steps under the Five Year Plan will be for agencies to:

- ensure that agency programs on federal Internet and Intranet sites are accessible to people with

disabilities;¹ and

- publish by various means, including by incorporation on all agency Internet home pages, the name and contact information for the office(s) responsible for coordinating the agency's compliance with sections 501 and 504 of the Rehabilitation Act.

Other targeted priorities to be determined by the Department of Justice and the EEOC may include taking specific steps to:

- eliminate disability-based discrimination in employment,
- remove barriers in buildings and outdoor environments,
- ensure accessible transportation arrangements and vehicles,
- provide effective communication,
- ensure nondiscrimination in credentialing and licensing programs,
- make policy modifications, and

¹The broad language of "make all programs offered on [agency] Internet and Intranet sites accessible to and usable by people with disabilities" provides a necessary degree of flexibility to agencies to determine how they will provide accessibility. If, for example, an agency offers on its Internet site numerous historic documents in Adobe Acrobat's "portable document format" or ".pdf," which can be difficult or impossible to read for people who use assistive technology such as screen readers, agencies may be able to meet the goal of full accessibility by providing an e-mail address to which persons for whom a posted document is inaccessible could request one in an alterante format. This level of flexibility is necessary, due to the broad range of documents and formats already posted on the Internet. Guidance from the Department of Justice could address the extent to which agencies would have to retrofit existing, widely-used pages in other respects (i.e., use appropriate color combinations, changing format, etc.).

The interagency Chief Information Officers' Council has directed agencies to make their twenty most popular Internet sites fully accessible by July 27, 2000, the 10th anniversary of the ADA.

- achieve other goals.

The EEOC will continue to be the lead agency to determine policies, practices, and schedules for addressing disability-based employment discrimination. The Department of Justice will continue to be the lead agency on all other issues. Both of these agencies will consult regularly with the Presidential Task Force and the IDCC.

Expanded Membership in and Role for the IDCC

The Interagency Disability Coordinating Council (IDCC) was established under the Rehabilitation Act, 29 U.S.C. § 794c, as a mechanism for, among other things, "developing and implementing agreements, policies, and practices designed to maximize effort, promote efficiency, and eliminate conflict, competition, duplication, and inconsistencies among the operations, functions, and jurisdictions of the various departments, agencies, and branches of the Federal Government . . ." The Attorney General is Chair of the IDCC, pursuant to Executive Order 12250.

The IDCC met on a regular basis throughout the 1980's, when agencies were drafting implementing regulations for "federally conducted activities" under section 504 of the Rehabilitation Act and as they modified their programs to comply with section 504. Since then, as agencies have become more focused on other issues, IDCC meetings became less frequent. Eventually, they tapered off altogether. The Administration's commitment to taking a fresh look at disability accessibility issues - especially in light of the changing nature of government - makes it desirable to revitalize the IDCC as a coordinating body.

In comparison to the Presidential Task Force on Employment of Adults with Disabilities, which contains many of the same member agencies but focuses only on employment-related issues, the IDCC's statutory charge is much broader: to coordinate the federal government's actions and policies to implement all parts of the Rehabilitation Act and its implementing regulations. 29 U.S.C. § 794c.

By statute, the IDCC includes:

- The Secretary of Education
- The Secretary of Health and Human Services
- The Secretary of Labor
- The Attorney General
- The Director of the Office of Personnel Management
- The Chair of the Equal Employment Opportunity Commission
- The Chair of the Access Board

- The Assistant Secretary of the Interior for Indian Affairs
- other officials as designated by the President.

In the Directive, the President designates the following agencies to participate, as well:

- The Administrator of the General Services Administration
- The Secretary of Defense
- The Secretary of Transportation

Although the President does not have authority over the Federal Communications Commission and the U.S. Postal Service, the Attorney General will invite those agencies to participate as ad hoc members of the IDCC. The Office of Management and Budget will also be asked to participate.

Substantively, the Directive charges the IDCC to lead executive agencies in making the federal government's electronic and information technology accessible to persons with disabilities. The IDCC, after the additional members are added, includes the Access Board and GSA - the two agencies charged with providing technical assistance under section 508 - as well as the Department of Justice and the EEOC - the two lead policy setting agencies - and the Federal Communications Commission, which has authority over the Telecommunications Act, the IDCC is the ideal body to coordinate all of these activities.

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Renewing the Commitment to Ensure that Federal Programs are Free from Disability-Based Discrimination.

As we draw near the tenth anniversary of the Americans with Disabilities Act, we have much to celebrate. This landmark civil rights law has increased opportunities for employment, education, and leisure for millions of Americans. Our country is stronger as a result.

As we celebrate the ADA, we cannot forget that it was built on the solid foundation of section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, as amended in 1978, which prohibits discrimination on the basis of disability in federal programs and activities. One important goal of section 504 is for the federal government to set an example for the rest of the country by being a model employer and providing exemplary service to its customers with disabilities. While this goal remains constant, the nature and structure of government have changed in the decades since the inception of section 504. New agencies have been formed, while others no longer exist. Government is more efficient and doing more with less.

The time has come to reaffirm the federal government's commitment to ensuring that agencies' programs are free from discrimination. The means we use to accomplish our goals should be tailored to the changing nature of government.

I call upon the Department of Justice, the Equal Employment Opportunity Commission, the Interagency Disability Coordinating Council (IDCC), and the Presidential Task Force on Employment of Adults with Disabilities to provide leadership to ensure that all agencies meet a common goal: to ensure that today's federal programs - including the program of employment - continue to be readily accessible to and usable by persons with disabilities.

To meet this goal, I hereby direct all agencies to engage in a Five Year Plan. Under this Five Year Plan, agencies will follow guidance to be provided by the Department of Justice and the Equal Employment Opportunity Commission (EEOC) to evaluate agency programs, activities, and facilities for compliance with sections 501 and 504 of the Rehabilitation Act, set targeted goals consistent with priorities developed by the Department of Justice and the EEOC, and implement all actions necessary to achieve those goals, within the next five years. As the initial steps in the Five Year Plan, agencies are directed to do the following:

- make all programs offered on their Internet and Intranet sites accessible to people with disabilities by July 27, 2001; and
- publish by various means, including by incorporation on all agency Internet home pages, the name and contact information for the office(s) responsible for coordinating the agency's compliance with sections 501 and 504 of the Rehabilitation Act.

I furthermore direct the Department of Justice and the Equal Employment Opportunity Commission, in close consultation with the IDCC and the Presidential Task Force on Employment of Adults with Disabilities, to develop priorities and establish for the Five-Year Plan under which agencies will focus on specific programs or types of programs to ensure that they are readily accessible to persons with disabilities.

I direct the IDCC to coordinate executive agencies' efforts to make the federal government's electronic and information technology accessible to persons with disabilities.

I designate the following persons to participate in the IDCC, in addition to those members set out by statute (29 U.S.C. § 794c):

- The Administrator of the General Services Administration
- The Secretary of Defense
- The Secretary of Transportation

These steps will enable federal agencies to work together as they renew their ongoing commitment to ensure that federal programs do not discriminate against people on the basis of disability.

Nothing in this memorandum is intended in any way to limit the effect or mandate of Executive Order 12250, which conveys certain authorities upon the Attorney General, or Executive Order 12067, which conveys certain authorities upon the Chair of the Equal Employment Opportunity Commission.

This memorandum is for the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

William J. Clinton

1999 Recommendations to the President from the Presidential Task Force on Employment of Adults with Disabilities

The Task Force wishes to recognize the outstanding work by the Clinton-Gore Administration in acting on the recommendations made to the President in last year's report — *Re-charting the Course: First Report of the Presidential Task Force on Employment of Adults with Disabilities*. Prompt action and strong support by the Administration on these recommendations has resulted in significant achievements that are leading to increased employment opportunities for people with disabilities. See Chapter Two for a complete review of the status of last years' recommendations.

The Task Force also wishes to acknowledge the efforts of the Task Force Committee members, particularly those who chaired the various committees established this past spring to guide and focus the work of the Task Force. The Task Force has received a report from each committee on their activities in 1999, which largely have focused on putting in place plans for more specific activity in 2000 and beyond. The Task Force will be reviewing and using these reports as the basis for future activities as appropriate. We have included highlights of these reports in Chapter Four.

The Task Force respectfully submits the following recommendations to the President of the United States of America for immediate consideration:

The Task Force recommends that:

- 1** *The President direct the Department of Labor to develop a proposal for consideration in the FY 2001 budget process for an Office of Disability Policy, Evaluation and Technical Assistance (ODPET) to be headed by an Assistant Secretary of Labor. ODPET functions could include:*
 - *Ensuring ongoing efforts to integrate people with disabilities into the Department of Labor's mainstream employment and training programs.*
 - *Establishing the National Disability Business Development Board to be comprised of the membership of the President's Committee on Employment of People with Disabilities and to serve as the advisory body to ODPET.*
 - *Maintaining the principle functions of the President's Committee on Employment of People with Disabilities.*
 - *Assisting the Presidential Task Force on Employment of Adults with Disabilities in implementing a coordinated and aggressive national employment strategy for people with disabilities.*

The Office of Disability Policy, Evaluation and Technical Assistance could provide a long-term, permanent force to continue the work needed to ensure that persons with disabilities are integrated into mainstream employment and training programs within the Labor Department. The Presidential Task Force would continue to be responsible in the short-term for developing, refining, and monitoring the implementation of an aggressive, national employment strategy for persons with disabilities.

The Task Force recommends that:

2 The President direct the Departments of Justice and Labor, and the Equal Employment Opportunity Commission to collaborate in exploring methods for strengthening enforcement of employment-related nondiscrimination provisions of the Americans with Disabilities Act and the Rehabilitation Act. All efforts shall provide a clear and unequivocal message that expanded employment opportunities for individuals with disabilities are a high priority of the Administration. The efforts of the Department of Labor and the Equal Employment Opportunity Commission should include providing increased technical assistance to employers, strengthening compliance evaluations, and enhancing data collection as appropriate.

Effective enforcement of employment-related, nondiscrimination requirements is crucial to increasing employment opportunities for individuals with disabilities. The agencies responsible for enforcement must continue to explore new and more effective approaches for increasing compliance with laws requiring equal opportunities for job applicants and employees with disabilities. The enforcement agencies should develop and disseminate technical assistance guides to assist employers in understanding and implementing nondiscrimination requirements. These agencies should also develop educational tools to inform individuals with disabilities of the full range of protections under the ADA and the Rehabilitation Act. The enforcement agencies also should explore

methods to strengthen their investigation processes. For example, the Department of Labor, through the Office of Federal Contract Compliance Programs, should utilize compliance evaluation procedures that allow the agency to focus on systemic barriers to the employment of individuals with disabilities. The Equal Employment Opportunity Commission, in coordination with the Departments of Justice and Labor, should explore enhancing data collection efforts with respect to the employment and the availability of persons with disabilities in the workforce, possibly through new regulations. Consistent with their complementary responsibilities for enforcement, Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Program should explore joint enforcement strategies.

The Task Force recommends that:

3 The President direct the Departments of Labor, Education, and Health and Human Services, the Social Security Administration, the Office of Personnel Management, and other appropriate Federal agencies to construct and coordinate, under the leadership of the Presidential Task Force on Employment of Adults with Disabilities, a Youth-to-Work Initiative.

Barriers to employment for youth with disabilities include: low educational attainment; low educational and employment expectations; and confusing governmental programs with conflicting eligibility criteria and goals. As a result, many youth with disabilities transition from youth welfare to adult welfare without access to the education and training opportunities needed to make a transition to work and achieve independence. This Youth-to-Work Initiative would test alternative approaches to helping youth with disabilities gain access needed to education and training opportunities and overcome barriers to employment.

Each year, about 40,000 eighteen-year-olds are subject to an continuing disability review for Supplemental Security Income (SSI) benefits, but only 25,000 are determined eligible for such assistance. On average, the young adults deter-

mined to still be eligible will remain on SSI for 27 years, while those found ineligible are likely to live in poverty. Many youth with disabilities spend a significant portion of their lives living in poverty, dependent upon public assistance programs, and relegated to the margins of society. In addition, compared to students without disabilities, students with disabilities drop out of school much more frequently and enroll in post-secondary education less frequently.

The Task Force recommends that:

4 The President direct the Department of Health and Human Services to develop a proposal to allow the Maternal and Child Health Programs for Children with Special Needs to provide Healthy and Ready to Work services to youth with disabilities who are under the age of 16.

The Maternal and Child Health Programs for Children with Special Needs (Title V of the Social Security Act) provides Healthy and Ready to Work services to youth with disabilities that are essential to preparing them for continued education and training, but are restricted to serving only youth 16 years and older. As a result, many youth with disabilities are ready to drop out of the education stream just at a time when they become eligible to receive services that would enable them to benefit from continued education. There is a clear need to provide these services to youth with disabilities at an earlier age.

The Task Force recommends that:

5 The President direct the Department of Housing and Urban Development to explore steps needed to establish an earned income disregard for tenants with disabilities living in other-than-Public Housing Authority housing who return to work, and to exempt any disability-related expenses incurred when a tenant goes to work from the "countable" income used to determine rents.

The Department of Housing and Urban Development has promulgated rules under recently enacted legislation aimed at providing additional incentives for low-income individuals

in public housing to go to work, or work additional hours. Current rules, however, do not provide sufficient incentives for employment of people with disabilities who are assisted by the Department of Housing and Urban Development subsidies, but do not live in Public Housing Authority housing. The Department should explore ways to extend similar incentives to all HUD-subsidized tenants with disabilities.

The Task Force recommends that:

6 The President continue to work with Congress to secure adequate funding, proposed in the Administration's FY 2000 budget, for their program to accelerate the development and adoption of information and communication technologies that can be used by the 54 million Americans with disabilities.

The President should continue to push for this initiative that would: (1) help make the Federal Government a "model user" of accessible electronic and information technology through the implementation of Section 508 of the Rehabilitation Act; (2) support new and expanded State loan programs making assistive technology more affordable for adults with disabilities; and (3) invest in research, development, and technology transfer in areas such as "text to speech," speech recognition, and eye-tracking for people who cannot use a keyboard.

The Task Force recommends that:

7 The President continue to work with Congress to pass the tax credit proposed in the Administration's FY 2000 budget, in order to assist adults with disabilities with expenses related to work.

Working-age adults with disabilities are often discouraged from working because of the high cost of personal attendant services and other services or technologies required for employment. Similarly, the cost to employers of hiring an individual requiring personal attendant services can sometimes be prohibitive. Tax credits provide a flexible way to assist people with disabilities in defraying these expenses.

The Task Force recommends that:

8 *The President continue to work with Congress to pass a strong, enforceable Patients' Bill of Rights.*

It is critically important to people with disabilities that we enact a strong, enforceable Patients' Bill of Rights. This legislation must include the following: guaranteed access to needed health care specialists; access to emergency room services when and where the need arises; continuity of care protections so that patients will not have an abrupt transition in care if their providers are dropped; access to a fair, unbiased, and timely internal and independent external appeals process, to address health plan grievances and to help govern decisions about medically necessary treatments; an enforcement mechanism that ensures recourse for patients who have been harmed as a result of a health plan's actions.

The Task Force recommends that:

9 *The President convene a White House Conference on Employment of Adults with Disabilities that will include representatives from the Administration, Congress, elected officials from State and local governments, small and large businesses, the disability community and other stakeholders.*

A White House Conference would provide heightened visibility to the issue of employing persons with disabilities and help build partnerships between public and private sectors. It would also provide the opportunity to showcase "best practices" and innovative strategies for employment of people with disabilities, and highlight actions taken by Task Force member agencies, departments, and other Federal agencies. Finally, it could commemorate the 10th anniversary of the Americans with Disabilities Act, the 25th anniversary of Individuals with Disabilities Education Act, and the 35th anniversary of the Equal Employment Opportunity Commission.

The Task Force recommends that:

10 *The President direct the Task Force members' departments and agencies to collaborate on the development and implementation of a multimedia, interagency public awareness campaign to eliminate the negative and erroneous stereotypes about employment of people with disabilities. This campaign would focus on the benefits of employing people with disabilities.*

There is an immediate need for leadership to address negative attitudes and prejudices against people with disabilities. An aggressive public awareness campaign, conducted in partnership with the disability community, businesses, and other influential entities would help to eliminate erroneous and prejudicial thinking about disability that results in limiting employment opportunities.

The Task Force recommends that:

11 *The President direct the Social Security Administration and the Department of Labor to create an "Access America for People with Disabilities" Web site that targets individuals with disabilities.*

In February, Vice President Gore announced "Access America for Seniors," a Web site providing a wide range of services to older Americans — an example of his vision of "one-stop" Web access to government services. A new Web site, "Access America for People with Disabilities," would likewise provide information and services offered by virtually every major Federal Government agency, by linking to an abundance of helpful Federal agency sites, information, programs, and services.

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The Task Force recommends that:

- 2** *The President direct the Department of Transportation to work with the Departments of Labor, Education, and Health and Human Services, the Social Security Administration, and other relevant Task Force members to develop a comprehensive plan of action to address the lack of transportation services and systems for persons with disabilities.*

The lack of available public transportation is a major employment barrier for persons with disabilities. This factor is cited by many individuals with disabilities, at recent Town Hall meetings held by the Task Force and at other events, as being the major impediment to finding and keeping jobs. The Department of Transportation has been vigorous in addressing public and private accessibility issues for people with disabilities. This directive would be to concentrate Federal efforts on developing an interagency action plan that addresses the lack of available transportation.

The Task Force recommends that:

- 3** *The President direct all Federal agencies with customer service call centers and other appropriate services to explore ways to encourage hiring people with disabilities.*

Cutting-edge telecommunications technology has recently made it possible for customer service centers to send voice and data to home-based customer service representatives who work just as if they were in a call center. Many agencies in the Federal Government operate significant customer service call center activities. This cutting-edge technology needs to be widely available in the Federal Government, and used to increase the employment rate of individuals with disabilities as much as possible.

Research has shown that the percentage of individuals with significant disabilities who are employed is the lowest of disadvantaged groups in the nation. It is critical that we seek out as many strategies as possible to change this picture.

The Task Force recommends that:

- 14** *The President direct the Social Security Administration to explore options for raising the Earned Income Exclusion in the Supplemental Security Income program, for both adults and students, in order to encourage work efforts.*

Supplemental Security Income (SSI) is a means-tested program, but beneficiaries are able to have limited earnings without impact on their benefit amounts. Allowing such earnings not only increases overall income security, but also provides an incentive to work. The earned income exclusions for both adults and students, however, have not been raised since the early 1970's, even though the SSI Federal Benefit Rate is indexed annually for inflation. The Earned Income Exclusion remains at \$65 per month for adults and up to \$400 per month for students for a limited time period. As a result, SSI beneficiaries with non-SSI income do not receive full indexing of their benefits, and work effort is less rewarded than it was previously.

Healthy and Ready to Work Options:

We previously recommended a legislative change to provide for Healthy and Ready to Work (HRTW) services for youth with special health needs through the State Title V Maternal and Child Health Children with Special Health Care Needs (CSHCN) programs. The intent was to provide a clear authority and accompanying funding appropriation to ensure the provision of appropriate services to youth with special health needs in transition to adulthood. However, if a legislative option is not available, the following resource alternatives should be considered:

- 1) A line item appropriation could be added for the Health Resources and Services Administration (HRSA) to provide national HRTW services through the State Title V programs.
- 2) A budget request for FY 2002 was prepared within the Maternal and Child Health Bureau requesting \$150 million to establish a national HRTW services program within the existing Title V legislation. That proposal did not make it through the HRSA level since at the time of consideration it was believed that the above-mentioned legislative proposal would address the issue. At this time, the budget request could be reinstated at the Department or OMB level. (A copy of the request is attached.)
- 3) A Presidential Directive or Executive Order could create a Federal HRTW Interagency Council, composed of HRSA, Health Care Financing Administration (HCFA), Social Security Administration, Department of Education, Department of Labor, and other appropriate departments and agencies, family and youth representatives, etc., with the charge of working together to ensure access to and utilization of HRTW services by youth with special health needs. As part of the directive or order, HCFA and/or other participating Federal entities could be required to contribute funds through an inter-agency agreement to either conduct a demonstration program or roll out a full-scale national HRTW program.
- 4) The demonstration authority and funding of the Work Incentives Improvement Act could be utilized for HRTW services to youth with special health needs.
- 5) The pending Family Health Opportunities Act could possibly absorb the HRTW proposal or under that Act's demonstration authority, a HRTW demonstration could be conducted.

Marshal Becky

helpmate, classmate

Rollat

Official

+ Get out weekly faxes

+ Send out remarks

+ Do a press release

+ Accomps Doc

+ Meetings

~~Organize~~

Gore political (Americass)

Senior Staff briefing

Meeting w/ HVO

absent

Relatives

[Becky - all agency policies]

VP Residence - Tech Demos
amparaje

(Senate Shetty)

Lists

Call Eric about DRP Peter King

Mo. 3:30

