

PRESIDENT WILLIAM JEFFERSON CLINTON
GALLAUDET COMMENCEMENT
WASHINGTON, D.C.
MAY 13, 1994

DRAFT

[Acknowledgements: (On stage) Dr. Glenn Robinson, Chairman of the Board of Trustees, former chair of the Arkansas Commission on Disabilities; Dr. King Jordan, President of Gallaudet, and someone the nation looks to for wisdom; Sen. Tom Harkin, a great friend of mine, of Gallaudet's, and a General in the disability rights movement; Cong. Major Owens, receiving an honorary degree; Cong. David Bonior; Cong. Steve Gunderson; Delegate Eleanor Holmes Norton; The Hon. Judith Heumann, Assistant Secretary for Special Education and Rehabilitative Services, Dept. Of Education; Members of The Board Of Trustees; and, Administrators. (In audience) Deval Patrick, Assistant Attorney General For Civil Rights and responsible for enforcing the ADA, various friends of disability rights, the Class of 1994, families and friends.]

You have reached an extraordinary moment in your life at a special moment in the life of your country -- and what it stands for.

Nations and people everywhere are moving towards freedom. Much of the world seems to be trying to lay claim to democracy and our values. Our example continues to be the single most powerful instrument of good on earth. We were reminded of that this week as we watched a former prisoner stand shoulder to shoulder with his guards, and become President of a free and democratic South Africa.

Yet, each day across the globe -- and here in America -- we wonder whether peace can be achieved across divisions of race and region and religion. Each day mutual respect and the bonds of civility seem to break down a little more. Each day the barriers to cooperation and trust seem to rise a little higher.

Some suggest that your generation feels a sense of futurelessness. They say young people will no longer engage in changing what is wrong. That they will no longer take responsibility for the hard work of turning diversity into democracy and individuality into community. They say our biggest victories are behind us.

I say this is a fundamental mis-reading of democracy, of America, of the world, and of you. We are free because we re-new our freedoms in large and small ways every day -- and our common purpose is to re-new them for your generation as well.

For those who think that nothing can change centuries of division and bloodshed and turn it into hope and a yearning for peace, I say don't tell it to Prime Minister Rabin and Chairman Arafat.

For those who proclaim that there is no future in racial harmony and no hope in our common humanity, I say tell it to President Mandela and Deputy Executive President deKlerk of South Africa.

And finally, for those who say that your generation has lost its center; that you won't demand the best from yourselves or take responsibility for making your country a better place -- I say tell it to the students of Gallaudet University who have struggled mightily for simple dignity, and built themselves and all Americans a better world in the process.

Gallaudet is a national treasure. It is fitting that President Lincoln granted your charter. He understood better than others the sacrifices required to preserve a democracy rich in diversity. He ultimately gave his life in the cause of renewing our national life -- because he understood democracy is about constant renewal.

He signed your first charter -- in the midst of the Civil War. Where others saw farm land and a tiny school, he had the vision to see we could use education to tear down the walls between us and tangibly touch and improve all of our lives.

Private citizens and pioneering educators have built Gallaudet over the years, sustained by generations of students and faculty committed to the richness of the deaf community and the fullness of the American dream. Gallaudet stands for renewal.

That charter was an important law. But let me refer to another President to make an equally important point -- that just as important as laws are the attitudes that animate our approach to the law, and to each other.

✓ The President I am referring to is your President, King Jordan. When the Americans With Disabilities Act passed, he said: "we now stand at the threshold of a new era for all Americans, those of us with disabilities, ~~those of those without.~~" ^{and} He went on to say that in this pursuit as in every pursuit of ~~democracy~~ ^{us}, our task will be to reach out, and to educate each other about our capabilities, and about who we are.

The notion that we are standing on the threshold of a new era is one of the reasons I ran for President. I thought we were coming apart when we should be coming together. And because I had a sense that too many Americans who should have been part of

the solid middle class felt they could lose it all in a minute, and go down alone. We reached a point where my daughter's generation could be the first to have less than the generation that came before it.

That is why it isn't enough for us to exhort people to take more responsibility and to come together, if all of us working together do not make it possible for young people and the middle class to seize their opportunities.

That's why we worked hard to restore the economy and reward work again. It's why we've made early education, training and lifelong learning a high priority. That's why we wrote the Family and Medical Leave Act, and why it is so important. It empowered parents to be good parents and good workers. The Brady ^{Act} Bill and banning assault weapons are important because they let us pursue our lives in safety. National Service -- and 6 of you will be part of AmeriCorps -- every first class of volunteers and I am proud of you -- allows young people a great freedom -- the freedom to give something back.

I understand that unless we can show people life can be better, their cynicism will only grow.

As King Jordan reminded us, government can make good laws. And we need them sometimes. But it can't make good people. In the end it's our values and attitudes that make the biggest difference. Moral leadership is everyone's responsibility, and everyone's opportunity.

For anyone who does not think we can make these changes, I urge them to look at the changes that have occurred in your lifetime.

Because previous generations refused to be denied a place at the table simply because others thought they were different, the world is now open to you. Most of you came here knowing you could be doctors, entrepreneurs, software engineers. Because over the years those who came before you spoke up, you have the chance to move up.

And you have done your part. From the beginning you have made a difference. You believed in broadening the unique world you share with each other by joining it to the community at large. There is no better example of how America should work.

The greatest moment in your history occurred in 1988. Your community came together and said: we will no longer accept the judgement of others about our lives and the leadership of this university. These things are our responsibility, and we gladly accept the challenge.

In days, the "Deaf President Now" movement changed the way America looks at deaf people. The nation watched as you organized and built a movement of conscience unlike any other. You removed the barriers of limited expectations. America saw that deaf people can do anything that hearing people can -- but hear.

That was one of the defining moments in a great "people's movement," the American disability rights movement. Two months after King Jordan took office, the Americans with Disability Act was introduced. In two years, it became law, and proved once again that the right cause can unite us, where once partisanship and bigotry divided us.

For the now more than 49 million Americans who are deaf or disabled, the signing of the ADA was the most important event in history. For almost a billion persons with disabilities around the world, it symbolized simple justice and inalienable human rights.

I believe being deaf or having a disability is not tragic. Stereotypes are tragic. Discrimination is tragic. Not getting a job, or having the chance to reach your God-given potential because someone else is "handicapped" by prejudice, is tragic, and it must not be tolerated. Having a disability is a natural part of the human experience. It does not diminish one's right to participate in all aspects of society.

The ADA is another thread in the fabric civil rights. A fabric in which is wrapped the hopes and aspirations of all Americans. And as your President I pledge to see it is fully implemented and aggressively enforced across America -- in schools, the workplace, in government, and in public places. It is time disability policy moved from exclusion to inclusion; from dependence to independence; and from paternalism to empowerment.

To achieve that policy
Of course, our work goes on. Let me briefly mention two important near-term challenges on our shared agenda that I believe we can meet and move America forward.

When the health care system denies coverage to 81 million people with pre-existing conditions, it must be changed. Health security is about preserving the freedom to pursue our dreams, because without health care any of us can be wiped out at any time. That's why after 60 years of trying we will pass guaranteed private insurance for every American this year.

Also, we are working very hard to become the technological leaders in the information age. Among other things, many of the technologies we are investing in will open up vast new opportunities for deaf people and people with disabilities to study, work, and to be independent. To make sure the information

age reaches everyone, I am committed to ensuring accessibility and universal service for all, and to working with you to make this a reality.

Finally -- graduations are very special occasions, particularly for parents and family members. You have achieved a great deal -- and we applaud you.

But you did not do it alone. None of us ever do. For all families, but especially for families that work hard to reach this day -- there is a special closeness.

The wonderful truth is that someone believed in their country enough to prepare you for this day and for full participation in democracy and all its rewards. Someone believed in you enough to help you reach the point of building a life of your own. Someone took responsibility for you. Someone cared for you. Someone loved you.

This is the foundation of success and happiness. The most important thing in any child's life is the support of at least one adult who loves them without qualification. You have had that, and you must honor that.

Today the words freedom and opportunity take on real meaning for you.

But in our own nation there are millions of young people who cannot imagine a future. Walls are going up between people of every age, the debate is growing harsher, too many are defining themselves by looking down on someone else.

As Lincoln taught us, it has always been hard to preserve democracy. It has always been hard to build one from many. Acrimony is easier than harmony, stereotypes are easier than understanding. And in many ways it is getting even more difficult.

But I have a message for all of the doubters. Each of us can make a difference, we can change for the better, we can respect the uniqueness in each of us and renew the glory that is in all of us.

How do I know this is true? Because of Rabin and Arafat. Because of Mandela and deKlerk. Because this week is the fortieth anniversary of Brown versus the Board of Education, a promise -- one that we must always keep -- we made to our children that no matter what their color they could get an equal education. Because in a few weeks I am going to Europe to commemorate the fiftieth anniversary of D-Day, where my parent's generation risked their freedom to give America fifty years of continuing freedom.

And I know it because of a place called Gallaudet. Where for 124 years young people have believed in themselves, their country, their family, and their futures. Where good people had the courage to dream, and have worked to make that dream come true for millions of their fellow citizens.

MEMORANDUM TO CAROL H. RASCO

FROM: Stanley S. Herr

SUBJ: PARTIAL TALKING POINTS FOR PCMR PRESIDENTIAL FORUM
TUESDAY, APRIL 26, 1994

DATE: April 20, 1994

You are the main closing speaker to this three day event. Although your letter of invitation states that you are scheduled to speak at 11am on April 26th, there appears to be a change in their agenda that now has the final wrap-up session ("Forum Summation") beginning at 10:15 with work group reports and summary of recommendations, each approximately ten minutes. I then have the pleasure of introducing you, and your talk can be for about 30 minutes.

Decision points: Will 30 minutes be sufficient for your purposes, or would you like more time?

Do you want to entertain a few questions? The audience will be about 210 persons, of whom 26 will be self-advocates, and others will be parents, policymakers, and experts from law, medicine, education, habilitation services, etc..

So if you can arrive by 10:15 you will have the benefit of hearing of the Forum's deliberations. I expect to attend most of the proceedings, so I'll further brief you when we meet on Monday, at 3:30 pm on how the discussion is going and your remarks.

They have also arranged to have brief closing remarks from the putative vice-chair, Val Bradley, at the end of the session. If you have not met her yet, you're in for a treat. She's great and a very experienced consensus builder.

Here are my preliminary briefing points for you:

- Thanks to all of you for your three days of hard work to come up with quality recommendations for the President.
- Special thanks to Gary Blumenthal, Executive Director of PCMR, and Bill Jones, Chair of the Advisory Planning Committee for staging this superb event.
- As I reviewed the list of participants I was struck by the depth and breadth of leadership in the mental retardation community assembled here.
- I also want to commend PCMR for making sure that the voices of self-advocates, and of family members are heard in these proceedings. The large delegation of self-advocates invited here is a tribute to the new directions at PCMR. In I know that their contributions, along with the extraordinary range of talents from the diverse professions that work with persons with mental retardation and their families, will lead to an outstanding Report to the President.

Carol: Here are some possible titles for your EMIR speech. It could also serve as your "stump speech" to any groups of this nature. The first one is my preferred suggestion. But I offer some variants.

On Putting People First: The White House Agenda for Mental Retardation

Reform and Renewal:

People First:

The Clinton Administration's Leadership for Choices and Inclusion

The content of this talk can feature health care reform, family leave act, national service act and its possible benefits for this field, special education, and all the rest of the good stuff we'll be working on this year.

EMIR's president is "thrilled" that you're coming!!

Regarding a meeting with Mrs. Shriver, I'm informed that she would expect to meet with us here at the White House.

As it turns out, Kennedy Foundation's executive director is meeting with Bill Galston next Tuesday about a school program they're subsidizing. Mrs. Shriver may be joining them. I was queried whether they could just continue from there to meet with you. But based on what I know of your schedule, I suggested that Tuesday, Wednesday or Thursday (Sept. 21, 22, or 23) late morning or mid-day would work best. I'll proceed on that assumption and work through Ros on scheduling this.

Have a good trip to Nebraska and a restful weekend.

MEMORANDUM TO CAROL H. RASCO

FROM: Stan Herr

10-Sep-1993 02:51pm

TO: Carol H. Rasco
FROM: Stanley S. Herr
Domestic Policy Council
CC: Rosalyn M. Kelly
SUBJECT: Mrs. Shriver's meeting

Carol: Here are some possible titles for your AAMR speech. It could also serve as your "stump speech" to any groups of this nature. The first one is my preferred suggestion. But I offer some variants.

Some Personal and Priorities
~~On~~ Putting People First: The White House Agenda ~~for~~ Mental Retardation

Reform and Renewal:

People First:

The Clinton Administration's Leadership for Choices and Inclusion

The content of this talk can feature health care reform, family leave act, national service act and its possible benefits for this field, special education, and all the rest of the good stuff we'll be working on this year.

AAMR's president is "thrilled" that you're coming!!

Regarding a meeting with Mrs. Shriver, I'm informed that she would expect to meet with us here at the White House.

As it turns out, Kennedy Foundation's executive director is meeting with Bill Galston next Tuesday about a school program they're subsidizing. Mrs. Shriver may be joining them. I was queried whether they could just continue from there to meet with you. But based on what I know of your schedule, I suggested that Tuesday, Wednesday or Thursday (Sept. 21, 22, or 23) late morning or mid-day would work best. I'll proceed on that assumption and work through Ros on scheduling this.

Have a good trip to Nebraska and a restful weekend.

cc: Stan

SEP - 7 REC'D

AMERICAN ASSOCIATION ON MENTAL RETARDATION

Accepted
10/1/93

AAMR

Please reply to: Karen L. Middendorf
IHD/UAP
329 Mineral Industries Bldg.
University of Kentucky
Lexington, KY 40506
(606) 257-3465

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M. Doreen Croser

Carol H. Rasco
The Assistant to the President
for Domestic Policy
The White House
Washington, D.C. 20050

Dear Ms. Rasco:

It is my honor and pleasure to formally extend an invitation to you to address the membership of the American Association on Mental Retardation in a Plenary Session at our 118th Annual Meeting in Boston next June. I am delighted to learn that you can fit this speaking engagement into your schedule, and that you are willing to share your considerable expertise and experience with us, as well as your perspective on domestic policy as it relates to the needs of individuals with mental retardation and other disabilities.

Your perspective as a policymaker and parent will add significantly to our learning activities as we explore the ways in which we can move toward real choice and full inclusion for all citizens.

The conference will be held at the Boston Sheraton, with your session scheduled at 10:30 AM on Friday, June 3, 1994. It is anticipated that you will speak for approximately thirty minutes, and would engage in a question and answer session with the audience for an additional fifteen minutes.

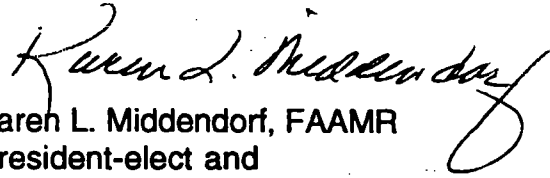
1719 KALORAMA ROAD NW WASHINGTON DC 20009-2683

PHONE: 202.387.1968 FAX: 202.387.2193

In preparation for the printing of the preliminary program, we will need a black and white photo, brief autobiographical information, and the title of your presentation by mid to late October. As the time for the conference draws near, we will work with you to make whatever travel or accomodation arrangements are needed for you or your son and his companion.

Thank you again for your willingness to accept our invitation. Please do not hesitate to contact me if there is anything I can do to facilitate your participation in our conference.

Sincerely,

A handwritten signature in cursive script, reading "Karen L. Middendorf". The signature is written in dark ink and is positioned above the printed name.

Karen L. Middendorf, FAAMR
President-elect and
Program Chairperson

cc: David Braddock, Ph.D., President
Doreen Croser, Executive Director

**DOT'S OUTREACH TO INDUSTRY OPERATORS OF ACCESSIBLE
TRANSPORTATION SERVICES AND PERSONS WITH DISABILITIES**

DOT's National ADA Mass Transit Outreach Efforts

. **Project ACTION.** DOT's most significant direct effort to involve persons with disabilities in ADA implementation is our \$2 million annual funding of the National Easter Seals' Project ACTION, which serves as a forum to bring together all key decisionmakers in implementing the ADA including: the DOT, Access Board members, transit providers and equipment manufacturers, and, most importantly, major groups representing persons with disabilities. Project ACTION developed many technical publications and films for use in training transit agency personnel and disabled riders in using fixed-route accessible services. On June 6-7, Project ACTION will host a national conference in Washington, DC, where every major national disability group will offer DOT their inputs and recommendations on facilitating ADA implementation, solving problems, and improving transit access.

. **Technical Assistance.** The next most significant DOT effort to assist in ADA implementation is our funding of technical assistance to the transit industry on making vehicles and stations accessible. DOT's technical assistance program includes ongoing research projects and technical bulletins on accessible vehicle standards, lift maintenance, driver sensitivity training in reaching out to passengers with different types of disabilities, vehicle and station audio and visual communication systems for persons with visual and hearing impairments, accessible facility requirements, tactile warning strips at the edge of platforms for blind persons, wheelchair securement safety, etc.

. **National Transit Institute.** DOT's most significant direct effort to educate transit operators on all aspects of the ADA is concentrated in the newly created National Transit Institute at Rutgers University, in New Jersey. Our recent course on determining ADA Paratransit Eligibility was an overwhelming success; about 300 transit professionals were trained at 10 courses held across the Nation. The FTA and NTI are currently preparing a new course on implementing ADA.

. **Enforcement.** Nationally, persons with disabilities were involved in drafting and commenting on DOT's transit accessibility regulations, and we continue to seek their inputs in issuing new and amended ADA rules. But, beyond the rulemaking stage, we also involve local disability groups in ADA enforcement/compliance actions across the Nation.

. **National Clearing House.** Since ADA enactment, DOT and the American Public Transit Association have conducted four training seminars for transit operators nationwide concerning their obligations under the Act. We continue in this education role, and also serve as a national clearing house and authority on all aspects of ADA transportation implementation for the general public, including private taxi services and other private transportation providers (e.g., hotel and airport shuttles, church and company owned buses and vans).

Amtrak's National ADA Consumer Outreach Efforts

. The National Railroad Passenger Corporation (Amtrak) has a system-wide policy of offering passengers with disabilities and elderly patrons a 25 percent discount on one-way ticket purchases.

Amtrak, with appropriate prior notification to its reservation offices, provides special food service to accommodate passengers with diet restrictions, telecommunications devices for handling reservations for hearing impaired persons, special equipment handling, provision of wheelchairs, and assistance in boarding and debarking passengers. Amtrak operates a Special Services Desk seven days a week that assists passengers with special needs in obtaining tickets and transportation. Persons may request these services through Amtrak's toll free special service desk number at 1-800-USA-RAIL. They also may inform their travel agents or station ticket agents of their need for assistance at the time they book their reservations, or call the railroad station in advance of their travel.

More than 150,000 senior citizens, mobility-impaired and other persons with disabilities sought assistance from the Special Services Desk during 1993, and thousands of other disabled and elderly persons traveled on Amtrak unassisted. Amtrak works each year with a number of organizations representing persons with disabilities and elderly persons in planning large special moves of passengers needing assistance.

Local ADA Outreach Efforts through DOT's Mass Transit Grantees

Through public participation requirements set forth in the Department's ADA rules, DOT requires significant outreach efforts by its grantees to their customers who are disabled.

. **Key Rail Stations.** In developing local ADA plans to identify and make key rail stations accessible, transit agencies also are required by DOT to hold public hearings and incorporate the comments of persons with disabilities into their plans. More than elevators, bricks and mortar are required to make stations accessible to riders with disabilities; both public transit and train schedules are published in accessible formats, and special audio/visual systems are being installed in stations to communicate public announcements to persons with visual and hearing impairments.

. **Accessible Bus Systems.** An ADA accessible bus requires more than a lift or a ramp. ADA accessibility requires communication systems to provide riders with sensory impairments with sufficient information to board and navigate the fixed-route bus system. Bus schedules must be in accessible formats. Transit providers are providing travel mobility training to persons with disabilities and are reaching out to high schools to train disabled students in how to use fixed-route systems. A spillover benefit of many accessible communication systems required by DOT is that buses are now easier to use by all riders, not just persons with disabilities.

. **Paratransit & Outreach.** In developing their initial plans for DOT on provision of ADA supplementary paratransit services, transit providers had to survey all local disability groups, independent living centers, local social service agencies, etc. in an attempt to identify all persons whose disabilities might qualify them for ADA paratransit service and to inventory all paratransit service provided in the region. Transit providers were required to establish ongoing advisory groups composed of persons eligible for paratransit to consult with them on planning and implementing acceptable services. These groups often meet monthly with over 500 fixed-route transit operators across the nation to review service progress. Service and route changes are routinely directed through these groups and networked to riders with disabilities. DOT attributes much of the success in ADA paratransit implementation to these local groups.

. **Updates of ADA Paratransit Plans.** During the allowable 5-year phase-in period for ADA paratransit service, local providers' plans to provide ADA paratransit services must be annually updated and must pass muster at annual public hearings. Comments of persons with disabilities must be addressed. DOT must review over 500 transit provider plan

updates each year. Failure to meet the public participation requirements has resulted in plan disapproval by DOT, and could jeopardize future Federal funding assistance if not corrected.

. **Consumer Feedback.** DOT sponsored a recent consumer survey in Pittsburgh to query transit riders on the quality of service. Other surveys are being planned.

Assessment of ADA Transit Implementation Problems, to Date

. **Implementation of the ADA in Public Transit.** The ADA was enacted almost four years ago, and implementation of accessible public transit services appear to be on schedule, with fewer complaints than expected to date. Other than the complaints by those with visual impairments on DOT's one year time extension on the controversial tactile warning platform edge strip requirements of ADA, transit systems have not been the focus of much attention from groups representing persons with disabilities. Unlike the history of implementation problems incurred under DOT's predecessor section 504 transit accessibility regulations implementing the Rehabilitation Act of 1973, the transit industry and APTA have strongly supported this civil rights mandate. However, this may be the quiet before the storm. Disability groups may refocus their attention on transit if the operators of several key rail stations in major cities miss their ADA compliance deadlines, or if the progress in completing ADA paratransit services is not as good as expected, we may have to confront the following problems in the future:

Problems in Implementing ADA Mass Transit Regulations

. **Unfunded Federal Mandate.** ADA Paratransit Operating Cost--Local Funding Shortfall. As DOT's budget approaches full funding of the ISTEA authorized levels, we have been able to accommodate about 80 percent of the incremental capital costs of implementing the ADA. However, it is the annual \$600-\$700 million burden of ADA paratransit operating costs on state and local budgets that governors and local officials have labeled the true "unfunded Federal mandate" of the ADA. In defense conversion states like California, these operating costs have been added to huge current operating deficits at local transit authorities. Unless state and local budgets increase dramatically with the current economic expansion, it is expected that as many as 100 transit systems may file requests for a waiver (time extension) from meeting the six ADA paratransit service requirements on the basis of undue financial burdens.

Beginning in FY 1995, transit agencies' will have to absorb a 25 percent across-the-board reduction in Federal operating assistance funding.

Displacement of Elderly Patrons off Paratransit. Both DOT and a March 1994 GAO report on ADA transit implementation have identified transit agencies' greatest challenge to be financing paratransit service requirements of ADA. It is clear from the agencies' ADA paratransit plans that provision of paratransit service is very expensive--between \$15 - \$30 per one-way van trip. In fact, it is so expensive that transit authorities across the nation are planning to reduce costs by eliminating current paratransit passengers and other specialized transportation services that are not specifically covered by ADA service mandates. Currently, existing paratransit service to able-bodied elderly patrons is planned to be virtually eliminated, setting up a potential rift between the elderly and those certified as eligible for ADA paratransit service. It is estimated that about 60 percent of all ADA paratransit eligible riders are elderly. The American Association of Retired Persons is studying this problem.

Client Shedding (Dumping) by Social Service Agencies. In many localities, human resource agencies have stopped providing paratransit services to their clients because the ADA mandates public transit providers to provide such services. To date, we do not have a handle on the extent of dumping problem. Nationally, social service agencies funded by HHS provide at least 5 times the number of trips provided by all public transit. With current resources, there is no way all of these trips can be accommodated by the public transit system. DOT and HHS have met to try to identify their shared responsibilities and coordinate transportation services at the local level.

Problems in Implementing other Accessibility Requirements

Aviation. The fact that DOT has received an additional 233 consumer complaints subsequent to the Department December 28, 1993, report may be an indication that air carriers are not complying fully with the air Carrier Access Act (ACAA) requirements.

The Department continues to receive complaints about the availability of oxygen in air travel. The complaints concern (1) failure of some carriers to offer oxygen on their planes; (2) the high cost of oxygen provided by carriers; (3) lack of access to oxygen while waiting in

airports; and (4) failure of air carriers to permit travelers to bring their own oxygen onboard airplanes because of hazardous materials regulatory requirements.

Some persons with disabilities are being denied boarding on commuter-type airplanes because there is not yet a requirement that there be available suitable devices to assist them. Many air carriers and airport operators are awaiting issuance by the Department of a final regulation requiring them to purchase lifts, ramps, or other suitable devices not used for freight to assist persons with disabilities in boarding commuter-type airplanes.

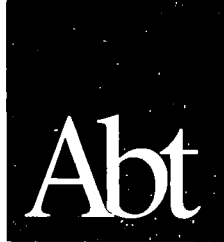
Marine Passenger Vessels. A major problem in developing a regulation that would set forth accessibility standards for marine passenger vessels stems from the particular physical characteristics of vessels, and the care with which accessibility requirements must be coordinated with the Coast Guard's and international safety requirements, which include personnel capability and structural standards. A study, soon to be initiated, will provide background data for determining the technical and financial feasibility of designing and constructing marine passenger vessels to accommodate persons with disabilities.

Over-the-Road Bus (OTRB) Accessibility. Under the Americans With Disabilities Act (ADA), the Department must issue accessibility regulations concerning OTRBs, the vast majority of which are operated by private sector enterprises. In the course of developing the NPRM, we have developed three options: one requiring OTRBs to be equipped with integral lifts so passengers can use their own wheelchairs; one allowing the operator to provide accessibility by a variety of means, including station-based lifts and boarding chairs; and one that is a mix of the other two.

We expect that the OTRB ADA rule will be controversial because the cost impacts of all options on the industry are significant. The Greyhound company anticipating the ADA costs will impact significantly on company profits and has requested that DOT pursue legislation that would make available a Federal subsidy to assist in meeting accessibility requirements.

Concern about the cost of implementing ADA in OTRB service persuaded DOT staff to develop two papers requesting Secretarial assistance. Staff has developed an options paper requesting Secretarial decision on the notice of proposed rulemaking approach (NPRM) to be used to make OTRBs accessible to persons with disabilities.

Staff has also developed a subsidy paper requesting Secretarial decision on whether DOT should pursue legislation to establish a subsidy program for OTRB operators. Meanwhile, section 120 of a bill to amend title 23, United States Code (USC), to establish the National Highway System, provides authority for the Secretary to make section 3 capital subsidies to intercity bus operators.



Associates Inc.

Copy

Center for the Advancement of Rehabilitation and Disability Studies

14 March 1994

Ms. Carol Rasco
Assistant to the President for Domestic Policy
White House, 2nd Floor, West Wing
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Ms. Rasco,

Stanley Herr of your office had requested a copy of Abt's report on *The Second Year (FY-1993) of the NIDRR ADA Technical Assistance Initiative* and my opinion of the effectiveness of this effort to promote implementation of the Americans with Disabilities Act of 1990; he suggested I share with you also the report (copy enclosed) and my assessment. As a policy researcher and as a person with a severe disability myself, I am pleased at the interest the Administration is showing in this vital area.

Abt Associates holds a U.S. Department of Education contract entitled NIDRR ADA Technical Assistance Coordinator, of which I am Project Director. This is a three-year project (now in its third year) to spearhead NIDRR's technical assistance initiative for the Americans with Disabilities Act of 1990 (ADA) by facilitating, coordinating, monitoring, and evaluating the activities of fifteen NIDRR grantees: ten regional Disability and Business Technical Assistance Centers, three Materials Development Projects, and two National Training Projects. (Client: National Institute on Disability and Rehabilitation Research, U.S. Department of Education.) The introduction to the annual report describes the structure and operations of the NIDRR ADA Technical Assistance Initiative.

Although the Department of Education and NIDRR have no enforcement authority or responsibilities under the ADA, Congress funded NIDRR to help promote the implementation of the ADA by providing technical assistance to key constituencies affected: businesses that are "covered entities" under the Act, cities and towns and other public service providers, and persons with disabilities of all kinds. The "Overview" chapter of the enclosed annual report demonstrates what an impressive volume of technical assistance, training, materials dissemination, etc. is being provided to the public by the fifteen NIDRR grantees across the country. Anyone can directly access the ten regional Disability and Business Technical Assistance Centers via the national toll-free information and referral line (1-800-949-4ADA), which electronically routes calls to the appropriate local office.

In our management of this telephone set-up and coordination of the NIDRR grantee activities, it is obvious to us that NIDRR and its grantees are doing an amazing job of promoting voluntary compliance with the ADA and advising citizens of their rights. We constantly hear of ADA information lines at other federal agencies ringing off the hook till callers give up in despair. NIDRR, with Abt's help, is carefully monitoring the volume of "busied out" calls on a region-by-region basis in order to know where more lines or more staff are needed to meet demand for services. When other federal agencies ran out of copies of their ADA information materials, NIDRR funded reprints. Where gaps in written information on the ADA were identified, NIDRR sponsored the development of print materials, video cassettes, etc. Abt Associates is proud to be a part of the NIDRR ADA Technical Assistance Initiative.

The coordination of the Initiative is but one activity of Abt's Center for the Advancement of Rehabilitation and Disability Studies, which I direct. I thought you might be interested in brief project sketches of other ongoing Abt work in this area:

Evaluation of Project NetWork. A five-year, \$3 million evaluation of eight demonstration projects testing the use of case management and financial incentives as a means of increasing rehabilitation services and employment among recipients of Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) benefits. The study uses random assignment of 8,400 voluntary participants to treatment and control groups, plus a separate sample of 200,000 nonparticipants, to analyze program service delivery, client selection, impacts (on earnings, SSDI and SSI benefits, and other outcomes), and overall benefits and costs. (Client: U.S. Department of Health and Human Services, Social Security Administration.)

Methodology Development for a Benefit-Cost Analysis of the Javits-Wagner-O'Day Program. A nine-month contract to design and develop data collection instruments for a benefit-cost study of the Federal government's program for purchasing goods and services from nonprofit agencies that employ persons who are blind or severely disabled. (Client: The Committee for Purchase from People Who Are Blind or Severely Disabled.)

Evaluation of the HUD Supportive Housing Programs for Persons with Disabilities. An evaluation of three housing programs for low income persons with disabilities: Section 202 Direct Loan Program for the Elderly or Handicapped, Section 162 of the Housing and Community Development Act of 1987, and Section 811 of the National Affordable Housing Act of 1990. For the Sections 202 and 162 programs, the evaluation is designed to assess the programs' effectiveness, since 1978, in providing adequate housing and support services for persons with disabilities and to assess the implications this past experience may have for future policy decisions on the Section 811 program. The evaluation includes mailed and telephone interviews of over 450 project sponsors, 300 building managers, and 1000 residents. (Client: U.S.

Department of Housing and Urban Development).

Feasibility Study for a Personal Assistance Services (PAS) Medicaid Waiver Program.

A project to recommend whether or not and how the state might apply to the federal Health Care Financing Administration (HCFA) for a waiver of Medicaid regulations that would allow provision of Attendant Care Program services through a parallel Home and Community-Based Care (2176) Waiver PAS Program, by assessing both HCFA requirements and the preferences of concerned constituencies, and to design the new PAS Program's service delivery system. (Client: Pennsylvania Department of Public Welfare, Office of Social Programs.)

I have prepared a booklet describing our corporate experience in this field. Enclosed please find the opening section of that booklet, which consists of a brief overview of the company, a prospectus on the Center, and listings of our disability and rehabilitation projects over the years: Abt project code name, project title, period of performance, and funded level. For most of these projects there are 1-2 pp. summaries written. Please use the projects list as a menu, and tell me which ones you'd like to read more about. Just drop me a line with a list of Abt project code names, and I'll zip back to you copies of the write-ups on those. I think you can tell from the rather descriptive project titles which ones you'd like to see.

You may already be familiar with Abt Associates Inc. as the nation's premiere social research firm and its role in analysis and policy planning in the general area of health care. We recently received a five-year, \$44 million contract from the Agency for International Development to apply this expertise in reshaping the health care system of post-Soviet Russia. The Center I direct is situated in Abt's Health Policy Research Area, directed by physician Dr. Earl Brown from the firm's Bethesda office.

If I can provide you with further information on Abt's corporate capabilities and experience, please let me know the particular policy interests with which the Office of Domestic Policy could use assistance. I hope to be able to pay you a visit next time I am in DC, which looks like it will be 29 March - 1 April. Please let me know if you have any time on the 31st of March or the 1st of April for a courtesy call. My direct line is (617) 349-2481.

Sincerely yours,

Raymond E. Glazier, Jr.

Director, Abt Center for the Advancement of Rehabilitation and Disability Studies
Project Director, NIDRR National ADA Technical Assistance Coordinator Project
Project Director, Feasibility Study for a Pennsylvania PAS Medicaid Waiver Program

C.c.: Stanley Herr, ODP; David Esquith, NIDRR; Earl Brown, MD, Abt-Bethesda

how to end the bloody strife in Bosnia.

The Senate again demonstrated its "ineptitude" in attempting to provide direction on foreign policy and was "sounding an uncertain trumpet in ears of those suffering in Bosnia," said Sen. John W. See SENATE, A43, Col. 1

Whether such weapons will be able to change the course of the war remains an open question.

The brazen delivery of the raw materials for ammunition production at the most active airport in the Balkans comes at a time when debate over the U.S. stance on the arms embargo has been rekindled by today's narrow Senate passage of two amendments, one directing the ad-

See BOSNIA, A43, Col. 1

Tanzania, where hundreds of thousands have fled bloodshed at home. At right, hungry boys look for spilled grain under a truck at the camp. For a closer look at the refugees and their plight, see Page A39.



tactics of force and threats will be met with one standard of law."

Violators would face a maximum of six months in jail and a \$10,000 fine for a first nonviolent offense—such as lying passively in a clinic doorway—and up to 18 months in jail and a \$25,000 fine for subsequent physical obstructions. Violent conduct, such as arson and bomb-

See CLINIC, A8, Col. 5

Washington Post
Friday, May 13, 1994

Clinton Stays 'On the Verge' Of Court Pick

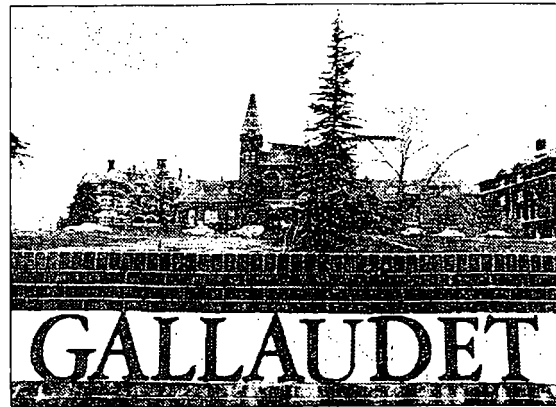
By Ann Devroy

Washington Post Staff Writer

Knowing full well what decision-making by President Clinton is like, the White House speechwriters this week were given a warning: Better prepare three Supreme Court announcements, one for each of the leading candidates for the opening.

No one in the rest of the country may be thinking much about it, but all over Washington, people are prepared for the next Supreme Court nominee. They were preparing on Monday. On Tuesday. Again on Wednesday. Yesterday. And again today. The interest groups are prepared. The senators prepared to assess the nominee are prepared. The media profile-writers are prepared. Outside of the last time Clinton took forever (87 days) to decide on a Supreme Court nominee, this is the most prepared Washington has ever been for such an event.

By all accounts, Clinton had decided by Tuesday that he would choose his court nominee from among Interior Secretary Bruce Babbitt, Boston jurist Stephen Breyer and Arkansas judge Richard Arnold. Various political, congressional and judicial calculations would be made and one of



BY LUCIAN PERKINS—THE WASHINGTON POST
About 60 percent of Gallaudet University undergraduates drop out.

Signs of a Struggle at Gallaudet U. University for the Deaf Strives to Ready Students for the Outside World

By Brooke A. Masters

Washington Post Staff Writer

Flicking fingers and broad gestures signal a political debate in the cafeteria. Students tap each others' shoulders to make sure everyone is ready for class to begin. A courting couple passing the library begins their goodbyes with crossed arms over their hearts.

Often for the first time in their lives, the 1,850 undergraduates at Gallaudet University are not outsiders. When they arrive on the Northeast Washington campus, they can stop struggling to read lips and speak and begin using their real voices—their hands and faces—with authority.

Now fraternity parties, football games and French

classes revolve around them—the deaf—and "hearnes" are the ones trying to catch up. Bill Clinton may be president, but when he speaks today at Gallaudet's commencement, he'll be the one who needs an interpreter.

Some students embrace this new sense of community so eagerly that they protest English reading and writing requirements as an imposition of "hearing values." Many students have had trouble learning to read and write because they did not grow up hearing the language. According to a university study, 70 percent of undergraduates cannot read a college-level text.

Those who hear and speak well enough to use a tele-

See GALLAUDET, A10, Col. 1

Wall St.: High Pressure, High Powered, Often Just High

By Benjamin Weiser

Washington Post Staff Writer

NEW YORK, May 12—He is one of Wall Street's highfliers: president of a prestigious old-line investment firm, annually earning millions of dollars. And, for most of the last decade, said people who know him, he has been a regular user of cocaine.

Colleagues who know of this executive's drug use said he has been able to keep it under control. But others are not so lucky: On Wednesday, Wardell Lazard, the 44-year-old chairman of

W.R. Lazard & Co., Wall Street's largest minority-owned money management firm, was found dead in a Pittsburgh hotel room, his body lying beside a near-empty bottle of vodka and a platter covered with white powder. Local authorities preliminarily put down the cause of death as an accidental drug overdose.

Last month, Larry Kudlow, who had resigned as chief economist for Bear, Stearns & Co. here, was described as breaking down in tears as he discussed an addiction to cocaine and alcohol in a New York Times article headlined "A Wall Street Star's Agonizing Confession."

The use of drugs on Wall Street was supposed to have disappeared with the end of the 1980s' go-go years and the age of excess. But Kudlow, Lazard and other less well-known cases have brought new attention to an old subject—how pervasive drug use is in the financial community and how firms are confronting the issue.

"The problem is definitely as bad, if not worse, than it was 10 years ago," said Robert Strang, a former Drug Enforcement Administration agent who went undercover on Wall Street in the 1980s and today runs a private investigative firm

See DRUGS, A14, Col. 1



Wardell Lazard's death was tentatively termed a drug overdose.

PHOTOCOPY
PRESERVATION

Gallaudet Battles to Meet Unusual Needs of Deaf Students

GALLAUDET, From A1

phone say they are often mocked with a dismissive gesture that means "thinks like a hearing person." Sometimes, students say, they feel obliged to choose between celebrating what they call "deaf culture" and preparing for life after graduation.

Many of them arrive with elementary-school skills. Others have been accepted at mainstream colleges but choose Gallaudet for the empowering social environment. Often they share the same classroom, so top students are bored while the rest flounder. So do many of their professors, who are less adept at sign language than they are.

"In some ways we're Harvard, in others we're Prince George's Community College," university President I. King Jordan said through an interpreter. "It is part of our mission" as an institution for the deaf that receives 75 percent of its \$100 million budget from the federal government.

Jordan, who lost his hearing at 21 when he was injured in a motorcycle accident, was swept into office by the 1988 Deaf President Now movement at Gallaudet. He has become a national symbol of what deaf people can achieve, saying, "Deaf people can do anything . . . but hear."

The question is: Can Gallaudet prepare them to do it?

More Acceptance

Nearly half of Gallaudet graduates receive postgraduate degrees, and nearly two-thirds are professionals—half of them teachers and counselors—according to an alumni survey. Most working alumni have made lives working with deaf people or at schools with special programs for the deaf, and many of them had no choice. Employers traditionally did not want to deal with employees who couldn't use the telephone or needed interpreters to communicate with colleagues or clients.

But computers, electronic mail and affordable TTYs—telephone devices for the deaf—are making it easier for deaf people to work in the hearing world.

The 1990 Americans with Disabilities Act makes it illegal to refuse to hire deaf people. New York investment banks and other firms now interview at Gallaudet, and two of this year's seniors are the first Gallaudet students to be accepted to dental schools.

Bernadette Hill, a junior who lost her hearing six years ago and reads lips and speaks, says she wants to go to law school, specializing in women's rights. She envisions having a position such as legal counsel for the National Organization for Women.

But senior Cathy Valcourt, who has some residual hearing, is concerned about whether she will be ready for a career in the outside world.

"My English skills have decreased; my writing skills have decreased," she said, speaking her answers to questions posed in sign language. "They don't challenge you enough."

One-third of new students are enrolled in remedial English and math classes. Still, 60 percent of Gallaudet undergraduates drop out, according to enrollment services director Astrid Goodstein. Those who graduate take an average of seven years, and many of them take a casual approach to their studies.

"There is a widespread attitude that it's fine to have a C," said Jacob Schick, a psychology professor at the

"The reality is that a C from Gallaudet will get them nowhere."

English Vs. Sign Language

Like most conversations on campus, classes at Gallaudet are conducted in American Sign Language, which has a different structure than English. Gestures embodying entire concepts often take the place of individual words. ASL does not use verb tenses, and verbs generally appear near the end of a thought. There are few, if any, articles.

It is common for deaf students to have trouble with tenses, articles and word order when they read and write. "Will you support with us to protest for against English Grade Systems?" one student wrote to his classmates on a computer bulletin board. "The English department with Gally is in the quicksand the hard they try the deeper they get into," another student wrote in another computer conversation.

The university's goal is a bilingual student body, one that speaks ASL and reads and writes English.

Some professors compensate for students' reading skills by assigning fewer pages and lecturing from the text. A few have written simplified texts, but even that creates problems.

"If you give them a book that presents information at a third-grade level, they're insulted," said Janet Dillehay, chairman of the biology department. "They want the regular lab book, but they can't handle it." Gallaudet's freshman English course used to be introduction to literature. Now it is a course in reading skills.

The faculty also contributes to the communication deficit. Students and faculty members estimate that as many as half the faculty cannot sign well enough to lead a spirited class discussion. They say those professors waste time groping for a gesture, duck students' questions or simply stop the discussion.

Few professors with PhDs also know ASL. About 30 percent of Gallaudet professors are deaf and fluent in ASL, but professors who cannot sign must learn on the job. Through an ASL interpreter, senior Karl Ewan said he asked for help when he couldn't understand his economics professor, who "said he didn't have time. He used that as an excuse . . . when he was afraid to communicate. My education was being stolen."

Out of the Loop

In a world where hearing people casually absorb much of their information off the airwaves or from overheard conversations, the communication deficit at Gallaudet extends beyond the classroom to students' personal and social lives, and the lives they will live after college.

Long after race and sex became flash points on mainstream campuses, blacks and women have just begun to organize at Gallaudet and ask for special attention. That has everything to do with the fact that they are double or triple minorities.

"When I asked people, do you think of yourself as deaf first or a woman first, they all said deaf first," said Hill, the aspiring lawyer who has lobbied the student government on women's issues. "I'm a woman first. But I've only been deaf six years."

Hill came to Gallaudet from hearing schools where she used all her energy reading lips. "I felt oppressed. I felt I needed to find out that I was not the only deaf person," she said. She also found out that "we're behind in every way."

which a hearing graduate student ignored her efforts to sign No! and forced her to have sex on their first date. She said she was unaware, until she talked to a hearing friend, that this fit the definition of date rape. "I was stunned," she said. "I thought he was just a bad person."

Other female students said they would not report a sexual assault by a fellow student to the police because it would be a betrayal of the deaf community. "I was afraid I would lose all my friends," said another female student who said she did not report a date rape to police or the university's judicial board and asked that her name not be used.

The deaf population is disproportionately white, and Gallaudet is more so, with blacks making up 10 percent of the student body. The course catalogue lists one course and no majors that deal with black studies, and black history month, a staple at other campuses, is a new event at Gallaudet.

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The fact remains that students have come to Gallaudet because of discrimination and isolation more profound than that faced by ethnic minorities or women.

"Before Gallaudet, I was so passive and shy," senior Sepid Fakher, an Iranian-born honor student, wrote in reply to written questions. "Gallaudet woke me up. . . . I [broke] down the wall between myself and other people." Fakher will attend Northwestern University's dental school this fall and use interpreters.

Steps Toward Change

The irony is that for many students, Gallaudet ultimately increases their isolation, bonding them to a deaf world for which there are few counterparts after graduation. The career placement office often warns prospective employers about "deaf English" so that poor writing skills will not be mistaken for lack of intelligence.

Gallaudet administrators say the tension between ASL and English has been around for decades. What is new, they say, is that the topic is open for discussion. "Twenty years ago, we were not willing to try to do something," Phil Bravin, a Gallaudet alumnus and the

first deaf chairman of its trustees, said through an interpreter.

In the last two years, Jordan and academic Vice President Roslyn Rosen have asked all faculty members—not just English teachers—to help students with reading and writing. They have added more intensive ASL training for professors and made signing skills a requirement for raises and promotions.

They have also set out to rank each academic program on its quality and its importance to Gallaudet's mission: providing the best education possible for deaf people. Rosen says everything is on the table, from the honor programs to remedial education. "The priority now is excellence" without turning away students with potential, Rosen said through an interpreter.

Gallaudet recently was reaccredited. The visiting team from Middle States Association of Colleges and Schools acknowledged in 1991 that Gallaudet, "having staked its claim as the only liberal arts university for the deaf," is "an institution in transition." The team's report cited the university's "growing recognition" of the need to address communication problems and teaching quality. Last year, Gallaudet accepted 78 percent of its applicants, who must have some hearing loss.

"The amazing thing is not that Gallaudet falls rather short" of other four-year colleges, said Howard University math professor David James, who is deaf and did not attend Gallaudet, "but that it functions as an institution of higher education at all."

Senior Kelby Brick, 22, has seen Gallaudet from the bottom and the top of his class. He is a deaf child of deaf parents and learned to speak in special school programs and from his hearing siblings. After failing most of his courses during his sophomore year, he buckled down, got an internship on Capitol Hill and went on to score in the top 8 percent on the law school admission test.

"I never regretted my decision to come to Gallaudet," Brick said. "I'd rather make my mistakes here than out there."

Erik Erikson, Pioneering Psychoanalyst, Dies

Reuter

BOSTON—Psychoanalyst Erik Erikson, a specialist on human development who coined the phrase "identity crisis," died at a nursing home yesterday. He was 91.

Harvard professor Diana Eck, a longtime friend of Erikson's, said he died at the Rosewood Manor Nursing Home in Harwich, Mass. The cause of death was not known.

Born in Germany in 1902, Erikson graduated from the Vienna Psychoanalytic Institute in 1933 and immigrated to the United States the same year.

the key to growing up. He wrote many books, including works such as "Identity: Youth and Crisis" and "Identity and the Life Cycle" and "Childhood and Society," the first major exposition of his views on psychosocial development. Erikson conceived eight stages of development, each confronting the individual with its own psychosocial demands, continuing into old age.

Personality development, according to Erikson, takes place through a series of crises that must be overcome and internalized by the individ-

chology, individual identity and the interactions of psychology with history, politics and culture influenced professional approaches to psychosocial problems and attracted widespread interest among laymen. In the late 1930s, he began his first studies of cultural influences on psychological development, working with Sioux Indian children at the Pine Ridge Reservation in South Dakota.

Erikson encouraged generations of students to psychoanalytic study of historical figures with his works titled

PHOTOCOPY
PRESERVATION

PHOTOCOPY PRESERVATION

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Erik Erikson, Pioneering Psy

Reuter

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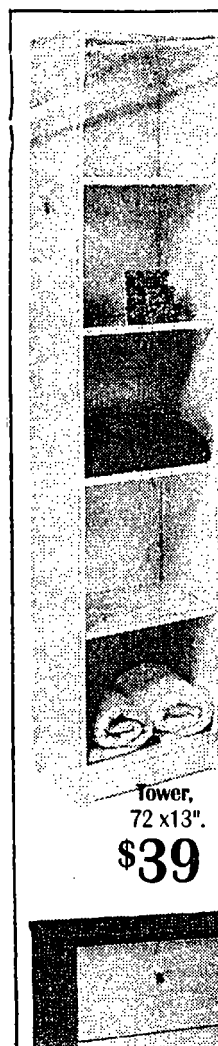
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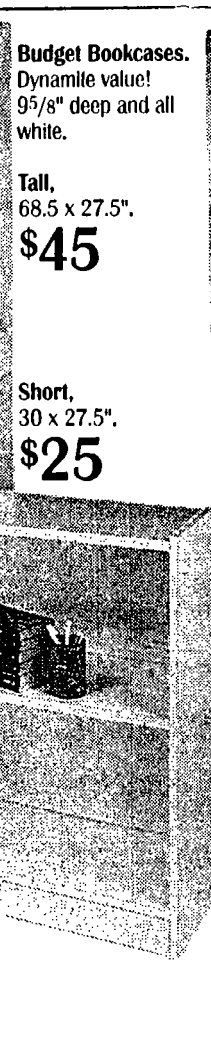
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Erikson's writings on social



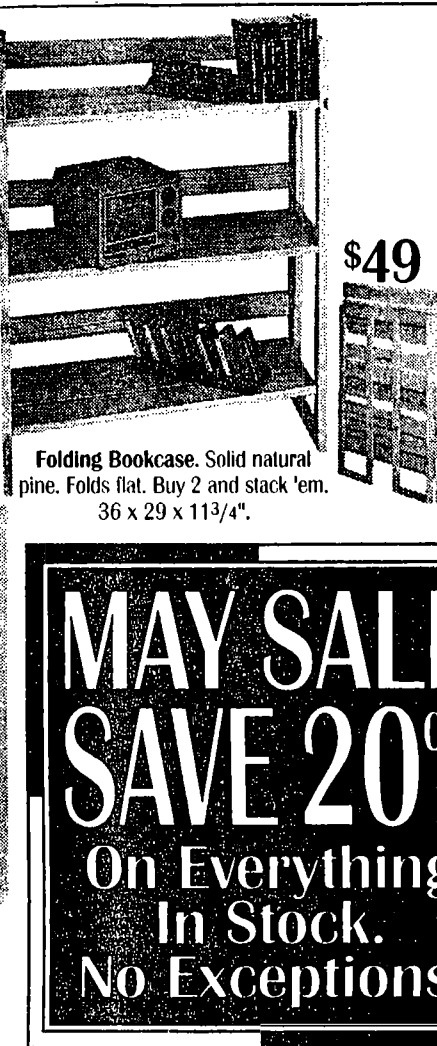
Tower,
72 x 13".
\$39



Budget Bookcases.
Dynamite value!
95/8" deep and all white.

Tall,
68.5 x 27.5".
\$45

Short,
30 x 27.5".
\$25



Folding Bookcase. Solid natural pine. Folds flat. Buy 2 and stack 'em.
36 x 29 x 11 3/4".
\$49



Aspen. 23.5" or green resin ca
\$49

Café folding chairs. White, black, green or red.
\$22

MAY SALE
SAVE 20%
On Everything In Stock.
No Exceptions.

Our wardrobe is 78"x22"x39.5". That's something! White, black or pine melamine & German quality.
\$199

27 July 1993

Mr. Paul Miller
Director, Disability Outreach
Presidential Personnel
Old Executive Office Building, Room 198
White House
Washington, D.C. 20500

Dear Mr. Miller,

Enclosed is my resume which you requested I forward to you in regards to possible employment. I am interested in a potential Presidential Appointment in the field of Human Services which relates to Disability Employment issues. This writer shares President Clintons Commitment to empower the disabled in the pursuit of Life, Liberty, and Happiness.

I am also interested in serving on the President's Committee on Mental Retardation. I have over thirty years of experience not only as a volunteer but as a professional worker in this field long before the passage of the Americans with Disabilities Act (ADA).

Another area that interests me is the President's Committee on the National Council of Disabilities.

In reference to other opportunities to serve the Clinton Administration, please feel free to make other suggestions as to possible locations inside as well as outside Washington, D.C. Additional information may be provided upon request at (617) 451-4052. Thank you for your consideration.

References are furnished upon request.

Sincerely,



MELVIN M. RITTER
91 Harvard Avenue
Brookline, MA 02146-6222

2 Encls

MELVIN MORTON RITTER
91 Harvard Avenue
Brookline, Massachusetts 02146

Home: (617) 277-0589

Office: (617) 451-4052

EDUCATION:

Boston High School of Commerce, 1950 Graduate
Boston University School of Public Relations, 1950-1953

Major: Motion Pictures (Visual Education)
Minor: Public Relations and Radio

EMPLOYMENT:

Sep 89 to present

DISABILITY EMPLOYMENT COORDINATOR
Defense Contract Management District
Northeast, 495 Summer Street, Boston,
MA 02210-2184

Provides advice and consultation through the Office of Equal Employment Opportunity and the Agency's Disability Advisory Committee to resolve problems among persons with disabilities who are employed by the Agency, and assists with providing reasonable accommodations, if necessary.

Coordinates a biannual Disability Awareness Program for all Agency supervisors.

Assists in the hiring, placement, and advancement of individuals with disabilities within the Agency.

1967-1989

**VOUCHER EXAMINER/RECONCILIATION
ACCOUNT TECHNICIAN**

Responsible for reconciliation of contracts, payments, and adjustments to the various contracts per request of the Army, Navy, and other Armed Forces Services, including private contractors.

VOLUNTEER ACTIVITIES:

1990 to present	Member of Massachusetts Rehabilitation Commission State Wide Advisory Board
	Member, Massachusetts Department of Mental Retardation, Boston Region Advisory Board
Nov 1989 to present	Member, President's Committee on Employment of People with Disabilities
1986 to present	Cochairman, Consumers Committee, Massachusetts Rehabilitation Commission, Boston Region
	Duties: Advises clients and family members concerning the commissions services and assists in resolution of any difference between clients and case workers.
1970 to present	Lecturer, Bridgewater State College and other Universities
	Duties: Lectures on disability issues, primarily in the pre-vocational and vocation-related areas.
1988-1991	Chairman, Northeast Nominating Committee for the National Association of Retarded Citizens of the U.S.
1988-1990	Member, Steering Committee, Development of Massachusetts Initiative for Technology for People with Disabilities
	Duties: Assists with preparing information for the lead Agency's Massachusetts Commission for the Deaf and Hard of Hearing, application for Federal Funding

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Member, Board of Directors,
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Massachusetts

Duties: Advocated for improving the
services delivery system in
Massachusetts for persons
with mental retardation.

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Vice-President, Northeast Region for
the Association for Retarded Citizens
of the U.S.

Duties: Spokesman for the National
Association concerning policy
programs and services needed
by persons with mental
retardation. This includes
11 states in the Northeastern
part of the U.S.

1984-1990

Vice-Chairman, Massachusetts
Developmental Disabilities Council

Duties: Chairman of the Planning
Committee for the National
Association of Developmental
Disabilities Councils 1988
Conference which was held in
Boston; active member on the
Employment and Minority
Outreach Committees

Committee member, National Association
of Developmental Disabilities Council

Duties: Represents the Massachusetts
Developmental Disabilities
Council

AWARDS:

1984

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Outstanding Handicapped Federal
Employee of the Year

PERSONAL AND PROFESSIONAL REFERENCES AVAILABLE UPON REQUEST

Melvin M. Kitter

ORGANIZATIONS AND AFFILIATIONS

May, 1989

PRESENT: Northeast Regional Vice-President ARC of the U.S.

Member of the Board of Directors of Association For Retarded Citizens of United States

Member of the Board of Directors of Association For Retarded Citizens - Massachusetts

Member of the Brockton Area Association For Retarded Citizens, Inc.

Member of Golf Tournament Committee of Brockton Area Association For Retarded Citizens, Inc.

Member of Handicapped Advisory Committee of Defense Contract Administration Services Region, Boston

Member of Mental Health Area Board - Commonwealth of Massachusetts Department of Mental Health

Member of Paul Revere Lodge AF & AM, Brockton, MA

Vice Chairman of, the Massachusetts Developmental Disabilities Council

Member of the National Developmental Disabilities Council

Member of Massachusetts D.D. Council Consumer Leadership Advisory Committee

Member of Massachusetts D.D. Council Community Living Committee

Member of the Building Committee of Brockton Area Association For Retarded Citizens, Inc.

Member of the Massachusetts D.D. Council Employment Committee

Member of Association For Retarded Citizens Massachusetts Nominating Committee

Chairman of the Retardation Committee of the Massachusetts Mental Health Center Area Board of the Commonwealth of Massachusetts

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- Member of Task Force Committee for distribution of a taped film on high-rise evacuation plans for those with disabilities
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- Member of Executive Committee of the Association for Retarded Citizens of the United States
- 1983 Member of Association for Retarded Citizens of United States National Nominating Committee
- Chairman of the Personnel Committee, Association for Retarded Citizens, Massachusetts
- Member of the Budget and Financial Committee of Association for Retarded Citizens, Massachusetts
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- Chairman of East Somerville Scouting Association
- 1981 Member of National Nominating Committee of Association for Retarded Citizens
- 1980-1981 Member Vocational Rehabilitation Committee of Association for Retarded Citizens - Massachusetts
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 Member of the Nominating Committee of the Brockton Area
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1978-1979 President of Park Condominium Trust

1978 1978 DCASR Boston Nominee for the John E. Fogarty Public
 Personal Award by the President's Committee on the
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 Placements for Massachusetts Association for Retarded
 Citizens, Inc.

 Chairman of Massachusetts Association for Retarded
 Citizens Ways and Means Committee

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 Vocational Rehabilitation Commission

 Member of Brockton Area Association for Retarded Citizens
 Building Committee

1977 DCASR Certificate of Commendable Service

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 retarded Citizens, Inc. Chairman of Budget and Finance
 Committee and Personnel Committee

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 Citizens

1970-1977 Member of Commonwealth of Massachusetts Department of
 Mental Health and Retardation Board Region #7. Treasurer
 of Brockton Area Board of Mental Health and Retardation
 Member of Brockton Area. Task Force for children with
 special needs

1970-PRESENT	Lecturer at Bridgewater State College and other colleges and Universities on the handicapped and the retarded
1969-PRESENT	Member of the Somerville Boy Scout Troop Committee #15 Chairman of the Public Relations Committee
21 June 1974	Received the "Shofar Award" by the National Boy Scouts of America Council
1973-1974	Member of Massachusetts Association for Retarded Citizens Nominations Committee
1969-1971	President's Committee on Hire the Handicapped Committee, Secretary of Brockton Area Committee
1969	Selected as nominee of Boston Region Handicapped Person of the Year by DCASR
1969	The Presidential Award for Hire the Handicapped by Brockton Area Committee

Confidential

To: Gary Blumenthal
From: Stan Herr
Re: Taking Names
October 21, 1993

1. Donald G. Gifford

Dean and Professor, University of Maryland School of Law
500 W. Baltimore Street
Baltimore, MD 21201
(410) 706-7214

Expert on lead-paint poisoning and policy steps to prevent this epidemic public health hazard that is a major preventable cause of mental retardation. Chairs, Governor's Commission on Prevention of Lead-Paint Poisoning. Expert on liability law in general, and has written and taught in the fields of health care law, negotiation, and clinical teaching. He has written on institutional reform litigation and is also a person with a disability. Has ability to assist in making ties to a large university system with professional and undergraduate resources.

2. Robert D. Dinnerstein

Professor, American University, Washington College of Law
4400 Massachusetts Avenue, NW
Washington, DC 20016
(202) 885-2600

Director of its Clinical Programs. One of the foremost clinical law teachers in the country; extensive experience in representing classes and individuals with disabilities. Past-president, American Association on Mental Retardation, Legal Process and Advocacy Division. Formerly, trial attorney, US Department of Justice, 1977-1982, litigating some of the landmark right to habilitation cases. Author of one of the leading critiques of civil rights enforcement under the Bush Administration in our field, entitled "Rights of Institutionalized Persons with Disabilities," in Lost Opportunities: The Civil Rights Record of the Bush Administration. Specialist in counselling and negotiation and has taught on the rights of institutionalized persons.

Neither of these individuals are aware that they might be under consideration. If you need any further details, please advise.

cc: Paul Miller

Gary Blumenthal --
HHS -- movement
to do something
significant
12 years old
- protect line
desire
do nothing till Feb.

Deputy Director -- vision
asked for transition
- replicant

Ky Fd -- strategic planning
Bob Gelberg

what we've been
doing

Ann Novameter --

DOMESTIC POLICY INTERNS

U P C O M I N G E V E N T S

Friday June 23rd Weekly Brown Bag Lunch 1:00pm

Janet Abrams will be previewing the Administration's role in the Atlanta 1996 Summer Games. Another guest speaker may attend.

Sunday June 25th Picnic on the Mall 12:00pm

Meet at the Smithsonian Metro on the Red Line with your Food and Beverage
Bring any blankets you can find.

Tuesday June 27th Dinner in Chinatown 6:30pm

Meet in Room 213. One must enjoy chinese food to enjoy this event. We will take the Metro.

Thursday June 29th Jamie Dow Speaks at DNC 6:00pm

Come hear Jamie Dow speak at 430 S. Capitol St.

Friday June 30th An Evening at the Kennedy Center 7:30pm

"The History of America: Abridged" is a satirical look at our country's long and rich history. Tickets are \$7.50 after 5:00 pm on the day of the show. If interested in a guaranteed seat, reserved tickets are \$15.00. We will take the Metro from work, because the half-price tickets must be purchased by 6:00pm. Please have your student ID from your college/university.

Date: 10-21

Time: 4:24

THE WHITE HOUSE

FAX COVER SHEET

TO:

Gary Blumenthal

Phone:

() 619-0634

FAX:

() 205-9519

FROM:

Stan Herr

Phone:

(202) 456-_____

*Please confirm
receipt*

Pages following cover sheet = 1

X David Braddock
X Valerie Bradley
Lynn Breedlove
X Jane Browning
X Addie Comegys self-ad
X Alan Crocker
Curtis Decker
X Joni fritz
X James Gardner
X Robert Gettings
X Matthew Janicki
Michael Kennedy self-ad
X William Kiernan
Charlie Lakin
X Robert Laux
Richard Lepore
Diane Lipton DREDEf
Ruth Luckasson
Reed Martin
Luanna Meyer
TJ Monroe
self -advocate
John O'Brien
X Robert Perske
X Gerald Provenac
Mike Remus
Cathy Terrill
Ruth Tracey moth nov 9
ann turnbull
H. Rud Turnbull

Elizabeth Jones
Dolene Meyerson



DEFENSE LOGISTICS AGENCY
DEFENSE CONTRACT MANAGEMENT COMMAND
DEFENSE CONTRACT MANAGEMENT DISTRICT NORTHEAST
495 SUMMER STREET
BOSTON, MA. 02210-2184



EQUAL EMPLOYMENT OPPORTUNITY OFFICE

FACSIMILE COVER SHEET

IN REPLY
REFER TO

DATE: 29 Sep 93

TOTAL NUMBER OF PAGES 9 (INCLUDING COVER SHEET)

TO: (OFFICE SYMBOL/COMPANY) White House, Room 198

ATTENTION: Mr. Paul Miller, Director, Disability Outreach

SENT BY: (SYMBOL/COMPANY) : DCMDN-DK

OUR FAX NUMBER: (617) 451-4811; DSN 955-4811

SHOULD YOU HAVE ANY PROBLEMS WITH THIS TRANSMISSION,
PLEASE CALL (617) 451-4313; DSN 955-4313

REMARKS/MESSAGE:

Per our telecon on 9/28/93 enclosed are copies as requested. I am available on the following dates and timeframes for interviews while in Washington, D.C. area:

Monday, October 18 after 11:00 a.m.

Tuesday, October 19 in the morning until 12:00 noon.

Wednesday, October 20 in the morning until 12:00 noon.

Melvin Ritter
MELVIN RITTER

Disability Employment Program Coordinator

Please confirm by telephone the date & time of interview to Melvin at:
DSN 955-4052 or Comm. 617 451-4052

CONFIDENTIALITY NOTICE

This facsimile transmission and/or the documents accompanying it may contain confidential information belonging to the sender which is protected by the attorney-client privilege. The information is intended only for the use of the individual or entity named above. If you are not the intended recipient, you are hereby notified that any disclosure, supplying, distribution or the taking of any action in reliance on the contents of this information is strictly prohibited. If you have received this transmission in error, please notify this office immediately by telephone to arrange for the return of the documents.

27 July 1993

Mr. Paul Miller
Director, Disability Outreach
Presidential Personnel
Old Executive Office Building, Room 198
White House
Washington, D.C. 20500

Dear Mr. Miller,

Enclosed is my resume which you requested I forward to you in regards to possible employment. I am interested in a potential Presidential Appointment in the field of Human Services which relates to Disability Employment issues. This writer shares President Clintons Commitment to empower the disabled in the pursuit of Life, Liberty, and Happiness.

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Sincerely,



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Brookline, MA 02146-6222

2 Encls

MELVIN MORTON RITTER
91 Harvard Avenue
Brookline, Massachusetts 02146

Home: (617) 277-0589

Office: (617) 451-4052

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Boston University School of Public Relations, 1950-1953

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Minor: Public Relations and Radio

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Defense Contract Management District
Northeast, 495 Summer Street, Boston,
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ACCOUNT TECHNICIAN

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to the various contracts per request
of the Army, Navy, and other Armed
Forces Services, including private
contractors.

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Advisory Board

Member, Massachusetts Department of
Mental Retardation, Boston Region
Advisory Board

Nov 1989 to present

Member, President's Committee on
Employment of People with Disabilities

1986 to present

Cochairman, Consumers Committee,
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Duties: Advises clients and family
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commissions services and
assists in resolution of any
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and other Universities

Duties: Lectures on disability
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of Retarded Citizens of the U.S.

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Member, Steering Committee,
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Initiative for Technology for People
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Duties: Assists with preparing
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Member, Board of Directors,
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Duties: Advocated for improving the
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of the U.S.

Duties: Spokesman for the National
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by persons with mental
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part of the U.S.

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Developmental Disabilities Council

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Conference which was held in
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Employment and Minority
Outreach Committees

Committee member, National Association
of Developmental Disabilities Council

Duties: Represents the Massachusetts
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Council

AWARDS:

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Named Defense Logistics Agency's
Outstanding Handicapped Federal
Employee of the Year

PERSONAL AND PROFESSIONAL REFERENCES AVAILABLE UPON REQUEST

Melvin M. Ritter

ORGANIZATIONS AND AFFILIATIONS

May, 1989

PRESENT:

Northeast Regional Vice-President ARC of the U.S.

Member of the Board of Directors of Association For Retarded Citizens of United States

Member of the Board of Directors of Association For Retarded Citizens - Massachusetts

Member of the Brockton Area Association For Retarded Citizens, Inc.

Member of Golf Tournament Committee of Brockton Area Association For Retarded Citizens, Inc.

Member of Handicapped Advisory Committee of Defense Contract Administration Services Region, Boston

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Member of Paul Revere Lodge AF & AM, Brockton, MA

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-2-

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THE WHITE HOUSE

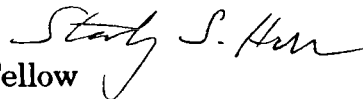
WASHINGTON

May 13, 1994

MEMORANDUM FOR PRESIDENT CLINTON

THROUGH: LORRAINE MILLER AND GREG SIMON

FROM: STANLEY S. HERR
Kennedy Public Policy Fellow
Domestic Policy Council



SUBJECT: Gallaudet Visit and National Disability Policy
on Americans with Disabilities

Summary:

The recent Department of Commerce study estimates that the numbers of persons with a disability was 48.9 million, or 19.4 percent of the total population of 251.8 million as of 1992. The hard-of-hearing community numbers 20 million and there are 3 million profoundly deaf Americans. The unemployment rate for Americans with disabilities exceeds 60%, yet the cost of equipment and services that people with disabilities bear is often higher than the general population.

Construction of the NII offers hope for substantially increased financial and physical independence, community participation and productivity for Americans with disabilities, especially deaf persons. In developing the National Information Infrastructure (NII), the Administration is considering the needs of those with functional differences.

Background:

- o Legislation and policy endorse telecommunications access: The ADA, Section 508 of the Rehabilitation Act of 1973, and OMB Circular A-130 require that government information and services be accessible.
- o The Department of Justice is achieving greater access for individuals with disabilities in over 200 ADA cases. These cases include both formal and informal settlement agreements.

- o The National Center for Law and Deafness is based at Gallaudet University. They advise people who are deaf and hard-of-hearing nationwide on matters affecting their legal rights. They work to secure advances in telecommunications access and other civil rights.

- o Deborah Kaplan, from the World Institute on Disabilities, was appointed to the NII Advisory Council.

AMERICAN ASSOCIATION ON MENTAL RETARDATION

AAMR

Please reply to: Karen L. Middendorf
IHDI/UAP
329 Mineral Industries Bldg.
University of Kentucky
Lexington, KY 40506
(606) 257-3465

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David L. Braddock, Ph.D.

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Susan L. White

Ex-Officio Member

Daniel E. Holdrinet

Executive Director

M. Doreen Croser

September 1, 1993

Carol H. Rasco
The Assistant to the President
for Domestic Policy
The White House
Washington, D.C. 20050

Dear Ms. Rasco:

It is my honor and pleasure to formally extend an invitation to you to address the membership of the American Association on Mental Retardation in a Plenary Session at our 118th Annual Meeting in Boston next June. I am delighted to learn that you can fit this speaking engagement into your schedule, and that you are willing to share your considerable expertise and experience with us, as well as your perspective on domestic policy as it relates to the needs of individuals with mental retardation and other disabilities.

Your perspective as a policymaker and parent will add significantly to our learning activities as we explore the ways in which we can move toward real choice and full inclusion for all citizens.

The conference will be held at the Boston Sheraton, with your session scheduled at 10:30 AM on Friday, June 3, 1994. It is anticipated that you will speak for approximately thirty minutes, and would engage in a question and answer session with the audience for an additional fifteen minutes.

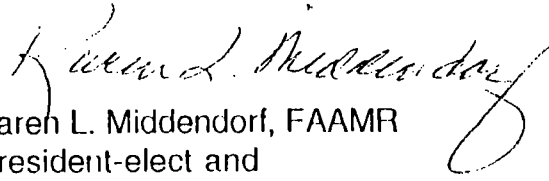
1719 KALORAMA ROAD NW WASHINGTON DC 20009-2683

PHONE: 202.387.1968 FAX: 202.387.2193

In preparation for the printing of the preliminary program, we will need a black and white photo, brief autobiographical information, and the title of your presentation by mid to late October. As the time for the conference draws near, we will work with you to make whatever travel or accomodation arrangements are needed for you or your son and his companion.

Thank you again for your willingness to accept our invitation. Please do not hesitate to contact me if there is anything I can do to facilitate your participation in our conference.

Sincerely,



Karen L. Middendorf, FAAMR
President-elect and
Program Chairperson

cc: David Braddock, Ph.D., President
Doreen Croser, Executive Director

Mr. Stuck

Aug 21st 800k -- 11:00
Public Lease