

## Concerns explored ...disabled Black Texans



May, 1985

Austin, Texas

A conference to explore the special concerns of disabled Black Texans is slated for May 21 at the LBJ Library Auditorium, 26th Street and Red River, in Austin. Registration begins at 8:00 a.m. and the conference will conclude about 4:15 p.m.

Identifying barriers that hamper services to disabled Black Texans will be the focus of the conference. The intended audience for the conference includes, but is not limited to, case workers, educators, community leaders and individuals with disabilities and their family members.

Participants are encouraged to take advantage of this opportunity to share information on the impact of cultural differences and the rehabilitation of disabled Black Texans.

Sponsored by the Office of the Governor and the GCDP, the conference will provide participants an opportunity

- to acquire information about theories and practices relevant to the needs of disabled Black Texans,
- to engage in dialogue with diverse professionals and disability groups, and
- to participate in identifying problems which impact a substantial segment of the disabled population.

A registration fee of \$10.00 will cover two coffee breaks and a seated luncheon.

Due to space limitations, the luncheon is limited to 250 individuals. A limited number of registration fees will be waived for disabled individuals and/or family members.

For conference details and pre-registration information, contact Arisa Rice, Conference Coordinator, Office of the Governor, (512) 475-1147.

## IBM Systems Analyst wins national award

James Caldwell, a systems analyst for IBM, has been named Handicapped American of the Year by the President's Committee on Employment of the Handicapped (PCEH). A resident of Austin, Caldwell will be honored at PCEH ceremonies in Washington, D.C. on May 2, 1985.

When James Caldwell became paralyzed from the waist down and blind 23 years ago, doctors told him he might have to spend the rest of his life in the hospital.

Today, he works with sophisticated IBM computer systems and is credited with the development of handicap aids for use with IBM personal computers.

Caldwell attended UT and earned a doctorate degree in business. He has served on the board of Easter Seals, is president of the board of the Austin Resource Center for Independent Living and has received several achievement awards including the 1984 Disabled Texan of the Year.

Caldwell was an engineer living in Annapolis, MD in 1962 when a container of lighter fluid exploded on a charcoal grill; he was severely burned. Complications from the burns left him blind and paralyzed. Now Caldwell looks for opportunities to talk to individuals who are newly injured and assist them in planning their future.

"Despite problems there is a lighter side to being handicapped", said James Caldwell. "On a recent



trip to San Diego my wife and I were trying to get down a long hill going away from a restaurant. We were backing down the hill, when a man came up behind us, put his arms around my wife, reached for the back of my wheelchair and pushed us back up the hill."

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*"He did not understand that we wanted to go down the hill -- not up the hill".*

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## Hispanos Tejanos que están encapacitados: rehabilitación y empleo

### Disabled Hispanic Texans: rehabilitation and employment

On March 20 and 21 people gathered in San Antonio to discuss problems unique to disabled Hispanic Texans.

The conference generated intense discussions centered around cultural barriers, demographics and employment issues compounded by the minority status of disabled Hispanic Texans. Afternoon sessions focused on these key issues.

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*The Texas Hispanic population has grown in excess of 125% over the past 30 years.*

*Julian Castillo  
Professor, Pan  
American University*

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An enlightening presentation by Julian Castillo provided information on the demographic characteristics of Hispanic Texans including population figures, age, employment, education, income, health status and handicapping conditions. Castillo said, "Without this information, it is extremely difficult to assess the adequacy of present programs or to plan for the future needs of Hispanics".

The issue of cultural barriers and the direct impact on the rehabilitation process was addressed by Juan Chavira. Chavira provided a deeper understanding and appreciation of individual cultural biases and attitudes.

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*Cultural barriers arise whenever we define culture to fit the needs of the institution, rather than defining it in terms of the community which we are trying to serve.*

*Juan Chavira  
Assistant District  
Attorney,  
Bexar County*

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"The first objective of any given culture is survival — culture is, then, the way a society manages and organizes its resources", Chavira says. "In a modern, urban society such as ours, the resources avail-



Olivia Schonberger (left), a GCDP committee member, facilitated a small group discussion on the cultural barriers of disabled Hispanic Texans. Because she is both blind and Hispanic, Schonberger has a special interest in helping this minority groups access the service delivery system. The discussion was recorded by GCDP committee member, Darlene Topp of Harlingen.

able to us are those found in the market place. Yet different cultural groups manage these resources differently; flour is made into tortillas; round steak into carne quisada; tomatoes, onions, and peppers into pico de gallo".

"Lumber and paint are made into those bright, pastel colored houses seen in our barrios. Culture begins, and finds its most vivid expressions in a person's home".

"The second objective of culture is the definition of interpersonal relationships. This definition is important because it details the lines of power and authority within a given society".

Mary Scott Nabers voiced her deep concern for the special needs of disabled individuals, women, and minorities seeking employment saying, "Cultural and linguistic differences, despite the civil rights legislation, are still factors which contribute to unemployment. It is difficult for many potential employees to apply for and train for jobs

when they cannot communicate in certain situations. The Texas Employment Commission (TEC) has recognized this language dilemma and has addressed the issue".

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*TEC is actively involved in the formulation of a comprehensive language services program. After all, a language barrier heaped upon a disability presents an almost insurmountable problem.*

*Mary Nabers  
TEC Commissioner*

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Following the presentation of the key issue papers, the conference setting moved into small group discussions and problem solving.

The Governor's Committee for Disabled Persons (GCDP) will publish the conference proceedings for distribution late this summer. For additional information call (512) 445-8275.



# disABILITY RALLY DAY '85

**M**ore than 2.4 million Texans are directly affected by some type of disability.

Many of these Texans, along with their families, friends and leaders of 30 statewide disability organizations gathered on the grounds of the State Capitol to participate in disABILITY Rally Day '85 on March 26.

The noon rally was characterized by buttons, banners and colored balloons. Activities included speeches from top Texas legislators, a key-

note address by James Caldwell, an IBM systems analyst and 1984 Disabled Texan of the Year, a signing and singing performance by entertainer Cindy Cochran and official recognition of Randy Snow, a silver medalist in the 1984 summer olympics.

But above all, a special strength and unity was displayed by the disabled community. Legislators became increasingly aware of the seriousness of priority issues affecting the lives of disabled Texans.



The capitol grounds offer a beautiful setting for lunch before kicking off the rally.



A disabled individual enjoys disABILITY Rally Day by dancing with entertainer Cindy Cochran as she sings to the popular song, "Fire".

## Texas ranch for disabled children expands

Easy J Ranch is nestled in the tall pines of historic Nacogdoches, the oldest city in Texas.

The goal of the E-Z-J Ranch is to give disabled children an opportunity to experience an outdoor environment so they may develop the confidence and skills necessary to become independent adults.

Last year's program was so successful that plans are being made to expand this year's format. Activities during the week of June 30 — July 6 will include fireworks, camping, fishing, bird and plant identification, metal detection, independent living skills and more.

Cost: Free!! All costs are paid through the generous contributions of the community.

For information or application forms call Bob Kafka at (512) 443-8252.



# Local Committee

## We did it! The Great American Wheelchair Race

San Angelo businessmen, bankers, hospital administrators and public officials used wheelchairs to cruise the walkways of Sunset Mall on March 30, 1985.

Participants in the Great American Wheelchair Race rolled themselves around a predesigned course, but they were allowed to advance only after receiving donations. Each dollar contributed enabled them to travel five feet. One lap equaled 250 feet.

The race sponsored by the Mayor's Committee for Persons with Disabilities, and local radio stations KBIL, KWLW, KTEO and KIXY/KOSA included 32 teams with about four members on each team.

KWLW's team won the event, raising \$1,750. The total of \$4,540 raised will enable the committee to join the National Wheelchair Athletic Association and travel to regional, state and national meets for competitive sports events such as basketball, tennis, track and archery.

"The reason we're doing this is to set up a trust administered by the Mayor's Committee for Persons with Disabilities and give the permanent funding needed to go to tournaments every year", said Randy Dorman, who organized the race.



San Angelo radio stations and businesses competed in a wheelchair race to raise money for the Mayor's Committee for Persons with Disabilities. Photo: San Angelo Standard Times

## Disabled applicants find work

**M**ore than 200 applicants and 30 Houston area employers participated in a Symposium for Employers and Job Applicants with Disabilities on April 18. This unique job fair offered disability management workshops for employers and sessions on job seeking skills for applicants.

Sponsored by the Employment Development and Labor Affairs Subcommittee, Romie Landrum, chairperson, and the Harris County Committee for Employment of Disabled Persons, Wells Rader, chairperson, the job fair developed job opportunities and direct placement of disabled applicants.

Co-chairpersons for the event were Peggy Kanellos, T.I.R.R., and Mamie McGowan, American Gen-

eral Life Insurance Company. They were assisted by Romie Landrum and Irene Polanski, Southwestern Bell; Charlene Smith, Texas Rehabilitation Commission; Gene Hastings, Cameron Iron Works and Bonnie Sue Chasnoff, Lighthouse of Houston.

Officials from the Mayor's office, Chamber of Commerce, Houston Independent School District, and Southwestern Bell Telephone Company opened the day's activities.



## Dallas community establishes a program to assist severely disabled persons

**E**stablishment of the first community-wide industry-based Computer Programmer Training Course in Texas was announced in Dallas by Hal Heitz, IBM representative, on April 23, 1984.

Designed to serve severely disabled persons, the program aims for an August 1985 kick off and will be located at the El Centro campus of the Dallas County Community College District. Bob Marx, TRC Dallas Regional Director announced that the Commission will try to place approximately 20 severely disabled clients in the one year course each year.

The project was coordinated by representatives of the Dallas Mayor's Committee for Employment of Disabled Persons (DMCEDP). The "IBM model" has been established in more than 30 U.S. locations. These projects enjoy a high ratio of successful graduates.

IBM consultants Norman Hammond, Irwin Kaplan and J.P. Woodrick of Washington, D.C. assisted in guiding the Dallas project over a two year development period. The

program began when Joe Russell, GCDP member and Vice President of E-Systems, Inc., Dallas, called an informal meeting to discuss the project after visiting a successful IBM-guided course in Florida.

The unique course features a Business Advisory Council (BAC) of representatives from 28 major Dallas area companies with extensive data processing operations. The BAC specifies the curriculum, advises regarding instruction and evaluates participant progress so that course graduates will be able to perform successfully in industry.

Homer B. Lavvorn, Jr., of MC Data Processing chairs the BAC which consists of representatives from American Airlines, American Petrofina, Inc., Arco, Baylor Enterprises Group and Blue Cross/Blue Shield of Texas.

Also included are Celanese Chemical Corporation, Diamond Shamrock, Dresser Industries-Computer Services Division, EDS and Employers Casualty Company.

E-Systems, Inc., Frito Lay, Inc., IBM, Interfirst Services Corporation

Lone Star Gas, and LTV Aerospace and Defense Company are also members.

Included are MCorperated Data Processing, Mobil Oil Company, Presbyterian Medical Center, Republic National Bank, Republic National Life and Rockwell International.

Southland Corporation, Southwestern Life Insurance Company, Sun Exploration and Production Company, Texas Commerce Bank, Texas Instruments and Xerox Corporation IBD complete the BAC.

Hal Heitz, a loaned executive to DMCEDP from IBM, serves the program as coordinator. Jerry Cooper, Kerry Goodwin and Ron Groves from the Mayor's Committee also provided planning and coordination.

## Employers introduced to JOB MATCH

On February 27 the Austin Mayor's Committee for Disabled Persons hosted a breakfast for local employers at the Hyatt Regency hotel on Town Lake. Employers gained information about the Mayor's Committee JOB MATCH program, which is an employment referral program for disabled persons.

The keynote speaker for the breakfast was James Caldwell, who was recently named the Handicapped American of the Year by the President's Committee on Employment of the Handicapped.

A special effort was made by the Austin Chamber of Commerce to contact and encourage local employers to attend the breakfast. The result was participation by over 50 local employers.



Mayor Starke Taylor proclaimed April 24 "Employ the Disabled Day" and kicked off the DMCEDP 2nd annual Job Fair. From left DMCEDP Chairperson James Huffines, Mayor Starke Taylor, Chairperson-elect Jerry Cooper, and Job Fair Chairperson Karen Roher.





Governor White declared April 12, 1985 Polio Survivors Day to call attention to the reemergence of new problems among polio survivors.

## Polio survivors share concerns ...weakness, muscle fatigue, pain

The Texas Polio Survivors Association (TPSA) is a support group intended to meet the needs of all polio survivors, whether they need physical, psychological, social or financial support. The Association hopes to educate polio survivors and the medical community on the late effects of polio. Weakness, muscle fatigue and pain have been the most prevalent complaints.

Marie Goodwin, President of TPSA says, "We are anxious to hear from polio survivors and would encourage anyone who had polio to get in touch with us".

TPSA has been organized for six months and has 450 members. So far 1300 polio survivors have been identified in the Texas area.

Between 350-400 people attended each of the three general meetings held by TPSA. The first meeting was to identify the needs of those who have been experiencing these new symptoms.

Plans in the near future include a "polio family" picnic as a social activity to draw polio survivors together to share their concerns and to facilitate communication among members.

TPSA has established a board of directors and officers and plans to hold quarterly meetings. The TPSA phone number is (713) 690-0695. The mailing address is P. O. Box 35688, Houston, TX 77235.

## Full funding for GCDP

The House Appropriations Committee and the Senate Finance Committee voted to recommend GCDP for full funding at the Legislative Budget Board level.

This is a significant victory for the Committee especially considering the tight money situation this biennium. However, the appropriation is not secure until the Appropriations Act (H.B.20 and S.B.113) is finally passed by both houses and signed by Governor White.

Recent revenue estimates by the

Comptroller's office indicate that the state's total budget will have to be reduced drastically to meet the state constitutional requirement for a balanced budget.

The support of disabled individuals, employers, volunteer members of the mayor's committees and other interested persons during this legislative process has been tremendous.



## Del Rio student takes top state/national awards

**D**el Rio High School junior, Emily Goldman has been announced as the first place national winner in this year's "Ability Counts" journalism contest.

The contest is sponsored annually by the President's Committee on Employment of the Handicapped (PCEH), the Disabled American Veterans, and the AFL-CIO. It promotes a better understanding of disabled persons among high school students.

This year students entered essays on "Work: Independence for Disabled People".

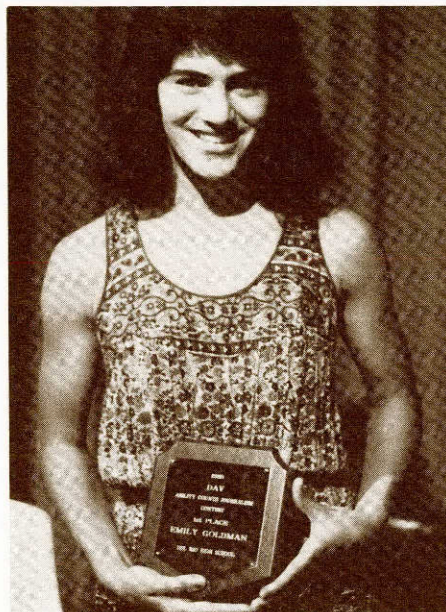
Goldman's essay competed at the national level after taking top ranking in Texas. On April 24 in Del Rio, Goldman accepted an engraved plaque, a gold medal and a check for a trip to attend the PCEH annual conference on May 2 in Washington, D.C. A representative of the GCDP, as well as representatives from other sponsoring organizations attended the special awards ceremony.

National recognition was given

to Goldman at the PCEH annual conference in May.

Goldman will receive a \$1,000 state scholarship award and a \$3,000 national scholarship award upon entering college.

Lorraine Goldman, Emily's mother, said, "We knew she could do it. Journalism talent runs in the family". This cannot be denied. Emily's sister, Jessica, won the state award and placed nationally last year!



## Over 250,000 children born with Down's Syndrome

**M**ore than 1000 people attended the 12th annual convention of the National Down's Syndrome Congress in San Antonio in October, 1984.

Darlene Topp, a resident of Harlingen and a GCDP committee member, participated in the convention. Topp is the mother of three children, the oldest born with Down's syndrome.

"When Jennifer was born with Down's syndrome our greatest concerns were fear of the unknown and lack of information", Topp said. "If there had just been a support group for parents. Too many people don't know the difference between mental retardation and mental illness. I have been shocked and hurt when parents wouldn't allow Jennifer to play with their child because it might 'rub off'. What a terrible misconception".

"As a parent I'm now more aware of issues concerning Down's syndrome and mental retardation and enjoy sharing this information. I find people receptive and interested in expanding their knowledge".

Topp's desire to have more children was complicated by having her first born with Down's syndrome. However, she learned of a test called amniocentesis which would detect extra chromosomes in the fetus, signaling another child with Down's syndrome.

Down's syndrome occurs about once in every 1000 births and is a chromosomal disorder usually slowing physical and intellectual development.

Convention workshops attended by Topp were quite varied and provided a wide range of information on Down's syndrome. If you would like to obtain additional information contact Darlene Topp, 5627 Verde Circle, Harlingen, TX 78552, or The National Down's Syndrome Congress, 1649 West Roosevelt Rd., Chicago, IL 60608.

### Help for vocational rehabilitation clients

The Client Assistance Program (CAP) provides information and advice about all benefits available under the Rehabilitation Act of 1973 to clients and client applicants for vocational rehabilitation services.

Advocacy, Inc., the agency which operates the CAP in Texas, can provide information about vocational rehabilitation services and assist a vocational rehabilitation client or applicant in pursuing legal, administrative or other appropriate remedies to protect his or her rights under the Rehabilitation Act.

For further information or assistance  
with an immediate problem call:  
TOLL FREE (Voice or TDD)  
1-800-252-9108

For general information call:  
(512) 475-5543 (Voice or TDD), 8 - 5 p.m., Monday - Friday  
or write:

ADVOCACY, INCORPORATED  
7700 Chevy Chase Drive, Suite 300  
Austin, Texas 78752



## Bill addresses collection of statistical information

Sponsored by Senator Craig Washington, SB 926 passed out of the State Affairs Committee on April 17, 1985. The bill was developed at the request of the Governor's Office and GCDP committee member Sidney Braquet of Houston. SB 926 would require state agencies to include statistical information on the number of handicapped persons they employ in their annual reports to the Governor's Office of Equal Employment Opportunity.

At present, state agencies do not report the number of handicapped individuals employed. The Texas Commission on Human Rights, which was created to enforce nondiscrimination laws, finds its efforts to protect the employment rights of disabled individuals hampered due to a lack of statistical data.

Data on state agency employment of disabled persons can also be used to heighten public awareness and encourage more hiring of disabled individuals by private sector employers.

**GCDP  
REPORT**

The GCDP Report promotes employment and public awareness of the abilities and special needs of persons with disabilities. This quarterly GCDP Report is published by the Governor's Committee for Disabled Persons.

Communications may be addressed to: Cindy Counts, Editor, GCDP Report, 118 East Riverside Dr., Austin, Texas 78704. You may also call (512) 445-8741 VOICE or TDD.

Taped Copies of the GCDP Report will be provided upon request.

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## VR counselor role examined

The "Vocational Rehabilitation Counselor" is an 18 minute videotape presentation that depicts the role of a vocational rehabilitation counselor working with the State Commission for the Blind.

The program aired on various television stations across the state and has been proven quite useful in explaining the services offered by the Commission in the areas of vocational rehabilitation, counseling and employment assistance.

Anyone interested in viewing the film or showing it in their community should contact Linda Litowsky at (512) 454-0375 or Rolando Garza at (512) 475-3245.

## New additions to film loan program

A new film, *Interruptions*, is now available from GCDP. The film describes the dramatic interruptions disabilities made in the lives of seven individuals and shows how they each transcended their limitations. The running time for this film is 16 minutes. It is available in the following formats: 16 mm, 3/4" and 1/2" videotape.

The second new addition to the

film loan program is a tape-slide show describing a project in Houston designed to encourage disabled high school students to plan for employment and career development. This is a joint project of the Harris County Committee on Employment of Disabled Persons and the Houston Independent School District. The slide show is approximately 15 minutes in length.

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