



Austin, Texas

November, 1986

## Disabled Citizens at the Polls

Nationally, there are an estimated 20 million eligible disabled voters. Many do not exercise their right to vote. There are many reasons for this, such as the absence of ramps at voting places, the absence of ballots in braille and the absence of interpreters for individuals who are deaf. Many of the nation's 188,600 polling places are not accessible. In Texas the 68th state legislature passed a bill, SB 306, providing equal access to the polls for disabled and elderly Texans. The legislation requires each county to provide a barrier-free polling site in at least 85% of each county's precincts by 1986 and all precincts by 1988. Relocating inaccessible polling sites will fulfill the requirements of SB 306. Use of temporary ramps or handrails is permitted if they meet the law's standards of accessibility.

Some specific suggestions for making voting places accessible and usable by disabled individuals include: use of temporary signs to identify parking spaces, use of a temporary ramp in voting places that have steps at the entrances, if your voting place has heavy doors, someone should be available to assist those who need help.

Other useful suggestions can be found in *Disabled Citizens at the Polls: A Guide for Election Officials* and *Services Available to Voters with Special Needs*.

The first is a 28 page illustrated manual providing practical suggestions for cost-effective, temporary and permanent changes to make polling places accessible for disabled citizens. For your copy write National Organization on Disability, 2100 Pennsylvania Avenue, N.W., Washington, D.C. 20037 or call 202-293-5960.

The second publication is a short booklet addressing services available to voters with special needs and may be obtained by calling the Texas Secretary of State's office at 1-800-252-8683.

Progress has been made in extending voting rights to groups traditionally excluded from the political process. Momentum supporting disabled individuals in their drive to acquire equal access to voting rights is high at both the state and national levels.

. . . an estimated 20 million eligible disabled voters.



Disabled But Able to Vote

NON-CIRCULATING  
NTSU LIBRARY

## "More Revenue— No Cuts"

Disability advocates from across the state used signs, balloons, and costumes to visually make their point as they protested budget cuts in human services. Texas State Treasurer Ann Richards said, "It's not possible to balance the state budget on the backs of individuals with disabilities."



With the temperature at the rally over 100 degrees, Bob Kafka spent time cooling off the rally participants.

A crowd of more than 150 disabled Texans and their supporters gathered on the steps of the state capitol and chanted, "More Revenue—No Cuts".

Within days of the adjournment of the third special session the Governor's Committee held a workshop session, "How Budget Cuts Affect Disabled Texans." Two panelists presented their perceptions of recent legislative action.

Sharon Flippen, a member of the Health and Human Services Coordinating Council, offered these words, "The good news is that the legislators came to Austin in August to deal with a 2.3 billion dollar shortfall. And, the legislature went home after reducing the 2.3 billion dollar shortfall to a 983 million dollar shortfall. The bad news is that 510 million dollars of the budget cuts came primarily from human services. The H&HSCC has maintained the message that we cannot cut in human services, if anything, we need to raise revenues to take care of human services needs."

Bob Kafka, president of the Coalition of Texans with Disabilities, said, "The disability community needs to organize, to plan and to coordinate

continued on p. 3

## Linda Gale White Presented Seven Top Employment Awards

Linda Gale White saluted the achievements and contributions of Texans with disabilities and those who hire them, as she honored the 1986 award recipients with citations on behalf of Governor Mark White. At the October 3 employment awards ceremony, Mrs. White welcomed guests and said, "Through their examples, these citizens are breaking down barriers that prevent persons with disabilities from achieving economic self-sufficiency.

"Employers know that they are not giving someone a job, but are increasing the value of their businesses by employing dedicated, skilled employees. Employers know they are hiring workers with strong abilities rather than disabilities."

**Wendell Dugger Faulkner**, of Pecos, Texas accepted the award for Disabled Person of the Year. Faulkner, who has multiple sclerosis and uses a wheelchair, served twenty years as Reeves County Commissioner in West Texas. He is presently on the Board of Directors of Security State Bank and Reeves County Memorial Hospital in Pecos. On a statewide basis, Faulkner serves on the Board of the Texas Rehabilitation Commission (TRC) which provides vocational rehabilitation services to disabled Texans. Faulkner was recognized for his skillful leadership and many instances of support provided to persons with disabilities.

**Joyce H. Martin**, Chief of Sheppard Air Force Base's Civilian Personnel Affirmative Action Employment Section, improved the employment rate of severely disabled persons at the base by 28% in 1985. Because of her outstanding efforts, Martin received the Public Employee of the Year Award. Martin encourages base organizations to hire individuals with disabilities.

**Nelson Braune**, store manager for Handy Andy supermarkets in Kerrville, Texas, accepted the Small Employer of the Year Award (under 200 employees). He and the San Antonio Independent School District coordinated the training and hiring of more than forty students with mental retardation, emotional disturbances and learning disabilities.

**MTech**, a banking computer subsidiary of MBank, in Dallas is this year's Large Employer of the Year. A. O. "Buzzy" Hale, the president of



Texas First Lady Linda Gale White presented Wendell D. Faulkner the Governor's Award for Disabled Person of the Year. Faulkner later said, "From where I sit, it has given me a new lease on life, and I shall continue to work on behalf of all disabled persons—both from the standpoint of employment and for a positive attitude for all of us."

MTech, accepted the Governor's Citation. Committed to the employment of disabled persons, MTech has repeatedly demonstrated interest through direct hiring of disabled persons as well as their leadership role in the development of the Computer Programmer Training Program at El Centro College. MTech also actively supports the Dallas Mayor's Committee for Employment of Disabled Persons. Recently, MTech hired two severely disabled persons to work from their homes as programmers.

**Bob Kafka** of Austin is president of the Coalition of Texans with Disabilities, a statewide organization that recommends policy impacting disabled Texans. Kafka received the Governor's Citation for Meritorious Service for his significant and innovative contributions to an improved environment for persons with disabilities in Texas. He is a long-time advocate of disabled persons in Texas and there never seems to be a meeting or activity for individuals with disabilities that does not have Kafka's attention. A founding member of Houston's Coalition for Barrier Free Living as well as the Southwest Wheelchair Athletic Association, Kafka also devotes much time to his position as president of the Texas Paralyzed Veterans Association.

**El Centro College** of the Dallas County Community College District is the 1986 recipient of the Governmental Agency of the Year Award. Administrators at the College provide eight months of classroom instruction

and two months of internship to more than 20 computer programming students. Sixteen of the class of 21 students who began this rigorous course have graduated and have well-paying jobs with salaries ranging from \$20,000 to \$30,000 annually. Todd Cox, the 1986 class valedictorian, expressed his feelings about the computer programmer training course which groomed him for hire by MTech. "The program offers a great opportunity to become independent. It's tailor-made for the physically challenged and it provides a chance to show the world we can be productive."

"It's tailor-made for the physically challenged . . ."

**Wilma Eaton Hogg, M.D.**, of Dallas, is this year's Physician of the Year. Hogg received her medical degree from the University of Oregon in Portland and is a well-known physician of family practice in the Dallas area. Hogg founded the AHA program, "Sharing and Caring", a volunteer support group for heart patients and their families. The program has been so successful that it has been copied by many other Dallas area hospitals. Bertha Hinojosa, a Texas Rehabilitation Commission employee, said, "Dr. Hogg is a true teacher when it comes to educating our staff on the complexities of medical disabilities."

## ARE YOU IN THE MARKET FOR A JOB?

An estimated 400 job applicants came to the Dallas Convention Center on September 17 for the Third Annual Job Fair sponsored by the Dallas Mayor's Committee for Employment of the Disabled, Dallas Personnel Association, Project Link, and the Dallas Chamber of Commerce.

Disabled applicants face the same problem as the rest of today's jobless: competition. John Ogrizovich, chairman of the Dallas Mayor's Committee, said, "We have to dispel the myth that it is a disadvan-

"... the fact is that individuals with disabilities in many cases are better employees."

---

## Three Houstonians Honored by HCCEDP

Leon Samet, Jack Emmott III and Southwestern Bell Telephone have been honored for meritorious services in 1986 by the Harris County Committee for Employment of Disabled Persons (HCCEDP). The awards were presented by Harold Russell, chairman of the President's Committee on Employment of the Handicapped and Councilwoman Elinor Tinsely at an October 1 luncheon at the Warrick Hotel.

The citations were given to honor individuals and companies who have made significant contributions beyond the scope of regular employment to improve the environment of persons with disabilities.

HCCEDP goals include the promotion of employer acceptance of disabled persons in jobs for which they are qualified, promotion of favorable attitudes toward these workers, continued employment of disabled workers, and referral to available rehabilitation services for working men and women.

tage to hire disabled individuals, when the real fact is that individuals with disabilities in many cases are better employees." National statistics indicate that there is still much work to be done. Fifty-eight (58%) of males with disabilities are out of the labor force entirely and over 76% of women with disabilities are out of the labor force.

On a very positive note, Karen Roher of the Dallas Mayor's Committee said, "I think employers this year are a lot better adapted to interviewing disabled individuals than last year. They are more comfortable." Last year, 250 applicants came to the job fair and 25 landed new jobs. This year 50 companies interviewed individuals for positions ranging from unskilled entry level jobs to technical and managerial positions.

Angela Wall, a 36 year old disabled individual, was laid off 12 years ago as a buyer for a company dependent on the oil business. Wall expressed her appreciation for the job fair, saying, "It gives you, in a centrally located area, companies that are definitely interested in hiring disabled persons."



On September 16 a city-wide proclamation for "Hire the Handicapped" was presented to Austin Mayor's Committee Chairperson Martha Arbuckle by Mayor Frank Cooksey. Eleven (11) mayor's committees around the state participated in NETH week activities.

continued from p. 1  
efforts to carry the message, instead of using a piecemeal approach. At the local and state level networking must occur with GCDP mayor's committees, with independent living center and with professional organiza-

tion." In conclusion Kafka added, "For those that say the cuts were not too bad. . . I say, Texas is not a poor state, yet its services rank in the bottom 25% when compared to other states. Should we be thankful for Alabama and Mississippi?"

---

## Bank Operations Officer Accepts Local Award

Randy Dorman, mortgage operations officer at Bank of West, was named Disabled Person of the Year on October 6 at the Annual Awards Luncheon of the San Angelo Mayor's Committee for Persons with Disabilities. More than 100 people attended the noon luncheon held in the Stephen F. Austin Ballroom of the Sheraton San Angelo Hotel.

Dorman, who is working towards his bachelor of science degree in computer science at Angelo State University, was cited for his work with the wheelchair basketball team and his involvement as presiding chairman and former treasurer of the San Angelo Mayor's Committee.

Other award recipients included Ellen Brown, director of public relations for the West Texas Rehabilitation Center in San Angelo, Mayor's Citation for Meritorious Services; Jean Duafala, counselor with the Texas Rehabilitation Commission, Public Employee of the Year; Mary Teresa Seger and Stephen R. Boster, co-winners of the Physician of the Year Award.

Also, Concho Valley Council of Governments named Governmental Agency of the Year and accepted by Billy Willig, chairman of the Private Industry Council; Po Folks Restaurant named Employer of the Year (less than 200 employees) and accepted by Dale Spears, general manager; and Ethicon, Inc., named Employer of the Year (more than 200 employees) and accepted by Billie Roberts, senior personnel administrator.

*PCEH Annual Meeting Scheduled for April 22—24, 1987*

## Come Next Year to Denver

The President's Committee on Employment of the Handicapped is trying a new approach to reach people at the state and local levels by holding its 1987 annual meeting in Denver, Colorado. Held in cooperation with the Colorado Coalition for Persons with Disabilities, which has over 60 disability organizations and hundreds of individual members, PCEH hopes to attract people from surrounding areas which have been unable to come to Washington D.C. in the past.

For the first time in the Committee's history, PCEH has decided to hold its annual meetings in different cities every other year. Denver, the 1987 conference site, is an accessible city, especially where transportation is concerned. The Regional Transporta-

tion District, after much debate and political action by the disability community, voted in 1983 to make its entire fleet accessible. Thus, Denver is once again leading the nation in terms of transportation accessibility.

A jam-packed program awaits attendees at the conference. Issues to be covered include: role of independent living centers in employment, advocacy in the 1980's and 1990's, the media gimmick—fact or fantasy, special population needs of the Southwest, particularly rural areas, Job Training Partnership Act, supported employment, and role of self-help groups.

Additionally, a legislative hearing will be held on the Social Security laws (1619 a and b) which are removing some of the work disincentives

for recipients of social security.

The Colorado Coalition will welcome your participation in the 1987 convention, and anyone interested in volunteering to help or suggesting ideas for programs should contact John Ozzello, Planning Chairperson at 303-861-0116 (Voice) or 303-861-2735 (TTY). Write him at Employability, Inc., 1245 E. Colfax, Suite 219, Denver, CO 80218.

## Applicant Seminar and Job Fair Held in San Antonio

The San Antonio Mayor's Committee for Disabled Persons held a job applicant seminar on October 9 at Control Data Business and Technology Center in San Antonio. One hundred eighty-five job applicants prepared for the Job Fair by attending the four hour seminar dealing with job seeking skills.

More than 280 applicants participated in the October 13 Job Fair, as well as over 40 interviewing employers. A new feature was incorporated into the Job Fair, an "expo", involving service agencies and businesses serving persons with disabilities. The "expo" displayed agency and business services and products.

## 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 Drive, Austin, Texas 78704. You may also call (512) 445-8741 VOICE or TDD.

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

Virginia Roberts	Exec. Director
Cindy Counts	Editor
Susan Antoniewicz	Illustrator
Sue Durban	Illustrator
Becky Nieto	Illustrator
TRC Printing Services	Printing

Note: The Texas Governor's Committee for Disabled Persons is in compliance with the Civil Rights Act of 1964 and is an equal opportunity employer.

Texas Governor's Committee  
for Disabled Persons  
118 E. Riverside Drive  
Austin, Texas 78704

BULK RATE  
U.S. POSTAGE  
PAID  
Austin, Texas  
Permit No. 1605