



# GCDP REPORT

November, 1984

Austin, Texas

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## Employment awards conference attracts many

. . . Webber introduces program to help firms hire disabled individuals

*"It was brought out that there are a lot of employers who really are not adverse to employing people with disabilities, but they perhaps do not know how to go about it."*

*Jack Webber*

**M**any attended the Employment Awards Conference sponsored by the Governor's Committee for Disabled Persons. The new format, a morning conference, attracted representatives of the business sector, disabled individuals and government employees.

The conference held on October 5 at the Erwin Special Events Center in Austin focused on employment of persons with disabilities.

Conference activities began with a welcome and opening remarks by Bobby C. Simpson, Chairperson of the GCDP.

Keynote speaker, Jack Webber then shared with the audience a new program called Job Accommodation Network (JAN) which helps firms hire persons with disabilities.

Webber, a member of the President's Committee on Employment of the Handicapped and former ITT executive, said, "JAN provides the means to allow business to talk to business about ways to manage disability costs."

For employers to obtain information on accommodating disabled individuals just call JAN's toll free

number 1-800-526-7234. A trained consultant will help find a suitable solution to your problem.

Cost to employers? Only a commitment to share accommodation information with other employers through JAN.

Following the keynote address Simpson presented special certificates to:

- The Sweetwater Mayor's Committee for Disabled Persons recognized as the newest local committee in Texas. Nineteen (19) Texas cities have committees affiliated with GCDP.

- Randy Snow honored for his outstanding athletic achievements, understands the concepts of independence and integration of disabled people into the mainstream of society. "Randy is an outstanding role model for disabled individuals everywhere," Simpson said when presenting Randy his certificate.

Snow, one of about 20 disabled athletes to participate in the Los Angeles Olympics, won a silver medallion in a demonstration 1500 meter race.

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Committee member, Martha Arbuckle (right) introduces Jack Webber (left) keynote speaker for the conference.

# Governor proclaims "Employ the handicapped week"

October 7-13, 1984



At least two generations agree that employing individuals with disabilities has a positive affect on society.

From Left: Bobby C. Simpson, Chairperson, GCDP, Bobby J. Simpson, son of Chairperson, and Governor Mark White.

**M**ark White, Governor of Texas, strongly supports the efforts of disabled persons to fulfill their potential. In his previous capacity as Attorney General, White was responsible for producing the first compilation of Texas disability laws.

Now, as Governor, White supports the Council on Disabilities as they prepare an updated compilation of Texas laws affecting individuals with disabilities, develop a long range state plan, and promote a statewide demographic survey on disabled persons.

*At the GCDP Employment Awards Conference White proclaimed October 7 - 13, 1984, "Employ the Handicapped Week". White said, "We talk about equal opportunity, participation in society, and the development of productive potential. Well, those are clearly the intended goals, yet even the best laws cannot always guarantee them. People guarantee them.*

*With your leadership, those challenges can be met . . . through inspired commitment and dedication, in daily practice, to enlarging the opportunities for disabled persons.*

*That is what these employment awards today are all about: people who are rising to the challenge".* ■



## Official Memorandum

By

MARK WHITE

Governor of Texas

GREETINGS:

AUSTIN, TEXAS

The greatest of this State's resources is its people. Laws of the United States and of Texas guarantee equal opportunity for our people - including persons with disabilities - to develop their potential productivity and to participate in our society.

Considerable progress has been made in increasing public awareness of the abilities and special needs of persons with disabilities, of the need to improve access to places of employment and opportunities for participation in mainstream of life activities.

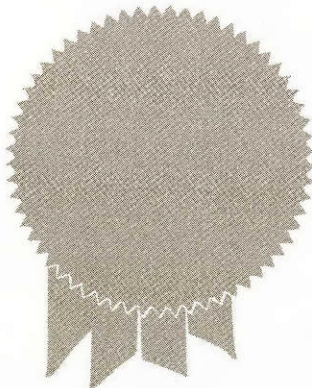
This administration has supported this progress through the restructuring and renaming of the Governor's Committee for Disabled Persons; supporting establishment of the Texas Commission on Human Rights to provide freedom from discrimination in employment transactions for persons with disabilities; supporting guaranteed accessibility to polling places, encouraging voter registration of disabled persons, supporting creation of The Council on Disabilities, a long range planning and coordination of programs serving disabled persons; and by appointing a full-time executive director for the Council from the Governor's staff.

Commensurate with the progress made in this State, it is appropriate to emphasize the opportunities for dignity, independence, and productivity of disabled persons through employment.

THEREFORE, I, as Governor of Texas, do hereby designate the week of October 7-13, 1984, as

EMPLOY THE HANDICAPPED WEEK

in Texas, and urge meaningful observance of this week. All public officials, business leaders, labor leaders and private citizens are urged to further full participation of disabled citizens of this State in employment and in the achievement of full and productive lives.



In official recognition whereof, I hereby affix my signature this 1st day of Oct. 19 84

*Mark White*  
Governor of Texas

# GCDP listens to concerns . . .

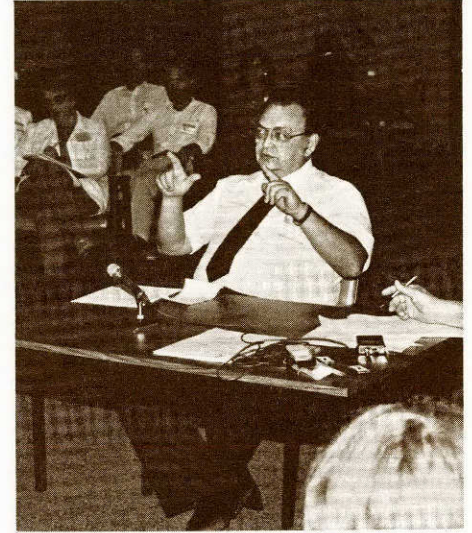
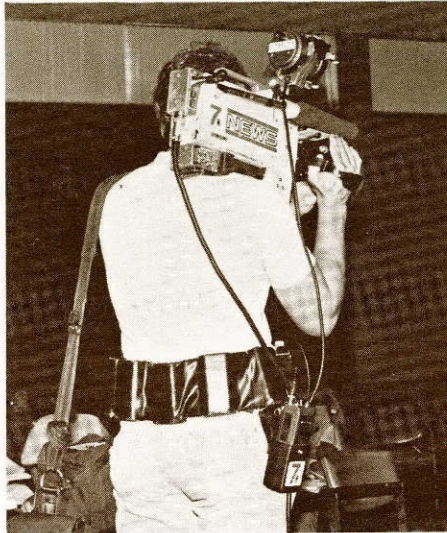
Last May, Governor Mark White requested that the Governor's Committee for Disabled Persons create two *ad hoc* subcommittees for the purpose of studying the needs and services available to the State's (1) deaf-blind multi-disabled and (2) autistic, cerebral palsy, and spina bifida populations.

Jim Loyd and Amy Kidd Rosenberg, chairpersons of the respective subcommittees, sent questionnaires to many State agencies, service providers, and service recipients in order to obtain information. In addition, they each organized a public forum which was held at the Criss Cole Rehabilitation Center in Austin.

Responses to the questionnaires from the public and private sectors were numerous. Also, many service providers and service recipients were represented at the public forums.

Reports on the two studies will be presented to Governor White in early December. Persons interested in receiving copies of the reports should contact the Governor's

Committee for Disabled Persons (512) 445-8275, or send a written request to the GCDP at, 118 East Riverside Dr., Austin, TX. ■



As a Channel 7 cameraman covers the forum, Jerry Hassell, President of the Texas Association of the Deaf, points out that little is known about the problems of the deaf/blind because of insufficient research.

## Sunset Advisory Commission votes

On October 4, 1984 the Sunset Advisory Commission voted against combining the Governor's Committee for Disabled Persons and the Council on Disabilities into a 14 member advisory body to the Health and Human Services Coordinating Council.

This decision means that the Commission will not be recommending this action to the Legislature in the coming session.

The Governor's Committee for Disabled Persons and the Council on Disabilities will continue to exist as separate entities with separate missions.

After the vote, Virginia Roberts, Executive Director of the Governor's Committee commented, "It is the intent and desire of the Committee to carry on the most effective program possible with our allotted resources. We intend to continue an active program promoting employment and public awareness of the abilities and special needs of disabled Texans." ■

## GCDP REPORT

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

Communications may be addressed to: Cindy Counts, Editor, GCDP Report, 118 E. 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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## New video available

**B**roken Rhymes", a film narrated by Richard Burton, describes the problems associated with head injury.

This 57 minute film which is available on ½ inch videotape was prepared by the Moody Foundation for viewing by family groups and professional organizations.

For information contact:

Sheridan Barnes, Administrator  
Transitional Learning  
Community  
P. O. Box 1228  
Galveston, Texas 77553  
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## Disabled Texan of the Year



When James Caldwell became blind and paralyzed 22 years ago doctors told him he might have to spend the rest of his life in the hospital.

"I've always enjoyed finding answers to problems", said IBM systems analyst James Caldwell. "When an accident like mine happens, there is a period of mourning for the loss of what you don't have anymore. After that is over, you get down to work".

Following the accident, after 18 months of physical rehabilitation, Caldwell moved into an apartment and received computer training at home. He then went to work for the Bell System as a systems analyst.

For nine years Caldwell was self-employed as an investment portfolio manager. In 1979 he earned his Ph.D. in business from the University of Texas and since that time has worked for IBM.

Caldwell designed and installed a new data processing system to coordinate shipment of IBM products. He developed handicap aids for use with the IBM personal computer, and negotiated a vendor contract to supply software to a new IBM product.

"Dr. Caldwell, this award is presented to you today for setting an exceptional example — and providing inspiration — to people with disabilities in your role as employee, advocate for other disabled persons and civic-minded citizen."

Governor Mark White

## Governor White presents

### Physician of the Year

Dr. William H. Donovan, cited for his interest and commitment beyond his hospital and clinical practice, strives to promote employment after a catastrophic injury.

Daily he helps patients by using the services of the state rehabilitation agency, contacting employers about the capabilities of his patients and educating health professionals on his team. Donovan is widely published in the field of rehabilitation medicine and is the Chairman of the editorial board of the Texas Journal of Rehabilitation Medicine.



"I'm committed to the field of rehabilitation because I see a need to care for people with permanent disabilities and help them lead productive lives."

William H. Donovan

His current role at The Institute for Rehabilitation and Research (TIRR) focuses on total health care. The individual is seen through the rehabilitation process and assisted in returning to the community to become a productive citizen.

Governor White in presenting Donovan's award remarked on Donovan's "fine work promoting better care and self-sufficiency among disabled persons in this state."

### Governmental Agency of the Year

"For your shining example to employers across the state, demonstrating that disabled employees are a valuable asset, I am very pleased to present Colonel Thomas Walker, commanding officer of the Depot, with this award".

Governor Mark White



Corpus Christi Army Depot (CCAD) was recognized as this year's Governmental Agency of the Year. This public sector organization has contributed greatly to hiring and successfully integrating disabled employees into their organization.

In accepting, Colonel Thomas M. Walker, Commander of the Depot said, "I am a firm believer that we have a moral commitment to provide opportunities for disabled citizens so they can meet their potential and become a viable part of the community".

CCAD, a helicopter repair and overhaul facility, is the largest employer in South Texas and is a community leader in the employment and advancement of individuals with severe disabilities.

The Depot employs 4,300 persons and 600 of these employees have disabilities.

# top employment awards

## Large Employer of the Year

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"The Large Employer of the Year is well-known throughout Texas and the nation — even worldwide.

Texas Instruments, Inc. is one of this state's most successful 'home-grown' businesses and, I am pleased to say, they have an outstanding record of employing disabled persons".

Governor Mark White

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On behalf of TI, W. L. Pendergrass, Jr., Vice President, Corporate Staff and Manager Industrial Relations accepted their award.

"The company is honored to accept this award which will be recognized by TIers nationally as a measure of the company's success in hiring and advancing persons with disabilities", said Pendergrass. TI accepts this award as a challenge to accomplish even more for individuals with disabilities".

TI realizes that employment of persons with disabilities is not confined to TI alone. The company has made a concentrated effort to encourage employment opportunities through large subcontracting activities with several sheltered work centers across the United States.

They have hired and promoted numerous employees with disabilities through the year and have made accommodations at work stations where necessary.

## Small Employer of the Year

Texas Industrial Surveys (TIS), a total security company, was named Small Employer of the Year.

TIS of San Antonio encourages qualified disabled persons to apply for security positions within their company. Over 20% of TIS's workforce consists of persons with disabilities.

The company has employed people with a variety of disabilities including hearing impairments, epilepsy, multiple sclerosis, learning disabilities and others.



"Our company considers the individual's disability, the nature of our client's account and then actively works to match the two."

Rodger Bourne  
TIS Executive and Former  
Scotland Yard Policeman

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Bourne went on to say that the company's clients are always informed that a person with a disability will be handling their account and to his knowledge a complaint has never been registered.

TIS found that the persons with disabilities who have been hired have the will to work and the ability to perform.

## Governor's Citation for Meritorious Service



"This year's award goes to a long-time worker and advocate for the disabled: Gracie MacKinnon", said Governor Mark White.

MacKinnon accepted her award which recognized her significant and innovative contributions to an improved environment for persons with disabilities.

MacKinnon, who has had cerebral palsy since birth, has a special awareness of the needs of persons with disabilities. She is a homemaker and keeps busy with her one year old daughter.

She served three years as Chairperson of the Employment Development and Labor Affairs Subcommittee of the Harris County Committee on Employment of the Handicapped.

In that capacity, MacKinnon initiated an aggressive joint program between the Houston Independent School District and local employers. More than 20 companies work with disabled high school seniors in an effort to market their skills, obtain job getting techniques, and assist in career planning.

"Personally when I left high school I did not feel prepared for the job market. I know from experience that there is an extreme need for educating employers and disabled individuals about the job market.

What could be better than bringing high school seniors and employers together to discuss the job market".

Gracie D. MacKinnon

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# Local Committee Notes

## NETH week breakfast honors CCAD

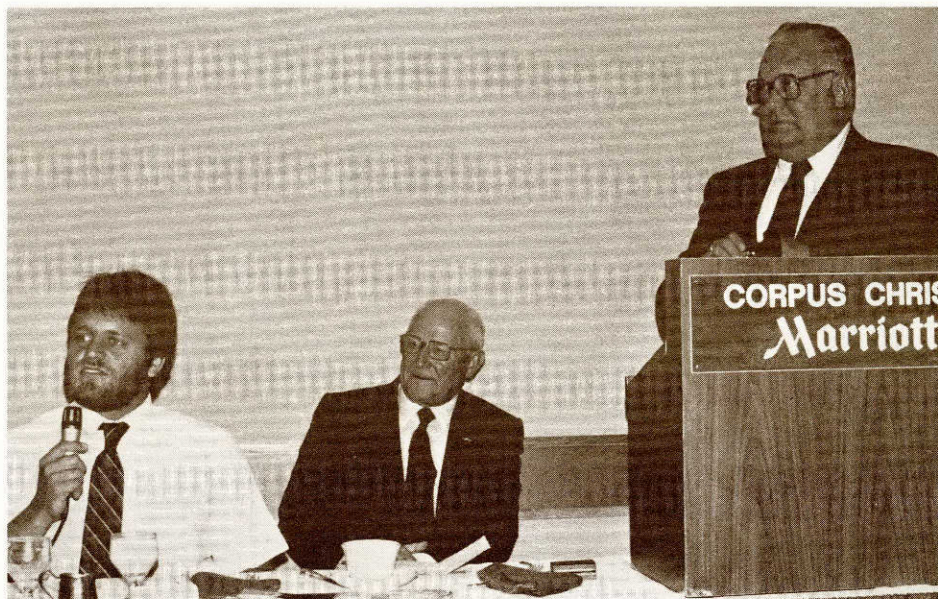
**O**n October 10, 1984 the Corpus Christi Mayor's Committee for Employment of the Handicapped (CCMCEH) held a breakfast at the Marriott Hotel. This activity kicked off National Employ the Handicapped (NETH) week in the Corpus Christi area.

With over 70 people present, Mayor Luther Jones honored Corpus Christi Army Depot (CCAD) as the city's Employer of the Year. Colonel Thomas Walker, commanding officer at the Depot, was praised for his leadership in the remarkable strides made at the Depot in employing persons with disabilities.

The keynote speaker for the event was olympic athlete, Randy Snow. Snow recently competed in the LA Olympics and won a silver medallion in a demonstration 1500 meter race.

Snow's comments focused on the efforts of local employers to

increase job opportunities for individuals with disabilities. ■



Olympic racer Randy Snow encourages local employers to continue efforts to employ qualified disabled persons.

## LET'S GET THE SPIRIT voices the Dallas Mayor's Committee for Employment of the Disabled

*"Let's get the spirit. Our purpose is to act as a catalyst between the business community and disabled citizens. Let's improve life for all not just a select few."*

**James Huffines**  
Chairman, Dallas Committee

**T**he Dallas Mayor's Committee believes that disabled persons should be given equal opportunity to choose and prepare for occupations commensurate with their abilities and their potential.

In support of that belief, the Committee hosted an annual awards and recognition luncheon on October 9 at the Dallas Hilton, downtown.

Following an impressive flag ceremony conducted by students from W. W. Samuell High School, James Huffines, Chairman, wel-

comed guests and introduced Mayor Pro Tem, Annette Strauss.

Strauss presented the Committee with a proclamation declaring October 9, 1984, "DAY OF THE DISABLED" in Dallas.

The highlight of the event was Claire Mitchell, the states' 1983 Disabled Texan of the Year, presenting Dallas' 1984 award winners with their certificates of recognition.

The keynote speaker was Jay Rochlin, an AT&T executive who chairs the President's Committee on Employment of the Handicapped (PCEH) Employer Committee. Rochlin is also vice-president of the National Center for Barrier Free Environments.

Rochlin remarked, "The next frontier is upward mobility. People expect careers not just jobs." He introduced to the group a new sys-

tem called JAN which enables employers to share information about job accommodations that can aid in initial employment and career advancement.

Drawing the activities to a close, Chairman Huffines said, "AT&T's slogan, 'Reach out and touch someone' certainly applies today, for truly Mr. Rochlin, you have done just that." ■



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# Local Committee Notes

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## Job bank services expanded

San Antonio's JOB LEAD services were recently expanded through the joint efforts of the Office of the Governor, Texas Employment Commission, and the Texas Department of Community Affairs. These efforts resulted in additional funding for the JOB LEAD program. The additional funds were used to increase JOB LEAD's staff by adding two persons responsible for job development, interviewing and placement.

This additional staff support has enabled JOB LEAD to approximately double its placement services to individuals with disabilities. Jake Fleming, TEC/JTPA coordinator said, "A goal of 125 placements has been set for JOB LEAD, and we plan to meet that goal".

Pictured below is Kevin Gannon, a personnel interviewer for Kelly AFB personnel. Gannon is interviewing disabled job applicants at the SAMCDP Job Fair on October 9.

San Antonio's 4th annual job fair attracted over 350 disabled applicants and had over 45 participating employers. Both JOB LEAD

and the Job Fair are projects supported by the San Antonio Mayor's Committee for Disabled persons. ■



From left: Kevin Gannon, former TRC client; Reuben Perez, Chairperson SAMCDP and JOB LEAD Board Member; Earnest Leake, TEC Regional Director; Jake Fleming, TEC/JTPA Coordinator; Alma Johnson, TEC Placement Interviewer, on loan to JOB LEAD, and Jim Clapp, JOB LEAD Director.

## Denton presents awards

The Denton Mayor's Committee for Disabled Persons held its annual Employment Awards Banquet on October 11.

Joe Russell, an E-Systems executive and member of GCDP, was keynote speaker at the event. Russell's topic, "Yes, You Can" featured a commentary and slide show focusing on employees with disabilities at E-System worksites. E-Systems is a Dallas based electronics firm.

On behalf of the Mayor of Denton, Jim Riddlesperger presented awards to:

Employer of the Year  
Victor Equipment Co.

Employee of the Year  
Jerry Cockrell

Meritorious Service  
Joseph Bendzick

Cockrell is a local businessman who is blind and Bendzick is a local builder who specializes in building accessible housing in the Denton area. ■



## Arbuckle elected to chair local committee

The Austin Mayor's Committee for Disabled Persons recently elected new officers. The committee announced Martha Arbuckle as the new Chairperson. Arbuckle is a wheelchair user and is a long-time advocate for the rights of disabled persons.

In May of 1981, she received a Distinguished Service Award from the President's Committee on Employment of the Handicapped.

Arbuckle has served on numerous local, state and national boards and committees to assist in increased quality of life opportunities for persons with disabilities.

She is employed as an Administrative Technician IV with the Texas Department of Human Resources. ■



## Tilting at windmills

. . . changing attitudes about people with disabilities

*"Windmills", a comprehensive training program, deals with attitudinal barriers — myths, fears, biases and stereotypes — that can exist in hiring persons with disabilities.*

**O**n September 4 – 6, the GCDP sponsored a training session for persons interested in Windmills. Richard Pimentel conducted the training session which had attendees from seven (7) major Texas companies.

Participants learned how this program can effectively change attitudes about people with disabilities.

Developed by the California Governor's Committee for Employment of the Handicapped, Windmills shows what can be done through cooperation of government, business, labor and the disabled community.

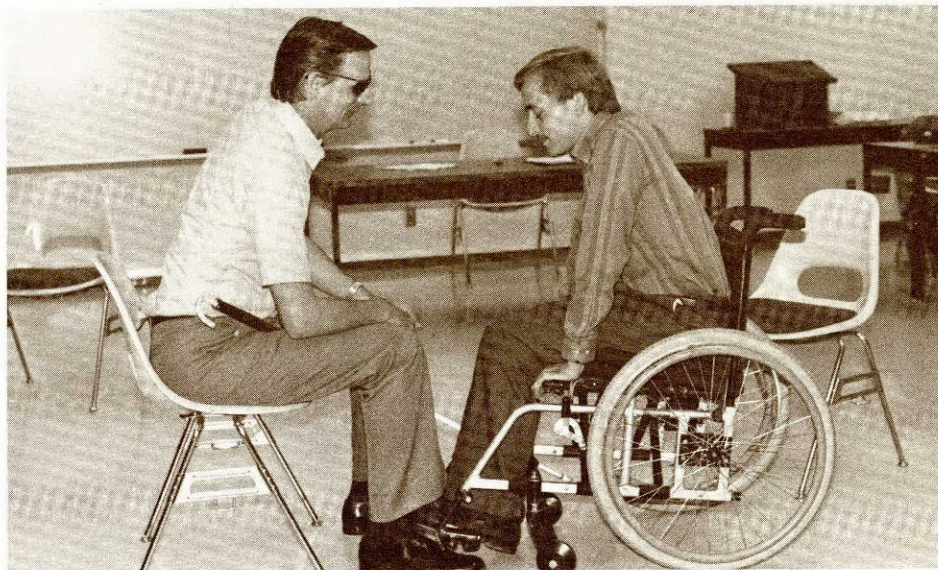
The picture (right) demonstrates one module of the training program,

"The Rumor Game". This game shows the devastating impact rumors can have in almost any setting. This exercise focuses on the employment of a person with a disability and involves the passing

of a story verbally from person to person, while observers are able to analyze how information changed from fact to rumor.

The Windmills training program materials are available on a loan basis from GCDP. Referral can also be made to persons trained in the delivery of this program.

For more information call (512) 445-8275. ■



In playing the rumor game, Larry Johnson (left) listens to Steve Johns (right) tell about the disabled individual their company is about to hire.

## Employment awards conference . . . continued from page 1

- Rodney Hyder, a student at McCallum high school and the Texas School for the Blind, was cited for his athletic accomplishments and for the excellent example he provides to young disabled individuals.

Hyder, the world's fastest blind swimmer, recently swam on the winning US 400 meter free-style relay team and established a world record at the International Games for the Disabled.

- Church's Fried Chicken, Inc., L.O.V.E. Line Project was recognized for their public spirit and valuable service to the deaf and hearing community.

The newly formed deaf support center opened it's doors to the Bexar county deaf and hearing impaired community on April 23, 1984. The Center, located

in Church's national headquarters in San Antonio, offers L.O.V.E. (lending our voices and ears), a message relay service allowing the hearing impaired to communicate by phone with hearing persons and vice versa.

- The Austin Aqua Festival, one of the largest and most successful festivals in the US, reached parts of the community which were underrepresented in the Aqua Festival. Outreach included contacts with disabled individuals.

As a result of this outreach, the Aqua Festival water parade had a float which was planned and ridden by persons with disabilities. The first of its kind, this float demonstrated the desire and ability of disabled persons to participate in community activities.

Simpson introduced Governor Mark White after presenting the special certificates. White presented 6 Governor's Citations to individuals and organizations who recognized the abilities and special needs of disabled Texans through employment. (Details of awards presentation on pages 4 & 5.)

White praised JAN saying, "We need to encourage more employers to make accommodations for disabled persons in the workplace."

"We have found, in a study conducted two years ago, that the costs really are surprisingly low. More than half (60%) of the employers in that study reported that the benefits far exceeded the cost of making accommodations for the disabled. Fifty-one (51%) of the accommodations cost absolutely nothing; and another forty-one (41%) cost less than \$500." ■