



# GCDP REPORT

February, 1985

Austin, Texas

## Effective community action to employ disabled persons

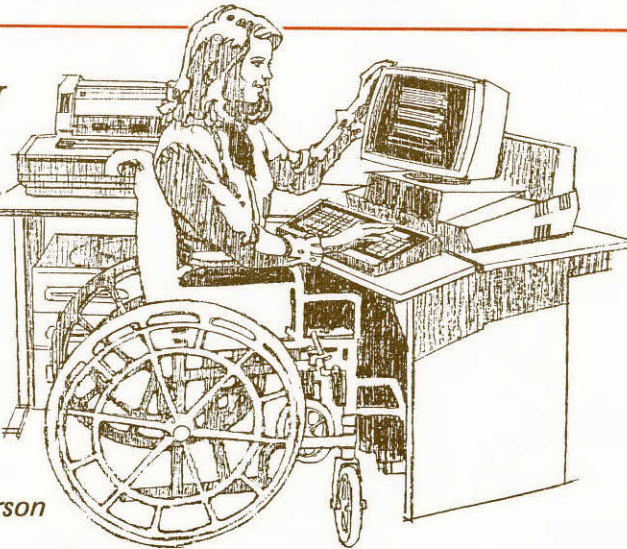
Volunteers from across the state have formed Mayor's Committees for Disabled Persons and committed themselves to the development of programs promoting the employment of disabled Texans.

*"If we are to maximize the potential of volunteer efforts in this area;*

*if we are to impact the employment outlook for disabled Texans in the coming decade;*

*then certainly we must be willing to share information and make preparations for the future through long-term planning."*

*Philip Miller, Chairperson  
GCDP Employment  
Subcommittee*



In that light, a symposium sponsored by the Governor's Committee for Disabled Persons (GCDP) on "Effective Community Action to Employ Disabled Persons" was held this month in Austin. Attendees included mayors and their representatives from 12 communities.

The symposium allowed communities to exchange information on job banks, volunteerism, a school transitional employment program, job fairs, building membership, compliance with federal accessibility standards for municipal revenue sharing, a new employer training program and a job accommodation network.

The day's activities were coordinated by Philip Miller, Employment Subcommittee Chairperson and Master of Ceremonies and Larry Johnson and Joe Russell, subcommittee members. Martha Arbuckle, Rolando Garza, Ron Mansolo and Linda Woodbury also assisted.

While the employment process is not always easy, each passing year has seen an increased number of volunteers join together to improve not only the quantity, but also the quality of opportunities for disabled Texans.

The symposium reviewed accomplishments of the past and new options for the future.

## Disabled Hispanic Texans rehabilitation and employment

Conference Notice — A first time conference focusing on the problems of disabled Hispanic Texans will be held at La Mansion Del Norte Hotel in San Antonio on March 20 - 21, 1985.

San Antonio was selected as the conference site because of its large Hispanic population and because it is geographically central within the state.

Sponsored by the GCDP, the purpose of the conference is three-fold:

- to heighten the public's awareness of the needs of disabled Hispanic Texans,
- to address the need for effective use of services by disabled Hispanic Texans, and
- to develop better access to rehabilitation and employment systems.

Among the key issues to be discussed are demographics, cultural barriers and employment. Since the conference is oriented toward small group discussion and problem solving, conference attendance is limited.

For conference details and pre-registration information call 512-445-8275.

**NO registration fee is required.**

### March 25—26

## Rally Day slated

**D**isabled citizens and advocacy groups from across the state will gather in Austin March 25 - 26 to show their unity and strength during Disability Rally Day.

Organized by a steering committee made up of representatives from consumer organizations, the event will include a rally at the state capitol and a reception for legislators.

All activities are designed to show Texas legislators and the general public that the community

Continued on page 2



# Emergency help

Are you a deaf or hearing impaired individual who needs emergency help?



An Austin Department of Public Safety official uses a TDD to communicate with a deaf individual needing emergency help.

If you need emergency help from the police, fire department or EMS (ambulance), you may now contact these places directly by using a TDD, teletypewriter for the deaf.

Newly installed TDD's in 15 Texas cities allow deaf and hearing impaired individuals to quickly obtain help in situations involving fire, robbery, burglary, injury, rape, abuse, stolen car, and other emergencies.

*"Future plans include placement of an additional 50 units with emergency response centers during this fiscal year."*

*Fred Tammen, Executive Director Texas Commission for the Deaf*

A free directory listing TDD accessible emergency response centers and TDD accessible state agencies is available by contacting:

Texas Commission for the Deaf  
 P. O. Box 12904  
 Capitol Station  
 Austin, Texas 78711  
 512-475-2492 (Voice or TDD)



## 1985 Designated "International Youth Year" (IYY) Monthly Themes

- January . . . . . Participation
- February . . . . . Citizenship and Government
- March . . . . . Arts
- April . . . . . Health, Religion, Volunteerism
- May . . . . Enabling Disabled Youth**
- June . . . Youth in Work Place Jobs
- July . . . . . Families
- August . . . International Relations and World Concerns
- September . . . . . Education
- October . . . . . Sports
- November . . . . . Agriculture
- December . . . Service, Recognition, Religion

If you have questions about IYY contact Paul Hippolitus, President's Committee on Employment of the Handicapped, 202-653-5059.

### Rally Day

Continued from page 1  
 of people with disabilities is unified, strong and active in the legislative process.

For information about Disability Rally Day contact Desiree Russell, Advocacy, Inc., 512-475-5543 or 1-800-282-9106.



### Special people's fair

How far can I go? The sky is the limit. "This is the theme of a first time Special People's Fair being sponsored by the Austin YMCA," said Sharon Schrage their operations director.

The fair is scheduled for Sunday, March 24 from 12:30 to 4:30 at Austin's Town Lake YMCA, 1100 West First Street.

Exhibits explaining services available in the Austin area to individuals with disabilities will highlight the event.

The event's purpose is to have the general public help determine what community activities still **need** to be offered in the Austin area.

For a schedule of events or exhibit information call Nina Macta or Kate Nauman at (512) 476-6705.



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# Local Committee Notes

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## Neighboring committees gather to study local employment opportunities

**E**thicon, Inc., an outstanding employer, and San Angelo officials shared the program spotlight at the quarterly meeting of the Sweetwater Mayor's Committee for Disabled Persons on January 16.

Ted Steans of Ethicon, Inc. explained their program for training and employing disabled persons. In addition to typical affirmative action steps, Ethicon has developed a training program for disabled workers located at the local Concho Valley Center for Human Advancement.

This specialized training program simulates actual work stations and tasks. When trainees become proficient at simulated tasks they may then be hired by Ethicon. Honored as the State's Employer of the Year in 1982 by GCDP and as National Employer of the Year in 1983 by the President's Committee on Employment of the Handicapped, Ethicon strives to provide employment opportunities for disabled Texans.

Ethicon, Inc., through several of its employees, strongly supported the establishment of the San Angelo Mayor's Committee for Persons with Disabilities. With the support of Mayor Tom Parrett this Committee was organized in 1978 and is now one of the oldest Mayor's Committees in Texas.

Mayor Parrett and Chairman Dean Harness extended their best wishes to the newly founded Sweetwater Mayor's Committee which organized on May 9, 1984. With support from Mayor Tom Wideman, Rev. Allan Guthrie serves as chairperson of the Sweetwater Mayor's Committee.



### People - Our Resource

#### Dallas Mayor's Committee for Employment of the Disabled

The Dallas Mayor's Committee kicked off a new program to encourage Dallas companies to interview and provide feedback to qualified disabled applicants.

Several Dallas businesses have agreed to simulate real life interviews in a non-threatening business environment and provide immediate interview feedback to disabled applicants.

The purpose of the program is two-fold. First, to train applicants who are disabled to become "JOB READY" by developing marketable abilities, interpersonal skills, communication skills and business appearance. Second, to emphasize

good work habits and good employee citizenship to help applicants qualify for long-term employment.

Benefits are gained by interviewing employers, since the program gives them a chance to become more aware of and accustomed to disabled job applicants.

The Committee's ultimate goal is to place qualified disabled people in the job market.

For more information about this program contact Dallas Mayor's Committee on Employment of the Disabled, P. O. Box 190667, Dallas, Texas 75219-0667.



Staff Photo . . . Sweetwater Reporter

Sweetwater Mayor Tom Wideman discusses accessibility with Bobby Peake and Oma Kinard who voluntarily surveyed the city facilities to identify barriers to individuals with disabilities.





Barbara Jordan Awards

# Entries being accepted

A statewide conference on improving communications about individuals with disabilities will be sponsored by the GCDP this summer.

Along with the conference the Committee will present the third annual Barbara Jordan Awards. The awards recognize individuals and organizations who have worked to promote responsible communication about persons with disabilities.

GCDP needs your assistance in generating entries for Barbara Jordan Awards from your local media representatives.

If the media in your community have communicated well about disabled persons, consider nominating them for a Barbara Jordan Award. What better way to say "thank you" for a job well done.

For nomination information call GCDP at 512-445-8741.

## 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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By Berke Breathed, U. S. syndicated cartoonist, known for his use of a person with a disability as one of several different characters. As shown here, he humorously presents the awkwardness of non-disabled persons towards people who are disabled. Information excerpted from United Nations publication, "Improving Communications About People with Disabilities".

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