

G1001.6  
R299  
88/2

## DID YOU KNOW?

The 1987 Annual Report for the Texas Governor's Committee for Disabled Persons is titled, "Employees with Disabilities: A Business Asset." The report addresses statewide and local committee activities. Copies of the report are available upon request.

The President's Committee on Employment of the Handicapped is working toward a National Disability Employment Awareness MONTH to replace National Employ the Handicapped Week. This requires a change in the amendments to the Rehabilitation Act. The official change is expected by March.

The Governor's Committee Employment Awards Conference will be held on Friday, October 28, 1988 at Wyndham Southpark in Austin. Please mark your calendars. Program information will be available at a later date.

The 1988 Annual Meeting of the President's Committee on Employment of the Handicapped, Wednesday, May 4 through Friday, May 6 at the Washington Hilton Hotel in Washington, D.C., will examine the crucial issues facing people with disabilities today. President Reagan has been invited. For more information contact PCEH at 202-653-5044.

*Part of Your General Public is Disabled: A Handbook for Guides in Museums, Zoos and Historic Houses* is a practical resource designed to raise the awareness and offer solutions to problems people with disabilities face at museums. For further information write Smithsonian Institution Office of Museum Programs, Arts and Industries Building, Room 2235, Smithsonian Institution, Washington, D.C. 20560 or call 202-357-3101 (voice); 202-375-1696 (TDD).



# GCDP REPORT

Austin, Texas

Government Publications  
Texas State Documents  
February, 1988

MAR 28 1988

Dallas Public Library

## Dart Forced to Resign

President Reagan appointed Justin W. Dart, Jr. as commissioner of the Rehabilitation Services Administration (RSA) in September 1986. Disability advocates and rehabilitation professionals were elated by the appointment, feeling that the right person had finally been selected for the job. However, in December 1987 President Reagan asked for Dart's resignation. The only justification for Dart's firing, announced publicly December 2, was Dart's statement of conscience presented in oral testimony to the House Select Education Subcommittee on November 18, 1987.

In that statement, after months of trying to resolve issues within the system, Dart spoke publicly about "profound problems" in the Office of Special Education and Rehabilitative Services (OSERS) and RSA. "We are ravaged by disunity, and hostility internally and in our vital relationships with our state agency and grantee partners, and certain other segments of the disability community," said Dart. "We have no excuse to fail. We cannot afford to fail."

Dart's resignation was greeted with much anger and sadness. Advocates



and disability groups nationwide initiated public protests as well as phone and telegram campaigns directed at the White House. The groups demanded an investigation of the situation and a reexamination of the president's decision.

"Dart's firing is just one more example of the 'token role' people with disabilities are given in planning

continued on p. 4

# Texas Instruments Appointed to President's Committee

**T**exas Instruments, Inc. has been appointed to the President's Committee on Employment of the Handicapped (PCEH) by chairman Harold Russell. TI sits on the Employer Subcommittee of PCEH which is composed of 37 employer representatives. TI is the only Texas employer participating in this subcommittee.

Tamira Griffin, Corporate EEO/AA Manager for TI, is the company's official representative to PCEH. One of the work objectives for the Employer Subcommittee is to intensify relationships between PCEH and the various Governor's Committees. To do so, Griffin plans to begin in Texas by regularly attending GCDP business meetings to report on PCEH activities. She will also collect information about state and local committee activities in Texas.

Griffin is anxious to have local mayor's committees share with her information on model programs in Texas. "Strengthening the rapport between PCEH and TGCDP will be my first goal. I would also like to encourage local mayor's committees to share information with me about model programs in Texas. PCEH needs to know what is happening at the state and local level," said Griffin. She may be reached in Dallas at 214-995-3433.

Texas Instruments, Inc. is a shining example of a company willing to accommodate individuals with disabilities. To illustrate, the company recently installed a frost-free ramp at the Colorado plant to alleviate problems persons with disabilities face due to weather conditions. Also, in the computer education area the company has programs such as "Speak and Spell" available in braille.

# Governor Makes Appointments

**G**overnor Clements recently appointed four members to the Texas Governor's Committee for Disabled Persons. All new members terms will expire July 8, 1989 or at the pleasure of the Governor.

"New members will have the opportunity to promote the employment of persons with disabilities and promote public awareness of the abilities and special needs of persons with disabilities," said Kent Waldrep, chairperson of the Governor's Committee. "I feel we will find many creative ways to continue to expand the work of the Committee."

**Marcia (Marcy) Ellen Holloway** of Austin was named to replace Sandra Bailey of Waco. In December, Holloway began work as assistant general counsel for the Office of the Governor. Previously she worked for the law firm of Lynch, Chappell, Allday and Alsup. Holloway is a member of the Austin Board of Realtors and Women's Art Guild of Laguna Gloria.

**Patsy (Pat) Jean Baker** of Dallas was named to replace Joe H. Golman

of Dallas who resigned. Baker is the chief executive officer of Al Baker Associates, Inc., a carpet sales agency. She is a former school teacher and past board member of the Thelma Boston Home for Handicapped Children.

**Annabelle Farrell** of Duncanville was named to replace Omar L. Carreon, Sr. of Weslaco whose term expired. Farrell enjoys traveling, helping with senior citizens and participating in political campaigns.

**Sandi Kahn-Hammond** of El Paso will be replacing Sonya Masinter of San Antonio whose term expired. Kahn-Hammond is the owner of Processing Plus, a desktop publishing and computer consulting firm. She is involved with the City Accessibility Committee, Mayor's Accessibility Task Force, El Paso Lighthouse for the Blind, and Leadership El Paso.

The Texas Governor's Committee is a group of 14 volunteers appointed by the Governor and charged with promoting employment and public awareness of the abilities and special needs of Texans with disabilities through a statewide volunteer network.



James Lee Skains graduated from Texas State Technical Institute in Waco and is now employed as a machine tool operator at Kelly AFB.

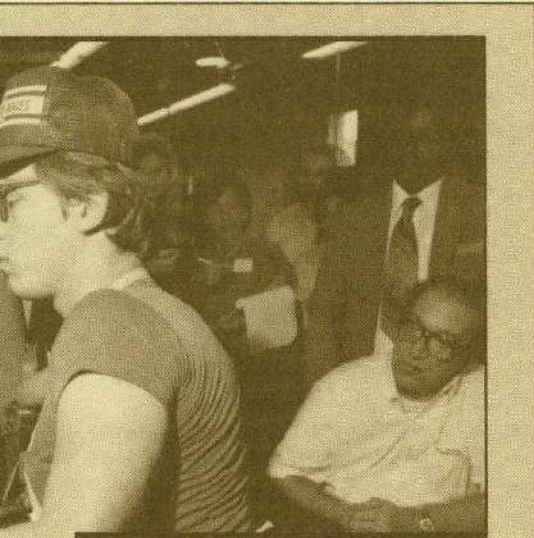
# Hiring Persons with Disabilities Yields Mutual Gains

**K**elly Air Force Base (AFB) in San Antonio employs persons with disabilities. Kelly has hired 185 persons and 185 of these persons are a proven investment," said Martin E. Munoz, Handicapped Personnel Manager. "Leading by example is more than just a slogan. The Kelly Air Force Base (AFB) in San Antonio are a proven investment," said Martin E. Munoz, Handicapped Personnel Manager.

Program success stems from a solid commitment to persons with disabilities and flowing down to front-line supervisors. Persons with severe disabilities work as accountants, clerks, supply clerks, clerk typists, aircraft mechanics, and other jobs.

Kelly's commitment to persons with disabilities is a proven investment. They have developed programs for several years in the San Antonio area. The Kelly Unpaid Work Experience Program has provided disabled students to train at Kelly and other AFB facilities in supply and computer operations. The program has also provided groups outside the San Antonio area have been trained.

"Placement requires a cooperative effort between the military and agencies such as the Texas Rehabilitation Institute for the Blind which provide excellent rehabilitation services. The chief of affirmative employment section for the Kelly Air Force Base for excellence in our disabled employment program. The success of these employees and appreciating their contributions to the defense," said Martin E. Munoz, Handicapped Personnel Manager.



“Leading by example is more than just a phrase; individuals with disabilities at Kelly are a proven investment.”

Major General Lewis G. Curtis  
Kelly AFB

## with Disabilities ain

tonio has a long history of hiring  
FB currently employs more than 2,500  
are workers with severe disabilities.  
phrase; individuals with disabilities at  
or General Lewis G. Curtis.  
commitment starting with Major General  
Antonio Air Logistics Center at Kelly AFB  
ors and managers. Employees with  
engineers, engineering technicians, mail  
t mechanics and sheet metal workers.  
abilities extends beyond employment.  
ral special education schools in the San  
erience Program allows severely  
arn skills in such areas as warehousing,  
rogram has met with such success that  
ve adopted it as a “model program”.  
ort that extends into the community to  
Commission and the Texas Commission  
erral support,” said Esther DeHaven,  
at Kelly AFB. “We will continue to strive  
nt program by recognizing the abilities  
eir contributions to the national  
apped Employment Manager.

## A Top Texan – Martha Arbuckle

Texas lost a valuable resource when Martha Arbuckle of Austin, Texas, died the evening of December 17 due to complications following surgery. For 34 years Martha Arbuckle was an outstanding advocate for persons with disabilities at the local, regional, state and national levels. Paralyzed from the neck down in her early twenties by polio, Martha knew through experience that the best way to assist persons with disabilities is to break down attitudinal and architectural barriers. And that is what she did. She was a demonstration of the potential productive ability of severely disabled persons.

Arbuckle was three times a Governor’s appointee to the Governor’s Committee for Disabled Persons and served from April, 1981 through June, 1987. She also served as chairperson of the Austin Mayor’s

Committee for Disabled Persons from October, 1984 through the present. In 1981, she received a Distinguished Handicapped American Award from the President’s Committee on Employment of the Handicapped.

Arbuckle was a well known figure at the Austin City Council Chamber where she appeared frequently to advocate for services for persons with disabilities. She recently worked with the Austin City Council to finalize a disability rights ordinance. The ordinance, which prohibits discrimination against persons with disabilities in all programs and activities of the city, was unanimously approved on March 19, 1987.

Arbuckle was quoted at that time as saying, “At a time when disabled persons’ rights are being curtailed on the federal level, I feel it is important for the City to pass an ordinance to  
continued on p. 4

## Beaumont Offers First Scholarships to Individuals with Disabilities

After reviewing 35 applications, the Beaumont Mayor’s Committee selected two students with disabilities to receive scholarship awards. Both students attend Lamar University in Beaumont and will now be able to complete their college studies. “The anonymous donor,” said Mayor Maury Meyers, “exemplifies the true meaning of giving and is extremely happy to help these two students. This donation coupled with these students’ vitality will, without question, bring about fantastic results.”

Susan Ann Pierce, 24, will receive as much as \$1,000 in a one-year scholarship to complete her degree in sociology. “My goal is to counsel teenagers. It is a confusing time in life and I remember wishing I had someone older to talk with to sort things out,” said Susan Pierce. Pierce, blind since the age of seven, also said, “It is so important for all of us to have a college education, especially those of us with disabilities. The mayor’s committee has helped us to do that.”

“...these students’ vitality will, without question, bring about fantastic results.”

Mayor Maury Meyers, Beaumont

Victor Cerda, 22, will receive as much as \$5,000 for four years to complete his studies in social work. Cerda would like to pursue a career in social work to pass on his professional and personal knowledge of being a person with a disability. “Communication is my strong point,” said Cerda. Mobility impaired since May of 1986 when his vehicle collided with a horse, Cerda attributes his quick recovery to the Institute of Rehabilitation and Research in Houston, his family, and the constant encouragement of his Texas Rehabilitation Counselor, Rick Pittman. “I did not have an opportunity to apply for a scholarship in high school,” Cerda says, “but now things are different and my disability has offered some new, positive options.”

**Dart** ... continued from p. 1 and developing services intended for us," said Steve Johns, president of the Coalition of Texans with Disabilities. Johns coordinated a "rally of conscience" on December 14 at the RSA Regional Office in Dallas.

**"Dart's firing is just one more example of the 'token role' people with disabilities are given in planning and developing services intended for us."**

Steve Johns, president of the Coalition of Texans with Disabilities.

Dart, who contracted polio at the age of 18, has often credited the vocational rehabilitation system with saving his life. Now 57, he is known as one of the world's leading disability advocates. He is particularly well known in Texas where he has resided most of his adult life and still maintains a home in Fort Davis. Dart was a past chairperson of the Governor's Committee; he served from 1980-1986. Dart's father was an unofficial adviser to President Reagan as a member of his "kitchen cabinet" in California.

Beyond his work as a longtime disability advocate, Dart is a successful businessman. He introduced Tupperware to Japan. Under Dart's leadership as president

and founder of Japan Tupperware Company, Ltd., the company grew from 3 employees to a sales force of more than 25,000 garnering a profit of some \$1.5 million between 1963-65.

Sources say the House Subcommittee on Select Education has asked the General Accounting Office, the investigatory arm of Congress, to begin a thorough investigation of OSERS. While the exact scope of the investigation remains unclear, subcommittee chairman Major Owens of New York wants the GAO to begin work immediately.

## **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 Reproduction 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.

**Arbuckle** ... continued from p. 3 protect and maintain the quality of life we have been working to achieve in the Austin area for individuals with disabilities. Austin is the only city we know of that has an ordinance of this type."

Arbuckle was an avid advocate for accessible transportation for disabled persons. She was also a vital part of the effort to pass a law requiring public buildings in Texas to be accessible to disabled persons. In addition, Martha Arbuckle offered service on many boards, commissions and committees including Capital Metro Special Transit Advisory Board, Travis County Council for the Deaf Advisory Board, United Cerebral Palsy Advisory Board, National Hemophilia Association, American Cancer Society and more. Arbuckle was charter member of MIGHT, a local disability advocacy organization, and a founder of the Austin Resource Center for Independent Living.

Considered at one time to be unemployable because of her extensive paralysis, Arbuckle was employed by the Texas Department of Human Services in Austin during the late 1970s. She began as a Child Support Collection clerk and later became the coordinator of Services to Disabled Individuals. In this capacity Arbuckle served a twenty-two county area. At the time of her death, Arbuckle was working as a regional contract manager for the Department of Human Services.

Martha Arbuckle was the wife of Brady Arbuckle, a retired employee of the University of Texas, and mother of one son, Gene Arbuckle.

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