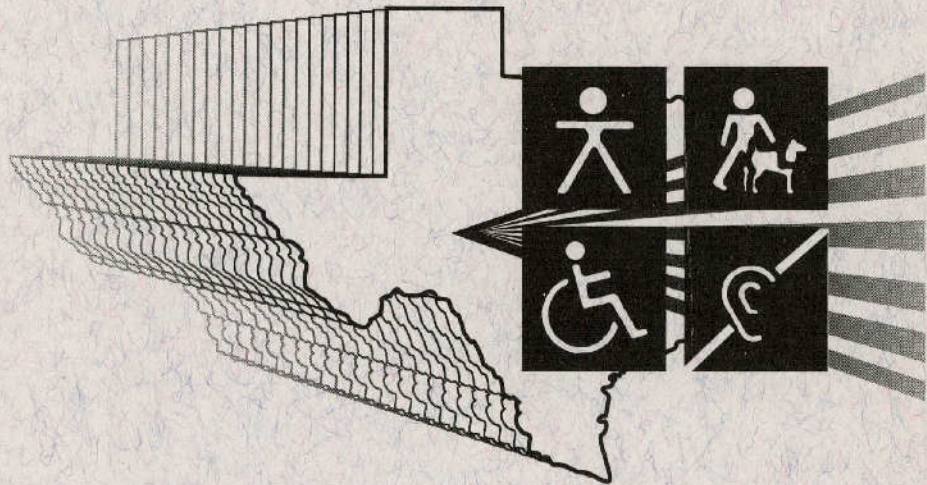


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Texas Governor's Committee on People with Disabilities

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19.4%
OF TEXANS
HAVE
DISABILITIES

ANNUAL REPORT

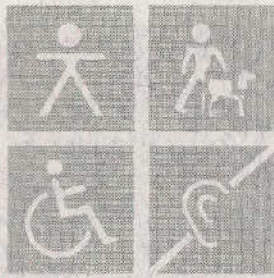
Toward a Public-Private
Partnership



1994 Annual Report

What is inside?

Yesterday and Today	3
Governor's Committee Focus	5
Governor's Committee Customers	5
Texas Statistics	6
National Highlights	7
Regional Highlights	7
State Highlights, Including ADA	8, 9, 10
Texas Association Highlights	10
Local Highlights	11, 12, 13
Mayors' Committee Contacts	14
Governor's Committee Members and Staff	14, 15



Yesterday

National—Established by President Harry Truman in 1947, the President's Committee on Employment of the Handicapped assisted World War II veterans with disabilities in returning to work. Since then, each President has actively supported the employment of Americans with disabilities.

State—Governor Allan Shivers established the Texas Governor's Committee on Employment of the Handicapped in 1949. The Governor's Committee, patterned after the President's Committee, focused on promoting employment opportunities for persons with disabilities.

Local—An unexpected twist. The first local committee in Texas actually existed before the Governor's Committee. Andy Anderson, a reporter from the Houston Times, initiated the Houston Committee. Anderson received a press release from the President's Committee calling for states to start Governor's Committees to employ veterans with disabilities. He approached the Houston business community about considering an informal job network. The group later became the Harris County Committee on the Employment of the Handicapped. Now it is known as the Houston Mayor's Committee for the Employment of People with Disabilities.



Charlie Guerrero, Photographer

Today

National—The President's Committee boasts a public-private partnership of more than 600 national and state organizations. Together with individuals, these organizations work to improve the lives of people with disabilities primarily by increasing opportunities for employment.

State—In 1991 the Governor's Committee focus expanded beyond the employment arena to promoting rights and opportunities for people with disabilities. Specific issue areas identified by the Governor's Committee are: the Americans with Disabilities Act (ADA), education, health care, community services, and employment.

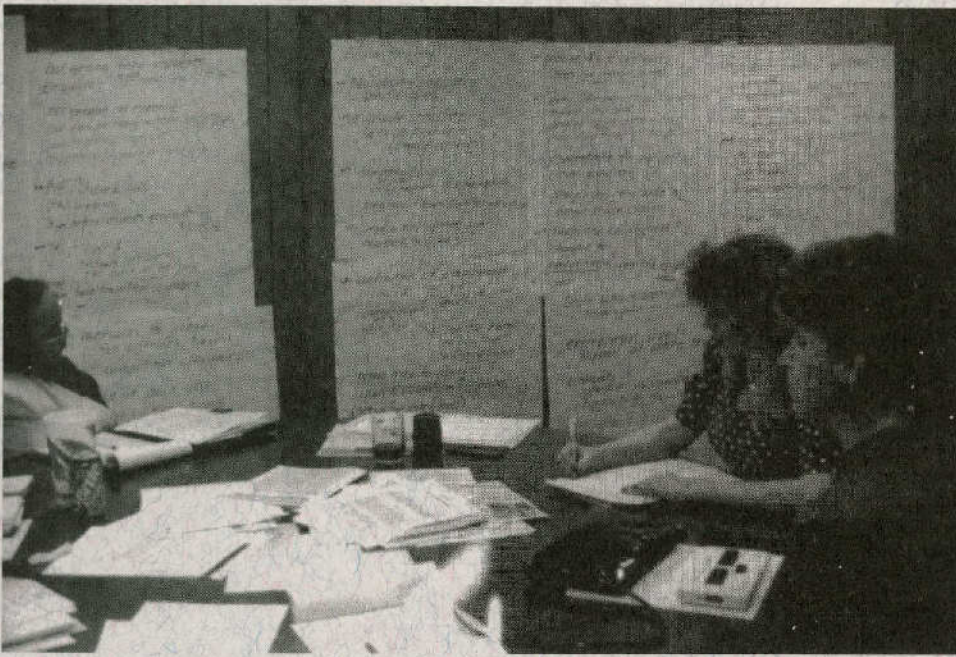
In carrying out the revision of the *Long-Range State Plan for*

"If America is to remain a productive nation it must use the power and energy of each one of its citizens. The reality of a person with a disability does not exempt that individual from contributing to the growth of the nation."

—Barbara Jordan

Texans with Disabilities (LRSP), the Governor's Committee solicited input from a wide range of people. Outreach was accomplished through 11 telephone conference calls to gather ideas and opinions of "ordinary people" statewide.

Drafting groups, convened in Austin by the Governor's Committee, initiated 15 specific



Cindy Counts, Photographer, Governor's Committee

This drafting group developed policy recommendations in the area of employment.

policy recommendations later adopted by the Governor's Committee for submission to state leaders in the LRSP.

On July 26, 1994, the 4th anniversary of the ADA, the Governor announced the creation of the Texas ADA Business Leaders' Network. This public-private partnership between the Governor's Committee and business responds positively to the challenges of the ADA. Charter members of the network included 13 trade and professional associations along with 11

businesses that share ideas and information and demonstrate action toward voluntary ADA compliance.

On the community level, the Governor's Committee supports twenty-six (26) local volunteer committees. During the next three years Texas cities with a

population of more than 50,000 will be approached for mayor's committee start up.

The Texas Association of Mayors' Committees for People with Disabilities organized in 1991 and promotes information exchange among Mayors' Committees and the Governor's Committee. The Texas Association developed leadership skills and identified resources for projects. In 1994 a mentoring program for new and existing local committees started.

Local—Twenty-six (26) committees conducted a wide range of community activities uniquely reflecting the need and character of that community. Local committee work often included ADA outreach to employers and people with disabilities. And work in the areas of employment, transportation, housing, parking, and community service occurred. A number of committees influenced the appointment of persons with disabilities to boards and commissions.



Scott Haynes, Photographer, Governor's Committee

Nancy Jones, Nacogdoches Mayor's Committee, and Michael Langford, Texas Association of Mayors' Committees, review plans for an accessible fishing pier in Nacogdoches.

What is the focus of the Governor's Committee?

The Governor's Committee is composed of 12 volunteer members appointed by the Governor. Seven of the appointees are people with disabilities. Six staff members support the work of the Governor's Committee.

Rights and opportunities drive the Governor's Committee work-in-progress. The Governor's Committee:

- promotes the implementation of the ADA in the public and private sector;
- recommends positive change in disability policies, programs and funding;
- supports a statewide network of community-level committees on people with disabilities and works closely with the Texas Association of Mayors' Committees;
- carries on a long-range planning function to improve life quality for Texans with disabilities; and
- issues awards and recognition to persons and organizations for contributing to employment and empowerment of persons with disabilities.

The Governor's Committee meets quarterly, at a minimum. The Governor's Committee requested and considered reports from several organizations including:

- Texas Department of Licensing & Regulation (investigations and inspections),
- Governor's Budget and Planning Office,



Ted Candler, Photographer, Texas Rehabilitation Commission

Public meetings must offer participants an equal opportunity for effective communication and participation.

- Governor's Policy Council,
- Comptroller's Office - *Forces of Change*,
- Texas Association of Mayors' Committees, and
- Austin, Corpus Christi, Dallas, and Longview Mayor's Committees.
- 26 mayor's committees,
- 16 communities considering establishment of a local committee,

and the Governor, Lieutenant Governor and the Texas Legislature. Customers also include disability advocacy organizations, colleges and universities, trade associations and media professionals.

Who are the customers of the Governor's Committee?

- 3.5 million Texans with disabilities, plus family members and friends,
- 155 state agencies,
- 348,079 Texas employers,
- 5,700 cities and towns,
- 254 counties,
- 1,046 school districts,

Who are Texans with disabilities?

The U.S. Census Report *Americans with Disabilities, 1991-1992*, published in January, 1994, provides in-depth national data on the status of persons with disabilities not residing in institutions. The Bureau of Census defined a person with a disability as a person having

difficulty in performing one or more functional or daily living activities, or one or more socially defined roles or tasks. Persons with a severe disability are those who are completely unable to perform an activity or task, or who must have personal assistance.

Not enough surveys were conducted to allow for a Texas analysis. The data presented represents an application of national percentages to the Texas population.



TEXAS GENERAL POPULATION

People with Disabilities 19.4% (3,562,897)	People without Disabilities 80.6% (18,365,446)
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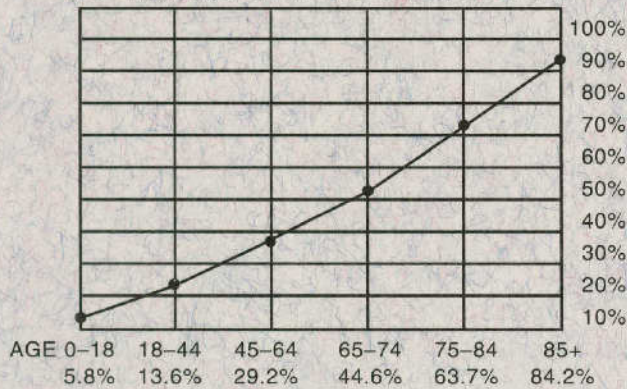
EMPLOYMENT RATE OF TEXANS WITH SEVERE DISABILITIES

Unemployed 76.8%	Employed 23.2%
----------------------------	--------------------------

AGE OF TEXANS WITH DISABILITIES

6% (0-14)	60% (15-64)	34% (65+)
---------------------	-----------------------	---------------------

AGE AND PREVALENCE OF DISABILITY



GENDER OF TEXANS WITH DISABILITIES

Men 46.8%	Women 53.1%
---------------------	-----------------------

Men 1,667,436 or 46.8%
Women 1,895,461 or 53.1%

ETHNICITY OF TEXANS WITH DISABILITIES (AGE 15-64)

13%	Black: 277,906
1.1%	Asian: 23,515
8%	Hispanic: 171,019
77%	White: 1,646,058
.9%	American Indian, Eskimo, Aleut: 19,240
Total: 2,137,738	

What are the National highlights?

Governor's Committee activities in association with the President's Committee:

- served as the State's liaison to the President's Committee, distributed President's Committee materials statewide, such as the *Washington FAX*, and participated in the annual meeting; and
- supported an initiative to counter attacks on the ADA based on the "unfunded mandate" argument.

Other Governor's Committee activities that were national in scope:

- held a health care telephone conference call arranged by the President's Committee in Austin attended by 53 Texans (calls also occurred in Houston, Denton, San Antonio, Lubbock, El Paso, and McAllen);
- identified businesses for a national business leaders' network to communicate, especially with small businesses, about the ADA;
- distributed through the President's Committee the brochure, *"Building the Future: Establishing a Mayor's Committee,"* to other states; and
- reviewed and suggested changes to President's Committee national employment awards program.



Ted Candler, Photographer, Texas Rehabilitation Commission

Telecommunication Device for Deaf (TDD) is a telephone communication device.

What are the Regional highlights?

In cooperation with Coalition of Texans with Disabilities (CTD) the Governor's Committee:

- sponsored a roundtable discussion on strategies for personal assistance services in a 5 state region. Fifteen (15) participants were recruited from New Mexico, Arkansas, Louisiana, and Oklahoma; and
- recruited participants and made arrangements in cooperation with CTD for the health care telephone conference held in Austin.

What are the State highlights?

The Governor's Committee often takes the role of monitor or facilitator.

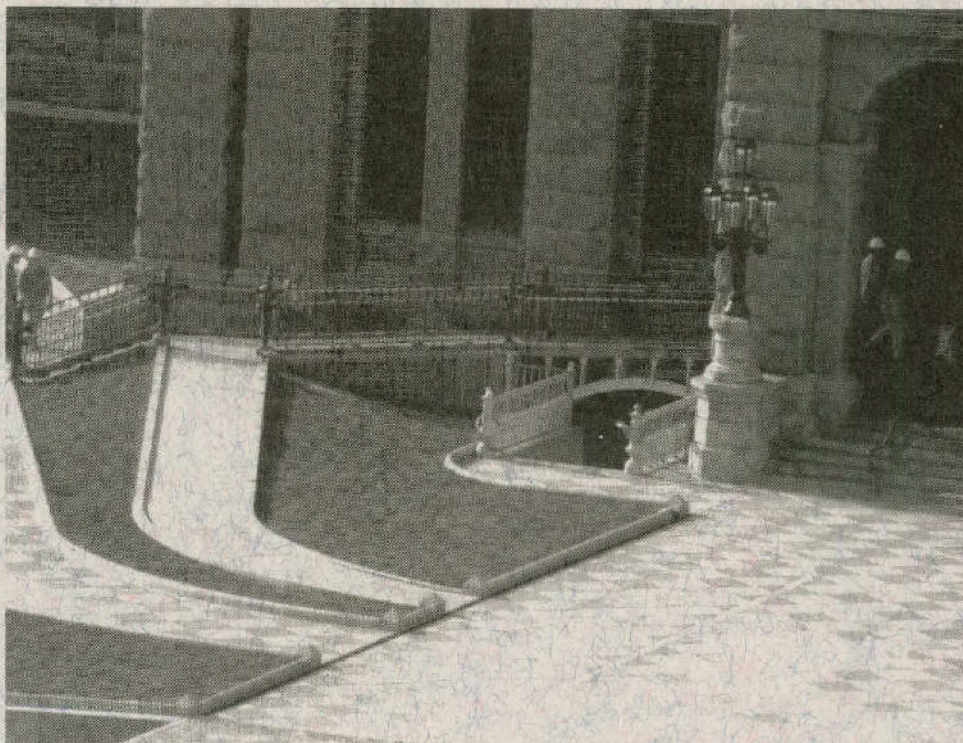
Governor's Mansion—

Accessibility improvements at the Governor's Mansion moved forward. Responsible agencies agreed on access improvements that meet the requirements of the ADA without violating the historical integrity of the property. Some disability advocates are disappointed that access improvements do not include front door access for people with disabilities.

Capitol Extension—

The Governor's Committee is working with the State Preservation Board and the Texas Department of Licensing and Regulation (TDLR) to ensure that this property meets state and federal accessibility requirements. TDLR inspected the Capitol Extension and identified 43 violations. All but 18 of the violations have been corrected. Violations were in the areas of accessible route, protruding objects, ramps and curb ramps, ground and floor surfaces, parking and passenger loading, doors and door openings, drinking fountains, alarms, signage and assembly areas.

Historically Underutilized Businesses (HUB) Program—The Governor's Committee chairman submitted written testimony to the General Services Commission in favor of including business owners with disabilities as HUBs. The General Services Commission has requested an Attorney General's opinion on the legality of such a move.



Ramps under construction at the Capitol.

State Preservation Board

Long-Range State Plan—In carrying out the revision of the LRSP, the Governor's Committee solicited input from a wide range of people. Outreach was accomplished through 11 telephone conference calls to gather ideas and opinions of "ordinary people" statewide.

Drafting groups convened in Austin by the Governor's Committee initiated 15 specific policy recommendations later adopted by the Governor's Committee for submission to state leaders in the LRSP.

Executive Briefings—Prepared briefing papers for the Governor concerning guardianship, the ADA and community services.

"People ought to have the option and the opportunity to live at home rather than being sent to a nursing home."
—Governor Ann Richards

Executive Training—Trained the Governor's Office staff on the ADA.

Medicaid—The Governor's Committee chairman urged the Senate Committee on Health and Human Services to research carefully the impact of potential

Medicaid reforms on Texans with disabilities. The letter cited potential damage to people with disabilities in the managed-care approach.

Living in the Community—

The Governor's Committee supported the creation of a waiver program by the Texas Department of Human Services (DHS) to allow an opportunity for as many as 2,000 people to live in the community who would otherwise live in nursing homes. The Governor testified at the DHS Board meeting to encourage funding for the effort.

Legislation—Prepared legislative summaries for the 1991 and the 1993 sessions.

Long-Term Care Task

Force—A Governor's Committee member served on the task force. A report and accompanying recommendations will be submitted to the Health and Human Services Commission.

Employment Data—Requested annual reports of state employees with disabilities by agency from Human Resources Information Services to assist in tracking state agency data on employees with disabilities.

Communication with Advocacy Groups—Maintained ongoing communication with disability advocacy groups such as the Coalition of Texans with Disabilities and Disability Policy Consortium.

Attendant Services Task

Force—A Governor's Committee staff member served on the task force to shape policy and design a program for people living in the community.

Employment Awards—The Corpus Christi Mayor's Committee hosted the 1993 Governor's



Scott Haynes, Photographer, Governor's Committee

Lorraine Ballard, Crown Computer Supplies, and Norman Brinker, Chairman of the Board and CEO of Brinker International, celebrate at Dallas' employment awards gala. Brinker International has 458 restaurants in 43 states and 8 countries and was recognized as 1994 Large Employer of the Year.

Employment Awards aboard the *USS Lexington* in Corpus Christi Bay. State Representative Velma Luna presented seven (7) employment awards. The state's highest honor, The Governor's Trophy, went to Dik Johnson from Corpus Christi.

Media Awards—For the first time, Barbara Jordan presented 12 awards to media professionals for quality stories about Texans with disabilities. Tandy Corporation designed and printed the 1994 Barbara Jordan Awards nomination package.

Customers Served—Responded to 614 customer telephone calls on topics ranging from financial aid to technology, and from housing to workers' compensation. Answered numerous questions about state agency human services. Customized presentations about the work of the Governor's Committee reached another 550 Texans.

"We want to exceed the customer's expectations. We value all our employees, and our employees with disabilities are a tremendous asset."

—Norman Brinker



What are the highlights of ADA in Texas?

Business Leaders' Network (BLN)—On July 26, 1994, the 4th anniversary of the ADA, the Governor announced the creation of the Texas ADA Business Leaders' Network. This public-private partnership between the Governor's Committee and business responds positively to ADA challenges.

Charter members of the network included 13 trade and professional associations along with 11 businesses that share ideas and information and demonstrate action toward voluntary ADA compliance.

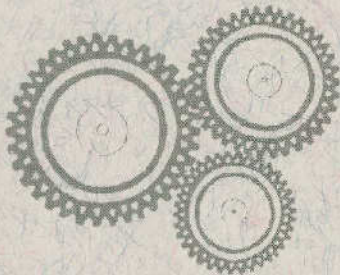
Ideas generated thus far include a marketing plan for

"We are beginning to share information with businesses, not just the choir."

—Bill Nichols,
Kaleidoscope, America's
Disability Channel

customers with disabilities, an internship program, and an ADA-friendly program for merchants.

Public Service Announcement (PSA)—The Governor appeared in a PSA and encouraged voluntary ADA compliance.



*"Working Together for
ADA Implementation"*

Employment Application Forms—Worked to ensure that the uniform state employment application form complies with the ADA.

Mayor's Committee ADA Communication—Provided twenty-six (26) mayor's committees with a list of city ADA coordinators, complaint statistics in the areas of employment and public accommodations, national poll data, and more.

A sample of State agency ADA profiles:

- The Texas Department of Transportation ADA modification program includes 615 structures, 52,000 curb cuts, and over 900 roadside picnic areas.
- The General Services Commission is completing top ADA priority modifications with an estimated \$2.6 million by the end of state FY '95.
- The Department of Licensing and Regulation's new, improved Texas Accessibility Standards (TAS) went into effect on April 1, 1994, and contains all the requirements in the ADA Accessibility Guidelines (ADAAG).
- The Texas Lottery Commission trained staff to randomly visit all of Texas' 15,134 lottery retailers to ensure access to every customer in purchasing lottery tickets.
- The Texas Alcoholic Beverage Commission designed a new registration procedure asking each permittee and licensee if his/her business has been reviewed for compliance with ADA access requirements. If there has been no review, TABC sends appropriate ADA information.

A sample of local government ADA profiles:

- Smith County commissioners formed a six member oversight committee to recommend an ADA compliance strategy for 19 county buildings.
- Harris County reached a settlement on a title II complaint. The county agreed to do a more thorough self-evaluation and transition plan and to provide additional ADA training to managers and staff.
- Rockwall County courthouse access improvements went before the voters in the form of a bond issue. It failed. Now it's back to the drawing board.
- A suit alleging lack of access at the Fort Worth municipal courts building was withdrawn because of the city's effort to continue removing barriers, according to the city's transition plan.

ADA complaint information:

- Thirteen (13) complaints were filed against local transportation authorities in Texas according to the U.S. Department of Transportation.
- Forty-nine (49) public accommodation complaints from Texas were filed with the Department of Justice. Forty-two (42) have been resolved.
- No complaints have been received by the Federal Communications Commission from Texas.

- Two hundred and two (202) local government complaints were filed with the Department of Justice from Texas. Fourteen (14) complaints have been closed.
- Two thousand and ninety-six (2,096) employment complaints were filed in Texas.

ADA Progress Report—Distributed 2,843 ADA progress reports.

ADA Coordinators—Prepared a list of state, city and county ADA coordinators to guide interested persons to officials responsible for implementation of the law.

ADA Questions—Responses to customers during this period dealt with increasingly complex issues and situations.

Customers served—Provided ADA support and information to 15,824 customers. For example, outreached to 7,611 Texas employers through Texas Employment Commission business seminars across the State. Another example is outreach efforts to 2,500 women and minority business owners as part of the General Services Commission statewide forums. Other customized ADA training reached 1,446 Texans.

Who did the Governor's Committee make ADA presentations to this year?

- ADA & Real Estate Conference;
- Small Business Conference;
- Governor's Leadership Conference;
- New Voices Support Group;
- Lupus Support Group;
- Giddings Rotary Club;
- Texas Transportation Institute;
- Fire Fighters' Pension Fund Conference;
- Texas Recreation and Parks Society, and many others.

What are the highlights of Texas Association of Mayors' Committees

(Texas Association of Mayors' Committees for People with Disabilities)?

- Co-sponsored the annual leadership conference attended by 18 of 26 committees and hosted by the Bryan/College Station Mayor's Committee;
- Co-sponsored the statewide Barbara Jordan Awards; and
- Established an informal mentoring program of support to new and existing committees.

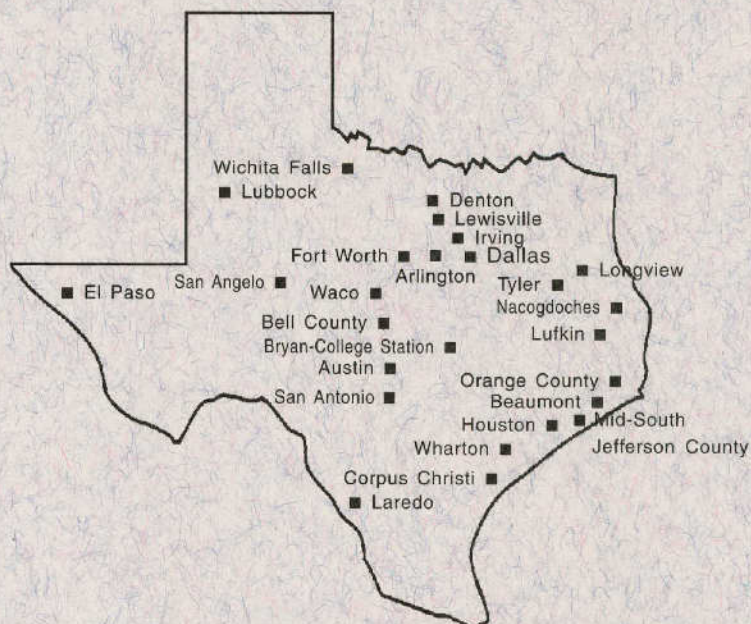
Texas Association chairman, Michael Langford can be reached in Fort Worth at 817-390-2101.



Norma Jean Hayes, Photographer

KENS-TV's Donna Cline won a 1993 Barbara Jordan Award.

What are some local mayor's committee highlights?



This public-private partnership supported by the Governor's Committee expanded to 26 committees in the cities and counties identified on the map.



Welcomed our newest committees in Irving and Arlington. Sixteen communities are studying the feasibility of beginning a committee.

Committees are usually sponsored by the mayor, however, in several cases a county official serves as sponsor. Most committees communicate monthly with the sponsoring official.

Eleven committee chairs are people with disabilities including a junior college teacher who is blind, a postal worker who is deaf, an attorney who uses a wheelchair, a human service professional who experienced a mental disability and others. In addition, several committees are chaired by parents of children with disabilities.

Broadening the committee focus and dropping employment from the name, using people first language, and in one case removing the mayor's title from the committee name due to lack of involvement, were reasons cited for possible name changes. Six committees considered name changes during the past year.

Career/job fairs involved 1851 people and 127 Texas employers statewide. In one community, 48 jobs were offered.

A trend towards integrated community events, such as job fairs, appears to be occurring.

Almost every committee identified an employer, service provider and person with a disability to participate in a series of telephone conference calls initiated by the Governor's Committee as part of a long-range planning effort.

Who did what?

Influenced appointments of people with disabilities - Austin, Bell County, Dallas, Laredo, Longview, Lubbock, Waco

Advocacy and Empowerment—Austin, Bryan/College Station, Dallas, Laredo, Lubbock, Orange County, Waco

Examples—Legislative workshops, leadership training,

speakers' bureau, local schools, complaint follow-up.

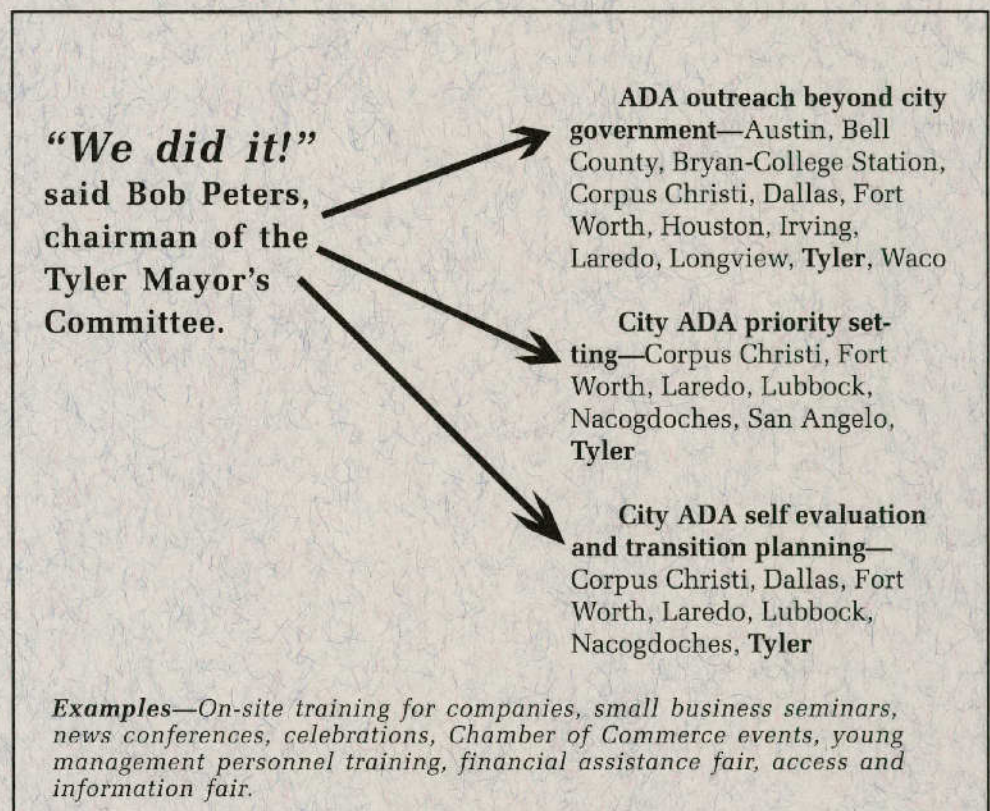
Employment Activities—Austin, Dallas, Houston, Fort Worth, Laredo, Bell County, Tyler, Longview, Orange County

Examples—Career fairs, employer and applicant seminars, a job training program with the hotel industry.

Career/job fairs involved 1851 people and 127 Texas employers statewide. In one community, 48 jobs were offered.

Employment Awards—Austin, Bell County, Bryan/College Station, Corpus Christi, Dallas, Houston, Irving, Longview, Orange County, San Angelo

Media Awards—Austin and Bell County



Health Care—Bell County, Bryan/College Station, Laredo, Lubbock, Orange County

Examples—Encouraged Legislative visits, forums, conferences calls, medical supply store, health fairs, participation in Laredo Economic Development Committee Health Subcommittee.

Service in the Community—Bell County, Bryan/College Station, Dallas, Laredo, Lubbock, Nacogdoches, Orange County, San Angelo, Waco,

Examples—Building an accessible fishing pier, worked with Boy Scouts, produced information and access guides, sponsored a fishing event.

Transportation—Arlington, Bell County, Bryan-College Station, Dallas, Laredo, Longview, Lubbock, San Angelo, Tyler

Examples—Participated in focus groups and forums. Also served as advisors and advocates.

Housing—Bell County, Bryan/College Station, Waco

Examples—Serving as advisors and attended housing meetings.

Education—Corpus Christi, Dallas, Houston, Irving, Orange County

Examples—Conducted scholarship programs, adopted a statement of inclusion at school board meeting (Irving), developed a 60 page college directory on facility and program accommodations within a 200-mile radius (Houston).

Scholarships awarded to 44 students with disabilities totaling \$41,250.

Mentoring New and Existing Committees—Austin, Bryan/College Station, Corpus Christi, Dallas, Laredo, Longview, Lubbock, Tyler, Waco

Public Awareness and Information and Referral—Almost every committee received television, print and/or radio coverage and provided information and referral services.

Example—Produced "Focus on Abilities," a television show (Houston).

Cooperative efforts with agencies—Bell County, Bryan/College Station, Dallas, Irving, Lubbock, Orange County, Waco

Examples—Worked with service agencies, hospitals, universities, schools, health alliances, rehabilitation, hotel and motel, and trade associations.

National Disability Employment Awareness Month (NDEAM) activities—Fort Worth, Irving, Laredo, Longview, Orange County

Examples—Music, awards and recognition, arts and crafts.

Volunteer Parking Enforcement Program—Austin

Austin's volunteer parking enforcement program for disabled parking generated \$13,000.

501(c)3 status—Austin, Bell County, Corpus Christi, Dallas, Houston, Laredo

Established by Ordinance—Austin, Bell County, Corpus Christi, Fort Worth, Irving, Longview, Orange County, Tyler

A Texas Size Experience . . . The Houston Mayor's Committee Awards Luncheon

President George Bush spoke at the 19th annual awards luncheon attended by more than 600 people on October 14, 1994 in Houston. This successful event was hosted by the Houston Mayor's Committee for Employment of People with Disabilities.

" . . . getting this complex legislation passed could not have happened without liberals, conservatives, Democrats, Republicans, all coming together. And I am particularly proud of the broad bipartisan support . . .

" . . . it's appropriate that we're gathered here in Houston to celebrate the visionary work of trailblazing individuals and companies, because while the ADA has had an influence on the city of Houston, Houston has had a profound effect on the ADA," said President Bush.

At the same event President Bush presented to U.S. Senator Tom Harkin of Iowa the 1994 George Bush Medal in recognition of his contributions to the empowerment of people with disabilities.

"The real story of the disability movement can't be told in laws that we've passed or the awards that we received, but in the daily acts of quiet persistence, that inch by inch as person after person has stood up for his or her rights have moved this country forward . . .," said Senator Harkin.

Senator Harkin thanked President Bush for his kind remarks and then joked about their political differences saying, " Well, I'm sure there are many people today who would tell you that Tom Harkin receiving a medal from George Bush is kind of like Jimmy Johnson receiving the Tom Landry award from Jerry Jones."

These remarks will not soon be forgotten.



Local Mayor's Committee Contacts

Arlington, Steve Prenger
817-261-1693

Austin, Michael Brockway
512-288-8313

Beaumont, Don Kelly
409-727-2384

Bell County, Phil Washburn
817-778-2495

Bryan/College Station,
Susie Junek
409-272-2316

Corpus Christi, David Ramos
512-880-3000

Dallas, Kimberly Bunting
214-307-3176

Denton, Steve Pickett
817-565-4289

El Paso, Jaime Barceleau
915-545-6763

Fort Worth, Tom Justis
817-777-8690

Houston, Jack Emmott
713-961-5353

Irving, Marene May
214-399-1104

Mid South Jefferson County,
Hammond Guillory
409-983-7590

Laredo, John Arndt
210-724-7248

Lewisville, Ronni Cade
214-221-5829

Longview, Judy Freeman
903-758-9143

Lubbock, Sherry Hurst
806-795-4278

Lufkin, Stephen Stewart
409-632-3253

Nacogdoches, Jack Nelson
409-568-3400

Orange County, Frances Sanchez
409-886-2923

San Angelo, Larry Gillett
915-949-3678 (TDD) or
Relay Texas, 1-800-735-2988

San Antonio, Hector Saenz
210-299-6810
Jerome Wright
210-337-3050

Tyler, Bob Peters
903-510-2200

Waco, Susan Copeland
817-750-3442

Wharton, Garland Novosad
409-532-2491

Wichita Falls, Bill Archer
817-767-0888

Other

Abilene, Ruth Clary
915-672-4361
Jobs Are Us Committee

Mesquite, Mike Brewer
214-216-6212
ADA Steering Committee

Citizens in Amarillo, Bellmead, Crystal City, Del Valle, Georgetown, Lake Worth, Liberty, Plainview, Plano, San Marcos, Seminole, Texarkana, Texas City, Pharr, Victoria, and Weatherford have expressed interest in local committee start up.

Governor's Committee Members

Joseph M. Jarke, Austin,
Chairman

James (Jamie) H. Cashion III,
Fort Worth

Lena D. Coleman, Corpus Christi

Cynthia A. Ford, Marshall

J. Michael Gividen, San Marcos

Barry Green, Tyler

John D. Hardin, Jasper

Rose Aird Minette; Austin

Shirley A. Smith Pacetti,
Houston

Eric S. Reed, El Paso

Carol Herring Weir, San Antonio

Redge B. Westbrook, Austin

The following persons also served on the Governor's Committee during the report period:

Ralph D. Rouse, Jr., Dallas

Samuel L. Bean, Beaumont

Peter M. Moore, Galveston

Ex Officio Agency Members

Pat D. Westbrook, Texas
Commission for the Blind

David W. Myers, Texas Commis-
sion for the Deaf and Hearing
Impaired

Eddie Cavazos, Texas Employ-
ment Commission

Vernon M. Arrell, Texas Reha-
bilitation Commission

Governor's Committee Staff

Virginia Roberts, Executive
Director

Cindy Counts, Community
Outreach and Public
Information Coordinator

Scott Haynes, ADA Technical
Assistance Coordinator

Pat Pound, Long-Range Planning
and Policy Coordinator

Texas Governor's Committee on People with Disabilities

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Austin, Texas 78711

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Austin, Texas 78701

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512-463-5745 (Fax)

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1-800-RELAY VV (voice) or **1-800-RELAY TX** (TDD/TT).

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Texas Governor's Committee on
People with Disabilities
P.O. Box 12428
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