



NATIONAL ORGANIZATION ON DISABILITY

910 Sixteenth Street, NW, Washington, DC 20006

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Rep. Al Swift, WA

Rep. Henry Waxman, CA

Annual Luncheon Honoring

The National Organization Partners

of the National Organization on Disability

U.S. Capitol

Capitol Building, Room SC-5

May 26, 1994

12:00 noon

Welcome by Senator Bob Dole and Mr. James E. Oesterreicher, President of J.C. Penney Stores and Catalog of the J.C. Penney Company, Inc.

12:15 p.m.

Recognition of N.O.D. National Organization Partners by Mr. Oesterreicher

12:30 p.m.

Luncheon

1:15 p.m.

Remarks by James S. Brady, N.O.D. Vice Chairman

1:20 p.m.

Introduction of Mr. Jack Valenti by Mr. Alan A. Reich, N.O.D. President

1:25 p.m.

Remarks by Mr. Jack Valenti, President and Chief Executive Officer of the Motion Picture Association of America

1:45 p.m.

Closing Remarks by Mr. Oesterreicher

**National Organization on Disability
Eighth Annual J.C. Penney/N.O.D. National Partnership Awards
Luncheon**

Thursday, May 26, 1994, Noon
SC-5

Staff: Alec Vachon (x4-8959)

Purpose: Short welcoming remarks. Lunch honors N.O.D.'s 35 "National Partners." J.C. Penney and N.O.D. provide each of the National Partners \$1,000 to award to a local affiliate or unit that has conducted an exemplary program for people with disabilities.

The National Partners are diverse, e.g., Am. Ass'n of Community Colleges, Am. Ass'n of Museums, American Legion, Boy Scouts, General Federation of Women's Clubs, National Catholic Conference on Bishops. A FULL LIST OF THE NATIONAL PARTNERS AND THEIR AWARD-WINNING AFFILIATES IS ATTACHED. [N.B.: No Kansas affiliate seems to have won an award this year.]

Where, When, What:

Noon Vachon will be at SC-5 entrance. Audience: About 82 people from the NOD National Partner organizations, seated at circular tables. The lunch guests are from the national organizations, not the award-winning affiliates.

At head table: Alan Reich (President, NOD), Jim Brady (VP, NOD), James Oesterreicher (President, JC Penney) Jack Valenti (Keynote Speaker; President & CEO, Motion Picture Association of America), and Rev. Dennis Bussey (Will be giving invocation; Lutheran Church minister).

Among the guests is Ray Schafer, former Republican Governor of Pennsylvania.

Jack Valenti, the Keynote Speaker, will speak on "Attitudes in Film."

12:10pm Deliver remarks, exit.

ATTACHMENTS

- * List of N.O.D./J.C. Penney 1994 Members and Award Winners
- * N.O.D. Press Release on luncheon.
- * Copy of luncheon invitation.
- * Copy of Alan Reich's suggested talking points.
- * Copy of summary of recent N.O.D. survey on disabled Americans conducted by Louis Harris & Associates, w/Reich cover letter.

American Association of Community Colleges

1,200 member community, junior, and technical colleges.

■ **Tarrant County Junior College, Fort Worth, Texas,** for its *Interpreting for the Deaf Program* which trains people to work as professionals within the deaf community.

■ **Valencia Community College, Orlando, Florida,** for its *Services for Students with Disabilities* program providing comprehensive services to students with disabilities to ensure academic achievement and personal development.

American Association of Homes and Services for the Aging

3,500 member not-for-profit nursing homes, continuing care facilities, retirement communities, Independent Living Centers, homes for the aging, and community service agencies.

■ **Evergreen Retirement Community, Oshkosh, Wisconsin,** for its *Multi-Occupational Service Aide Program* providing post-secondary students with mental disabilities with hands-on training in long-term care, a program which achieved a 100 percent placement rate of students who successfully completed the program.

American Association of Museums

13,000 active members, 1,200 corporate members and 2,700 institutional members.

New member in 1994 - 1st award in 1995.

American Association of State Colleges and Universities

370 member colleges and universities.

■ **The University of Wisconsin-Whitewater** for its innovative recreation and athletic outreach program which significantly expanded recreational and athletic programs to build self-esteem and self-confidence.

■ **Georgia State University** for its comprehensive program which included the publishing of a handbook for faculty and a guide for students and employees with disabilities by GSU's Office of Disability Services.

American Federation of State, County and Municipal Employees

1,300,000 individual members.

■ **District Council 37, New York City** for negotiating a contract establishing a high-level, city-wide joint labor-management committee for employees with disabilities.

■ **Local Council 3793, Mercer County, ND** for ending six years of discrimination faced by an employee with a learning disability who was unfairly demoted from an operator's position to a laborer position.

American Indian Higher Education Consortium

31 member institutions located on or near reservations in the United States and Canada with 16,000 Indian students.

New member in 1994 - 1st award in 1995.

American Lawyers Auxiliary

75,000 individual members.

■ **Tulsa County Bar Auxiliary** for converting the *Legal Guide for Young Adults in Oklahoma* to accessible formats and making information about rights and responsibilities of citizenship upon reaching the age of majority readily available to blind and deaf persons. Pamphlets, cassettes, and videos are distributed directly to public schools, public libraries, and pertinent agencies.

American Legion

3,100,000 individual members, 16,000 posts.

■ **John T. Alexander Post #7, Gallatin, TN** for constructing an accessible fishing pier for people with disabilities and for its voter transportation program for disabled voters.

■ **San Diego Post #6, CA** for providing a variety of services for people with disabilities such as voter assistance, social activities, wheelchairs and ramps.

■ **Geneva Post #396, NY** for purchasing a vehicle to transport children using wheelchairs to camps in a four county area.

American Library Association

49,483 personal and organizational members.

■ **The Broward County Library System, Fort Lauderdale, FL** for its *Access Services Program* which established an Access Services Coordinator position and significantly expands library services for persons with disabilities and provides assistive devices and materials in county libraries.

Big Brothers/Big Sisters of America

488 affiliated agency members.

■ **Big Brothers/Big Sisters of Greater Fall River, Massachusetts,** for its collaboration with the Association for Retarded Citizens of Greater Fall River to provide companions to individuals with developmental and physical disabilities 7 years of age and older.

Boy Scouts of America

4,247,000 youth members.

■ **The Chicago, Illinois Area Council** for its *Champions* program which focuses on mainstreaming 4,000 stu-

dents, kindergarten through twelfth grade, in traditional Scout troops, In-School Scouting, and the Learning for Life program.

Boys and Girls Clubs of America

1,285,000 youth members.

■ **The Boys & Girls Club of Corvallis, Oregon,** for its *Works Unlimited* program, which develops part-time and permanent jobs for disabled high school "transitional kids" and provides 20 hours per week of job skills training for young people with developmental disabilities.

Camp Fire Boys and Girls, Inc.

550,000 youth members.

■ **Mi Sa Ba Council of Camp Fire of Midland, Michigan** for its *Kid's Care Club* which helps children understand physical disabilities and relate positively to persons with disabilities. Volunteer presenters with disabilities help children understand that a disability is only a small portion of the whole person.

Evangelical Lutheran Church in America

5,000,000 members in America in 50 states, Puerto Rico and the Virgin Islands.

■ **Reformation Lutheran Church of Rochester, NY** for renovating a 125 year-old church with full ramping, accessible restrooms, kitchen, pews, heavy duty communion rail, an FM sound system, and braille and large print materials, and for establishing a group home for persons with developmental disabilities and a 2-week summer camp integrating children with and without disabilities.

General Federation of Women's Clubs

400,000 individual members in the United States.

■ **Seward, Nebraska Women's Club** for raising over \$30,000 and mobilizing government officials, schools and other service clubs to volunteer over 10,000 hours of time to save Camp Easter Seal, the state's only camp for people with disabilities.

■ **Wheaton, Illinois Junior Women's Club** for raising funds and donating over 1,200 hours of time to *Wheaton's Rising Stars*, a baseball camp pairing children with disabilities with able-bodied "buddies."

■ **Rumford, Rhode Island Junior Women's Club** for organizing a monthly *Price is Right* game for residents of a local nursing home with disabilities.

Hispanic Association of Colleges and Universities

123 member colleges and universities and 46 associate member colleges and universities.

New member in 1994 - 1st award in 1995.

League of Women Voters

1,029 local leagues, 91,000 members in 50 states, the District of Columbia, Puerto Rico and the Virgin Islands.

New member in 1994 - 1st award in 1995.

National Association of County Officials

1,700 members.

New member in 1994 - 1st award in 1995.

National Association of Home Builders

45 chapters with 12,000 members.

New member in 1994 - 1st award in 1995.

National Association of Secondary School Principals

43,000 school administrator members and 40,000 teachers and honor society members.

New member in 1994 - 1st award in 1994.

National Association of Social Workers

135,000 members.

Award pending, information unavailable at time of printing.

National Association of Towns & Townships

13,000 members in 44 states.

New member in 1993 - 1st award in 1994.

National Black Child Development Institute

42 chapters nationwide.

New member in 1994 - 1st award in 1995.

National Catholic Conference of Bishops

125 member Dioceses. (NCCB supplemented funds to support additional awards.)

■ **Wisconsin Catholic Conference** for its pastoral statement issued in conjunction with the Archdiocese of Milwaukee and the Diocese of Green Bay and implemented through *The Spirit of Inclusion*, a 15-minute video presenting an explanation of the ADA and its implications for Catholic institutions.

■ **The Duluth Diocesan Commission for Ministry and Persons with Disabilities** for its Animator Ministry Program, which trains volunteer animators to reach out to parishioners with disabilities and for publication of *You, Too, Are Called, A Handbook for Ministry with Persons with Disabilities*.

■ **The Boston Archdiocesan Office for Persons with Disabilities** for establishing an Advisory Board to serve as Parish Advocates, to provide input on accessibility policies for the Archdiocese, to advocate on legislative issues and to articulate goals and a plan of action for assisting people with disabilities to fully participate in the life of the Church.

National Council of LaRaza

117 community based organization members.

■ **Felicitaciones a Illinois Fiesta** for its organizing work in advocacy, training and leadership activities for Latino people with disabilities.

National 4-H Council

4,980,000 individual club members.

■ **Wahsega 4-H Center, Atlanta, Georgia** for its *Listening to the Wilderness* program bringing youth from the Atlanta School for the Deaf to the Wahsega 4-H Center for a two-day training program in environmental awareness. Youth develop their own environmental awareness program and create project materials for use in conducting programs for other students.

National School Boards Association

2,000 member school boards.

■ **Board of Education of the North St.Paul-Maplewood-Oakdale Schools** for its *Community Bridge Program* community education and activities classes for adults with disabilities in five Northeast Metro school districts.

Pilot International

596 chapters in 33 states and 7 countries.

New member in 1994 - 1st award in 1995.

Telephone Pioneers of America

799,000 individual members.

■ **The Lone Star Chapter in Texas** for its *Touch Town* program, a miniaturized village built to provide visually impaired children with mobility and orientation training. Lone Star members donated 5,500 hours, and raised \$5,850 to build a two-block facility where children can learn about street signs, curb barriers and shopping areas.

■ **Camp Red Leaf Chapter in Illinois** for transforming a camp into a year-round facility and increasing the number of campers with developmental and learning disabilities, cerebral palsy or cystic fibrosis from 200 to 1,150 annually. Pioneers donated 2,400 hours of time and raised more than \$75,000 for the project.

■ **Tri-State Chapter in Pennsylvania** for raising \$20,100 to supply 61 telecommunication devices for the deaf to schools and independent living centers.

Travelers Aid International

650 cooperating member agencies and 54 full member agencies.

■ **Travelers Aid Society of Tucson** for its *Transitional Shelter for the Seriously Mentally Ill (TSSMI)* which combines the dignity and safety of apartment living with the support of case management. The primary goal of the program is to assist individuals in obtaining their own permanent housing.

Union of American Hebrew Congregations

300,000 members in 848 congregations and 8 affiliates.

■ **Temple Beth Hillel** for programming which engages Jews with special needs and/or disabilities in the synagogue as a House of Prayer, Study and Meeting for All People.

The United States Conference of Mayors

1,050 members.

New member in 1994 - 1st award in 1995.

Women in Community Service

Through a coalition membership, represents 27,000,000 women in all 50 states, Puerto Rico and the Virgin Islands.

■ **Women in Community Service-Philadelphia** for its project providing volunteers and staff in the Philadelphia area a basic orientation in the Americans with Disabilities Act (ADA), reflecting an organizational commitment to offer volunteer opportunities to people with disabilities.

YMCA of the USA

13,414,000 individual members.

■ **The Missoula Family YMCA-Montana** for its adaptive athletic and recreation programs for children and adults with physical and developmental disabilities; including a summer camp to integrate children with disabilities into mainstream programs.

YWCA of the USA

2,000,000 individual members and participants.

■ **YWCA of the City of New York** - for its *Networking Project for Young Adults with Disabilities* which instructs African-American and Latino women 9 to 29 years old from five boroughs of New York City self-defense techniques and provides assertiveness training. The instructor herself is a woman with a disability.



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NEWS ADVISORY

Contact Lou Priebe or Shirley Sandage at (202) 293-5960

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JACK VALENTI TO SPEAK AT MAY 26 N.O.D. LUNCHEON IN THE U. S. CAPITOL HONORING 35 NATIONAL ORGANIZATIONS

other speakers

Senator Robert Dole, Jim Brady
and J.C. Penney's James Oesterricher

Thirty-five national organizations, with a combined membership of over 100 million members, will be honored by the National Organization on Disability (N.O.D.) at a luncheon in the U.S. Capitol Building on Thursday, May 26. The organizations are being honored for promoting, among their membership, programs that advance full participation for people with disabilities.

The 8th annual luncheon for N.O.D.'s National Organization Partners will be hosted by Senator Robert J. Dole (R-KS). Senator Dole, N.O.D. Vice Chairman and former White House Press Secretary James S. Brady, and J. C. Penney Co., Inc. President of Stores and Catalogs James E. Oesterricher will jointly officiate.

Jack Valenti, President of the Motion Picture Association of America, will deliver luncheon remarks. The MPAA represents major American producers of film and television programming.

"Our surveys have shown that films are a significant factor in shaping how people with disabilities are perceived by the general public," said N.O.D. President, Alan A. Reich.

The presentations and Mr. Valenti's remarks will take place in **Room SC-5 of the U.S. Capitol Building** between 1:00 and 2:00 p.m., following a luncheon for honorees (see other side). **Directions:** Go to the Crypt on the first floor (below the Great Rotunda). Proceed West (toward the National Mall) down two flights of stairs. Continue forward, then turn right before you reach the exit. SC-5 is just to the North.

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NATIONAL ORGANIZATIONS TO BE HONORED BY N.O.D.

American Association of Community Colleges
American Association of Homes and Services
American Association of Museums
American Association of State Colleges and Universities
American Indian Higher Education Consortium
American Lawyers Auxiliary
American Library Association
American Legion
American Federation of State, County and Municipal Employees
Big Brothers/Big Sisters of America
Boys and Girls Clubs of America
Camp Fire Boys and Girls, Inc.
Evangelical Lutheran Church in America
General Federation of Women's Clubs
Hispanic Association of Colleges and Universities
League of Women Voters
National 4-H Council
National Association of County Officials
National Association of Home Builders
National Association of Secondary School Principals
National Association of Social Workers for the Aging
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National Council of LaRaza
National School Boards Association
Pilot International
Telephone Pioneers of America
Travelers Aid International
U.S. Conference of Mayors
Union of American Hebrew Congregations
Women in Community Service
YMCA of the USA
YWCA of the USA

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Shun, May 26

May 17, 1994



IZATION ON DISABILITY

reet, NW, Washington, DC 20006

Senator Dole,

Attached is a request from the National Organization on Disability for you to give "welcoming remarks" to the guests at the N.O.D. luncheon on Thurs, May 26 at 12:00. Jack Valenti will give the keynote address and Jim Brady will make brief remarks.

May 10, 1994

_____ give welcoming remarks only

J. Dole

_____ attend luncheon & give remarks

ng

_____ regret

Attention: Alexander Vachon, Ph.D.

Dear Bob:

I am writing not only to thank you for agreeing to sponsor our annual J.C. Penney/N.O.D. luncheon at noon on May 26, but also to invite you to join us for lunch and to welcome our guests. Jim Oesterreicher, President of J.C. Penney Stores and Catalogs, will again be with us. He joins me in hoping that you will be able to attend. As you know, this annual luncheon honors the national organizations and associations that belong to our National Organization Partnership Program (NOPP).

Jack Valenti, President and CEO of the Motion Picture Association of America, and a new N.O.D. Board member, will be our keynote speaker. He will speak about "Attitudes in Film."

I also want to take this opportunity to make you aware of how much we have appreciated the help of Alexander Vachon in making these arrangements. We look forward to having him as our guest on May 26, and will contact him to verify your attendance at the luncheon.

With many thanks and all good wishes,

Sincerely,

Alan A. Reich
President

Attachment

Retired Chairman
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Richard M. DeVos
N.O.D. Founding Chairman
Retired President, Amway Corporation

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Rep. Henry Waxman, CA

May 24, 1994

VIA FACSIMILE

Senator Robert J. Dole
United States Senate
The Capitol
Washington, D.C. 20520

Attention: Alexander Vachon, Ph.D.

Dear Bob:

Thanks very much for hosting our J.C. Penney/National Organization Partnership Program luncheon again this year. We're delighted you will stop by to welcome the guests and, possibly, stay for the luncheon itself.

As you know, new N.O.D. Board member Jack Valenti, president and CEO of the Motion Picture Association of America, will be our luncheon speaker. We also are planning photos with the representatives of thirty-five major national organizations and hope you will be available to participate in them.

Although you are familiar with the event and know many of the people, I thought I would suggest a few points you might wish to include in your comments.

1. Thank the representatives of the thirty-five national organizations for their good work throughout their nationwide networks to open opportunities for people with disabilities. (Each organization receives \$1,000 from N.O.D. through a J.C. Penney grant to conduct an annual award competition recognizing the organization's local units.)
2. Acknowledge J.C. Penney's long-time commitment to the program, now eight years; recognize especially Jim Oesterreicher, J.C. Penney President.

3. Mention the 32-page special section on employing people with disabilities in the May 30 issue of Business Week magazine (with 6.5 million readers) that recognizes the good work of J.C. Penney and other major corporations in hiring and providing accommodations for people with disabilities.
4. Mention N.O.D.'s Harris survey of Americans with disabilities that has just been announced that shows that two-thirds of people with disabilities of working age are out of the workforce and that we need to correct this.
5. It would be great if you would indicate that you would speak on the Senate floor about the highlights of this Harris survey in a "Floor Speech".

Please let me know if I can provide additional information. I look forward to seeing you on Thursday.

With all good wishes,

Sincerely,

A handwritten signature in black ink, appearing to read 'Alan A. Reich', with a stylized flourish at the end.

Alan A. Reich
President

P.S. I'm sending Alexander a copy of the BusinessWeek magazine by messenger. Please see pages 64 and 144.



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May 20, 1994

Dear Colleague:

The overall results of our survey of Americans with disabilities, conducted by Louis Harris and Associates, will be released in July, 1994. The full 175-page report, as well as a summary being prepared by Jane West, Ph.D., will be available in July through N.O.D.

Findings of the survey relating to employment are highlighted in a two-page summary by Harris President and CEO, Humphrey Taylor, that appears in a 32-page special section in the May 30 issue of BusinessWeek magazine (on the newsstands today). A copy of Mr. Taylor's summary as it appears in the magazine is enclosed. The section is entitled, "The New Competitive Advantage: People with Disabilities in the American Workforce."

I hope you and your associates will find this BusinessWeek special section on employment and the Harris survey, which is an update of the landmark 1986 Harris survey of people with disabilities, to be useful in your work to expand the participation of people with disabilities in American life.

Sincerely,

Alan A. Reich
President

P.S. Individuals with visual impairments can obtain the BusinessWeek special section on tape through N.O.D.

Enclosure



SPECIAL ADVERTISING SECTION

N.O.D. Survey of Americans with Disabilities

Employment-Related Highlights

By Humphrey Taylor, President and CEO
Louis Harris and Associates, Inc.

In January 1994, The National Organization on Disability commissioned Louis Harris and Associates to conduct the N.O.D. Survey of Americans with Disabilities. This extensive study provides up-to-date measures of the quality of life, employment and social opportunities, financial status, and lifestyles of adults with disabilities and how these have changed.¹

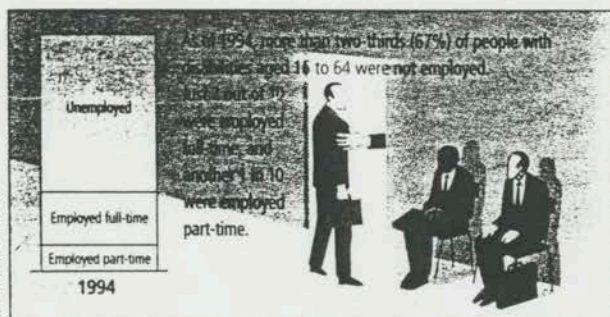
This is the most comprehensive survey of adults with disabilities concerning work and employment issues. Several of the important findings concerning these issues are noted below.

1 Two-thirds of Americans with disabilities between the ages of 16 and 64 are not working. This number shows no improvement since 1986.

- Two in 10 (20%) are working full-time, and 11% are working part-time.
- It is still true, as it was in 1986, that "not working is perhaps the truest definition of what it means to be disabled."

2 The overwhelming majority of non-employed people with disabilities in the working age population want to work.

- Fully 79% of non-employed people with disabilities aged 16 to 64, including 84% of people aged 16 to 44, say they would like to have a job.
- The proportion of these non-employed working age people who want to work has increased by 13 percentage points, rising from 66% in 1986.

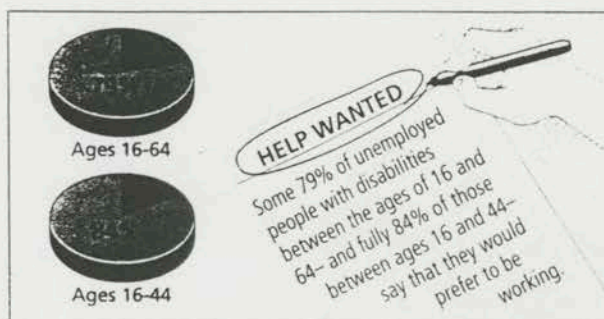


¹ Where applicable, comparisons are made between the findings of this study and a similar 1986 "ICD Survey of Americans with Disabilities" conducted by Louis Harris & Associates, Inc., as well as N.O.D.'s 1991 Harris Survey of "Public Attitudes Toward People with Disabilities."

Louis Harris and Associates conducted this 21-minute survey by telephone within the United States between February 4 and March 3, 1994, among a nationwide cross section of 1,021 adults with disabilities ages 16 and over.

To obtain the full report "N.O.D. Survey of Americans with Disabilities," contact the National Organization on Disability. The report will be available on tape for those with visual impairments.

To obtain reprints of this special advertising section "The New Competitive Advantage," contact the National Organization on Disability. Reprints will be available on tape for those with visual impairments.



3 Six in 10 adults with disabilities (59%) live in households with earnings of \$25,000 or less, compared with fewer than 4 in 10 nondisabled adults (37%).

- However, the proportion of employed adults with disabilities with household incomes of \$25,000 or less (37%) mirrors that of the nondisabled population.

4 Adults with disabilities who are working are employed in a wide range of occupations:

- 16% hold professional or managerial positions or are proprietors;
- 14% are service workers;
- 13% are clerical or sales workers;
- 12% are unskilled laborers or farmers; and
- 7% are skilled craftspeople.

These proportions are not very different from the employment patterns of employed people without disabilities.

5 Most adults with disabilities who are currently working or are willing and able to work (69%) do not need special equipment or technology in order to perform effectively at work; one quarter (26%) of these adults do need special equipment or technology.

SPECIAL ADVERTISING SECTION



6 The most important reasons why working age adults with disabilities are not working (or not working full-time) are:

- Their disability or health problem severely limits what they can do (81% consider this an important reason);
- They need medical treatment for their disability or health problem (58%);
- Employers won't recognize that they are capable of doing a full-time job (40%);
- They think no full-time work is available in their line of work or they can't find it (35%);
- They don't have the skills, education, or training needed to get full-time jobs (32%);
- They would risk losing benefits or insurance payments (31%);
- They can't get affordable, convenient, or accessible transportation to and from work or housing near work (24%);
- They need a personal assistant to help them get to work, or to do their job (24%);
- They need special equipment or devices to do their work, talk to or hear other workers, or get around (16%).

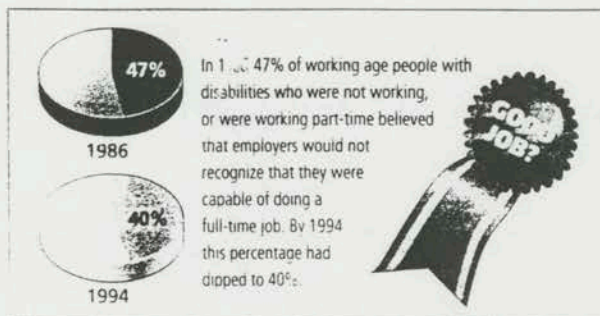
7 A substantial minority of people with disabilities who are employed or willing and able to work confront discrimination, unfavorable attitudes, and physical barriers in the workplace:

- Three in 10 have encountered job discrimination;
- Two in 10 have encountered physical barriers in the workplace;
- Almost half of those working age people with disabilities who are not working believe that employers are insensitive to people with disabilities.

8 Eight in 10 working age adults with disabilities who are unemployed but looking for work (81%) believe that they would have the kind of job they would like to have if they did not have a disability or health problem.

9 One of the most encouraging findings from this N.O.D. survey is that Americans with disabilities are better educated today than eight years ago.

- Three in 4 adults with disabilities now have completed at least a high school education, compared with only 3 in 5 disabled adults in 1986. Furthermore, the proportion of adults with disabilities who have completed at least some college almost mirrors the nondisabled population.



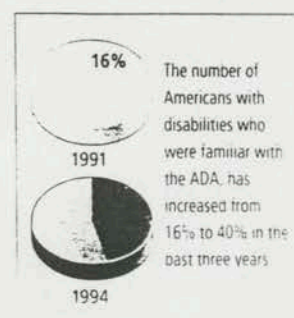
10 Students with disabilities are pessimistic about their job prospects.

- Half of current students and employment trainees (49%) with disabilities expect to encounter job discrimination because of their disability or health problem when they look for jobs; 43% do not expect to, and 8% are not sure;
- Two-thirds of students believe that their disability will have (or has had) a strong negative (35%) or somewhat negative (31%) effect on their job opportunities.

11 Fear of losing benefits may be an important disincentive to work.

- Almost 6 in 10 adults with disabilities between the ages of 16 and 64 who are not working and are not looking for work report that they would lose income, health care benefits, or other benefits that they currently receive from private insurance or the government if they worked full-time.

12 There has been a significant increase since 1991 in the number of people with disabilities who are aware of the Americans with Disabilities Act (ADA), but half of all working age people with disabilities still do not know about it.



SENATOR BOB DOLE
WELCOMING REMARKS

J.C. PENNEY/N.O.D.
NATIONAL PARTNERS AWARDS
LUNCHEON

THURSDAY, MAY 26, 1994

WELCOME

**GOOD AFTERNOON. IT IS A
PLEASURE TO WELCOME YOU TO
THIS EIGHTH ANNUAL AWARDS
LUNCHEON SPONSORED BY J.C.
PENNEY AND THE NATIONAL OR-
GANIZATION ON DISABILITY TO
HONOR NOD'S NATIONAL
PARTNERS.**

I AM VERY GLAD TO SEE A

**NUMBER OF FAMILIAR, FRIENDLY
FACES, INCLUDING ALAN REICH,
JIM BRADY, JIM OESTERREICHER,
RAY SHAFER, AND JACK
VALENTI.**

**THE NATIONAL PARTNERS
PROGRAM AND THE SPIRIT OF
ADA**

**LADIES AND GENTLEMEN,
WITH THE PASSAGE OF THE**

**AMERICANS WITH DISABILITIES
ACT IN 1990, THIS NATION
EMBARKED ON A GREAT
ENTERPRISE.**

**THE POET ARCHIBALD
MACLEISH ONCE WROTE,
"AMERICA WAS ALWAYS
PROMISES." BUT FOR TOO LONG
THE PROMISES OF AMERICA
WERE DENIED TO PEOPLE WITH**

**DISABILITIES BECAUSE OF
DISCRIMINATION, INCLUDING A
LACK OF ACCESSIBILITY AND
ACCOMMODATIONS.**

**WE ARE NOW DETERMINED
TO REMEDY THIS SITUATION,
AND ENSURE THAT EVERY
AMERICAN, REGARDLESS OF
DISABILITY, HAS A SHOT AT THE
AMERICAN DREAM AND**

**FULFILLING THEIR PERSONAL
PROMISE.**

**BUT LAWS CAN DO ONLY SO
MUCH.**

**REAL INCLUSION AND
INTEGRATION OF PEOPLE WITH
DISABILITIES -- AND NOT MERELY
THE APPEARANCE OF INCLUSION
-- MUST COME FROM OUR
HEARTS AND MINDS.**

**PERHAPS MORE THAN
ANYTHING ELSE, WE NEED TO
REMOVE ATTITUDINAL BARRIERS.**

**IN MY VIEW, THIS IS WHY
THE NATIONAL PARTNERS
PROGRAM IS SPECIAL. YOUR
EFFORTS TO INCLUDE PEOPLE
WITH DISABILITIES IN YOUR
PROGRAMS EXEMPLIFY THE
SPIRIT OF ADA AND THE**

**AMERICAN IDEAL OF SERVICE TO
OTHERS. IT IS ABOUT BREAKING
DOWN THE BARRIERS OF
NEGATIVE STEROTYPES.**

**LET ME NOTE THAT THE
MOVIES HAVE A VERY
IMPORTANT ROLE AS WELL, AND
I AM SURE JACK VALENTI WILL
HAVE MANY EXCELLENT THINGS
TO SAY ON THIS SCORE.**

**I SALUTE YOU, THE
COMMITMENT OF J.C. PENNEY
TO THIS PROGRAM, AND THE
INITIATIVE OF NOD.**

CLOSING

**ONCE AGAIN, MY BEST
WISHES. ENJOY YOUR LUNCH.**