

**THE DOLE FOUNDATION**  
**for Employment of People with Disabilities**

**1994 Leadership and Media Awareness Awards,  
10th Anniversary and Contributors Celebration**

**Welcome**  
Paul G. Hearne

**Award Presentations**  
Senator Bob Dole, Chairman  
Paul G. Hearne, President

**Leadership Award**  
The Walt Disney Company

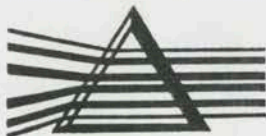
**Media Awareness Award**  
Dennis Byrd

**1994 - 1995 Dole Foundation Goals**  
Senator Bob Dole

**Closing Remarks**  
Paul G. Hearne

**Door Prizes**

**Dance Performance**  
*West Coast Collaboration*  
Charlene Curtis - Joanne Petroff  
Bruce Curtis - Karen Nelson



## THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

**THE DOLE FOUNDATION NINTH ANNUAL  
LEADERSHIP AND MEDIA AWARENESS AWARDS  
AND CONTRIBUTORS RECEPTION  
MONDAY, NOVEMBER 12, 1994  
JW MARRIOTT HOTEL - GRAND BALLROOM  
1331 PENNSYLVANIA AVENUE, N.W.  
WASHINGTON, D.C.**

### **PROGRAM 7:15 p.m.**

#### **WELCOME**

**Mr. Paul G. Hearne**  
President  
The Dole Foundation

#### **AWARD PRESENTATIONS**

**Senator Bob Dole**  
Chairman  
The Dole Foundation

**Mr. Paul G. Hearne**

#### **Leadership Award**

**The Walt Disney Company**  
Mr. Judson C. Green, President  
Walt Disney Attractions

#### **Media Awareness Award**

**Mr. Dennis Byrd**

#### **REMARKS**

**Senator Bob Dole**  
1994-1995 Dole Foundation Goals

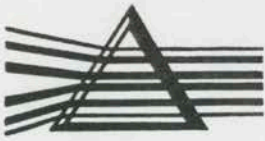
#### **CLOSING**

**Mr. Paul G. Hearne**

#### **DOOR PRIZES**

#### **DANCE PERFORMANCE**

**West Coast Collaboration**  
Ms. Charlene Curtis  
Ms. Joanne Petroff  
Mr. Bruce Curtis  
Ms. Karen Nelson



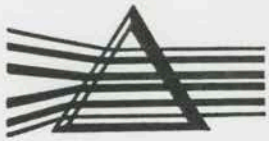
## THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

**The Dole Foundation  
1994 Leadership and Media Awareness Awards  
December 12, 1994  
JW Marriott Hotel - Grand Ballroom**

### **Order of Appearance**

7:15	Mr. Paul Hearne
7:18	Senator Bob Dole
7:20	Mr. Judson C. Green
7:23	Senator Bob Dole
7:25	Mr. Dennis Byrd
7:27	Senator Bob Dole
7:32	Mr. Paul G. Hearne
7:39	West Coast Collaboration Ms. Charlene Curtis Ms. Joanne Petroff Mr. Bruce Curtis Ms. Karen Nelson
7:54	Program ends



## THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

### 1994 LEADERSHIP/MEDIA AWARENESS AWARDS SEQUENCE OF EVENTS

JW MARRIOTT HOTEL  
1331 PENNSYLVANIA AVENUE, N.W.  
WASHINGTON, D.C.  
DECEMBER 12, 1994  
6:00 - 8:30 P.M.

- 7:15 • Michael Hartman, sign language interpreter enters the stage
- Bill Rissell makes door prize announcement and introduces Paul G. Hearne, The Dole Foundation President
- Hearne welcomes the crowd
- Senator Dole and Award winners enter stage and take their seats
- 7:18 • Hearne introduces Senator Dole
- Opening remarks from Dole
- 7:20 • Dole and Hearne present the 1994 LEADERSHIP AWARD to THE WALT DISNEY COMPANY
- Judson Green, President of Walt Disney Attractions accepts Award
- Photo with Green, Dole and Hearne
- Green proceeds to seating area on stage
- Dole and Hearne remain at podium
- 7:23 • Dole and Hearne present the 1994 MEDIA AWARENESS AWARD to MR. DENNIS BYRD
- Byrd accepts the Award
- Photo with Byrd, Dole and Hearne
- Byrd proceeds to seating area on stage
- Dole and Hearne remain at podium
- Hearne turns program over to Dole
- 7:27 • Dole makes brief remarks about 1994-1995 Foundation Goals
- Hearne remains at podium
- Dole turns program over to Hearne
- Dole proceeds to seating area on stage
- 7:32 • Hearne makes closing remarks and announcements
- Hearne turns the program over to Bill Rissell
- 7:35 • Dole, Hearne and Rissell proceed to podium for door prize drawing
- Door prize winners enter stage for photo with Dole, Hearne and Rissell
- 7:39 • Rissell introduces West Coast Collaboration
- Dole, Hearne, Green, Byrd and Rissell exit stage
- West Coast Collaboration performs dance for 15 minutes
- 7:54 \* Program ends

# THE DOLE FOUNDATION

**FOR EMPLOYMENT OF PEOPLE  
WITH DISABILITIES**



**1994 Leadership Awards  
and Contributors Celebration  
December 12, 1994**

## 1994 Leadership and Media Awareness Awards Contributors Celebration

**Welcome**  
Paul G. Hearne

**Award Presentations**  
Senator Bob Dole, Chairman  
Paul G. Hearne, President

**Leadership Award**  
The Walt Disney Company

**Media Awareness Award**  
Dennis Byrd

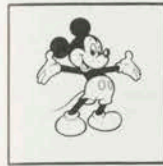
**1994-1995 Dole Foundation Goals**  
Senator Bob Dole

**Closing Remarks**  
Paul G. Hearne

**Door Prizes**

**Dance Performance**  
*West Coast Collaboration*  
Charlene Curtis - Joanne Petroff  
Bruce Curtis - Karen Nelson

## Leadership Award



Fortune magazine has named The Walt Disney Company one of America's most admired companies, ranking it sixth on a list of 404 corporations. Recently, the Walt Disney World Resort was recognized for its efforts to increase accessibility for patrons with disabilities with the Chairman's Award of the U.S. Architectural and Transportation Barriers Compliance Board. The Disney Guidebook For Guests with Disabilities is exemplary in highlighting accessibility including Braille maps, audio tapes, scripts, telephones, restrooms, restaurants, attractions and more. All hotel rooms have closed-captioned television and several accessible rooms have roll-in showers. The Walt Disney Company sets the leading-edge standard for theme park accessibility, celebrating the visionary spirit of Title III of the Americans with Disabilities Act as a unprecedented marketing opportunity, with an emerging consumer segment whose purchasing power is yet-to-be fully recognized.

## Media Awareness Award

### Dennis Byrd



Dennis Byrd, former professional football player, was drafted into the NFL in the second round by the New York Jets in 1989. Mr. Byrd, who had earned Second Team All American Honors, before joining the Jets, was a starting lineman the next three years until suffering a career ending injury on November 29, 1992 when he was paralyzed in a collision with one of his team mates. At that time, doctors predicted he would never walk again and that his injury would result in a permanent disability. Through sheer hard work, determination and endless hours of rehabilitation, Mr. Byrd walked away from the hospital four months later. He continues his rehabilitation where he now lives in Oklahoma with his wife and two daughters, devoting much of his time to The Dennis Byrd Foundation which he founded to create a state-of-the-art summer camp for children with physical disabilities. Mr. Byrd's honors include an Honorary Doctorate from Fairleigh Dickinson College in New Jersey, Oklahoman of the Year, Father of the Year and the honored guest at The Walt Disney Company's "Dreamers and Doers" program for children who have risen to the challenges of great obstacles.

## The Dole Foundation Board of Directors

**The Honorable Robert J. Dole**  
CHAIRMAN  
The Dole Foundation  
United States Senate

**Julia M. Walsh**  
SECRETARY-TREASURER  
The Dole Foundation  
Managing Director  
Tucker Anthony

**Justin W. Dart**

**Allan G. Freund**  
Vice President and  
General Counsel  
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**John D. Kemp**  
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Senior Vice President  
UST

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Vice Chairman of the Board  
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Cessna Aircraft Company

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President  
The JM Foundation

**Sharon Percy Rockefeller**  
President and CEO  
WETA

**David Stanley**  
Chairman and CEO  
Payless Cashways, Inc.

**Dick Thornburgh**  
Attorney-at-Law  
Kirkpatrick & Lockhart

**Henry Viscardi, Jr., LL.D.**  
President Emeritus  
National Center for  
Disability Services

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**Dr. Sheila H. Akabas**  
Professor and Director  
Center for Social Policy &  
Practice in the Workplace

**Ms. Pat Beattie**  
Director, Legislative Affairs  
National Industries for the Blind

**Mr. Jack Duncan**  
Attorney-at-Law  
Duncan and Associates

**Mr. Neal W. Nathanson**

**Mr. Jay Rochlin**

**Mr. Guy Stubblefield**  
Realtor  
Gambino Realtors

**Mr. Dave Vandergoot**  
President  
The Center for Essential  
Management Services



The Dole Foundation for Employment of People with Disabilities is the nation's only foundation that focuses exclusively on competitive employment for people with disabilities. The Foundation is a non-political, tax-exempt 501(c)(3) organization.

Over a decade ago, Senator Bob Dole announced to colleagues in the United States Senate a dream to create a Washington, D.C.-based foundation to serve people with disabilities. To date, The Foundation has awarded over 300 grants in 40 states, totalling over \$6.2 million.

Since awarding its first grants in 1985, the Foundation has been recognized as a national resource for funders, disability organizations and businesses. Its primary function is to provide grants to qualified non-profit organizations to initiate and/or enhance employment-related services or job creation ventures benefiting people with disabilities. Grants have included programs for placement and career advancement, start-up funds for new business ventures employing people with disabilities, and support for educational programs and direct services intended to enhance the cooperative spirit of the Americans with Disabilities Act (ADA).

Under the direction of its President, Paul Hearn, the Foundation has designed two projects that create unprecedented links between the disability community of 49 million Americans and the philanthropic world. The Funding Partnership for People with Disabilities is the only national funding consortium focusing on disability related issues. The Dole Foundation was one of the founding members of this partnership and has chaired it for the past three years. A newly created project, The Telecommunications Partnership, will help to ensure that the National Information Highway is accessible to and usable by people with disabilities.

To augment The Foundation's visionary leadership, Foundation staff sponsored publications like *The Workplace Workbook* and *The Workplace Workbook 2.0* and produced a videotape, *The Disability Mystique*, to introduce funders to the disability field and dispel myths commonly held about people with disabilities.

The Dole Foundation staff is a dedicated team of professionals whose efforts are supported by the Board of Trustees, Technical Advisory Committee, Finance Committee and numerous professional volunteers.

Paul G. Hearn, President  
Jeanne Argoff, Ph.D.,  
Associate Director

Randy D. Davis, Program Officer  
Linda F. Tolson, Exec. Secretary  
Valerie Braun, Receptionist/Sec.

## Mission Statement

**MISSION:** To promote economic independence for people with disabilities.

**CHRONOLOGY:** First announced by Senator Dole on the Senate floor, April 14, 1983; established in Washington, DC in May 1984; first series of grants awarded to 10 organizations in September 1985.

**FUNCTION:** Distributes funds raised from private sources and corporations to qualified non-profit organizations operating innovative job training, placement and career advancement programs for disabled citizens. To raise and advance awareness among private sector employers of the advantages of hiring people with disabilities.

**FUNDRAISING:** Funds sought from individuals, corporations and other foundations.

**GRANTMAKING:** Provides grants to non-profit, non-political organizations throughout the United States selected by the Technical Advisory Committee to fulfill the Foundation's mission.

**ADMINISTRATION:** Governed by a 16-member nonpartisan Board of Trustees, chaired by Senator Dole and advised by a seven member Technical Advisory Committee of experts in employment and economic opportunity for people with disabilities.

## The Dole Foundation 1994 Grants

### Arizona

Arizona Bridge to  
Independent Living

### California

Goodwill Industries of  
Southern California  
Options for Women Over 40

### District of Columbia

Disability Rights Education and  
Defense Fund (DREDF)  
Electronics Industry  
Foundation (EIF)

Epilepsy Foundation of the  
National Capital Area

Gallaudet University - Hispanic  
Student Association

Leadership Conference on  
Civil Rights

National Council on  
Independent Living (NCD)

National Institute on Disability  
and Rehabilitation Research  
(NIDRR)

Society for Disability Studies

### Georgia

Shepherd Spinal Center

### Illinois

Hearing Loss Link

### Kansas

Friends of the Johnson County  
Mental Retardation Center  
(JCMRC)

Meadowlark Homestead

### Montana

Flathead Industries

### New Jersey

Jewish Vocational Service

### New York

American Disabilities  
Prevention and Wellness  
Association

American Foundation for  
the BLIND

The Associated Blind

Big Apple Greeter

Funders Concerned About  
AIDS

Hunter College - Disabilities  
Studies Project

International Center for the  
Disabled (ICD)

Job Path

### Pennsylvania

York County Cerebral  
Palsy Home, Inc.

### Texas

Goodwill Industries of  
Fort Worth

The Institute on  
Rehabilitation &  
Research (TIIR)

### Washington

National Association of the  
Native American Deaf

Washington Coalition of Citizens  
with DISABILITIES

## The Funding Partnership for People with Disabilities

The Dole Foundation applauds the Funding Partnership for contributing \$3 million in private sector funds to support disability related programs and model projects. This 45 member consortium of innovative foundations and corporations continues to disburse monies to non-profit organizations for projects focusing on the Americans with Disability Act (ADA) and related cross-disability issues including employment, transportation, independent living, telecommunications, supportive social services, awareness training, leadership development, technical assistance, youth projects, self help, information dissemination, assistive technology and health care. Grants in 1995 will have a special focus on telecommunications.

As a result of working with the disability community, private sector businesses are proving that ADA is an unprecedented marketing and employment opportunity rather than a legislative burden. The Funding Partnership is an exemplary model showcasing the powerful potential of mutually beneficial partnerships that build bridges between the private sector and the disability community.

Since the inception of the Funding Partnership four years ago, over 1000 groups have submitted applications for funding. Taken as a whole the following 45 grantees embrace the vision and the full spectrum of the diversity of the disability community.

### FUNDING PARTNERS

AARP Foundation  
American Express Foundation  
AT&T Foundation  
Rose M. Badgeley Residuary Charitable Trust  
Benton Foundation  
The Annie E. Casey Foundation  
Chase Manhattan Bank, N.A.  
Citibank, N.A.  
Ira W. DeCamp Foundation  
The Dole Foundation for Employment of People with Disabilities  
Oliver S. & Jennie R. Donaldson Charitable Trust  
William H. Donner Foundation  
The Florida Endowment Foundation for Vocational Rehabilitation  
The William Randolph Hearst Foundation  
Hoffman-LaRoche  
The JM Foundation  
The Robert Wood Johnson Foundation  
Long Island Community Foundation  
Ronald McDonald Children's Charities  
Metropolitan Life Foundation  
Milibank Memorial Fund  
Mitsubishi Electric America Foundation  
NEC Foundation of America  
New York Community Trust  
New York Telephone  
NYNEX Foundation  
Kate B. Reynolds Charitable Trust  
Edward and Ellen Roche Relief Foundation  
Ronald McDonald Children's Charities  
Seth Sprague Educational and Charitable Foundation  
UNUM Charitable Foundation

### 1994 FUNDING PARTNERSHIP GRANTEES

Abilities, Inc. of Florida  
Access Living  
Adult Learning Programs of Alaska  
American Red Cross - Louisville  
Autism Services, Inc.  
Butte College Foundation  
Council of Better Business Bureaus' Foundation  
Courage Center  
Goodwill Industries - Oregon  
Greater Boston Rehabilitation Services  
Harborview Medical Center Office of Development  
Hearing and Speech Center of Florida  
Cumberland Group Homes  
Delaware Valley PWI  
Disabilities Electronic Network  
Disabled Businesspersons Association  
DREDF  
Educational Equity Concepts, Inc.  
Foundation for Technology Access  
Goodwill Industries of Greater Grand Rapids  
Housing Works, Inc.  
Kennedy Center, Inc.  
Laurel Hill Center  
Lexington Center Vocational Services  
Los Amigos Research & Ed. Inst. Rehab. Engineering Program  
Midland School  
Multitasking Systems of New York  
National Association on Drug Abuse Programs, Inc.  
National Center for Disability Services  
NY Business Group on Health, Inc.  
Options for Women Over Forty  
Oregon Museum of Science & Industry (OMSI)  
Partners for Youth with Disabilities  
Progressive Independence  
Shawnee Community Mental Health Center  
Stanford University Ventura Hall  
The Institute for Rehabilitation and Research (TIIR)  
Tricounty Industries  
Valencia Community College Foundation  
Vermont Center for Independent Living  
Virginia Commonwealth University - Employment Support Institute  
Virginia Mental Health Consumers Association  
Volusia, Lake, Flagler Private Industry Council, Inc.  
Women Entrepreneurs for Economic Independence, Inc.  
YWCA of the City of New York



With the support of our many friends here tonight, we celebrate the tenth anniversary of The Dole Foundation for Employment of People with Disabilities. Tonight we honor our generous contributors and the winners of our 1994 Leadership and Media Awareness Awards.

Long before The Americans with Disabilities Act (ADA) became law, The Dole Foundation was uniting the strengths and creativity of American businesses with the skills and talents of workers with disabilities. We are proud that our efforts helped to pave the way for that landmark legislation.

Under the guidance of Foundation President Paul Hearne and our Board of Trustees, we established a fund-raising committee this past year to launch our first endowment campaign with a goal of \$10,000,000 over the next two years. These funds will ensure that in the years to come, we maintain our vital role as the bridge between the disability and business communities.

Even though the ADA has been enacted, employment of people with disabilities will remain a challenge for the immediate future. The Dole Foundation has led the way in identifying obstacles, anticipating future trends and fostering solutions in the past; and it will continue to provide leadership as we face the challenges of the next century. In addition to our grants programs and the educational publications, videos and forums we sponsor, we have formed The Telecommunications Partnership for People with Disabilities using the Funding Partnership as a model. This new partnership is based on the idea that telecommunications is the gateway to full access to today's society and that people with disabilities must and will be in on the ground floor of the National Information Infrastructure.

As of December 1, The Finance Committee under the guidance of Chairman Ted Kravitz and The Dole Foundation staff has raised \$1,375,000 toward our 1994 year-end goal of \$1.5 million. These funds are allocated to the grants program and to the administration of the many projects undertaken by the Foundation. With one month left in 1994, it appears we will reach our goal.

On a personal note, I want to thank our Board of Trustees, Finance Committee, Technical Advisory Committee, Funding and Technology Partnership members, volunteers, and a fine staff under the very able leadership of Paul Hearne. Congratulations to our award winners and thank you for joining us this evening.

Senator Bob Dole  
Chairman

Welcome to The Dole Foundation's Tenth Anniversary celebration honoring our Leadership and Media Awareness Award winners and our generous contributors. For over a decade, your continuous support and generous contributions have assisted Americans with Disabilities to maximize their professional potential.

During the past year, the Foundation has come of age. Most importantly in this regard, we are actively building an endowment which will enable us to support and expand our grants and educational programs. Other new plans include a groundbreaking project with the Council on Foundations to hold a series of Grantmakers Forums on disability policy which will bring together foundations and federal appointees to raise awareness of disability issues and engage in cooperative projects.

Since its inception in 1985, The Dole Foundation has awarded over 300 grants in 40 states totalling more than \$6.2 million. In addition, for the past three years, The Foundation has chaired a unique consortium—The Funding Partnership for People with Disabilities—comprised of 45 foundations and corporations which have joined together to provide over \$3 million in support of independent living and economic advancement for people with disabilities.

Building upon the success of The Funding Partnership, we recently formed The Telecommunications Partnership for People with Disabilities, a grantmaker's consortium focusing on the emerging National Information Infrastructure and crucial telecommunications issues for people with disabilities.

Congratulations to our 1994 award winners. A heartfelt thanks to our Board of Trustees, all of our contributors and volunteers, our Technical Advisory Committee and our granting partners. Your tireless efforts and support allow The Dole Foundation to continue to enhance the lives of citizens with disabilities now and for generations to come.

Paul G. Hearne  
President

## CONTRIBUTORS

The Dole Foundation is grateful for the many organizations and individuals whose generous support help provide job opportunities for people with disabilities. Donors of \$2,000 or more, received by December 5, 1994 are listed below:

### PACESETTERS

#### \$25,000 or more

Anheuser-Busch Companies, Inc.  
 Archer Daniels Midland  
 Massachusetts Mutual Life Insurance Company  
 RJR Nabisco, Inc.  
 Southwestern Bell Corporation  
 The Gallo Foundation  
 The Lincy Foundation  
 The Starr Foundation  
 UST

### PATRONS

#### \$10,000 - \$25,000

American Medical Association  
 Bell South Corporation  
 Bristol-Meyers Squibb Corporation  
 Cereal Food Processors, Inc.  
 Cessna Aircraft Co.  
 E.I. duPont de Nemours & Co., Inc.  
 H. J. Heinz Company Foundation  
 MBNA Corporation  
 MOBIL Corporation  
 Northwestern Mutual Life Insurance Co.  
 PEPSICO  
 Pfizer, Inc.  
 Philip Morris Companies, Inc.  
 Samuel & May Rudin Foundation, Inc.  
 State Farm Companies Foundation  
 TEXACO USA  
 The J. Willard Marriott Foundation  
 Union Pacific Corporation Foundation

### SPONSORS

#### \$5,000 - \$10,000

Abex, Inc.  
 Alberto-Culver Company  
 AMERITECH  
 ARCO Foundation  
 Avon Products  
 Black Entertainment Television  
 Chrysler Corporation  
 CIGNA Corporation  
 Con Agra, Inc.  
 EXXON Corporation  
 Government Employees Hospital Association  
 GTE Foundation  
 ITT Corporation  
 John Ruan Foundation Trust  
 Joseph E. Seagram & Sons, Inc.  
 Koch Industries  
 Malcolm Hewitt Wiener Foundation, Inc.  
 McDonald's Corporation  
 Merrill Lynch & Company, Inc.  
 Multimedia Cablevision Company  
 Pacific Telesis Group Foundation  
 Principal Financial Group  
 Proctor & Gamble Manufacturing Company  
 Revlon Group  
 Shell Oil Company  
 Southern California Edison Company  
 Sterling Winthrop, Inc.  
 Textron, Inc.  
 The Boeing Company  
 The Høglund Foundation  
 The Tobacco Institute  
 The Williams Companies, Inc.  
 Torchmark Corporation  
 United Airlines  
 United States Sugar Corporation

### ASSOCIATES

#### \$2,000 - \$5,000

American Management Systems, Inc.  
 American Financial Corporation  
 American Portland Cement Alliance, Inc.  
 American Stock Exchange  
 American Trucking Associations, Inc.  
 Amoco Corporation Foundation  
 Blount, Inc.  
 CBS Foundation  
 Computer Associates International, Inc.  
 Coordination Council for N.A. Affairs  
 FANNIE MAE  
 Farmland Industries  
 Fluor Corporation  
 Freeport McMoran, Inc.  
 General Electric Company  
 General Motors Corporation  
 Glaxo, Inc.  
 Great-West Life Assurance Co.  
 Lockheed Corporation  
 Louisiana Pacific Corporation  
 Marion Merrell Dow, Inc.  
 MCA Foundation, LTD.  
 Merck & Company, Inc.  
 National Association of Home Builders  
 Paralyzed Veterans of America  
 Paine Webber Group, Inc.  
 Panhandle Eastern Corporation  
 Ratheon Corporation  
 Ralston Purina  
 Sandoz Corporation  
 Schering-Plough Corporation  
 SmithKline Beecham  
 Smokeless Tobacco Council, Inc.  
 The Anschutz Foundation  
 The Coca-Cola Company  
 The Guardian  
 The Hauser Fund  
 The Helzberg Foundation  
 The Mead Corporation  
 The National Association of Life Underwriters  
 UtilCorp United, Inc.  
 Vinson & Elkins  
 Walker/Free Associates  
 Warner-Lambert Company  
 WMX Technologies, Inc.

### IN-KIND CONTRIBUTIONS

Anheuser-Busch Companies, Inc.  
 Ernst & Young  
 Farmland Industries  
 FTD Florists  
 Joseph F. Seagram & Sons, Inc.

K & R Industries  
 Marriott Corporation  
 R & R Marketing  
 The Coca-Cola Company

The Kennedy Center  
 The Walt Disney Company  
 United Airlines  
 UST

*Proceeds from this event provide job training and employment opportunities for people with disabilities.*

The Dole Foundation for Employment of People with Disabilities  
 1819 H Street, N.W., Suite 340, Washington, D.C. 20006-3603 TELE: 202-457-0318 (voice/TTY) FAX: 202-457-0473

## Finance Committee

### Edward D. Kratovil, Chairman UST

**Claude E. Alexander**  
 Ralston Purina Company

**Charlie Black**  
 Black, Manafort, Stone  
 and Kelly

**Mary Beth Bloomberg**

**James E. Boland, Jr.**  
 Philip Morris Companies, Inc.

**Judy Brotman**

**John E. Chapoton**  
 Vinson and Elkins

**Kirk L. Clinkenbeard**  
 C & C Consulting Group, Inc.

**John Connarn**  
 AMERITECH

**Richard Creighton**  
 American Cement Alliance

**Smitty Davis**  
 Akin, Gump, Hauer and Feld

**The Honorable Tom Evans**  
 The Evans Group, Ltd.

**Rae F. Evans**  
 Hallmark Cards, Inc.

**Barry Gottehrer**  
 Massachusetts Mutual Life  
 Insurance Company

**Edward R. Hamberger**  
 Baker, Worthington, Crossley,  
 Stansberry and Woolf

**Tamara Hirschfeld**  
 American Stock Exchange

**Isabel Hyde Jasnowski**  
 The Goodyear Tire &  
 Rubber Company

**Lester A. Katz**  
 Attorney-at-Law

**Richard Keating**  
 Anheuser-Busch Companies, Inc.

**William Kendall**  
 Kendall and Associates

**Tom C. Korologos**  
 Timmons & Company, Inc.

**W. Don Ladd**  
 Marriott Corporation

**Burleigh C. W. Leonard**  
 RJR Nabisco Washington, Inc.

**Gerald M. Lowrie**  
 AT&T

**Marshall Matz**  
 Olson, Frank & Weeda

**Powell Moore**  
 Capoline International  
 Group, Ltd.

**Tracy Mullin**  
 The National Retail Federation

**Mark Nelson**  
 E. I. duPont de Nemours  
 & Company, Inc.

**Patrick O'Donnell**  
 O'Connor & Hannan

**Mike Pettit**  
 Spencer, Fane, Britt & Browne

**Barclay Resler**  
 The Coca-Cola Company

**Richard C. Ring**  
 Mutual of Omaha Company

**William A. and Selina Rissell**  
 R & R Marketing Consultants

**Bill Roseing**  
 Joseph E. Seagram & Sons, Inc.

**Barney J. Skladany**  
 Mobil Oil Corporation

**James E. Smith**  
 Walker/Free Associates

**Martin Sorkin**  
 Economic Consultant

**William A. Taggart**  
 Taggart & Associates

**Jerry Waters**  
 Farmland Industries



**THE DOLE FOUNDATION**  
FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

**SENATOR DOLE'S SCHEDULE AND REMARKS**  
**FOR 1994 LEADERSHIP AWARDS**  
**DECEMBER 12, 1994**

- 7:15**      **Sign language interpreter Michael Hartman enters the stage with Bill Rissell who will make the door prize announcement.**
- 7:16**      **Bill introduces Paul G. Hearne, President of The Dole Foundation. Hearne approaches the podium.**

**HEARNE: WELCOME TO THE 10TH ANNIVERSARY OF THE DOLE FOUNDATION FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES. TONIGHT WE WILL HONOR EXCELLENCE IN LEADERSHIP AND MEDIA AWARENESS AND SHOW OUR APPRECIATION TO OUR CONTRIBUTORS, GRANTEEES, FUNDING PARTNERS, BOARD OF TRUSTEES, TECHNICAL ADVISORY COMMITTEE. LET'S SEE DID I LEAVE ANYONE OUT – OH YES. A MAN WHO NEEDS NO INTRODUCTION, MY BOSS, OUR FRIEND, THE SENIOR SENATOR FROM THE GREAT STATE OF KANSAS - SENATOR BOB DOLE.**

- 7:18**      **Senator Dole approaches the podium to join with Hearne.**

**DOLE: THANK YOU LADIES AND GENTLEMAN AND WELCOME TO OUR 10TH ANNIVERSARY CELEBRATION.**

**7:20        Dole and Hearne present the 1994 LEADERSHIP AWARD TO THE WALT DISNEY COMPANY. Judson Green, President of Walt Disney Attractions approaches the podium to join them.**

**HEARNE: THANKS TO OUR FIRST AWARD WINNER, ALL AMERICANS CAN COME AND ENJOY THE HAPPIEST PLACE ON EARTH. SPACE MOUNTAIN, PIRATES OF THE CARIBBEAN, MAD TEA PARTY, MR. TOAD'S WILD RIDE.....**

**DOLE:     SOUNDS LIKE CAPITOL HILL ON A GOOD DAY. AS A MATTER OF FACT, THE WALT DISNEY COMPANY HAS ONCE AGAIN TAKEN THE LEAD AND GIVEN US A NEW STANDARD FOR EXCELLENCE.     THIS TIME FOR ESTABLISHING THE FUTURE TREND FOR THEME PARK ACCESSIBILITY. FORTUNE MAGAZINE NAMED DISNEY ONE OF AMERICA'S MOST ADMIRER COMPANIES, RANKING IT SIXTH OUT OF**

## **404 CORPORATIONS.**

**HEARNE: DISNEY'S "GUIDEBOOK FOR GUESTS WITH DISABILITIES" IS EXEMPLARY IN HIGHLIGHTING ACCESSIBILITY, INCLUDING BRAILLE MAPS, AUDIO TAPES AND SCRIPTS FOR PERFORMANCES, TELEPHONES, RESTROOMS, ATTRACTIONS, RESTAURANTS AND MORE. ALL HOTEL ROOMS HAVE CLOSE-CAPTIONED TELEVISION, AND SEVERAL ACCESSIBLE ROOMS HAVE ROLL-IN SHOWERS.**

**DOLE: RECENTLY, WALT DISNEY WORLD RESORT WAS AWARDED WITH THE CHAIRMAN'S AWARD OF THE U.S. ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD FOR ITS EFFORTS TO INCREASE ACCESSIBILITY FOR PATRONS WITH DISABILITIES. THE WALT DISNEY COMPANY PROVES THAT**

**TITLE III OF THE ADA IS AN UNPRECEDENTED MARKETING OPPORTUNITY SUPPORTING THE UNTAPPED PURCHASING POWER OF THE DISABILITY COMMUNITY MARKET SEGMENT. IT GIVES ME GREAT PLEASURE TO PRESENT THE DOLE FOUNDATION'S 1994 LEADERSHIP AWARD TO THE WALT DISNEY COMPANY.**

**HEARNE: ACCEPTING THE AWARD FOR THE WALT DISNEY COMPANY IS JUDSON C. GREEN, PRESIDENT OF WALT DISNEY ATTRACTIONS. MR. GREEN IS RESPONSIBLE FOR DIRECTING THE DAY-TO-DAY OPERATIONS AND FUTURE PLANNING FOR THE WALT DISNEY WORLD RESORT IN FLORIDA AND THE DISNEYLAND RESORT IN CALIFORNIA. MR. GREEN**

**Green:** Acceptance speech. Photo with Green, Dole and Hearne. Green returns to his seat on the stage. Dole and Hearne remain at the podium.

**7:23** Dole and Hearne present the 1994 Media Awareness Award to Dennis Byrd.

**HEARNE:** DENNIS BYRD WAS DRAFTED SECOND ROUND BY MY TEAM - THE NEW YORK JETS - IN 1989. BYRD, WHO HAD EARNED SECOND TEAM ALL AMERICAN HONORS, LED THE JETS' DEFENSE FOR THE NEXT THREE YEARS.

**DOLE:** WE COULD USE YOU HERE IN WASHINGTON. ON NOVEMBER 29, 1992 IN A GAME WITH THE KANSAS CITY CHIEFS, BYRD WAS PARALYZED IN A COLLISION WITH A TEAM MATE - THAT'S HAPPENING A LOT IN CONGRESS THESE DAYS. NOW, DOCTORS PREDICTED HIS DISABILITY WOULD BE PERMANENT, BUT BYRD

## **WALKED OUT OF THE HOSPITAL FOUR MONTHS LATER.**

**HEARNE: DENNIS BYRD WAS RECENTLY AWARDED AN HONORARY DOCTORATE FROM FAIRLEIGH DICKENSON UNIVERSITY IN NEW JERSEY, OKLAHOMAN OF THE YEAR, FATHER OF THE YEAR, THE JETS CREATED THE ANNUAL DENNIS BYRD AWARD, AND HE WAS HONORED AT DISNEY'S "DREAMERS AND DOERS" PROGRAM FOR CHILDREN WHO HAVE RISEN TO THE CHALLENGE OF GREAT OBSTACLES.**

**DOLE: NOW, DENNIS DEVOTES MOST OF HIS TIME AND ENERGY TO THE CREATION AND EXPANSION OF THE DENNIS BYRD FOUNDATION WHICH HE ENVISIONS AS A STATE-OF-THE-ART SUMMER CAMP FOR CHILDREN WITH A VARIETY OF PHYSICAL DISABILITIES. AND JUST IN CASE YOU MISSED THE TV**

**MOVIE BASED ON DENNIS' BOOK, YOU CAN CATCH THE REBROADCAST ON THE FOX NETWORK ON JANUARY 10. NOW, IT GIVES ME GREAT PLEASURE TO PRESENT THE DOLE FOUNDATION 1994 MEDIA AWARENESS AWARD TO MR. DENNIS BYRD.**

**Byrd:** Acceptance speech. Photo with Byrd, Dole and Hearne. Byrd returns to his seat on the stage. Hearne turns the program over to Dole.

**7:27 DOLE: WELCOME TO THE ANNUAL FOUNDATION GALA TO PROMOTE EMPLOYMENT OF PEOPLE WITH DISABILITIES AND TO CELEBRATE THE 10TH ANNIVERSARY OF THE DOLE FOUNDATION. I DON'T KNOW HOW**

**MANY TIMES I'VE PONDERED THE QUESTION OF WHAT MIGHT HAVE HAPPENED TO ME, HAD THE PEOPLE OF RUSSELL, KANSAS NOT COME TO MY AID MANY YEARS AGO. THOSE GOOD PEOPLE RAISED MONEY TO HELP ME, SO I COULD HELP MYSELF. AT THE TIME, NEITHER THE PEOPLE OF RUSSELL, NOR I HAD ANY IDEA HOW FAR THEIR HELP WOULD ALLOW ME TO GO.**

**IN 1984, WE ESTABLISHED THE DOLE FOUNDATION FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES. THE IDEA FOR SUCH A FOUNDATION WAS,**

**OF COURSE, A DIRECT OUTGROWTH OF MY OWN PERSONAL EXPERIENCE. I WANTED TO PROVIDE FOR OTHERS THAT WHICH HAD BEEN PROVIDED ME.**

**THERE IS EVIDENCE TO SHOW THAT THE MISSION OF THE FOUNDATION IS NOT IMPOSSIBLE...JUST LARGE. AS YOU KNOW, PEOPLE WITH DISABILITIES IN THE UNITED STATES ARE STILL THE LARGEST AND LEAST ACCEPTED MINORITY...SADLY, BUT TRUE, AN ESTIMATED 75 PERCENT OF THE WORKING-AGE DISABLED ARE OUT OF THE WORKFORCE AND UNEMPLOYED.**

**THIS REPRESENTS \$300 BILLION IN DIRECT PAYMENTS FROM FEDERAL, STATE, LOCAL GOVERNMENTS AND PRIVATE SOURCES TO THESE DISABLED NOT WORKING WHO ARE EMPLOYABLE. NOW, IF THESE PEOPLE COULD BE PUT TO WORK WITH THE KIND OF ASSISTANCE THE FOUNDATION IS PROVIDING, NOT ONLY WOULD \$300 BILLION BE SAVED IN TAXES AND PRIVATE SUPPORT, AN ADDITIONAL \$100 BILLION WOULD BE EARNED IN WAGES---A POSITIVE SWING OF WELL OVER A THIRD OF A TRILLION DOLLARS.**

**IF JUST FOR ECONOMIC REASONS,  
THE WORK WE ARE PURSUING MAKES  
GOOD BUSINESS SENSE. BUT OUR  
MISSION IS ABOUT PEOPLE, NOT  
NUMBERS. THROUGH THE GENEROUS  
HELP OF OUR MANY SUPPORTERS, WE  
ALLOW THESE PEOPLE TO REALIZE  
THEIR FULL POTENTIAL...SOMETHING  
THE PEOPLE OF RUSSELL DID FOR ME  
SO MANY YEARS AGO. SO FAR THIS  
YEAR, THE FOUNDATION HAS AWARDED  
\$727,000 IN GRANTS TO 42  
ORGANIZATIONS ACROSS THE  
COUNTRY. SINCE WE BEGAN MAKING  
GRANTS IN 1985, THE DOLE  
FOUNDATION HAS AWARDED OVER 300**

**GRANTS IN 40 STATES TOTALLING \$6.2 MILLION.**

**IN ADDITION, IN 1991, PAUL HEARNE CREATED AND CHAIRED THE FUNDING PARTNERSHIP FOR PEOPLE WITH DISABILITIES, A CONSORTIUM OF 45 FOUNDATIONS AND CORPORATIONS, WHICH HAS ALREADY PROVIDED \$3 MILLION IN SUPPORT FOR PROJECTS CONSISTENT WITH THE DOLE FOUNDATION'S MISSION. THIS CONTINUES TO SPREAD THE WORD TO OTHER FOUNDATIONS TO BECOME INVOLVED IN THE EMPLOYMENT NEEDS OF DISABLED PEOPLE.**

**WE ARE A SMALL FOUNDATION WHO HAVE OVER THE PAST DECADE TACKLED A BIG PROBLEM WITH EXCELLENT RESULTS. PAUL AND HIS STAFF HAVE BEEN RESPONSIBLE FOR ALMOST \$10 MILLION INTO COMMUNITIES THROUGHOUT THE COUNTRY.**

**PERSONALLY, IT IS AN HONOR TO BE A PART OF THIS INITIATIVE, BUT WHILE THE FOUNDATION BEARS MY NAME, IT IS CERTAINLY ABOUT MORE THAN BOB DOLE. IT IS ABOUT THE 49 MILLION PEOPLE IN THIS COUNTRY WHO, BECAUSE OF A DISABILITY, FACE**

**A SOCIETY THAT IS SOMETIMES  
FEARFUL, SOMETIMES UNAWARE, AND  
ALMOST ALWAYS UNACCEPTING.**

**LAST YEAR WE TALKED ABOUT THE  
NEED FOR ENDOWMENT AND ABOUT  
THE NEED TO GUARANTEE THE WORK  
OF THE FOUNDATION INTO THE NEXT  
CENTURY AND BEYOND. THIS YEAR, I  
AM HAPPY TO REPORT, WE ARE DOING  
SOMETHING ABOUT IT. THE  
FOUNDATION TRUSTEES HAVE  
APPROVED A MAJOR \$10 MILLION  
CAMPAIGN SEEKING TO ENDOW OUR  
FOUNDATION FOR THE FUTURE.**

**THIS CAMPAIGN HAS MY FULL SUPPORT. WITH PAUL'S LEADERSHIP, I BELIEVE IT WILL TAKE US ONE STEP CLOSER TO THE DAY WHEN PEOPLE WITH DISABILITIES IN THIS COUNTRY ARE RECOGNIZED FIRST AND FOREMOST FOR THEIR ABILITIES. THEN, THEY WILL BE RECOGNIZED FOR WHAT THEY CAN DO AND FOR WHAT THEY HAVE DONE FOR OUR SOCIETY.**

**I KNOW THAT MANY OF YOU HERE TONIGHT HAVE CONTINUOUSLY SUPPORTED OUR FOUNDATION SINCE THE BEGINNING AND IT IS MY HOPE THAT YOU WILL SUPPORT THIS EFFORT**

**WHEN YOU ARE APPROACHED SO THAT  
WE CAN PERPETUATE THE GOOD  
WORKS YOU HAVE HELPED CREATE.**

**THANK YOU AGAIN, WE LOOK  
FORWARD TO UPDATING YOU  
THROUGHOUT THE YEAR ABOUT THIS  
IMPORTANT EFFORT!**

**BEFORE I TURN THE PROGRAM  
OVER TO PAUL. I WANTED TO THANK  
OUR PIANIST PETER ROBINSON, WHO  
WORKED ON MY STAFF AND COMES  
HERE EVERY YEAR TO PERFORM FOR  
THIS EVENT. THANKS PETER.**

Dole turns program over to Hearne. Dole returns to seat on the stage.

7:32        HEARNE: 1994 WAS A GOOD YEAR FOR THE DOLE FOUNDATION. IT WAS IN 1994 THAT THE FOUNDATION AGAIN WAS ABLE TO AWARD GRANTS IN EXCESS OF THREE-QUARTERS OF A MILLION DOLLARS. IT WAS IN 1994 THAT THE FOUNDATION WAS INSTRUMENTAL IN CREATING A THIRD FUNDING PARTNERSHIP FOR PEOPLE WITH DISABILITIES IN THE AREA OF TELECOMMUNICATIONS AND: IT IS THE YEAR THAT WE RECEIVED OUR SINGLE LARGEST GIFT OF \$1,000,000 WHICH LAUNCHED OUR UNPRECEDENTED ENDOWMENT DRIVE. IT IS ALSO THE TENTH YEAR THAT SENATOR DOLE'S DREAM OF A FOUNDATION IS A REALITY.

BUT IT WAS ALSO A YEAR THAT A NEWLY PUBLISHED HARRIS REPORT INDICATED THAT DESPITE THE AMERICANS WITH DISABILITIES ACT UNEMPLOYMENT FOR PEOPLE WITH DISABILITIES WAS STILL OVER 75 PERCENT. WE HEARD MISLEADING MEDIA REPORTS THAT SPOKE OF A DISABILITIES ACT -- ONLY A FEW MONTHS IN EFFECT -- THAT WAS HELPING THE WRONG PEOPLE OR NO ONE AT ALL.

IT WAS ALSO A TIME THAT GAO REPORTS INDICATED THAT PEOPLE WITH DISABILITIES WHO NEEDED A JOB DID BETTER WHEN THEY DIDNOT AVAIL THEMSELVES OF GOVERNMENT AGENCIES DESIGNED FOR THAT PURPOSE.

SO WHAT DO WE SEE FOR 1995? THE ROLE THAT THE FOUNDATION PLAYS AND WILL CONTINUE TO PLAY EXPANDS EVERY YEAR. THE NEED TO SUPPLEMENT EMPLOYMENT PROGRAMS FOR PEOPLE WITH DISABILITIES IN THEIR COMMUNITIES IS AS COMPELLING NOW AS IT WAS A DECADE AGO WHEN THE FOUNDATION WAS CREATED.

IT IS WITH YOUR HELP THAT WE WILL CONTINUE TO MEET THE CHALLENGES THAT WE WILL FACE. IT IS YOUR VOLUNTEER LEADERSHIP THAT WILL MAKE THE DIFFERENCE BETWEEN SUCCESS AND FAILURE IN OUR CAMPAIGN.

IT IS IMPERATIVE THAT THOSE OF YOU WHO HAVE BEEN GENEROUS RESPOND AGAIN WITH GENEROSITY TO ASSURE THAT WE ATTAIN THE \$10 MILLION GOAL THAT THE SENATOR AND OUR FOUNDATION BOARD HAVE SET.

THIS ANNIVERSARY NOT ONLY MARKS THE TENTH ANNIVERSARY OF THE FOUNDATION, BUT IT MARKS THE FIFTH ANNIVERSARY OF MY ROLE AS PRESIDENT. WE ALL KNOW THAT SENATOR DOLE DOES NOT TAKE THE TITLE OF "PRESIDENT" LIGHTLY.

IT HAS BEEN WITH THE FULL SUPPORT THAT I HAVE ALWAYS RECEIVED FROM THE SENATOR, THE COMMITMENT FROM THE DEDICATED BOARD, AND THE LABOR OF AN EXCELLENT STAFF THAT

HAS BROUGHT THE FOUNDATION TO THIS JUNCTURE AND WILL CONTINUE TO PROPEL IT INTO THE FUTURE.

IN CLOSING, LET ME REAFFIRM MY COMMITMENT TO ALL OF YOU THAT WE WILL CONTINUE TO PROVIDE LEADERSHIP IN THE PHILANTHROPIC COMMUNITY, EDUCATION IN THE CORPORATE BOARD ROOM AND THE NEIGHBORHOOD STORE AND GRANTS IN THE COMMUNITY THAT WILL SET THE EXAMPLE FOR EXCELLENCE IN PROMOTING EMPLOYMENT OF PEOPLE WITH DISABILITIES.

THERE ARE TWO WOMEN IN MY LIFE AND THEY ARE BOTH HERE TONIGHT -- OFTEN IN WASHINGTON, MEN WON'T ADMIT TO HAVING BOTH OF THEM IN THE SAME PLACE AT THE SAME TIME, BUT I WOULD LIKE TO INTRODUCE .....MOM AND WIFE.

LETS THANK OUR SIGN LANGUAGE INTERPRETERS, HARRY ZARIN, PAT FOLEY AND MICHAEL HARTMAN. I WANT TO ONCE AGAIN THANK OUR CONTRIBUTORS, BOARD OF TRUSTEES, FUNDING AND TECHNOLOGY PARTNERS, TECHNICAL ADVISORY COMMITTEE MEMBERS, FINANCE COMMITTEE HEADED UP BY TED KRATOVIL AND MOST IMPORTANTLY, ALL OF YOU IN THE DISABILITY COMMUNITY FOR WHOM WE ARE PLEDGED TO SERVE.

A SPECIAL THANKS TO BILL RISSELL AND TARI SUSAN HARTMAN WHO WORKED HARD TO ARRANGE THIS EVENING'S GALA. BILL.....

**7:35** Hearne turns the program over to Rissell. Dole and Rissell approach the podium. Rissell announces the door prize winners. Door prize winners enter the stage for photo with Dole, Hearne and Rissell. Dole and Hearne leave the podium, Dole returns to seat on the stage.

**7:39** Rissell announces WEST COAST COLLABORATION dance performance:

**RISSELL: NOW WHILE I'M INTRODUCING OUR DANCERS YOU'LL NOTICE THAT SOME OF YOU ARE "WALK AND ROLLING" ON THEIR DANCE FLOOR. IF YOU ARE, PLEASE MOVE TO THE SIDE, SLOWLY. THANK YOU. NOW, OUR PROGRAM WILL CONCLUDE WITH "A WEST COAST COLLABORATION" OF DANCERS WILL PRESENT A PERFORMANCE OF INTEGRATED DANCE: A MOVEMENT CONCEPT THAT HIGHLIGHTS DISABLED AND NON-DISABLED DANCERS MOVING TOGETHER AS EQUALS. THE QUARTET INCLUDES CHARLENE CURTIS OF LIGHT MOTION, JOANNE PETROFF OF WHISTLESTOP DANCE, BOTH FROM SEATTLE; BRUCE CURTIS OF PARADOX DANCE, FROM BERKELEY; AND KAREN NELSON OF DIVERSE DANCE, FROM VASHON ISLAND IN WASHINGTON STATE. ON THE CUTTING-EDGE OF A NEW AVANT GARDE PROFESSION, THE "WEST COAST COLLABORATION" WILL ENTICE AND CHALLENGE ALL PREVIOUSLY HELD BELIEFS ABOUT DANCE AND ARTISTIC MOVEMENT POTENTIAL FOR PEOPLE WITH DISABILITIES. LADIES AND GENTLEMEN, THE "WEST COAST COLLABORATION."**

**7:54      Bill returns to the podium and closes the program:**

**RISSELL:    THANK YOU "WEST COAST COLLABORATION" -  
CHARLENE CURTIS, JOANNE PETROFF, BRUCE CURTIS AND KAREN  
NELSON. WE HOPE YOU ALL ENJOYED THE PERFORMANCE. THANK  
YOU FOR COMING AND SEE YOU NEXT YEAR.**

**THE END**