

# National Disability Employment Awareness Month

accomplished

achievement

successful

worthwhile

productive

beneficial

**Workers  
with  
Disabilities:  
Talent for  
a Winning  
Team!**

## Preface

Chief Librarian, Karen Olender, at the Defense Equal Opportunity Management Institute (DEOMI), created this document that provides background and reference material information for National Disability Employment Awareness Month 2007. This document is posted on the Internet at: <https://www.deomi.org>. Additionally, there are various materials on the web site that support other national observances.

The opinions expressed in this report are those of the author, and should not be construed to represent the official position of DEOMI, the military Services, or the Department of Defense.

Cover design by Mr. Pete Hemmer, Ki Corporation, contractor with the Defense Equal Opportunity Management Institute.

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**NATIONAL DISABILITY AWARENESS MONTH**  
2007 Theme: Workers with Disabilities: Talent for a Winning Team  
*1 October–31 October 2007*

On July 26, 2007 the United States celebrated the 17<sup>th</sup> anniversary of the passage of the Americans with Disabilities Act, located at Web site address, <http://www/dol.gov/esa/regs/statutes/ofccp/ada.htm>. President George Bush, in his speech when he signed the act stated, “This historic act is the world’s first comprehensive declaration of equality for people with disabilities...,” see Web site <http://www.eeoc.gov/ada/bushspeech.html> for full text.

John Hockenberry published his memoir, *Moving Violations*, in 1995. He’s been a paraplegic since he was 19 following an automobile accident. He writes about life and work as a reporter who travels the world in his wheelchair. John is a two-time Peabody Award winner, who worked for National Public Radio for more than 10 years before becoming a correspondent for an ABC network news magazine.

## **REFERENCES**

### **Books**

*Disability Rights History:*

Zames-Fleischer, Doris and Zames, Frieda (2001). *The Disability Rights Movement: From Charity to Confrontation*. Philadelphia, PA: Temple University Press.

The authors relate the history of disability activism in the 1930s, the independent living movement of the 1970s, and disability pride empowerment of the 1990s. Frieda Zames, Associate Professor of Mathematics Emeritus at New Jersey Institute of Technology, contracted polio at a young age and used braces and crutches to walk.

Johnson, Mary (2003). *Make Them Go Away : Clint Eastwood, Christopher Reeve & the Case Against Disability Rights*. Louisville, KY: The Advocado Press.

Divided into three parts, this book examines the case against disability rights, the case for disability rights and the final part examines Supreme Court decisions on the Americans with Disabilities Act.

Longmore, Paul K. & Umansky, Lauri (Eds.). (2001). *The New Disability History: American Perspectives*. New York: New York University Press.

Fourteen contributors provide essays arranged chronologically and thematically from the nineteenth century topics to the present that explore significant disability issues.

Johnson, Mary & Shaw, Barrett (Eds.). (2001). *To Ride the Public's Buses: the Fight That Built a Movement*. Photos by Tom Olin. Louisville, KY: The Advocado Press.

The fight for lifts on buses is chronologically detailed by the stories of individuals struggling to have access to public transportation, the activist campaign and confrontations for access, and discusses the policies/reactions of various city transit systems.

Lane, Harlan (1984). *When the Mind Hears: A History of the Deaf*. New York: Random House.

The first comprehensive history of the deaf published, this book looks at prejudice against the deaf, sign language education, and mainstreaming.

#### *Disability Civil Rights:*

Vaughn-Switzer, Jacqueline. (2003). *Disabled Rights: American Disability Policy and the Fight for Equality*. Washington, D.C: Georgetown University Press.

From a social, legal, and political perspective, the author explores how people with disabilities were affected by programs and laws enacted in the past 50 years.

Chin, Jean Lau (Ed.). (2004). *The Psychology of Prejudice and Discrimination Vol 4: Disability, Religion, Physique and Other Traits*. Westport, CT: Praeger Publications.

There are 10 chapters featuring topics by a variety of authors each examining a perspective on a disability issue.

Jaeger, Paul T. & Bowman, Cynthia Ann (2005). *Understanding Disability: Inclusion, Access, Diversity, and Civil Rights*. Westport, CT: Praeger.

This book explores disability in society and the social roles of persons with disabilities from the human, social, cultural, legal, and policy issue concepts of inclusion, access, diversity, and legal rights.

#### *The Law and ADA Interpretation:*

Hamilton-Krieger, Linda. (Ed.). (2003). *Backlash against the ADA: Reinterpreting Disability Rights*. Ann Arbor, MI: The University of Michigan Press.

Many of the essays in this book were published as articles in a law review published by the University of California at Berkley. The authors of the essays examine what happened after the passage of the ADA and the judicial/public/media response.

Parry, John, JD. (2003). *Handbook on Disability Discrimination Law*. Washington, DC: American Bar Association.

The author provides an overview of the history of the law and its limitations. The book has sections on employment, public accommodations, housing, education, telecommunication and the internet.

*Technologies and Resources:*

Lazzaro, Joseph J. (2001). *Adaptive Technologies for Learning & Work Environments* (2nd ed.). Chicago, IL: American Library Association.

The author explains all about the newest adaptive technology products available. Chapters are divided by options for people with visual, motor, speech, hearing, and learning disabilities.

Alliance for Technology Access (2000). *Computer and Web Resources for Peoples with Disabilities* (3rd ed.). Alameda, CA: Hunter House Inc.

This book is divided into three parts—Solutions, Technology, and Resources/References. A wide range of topics include use of assistive technologies, personal stories about people using the technologies, and resource listings of web, publications, and support organizations.

### **Audiovisual Media**

Tillman, George, Jr. (Director). (2000). *Men of Honor* [Motion picture]. Twentieth United States: Century Fox Home entertainment.  
Running time: 128 minutes

This film was inspired by Carl Brashear, an African American sailor who fought prejudice to become a U.S. Navy Master Diver. He had a tragic shipboard accident and was the first amputee ever to be re-certified as a Navy Diver.

Ward, Irene M. & Associates (Producer). (1994). *The Ten Commandments of Communicating With People with Disabilities*. United States: Program Development Associates.  
Running time: 25:43 minutes

This training video produced by Irene M. Ward & Associates uses humorous vignettes to “train employees, improve customer service, and avoid losing talented employees due to ignorance or awkwardness.”

### **Online Magazines**

*Ability*. Retrieved August 27, 2007 from <http://abilitymagazine.com/>

This site provides articles about legislative issues, new programs and technologies to serve people with disabilities, films, and books with disability topics, etc.

*Paraplegia News*. Retrieved August 27, 2007 from <http://www.pvomagazines.com/pnnews/magazine/toc.php?current=1>

Wheelchair users can obtain information about technology products, resources, and adaptive sport opportunities to improve their lives.

### **Web sites**

*American Association of People with Disabilities*. Retrieved August 27, 2007 from <http://www.aapd-dc.org/docs/info.php>

This Web site contains newsletters, press releases, disability resources information, and lists employment opportunities.

*American Civil Liberties Union (ACLU)*. Retrieved August 27, 2007 from <http://aclu.org/disability/index.html>

The ACLU Web site has a section that provides news, documents, publications, and other information on disability rights.

*Disability Information.gov*. Retrieved August 27, 2007 from <http://www.disabilityinfo.gov/>

The federal government has nine disability-related subject areas on this site that provide information and access to resources.

*Disability Resources Organization*. Retrieved August 27, 2007 from <http://www.disabilityresources.org>

This site is sponsored by a non-profit organization that promotes awareness, availability, and accessibility of resources for the disabled.

National Association of the Deaf (NAD). Retrieved August 27, 2007 from <http://www.nad.org/site/pp.asp?c=foINKQMBF&b=91587>

The NAD was established in 1880 to advocate for the rights of deaf and hard of hearing. This site provides news as well as legal rights information and advocacy issues.

*National Rehabilitation Information Center (NARIC)*. Retrieved August 27, 2007 from <http://www.naric.com>

NARIC collects and disseminates reports of research funded by the National Institute on Disability and Rehabilitation Research. This site provides access to full-text documents for researchers as well as reports and information sources for the public.