



NEW WORLD

For Persons with disAbilities

July 2020

Californians for DisAbility Rights, Inc.

Summer Edition

PRESIDENT’S MESSAGE

By Kathleen Barajas

To say that we are living in unprecedented times is an understatement! Who could have ever dreamt that the year 2020 would bring a pandemic that would change nearly every aspect of our lives. As if the disability community does not already face enough challenges, here comes an invisible enemy who will wreak havoc to our support systems, our daily schedules of services we require, not to mention funding of additional services which we may have had up to this point.

In May, we learned that some of our services, including Medi-Cal and In Home Supportive Services, were threatened by proposed budget cuts. The dreaded 7% cut to IHSS was trying to rear its ugly head once again, among other proposed cuts to Medi-Cal and other social services we rely on. A group of advocates in Los Angeles banded together, and did a Death Warrant campaign of a change.org petition and writing letters to the Governor and other representatives. The proposed budgets cuts were successfully halted for now, although the issue may be revisited in September. Please continue to call and write your representatives to let them know how crucial your services are to you, and how any cuts to them will impair your independence and health.

While this pandemic has brought much negativity to our lives, it has also brought light to issues which can benefit our community. Many employers believed that a ‘work from home’ position would never work. Potential employees with disabilities have requested such an option for years, as daily commuting would prove difficult for them. Now with Covid-19 forcing many employees to work from home, employers have been proven wrong. Covid-19 has shown them that working from home can be successful, and advantageous to all parties involved! Let us hope that this opens a multitude of doors and job opportunities to individuals with disabilities who would be great assets to businesses they are employed with, but cannot physically tolerate daily commuting or need to

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ADA 30TH ANNIVERSARY - CELEBRATING SOME FOUNDING “MOTHERS AND FATHERS”

By Susan Chandler

I wanted to share with you a bit about six people (there were many more) behind the push to get this historic, ground breaking civil rights law for people with disabilities passed on July 26, 1990.

The Americans with Disabilities Act (ADA) turns 30 on July 26, 2020. At the invocation, the Rev. Harold Wilke (believed to be the first for a bill signing) spoke of *“the breaking of the chains which have held back millions of Americans with disabilities”*. Before signing the ADA, President George W. Bush said: *“Let the shameful wall of exclusion finally come tumbling down”*. After the signing, he then said: *“This historic act is the world’s first comprehensive declaration of equity for people with disabilities - the first. Its passage has made the United States the international leader on this human rights issue... This act is powerful in its simplicity. It will ensure that people with disabilities are given the basic guarantees for which they have worked so long and so hard: Independence, freedom of choice, control of their lives, and the opportunity to blend fully and equally into the rich mosaic of the American mainstream”*.

Judy Heumann, a lifelong advocate, contacted polio at the age of 18 months, in 1949, and mostly used a wheelchair, which, in those days, meant nothing was accessible, especially the schools! After being home schooled, she finally got to go to a “special school” for the fourth grade, and eventually went to college. She wanted to become a teacher, however the Department of Rehabilitation told her that there were no teachers in wheelchairs. When she graduated, she applied to the New York City schools to teach. The school district would not hire her, as they saw her wheelchair as “fire hazard”! Judy then sued them for discrimination, and won!

This caught the attention of Ed Roberts, who invited her to come to California, and help establish

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**PEOPLE WITH DISABILITIES ARE THE FORGOTTEN
VULNERABLE COMMUNITY IN THE AGE OF COVID-19**

By Rep. Jim Langevin and Jay Ruderman

**Californians for
DisAbility Rights, Inc.**
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**United We Stand,
Disability Rights are Civil Rights**

CDR's Mission: To improve the quality of life for all persons with any disability through education and training; by working to remove barriers through advocacy and change in public policy.

The skyrocketing infection rate and increasing death toll from COVID-19 has revealed just how vulnerable our communities are to a global pandemic. Older Americans are considered to be at a particularly high risk for complications from the virus.

However, what too often flies under the radar is COVID-19's threat to an even larger demographic community – the one in four Americans living with a disability. Many people with disabilities have underlying medical conditions that place them in a higher risk category, but there is not nearly enough discussion about the difficulties they face during these fraught times. Simultaneously, in some U.S. states, the disability community's civil and human rights are being dangerously flouted as they face unprecedented levels of risk.

For people with disabilities, navigating community barriers is a challenge even in normal times. In a pandemic, those barriers become even more complex. If a person has a mobility issue, they may not be able to obtain supplies that are critical while they are isolated. If a home health aide gets sick, who will provide life-sustaining supports? For those with mental health conditions, losing access to all forms of face-to-face human interaction due to social distancing could exacerbate existing feelings of anxiety and depression.

People with disabilities should be among the first Americans protected by the medical system and their governments in the age of coronavirus. Yet scenarios once relegated to dystopian novels are becoming frightening realities, especially in regard to the rationing of lifesaving medical care and equipment, including ventilators. In Alabama, "persons with severe mental retardation, advanced dementia or severe traumatic brain injury may be poor candidates for ventilator support." Washington state recommends transferring patients with "loss of reserves in energy, physical ability, cognition and general health" out of hospitals and into outpatient care.

Appropriately, the federal government is taking action to prevent these disturbing developments on the state level. On March 28, the Office for Civil Rights within the Department of Health and Human Services (HHS) issued a bulletin with guidelines aimed at ensuring that entities covered by civil rights authorities keep in mind their obligations under laws and regulations that prohibit discrimination on the basis of race, color, national origin, disability, age, sex, and exercise of conscience and religion in HHS-funded programs.

Nevertheless, fears remain that Americans with disabilities such as Down syndrome, cerebral palsy, and autism will be cast aside by a health care system that is increasingly overwhelmed by COVID-19, conjuring images of the harrowing reports of Italians over age 80 being "left to die." While some may feel that the treatment of younger, abled-bodied individuals should be prioritized over people with disabilities and compromised immune system, we cannot make judgments on who lives and who dies. We cannot cast aside any human because of their age or disability. We can and must do better.

This complex ethical conundrum will not be resolved overnight. But even for Americans who do not work in health care and its associated

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SSI/SSP GRANTS ARE NO MATCH FOR CALIFORNIA'S HOUSING COSTS

By Scott Graves

*As printed by California Budget and Policy Center.

Supplemental Security Income/State Supplementary Payment (SSI/SSP) grants are a critical source of income for well over 1 million California seniors and people with disabilities who have low incomes and need help paying for basic necessities, such as housing. Grants are funded with both federal (SSI) and state (SSP) dollars. The maximum monthly grant for an individual is about \$944, which consists of an SSI grant of \$783 and an SSP grant of \$160.72.

To help close budget shortfalls during the Great Recession, the state made deep cuts to the SSP portion, reducing it from \$233 per month in early 2009 to \$156.40 per month by mid-2011. State policymakers increased the SSP grant by \$4.32 per month starting in January 2017. However, no additional state grant increases have been provided since then, and the Governor's proposed 2020-21 state budget assumes the SSP portion will remain frozen for another year.

Because state cuts largely remain in place, SSI/SSP recipients have less money to meet their basic needs, including housing. This is particularly concerning in light of California's high housing costs. In all 58 California counties, the "Fair Market Rent" (FMR) for a studio apartment exceeds 50% of the maximum SSI/SSP grant for an individual. Moreover, the studio FMR exceeds the entire grant in 22 counties. People are at greater risk of becoming homeless when housing costs account for more than half of household income. See chart at calbudgetcenter.org/wp-content/uploads/2020/01/CA_Budget_Center_SSISSP-Grants-Lose-Ground-to-Housing-Costs_012020.pdf.

OFFICER ELECTIONS!

This December will be time for election of officers once again. As you may know, any CDR member in good standing is eligible to run and hold office. Holding office is a great addition to your resume, and to gain additional advocacy experience! All office positions - President, Vice-President, Secretary, Treasurer, and Member-At-Large (3) - will be up for election. Please reach out to us, if you are interested in running for office. Ballots will be mailed out in the Fall; please cast your vote and make your voice heard!

PRESIDENT'S REPORT

(Cont. from page 1)

set work hours which will work for them.

Another positive component that the pandemic has brought us involves the Brown Act and teleconference meetings. Until the pandemic hit, all public meetings could not offer call-in options, unless each location of where the person was calling from was advertised on the agenda, and that location be made open to the public. When Covid-19 hit and prevented us from having in-person public meetings, the state has temporarily relaxed this requirement, and currently allows teleconferencing for public meetings, including Zoom and other meeting apps. Disability-related committees are reporting increased participation for their meetings, as they no longer are required to attend meetings in person. There are many factors which affect a person's ability to attend a meeting, especially an individual with a disability, thus having the option to participate in a meeting remotely means that the person will be much more likely to participate in the meeting. Various organizations in our state are working on trying to make this a permanent provision in the Brown Act, as they see the advantage in providing this option, which they can definitely note in their argument in making it permanent.

The Covid-19 pandemic has also destroyed all planned celebrations for the 30th anniversary of the Americans with Disabilities Act, which is on July 24. I was so looking forward to connecting with my friends and fellow advocates to celebrate this awesome milestone. Virtual events will be held instead, and while this is a good alternative, nothing can replace the excitement and festivities of a physical celebration.

The State of California has announced that individuals with disabilities are not required to wear a face covering/masks, if wearing such will hinder their breathing, or if they cannot put on and remove the mask on their own. While this now is a regulation, I would predict that some businesses still might not be aware of it, and attempt to enforce the practice on an individual with a disability, who is otherwise exempt. It is advised that if you choose to not wear a face covering while in public, that you carry a hard copy of the regulation. Both my sister and a very good friend have made me various styles of masks, which do not lay too close to my mouth area. These masks work best for me, and I feel that if wearing a mask will keep us safer, then it is definitely what we should do, to the

best of our ability. I also suggest face shields, for those who find it difficult to wear masks.

Let us continue to do what is needed to keep our loved ones and ourselves as safe as possible, including staying at home and social distancing as much as our disabilities allow. If you are in need of PPE, please reach out to us, and we will try to connect you with the resources needed.

In advocacy always, Kathleen

ADA 30TH ANNIVERSARY - CELEBRATING SOME FOUNDING "MOTHERS AND FATHERS"

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the Berkeley Center for Independent Living, and later the World Institute on Disability (WID). Looking at integration in depth, Judy was influenced by the Civil Rights movement of 1964. She stressed that "To do things differently does not mean we are lesser people". She was the leader in the San Francisco Section 504 demonstration in 1977, which became a 28-day occupation of the San Francisco Federal Building. Judy fought the government, who wanted to create a separate, but equal program for disability inclusion! Her role in getting the 504 regulations adopted was pivotal to the first federal disability anti-discrimination statute that said that if any educational entity got federal money, they could not discriminate against people with disabilities.

Judy stresses that it is important to own our disabilities as part of who we are. We now have the right to ask for accommodations, education, and understanding. We are moving forward, but still have more to do. Her book "**Being Heumann**" and her role in **Crip Camp** (a new NetFlix movie) gives you a more in-depth look at her life.

Judy noted the progress of community integration of people with disabilities since the Olmstead court decision in June 1999, as well as current challenges faced by the disability rights movement. She says that "In this current period of the Pandemic, there are going to be many challenges, and more people with disabilities. We need to make sure that persons with disabilities and other groups do not get stepped on, or pushed aside. We need to insist that there is more money for more services like home care, living in our own homes, education, getting a job, etc".

Reinventing Employment - Employers need to see that persons with disabilities are valuable employees. With the ADA, we have stronger voices and we have more knowledge and power. Now more

people understand disabilities than in the past. We need to demand to be included in policy making, along with being more visible and actively involved in our communities, being part of groups and organizations. We need to make sure people recognize that we have the laws behind us, however we need to be engaged and make sure that these laws are implemented. We need to make an impact on our country and the world!

Judy's message for hope and optimism is to "Be really proud of the fact that you may have a disability - visible or invisible. We need to tell each other that our message is correct, and we need to fight for ourselves. Reach out and become friends with other disabled individuals and parents with disabled children. As we move through this really difficult time, I do believe if we are vigilant and forceful...that we will come through this, and as a movement, we will be stronger".

Judy also says that the best thing to come from the ADA is that all busses are now accessible, according to Michael Winters (who went from the Berkeley Center for Independent Living to the Department of Transportation in Washington D.C.). Judy's seminal moment will be "when 56 million persons with disabilities acknowledge that they have disabilities, and they are proud of who they are"! She has more recently been an Assistant Secretary of the Office of Special Education and Rehabilitation Services (OSSERS) under President Clinton; a former Special Advisor on Disability Rights for the United States' State Department; Advisor on Disability and Development at the World Bank; and a Senior Fellow position at the Ford Foundation.

The Honorable Tony Coelho: At 18 years of age, he acquired epilepsy from a car accident. Tony is a lifelong advocate for the rights of people with disabilities, who has faced discrimination as someone with a hidden disability. After high school, he wanted to be either a priest or a politician. He tried to get jobs, but was never was interviewed because he marked the box which said epilepsy. His priest told him that the Catholic religion bars persons with epilepsy from being priests. The priest referred him to Bob Hope for a job. After a few years of working for Hope, he said "you should be a politician" and referred him to a legislator who hired him. Tony went on to have a distinguished career as a Congressman.

After trying to pass various bills to help persons with disabilities, Tony realized that they did not have any civil rights, and decided to try to remedy that, not knowing that people all across the country were doing the same! Many legislators signed on to the ADA bill

because of the experiences that their family and friends with disabilities had gone through. These legislators knew that persons with disabilities were being mistreated, and wanted to do something about it.

Tony was the chief sponsor of the ADA bill in the House of Representatives. He knew that strong advocacy was needed to face this widespread and inhumane discrimination in the United States. He also knew that any bill, in order to succeed, had to be bipartisan and bicameral; until recently, every piece of legislation has been both!

The speaker asked Tony to put his access bill on hold, so that more studies could be made; Tony refused. He said that the Public Works committee was the most difficult to get the access bill passed through. Congress had been involved with the Japanese Reparations bill at that time, and Tony told the speaker that this bill was *his* Reparation bill! "What is exciting is that the ADA is the law of the land, and in 52 other countries, there are now similar laws."

The biggest change from the ADA Law is with us:

No one can now tell you, "I am not going to hire you because you are disabled"! This is key: We want to make sure whoever is elected President continues to ensure that the Justice Department will enforce the ADA laws! Tony added that "**we need to make sure we vote**"! He has a unique perspective on how the ADA has made an impact in the lives of people with disabilities. Tony has served as Chair of the President's Committee on the Employment of People with Disabilities from 1994 until 2001, and currently serves as Chairman of the Epilepsy Foundation.

Lex Frieden: A quadriplegic from a car accident at age 18, who was not allowed into a university because of his disability! He went on to earn an MS in Sociology. He is a well-known disability rights activist, and a leader in the independent living movement. Frieden's service in the 1970s included membership on a Congressional task force on science, technology, and disability. The panel's mission was to study what was and was not being done in disability-related research across the entire swath of the United States Government. That panel's work, in 1978, led to the creation of the National Institute on Disability and Rehabilitation Research (NIDRR), a unit of the United States Department of Education. With all this background, he is considered "chief architect" of the ADA.

Under Frieden's leadership, NCD produced a report, *Righting the ADA*, that made recommendations leading to enactment of the ADA

Amendments Act of 2008. Other Council priorities during Frieden's tenure as NCD chair centered on livable communities, adaptive technology, and community-based services and supports for long-term care. The Council issued two major reports, *Toward Independence* and *On the Threshold of Independence*, to further the effort along...Other significant legislation inspired by the Council included the Air Carrier Access Act of 1986 (ACAA), and legislation to make national parks and recreation areas accessible to persons with disabilities.

After leaving NCD in 1988, Frieden was appointed by Congressman Major R. Owens, Chairman of the United States House of Representatives' Subcommittee on Select Education, to be coordinator of the newly formed Congressional Task Force on the Rights and Empowerment of Americans with Disabilities. Frieden was one of the major figures behind the enactment of the ADA. He worked with Vice-Chairman Justin Dart, Jr. to oversee the work of Robert Burgdorf in writing the first drafts of what was to become the ADA.

Frieden is a professor of Biomedical Informatics and Rehabilitation at the University of Texas Health Science Center at Houston. He also directs the Independent Living Research Utilization (ILRU) program at TIRR Memorial Hermann Hospital in Houston, home of the Southwest ADA Center, and one of ten regional ADA centers in the ADA National Network. From 2002 until 2006, he served by appointment of President George W. Bush as Chairman of the National Council on Disability (NCD).

Frieden's personal experience assisting with disaster response and recovery after Hurricanes Katrina and Rita motivated Council recommendations that resulted in passage of legislation to improve emergency preparedness and response for people with disabilities in disasters.

Justin Dart: A paraplegic was considered the "godfather of the ADA". After a hapless life as a playboy (as a member of the Dole family), in 1948 he contracted polio that left him a paraplegic, which changed his life. He went on to get a MS in Business, and was the President of Tupperware Japan. He wanted to create social change, so after leaving Japan, he gave up his riches to become an advocate for persons with disabilities.

Justin was a friend and colleague of Lex, who named him Chair of the newly formed congressional task force that was to gather accounts of injustices and hardships faced by persons with disabilities, along with chronicling the extent and nature of disability discrimination in America. He and his wife

Yoshiko went across the country twice, doing this at their own expense! (*Editor's note: in SLC as a newly disabled person I attended one of the sessions for persons with disabilities to bring their discrimination issues to Dart.*). He and Lex worked together, and produced several reports and papers which congressional committees used in the process of considering and refining the ADA prior to its passage.

After the signing, Justin said: "The ADA is a landmark commandment of fundamental human morality. It is the world's first declaration of equality for people with disabilities by any nation. It will proclaim to America, and to the world, that people with disabilities are fully human; that paternalistic, discriminatory, segregationist attitudes are no longer acceptable; and that, henceforth, people with disabilities must be accorded the same personal respect and the same social and economic opportunities as other people. Since the ADA was passed, individuals with disabilities have been able to improve their lives. The ADA is used daily to even the playing field for persons with disabilities. Additionally, the ADA has been upheld and strengthened through lawsuits, such as the Olmstead case tried in the Supreme Court. With the ADA as support, individuals with disabilities can and will continue to take strides to improve their lives and their communities". Justin later became Chair of the Texas Governor's Committee for persons with disabilities. In 1981, President Reagan chose him to be Vice-Chair of the National Council on Disability.

Robert Burgdorf: A polio survivor who the ABA (American Bar Association) says "...was the right person in the right place at the right time at the birth of the Americans with Disabilities Act". As an infant, he contracted polio and lost much of the use of one arm and shoulder, regaining some through innovative surgery at age 11. He had been interested in disability issues since law school. At the University of Notre Dame, he helped establish a now defunct national center for disability rights advocacy to help people in mental institutions who did not belong there. He also worked as an intern at the National Center for Law and the Handicapped; after graduation in 1973, Robert was hired as a staff attorney doing cases related to special education.

The civil rights movement, and especially the 1964 Civil Rights Act, were models. Successes in the courts in the early 1970's helped, particularly in cases dealing with access to public education and battles against horrible conditions in state residential institutions. The National Council on Disabilities wanted to do something; Robert he was asked to

write a report that recommended a comprehensive nondiscrimination law, and then was asked to draft another. In 1984, he co-authored a "statutory blueprint" published by what became the ABA Commission on Disability Rights. As a staffer for the National Council on Disability, in 1988, he authored draft legislation that led to the United States Supreme Court citing him as "the drafter of the original ADA bill".

Even though Congress made it clear this was a comprehensive law to prohibit discrimination, some lower courts took a strict view of disability, and created demanding standards for qualifying as a person with a disability. The Supreme Court got on that bandwagon in 1999 with *Sutton*, and then *Toyota* in 2002, adopting a restrictive interpretation and demanding standard of disability. More than 95 percent of employment cases were thrown out, mostly on that issue.

"Bad rulings were coming out, and advocates and commentators complained loudly. In *Righting the ADA*, a 2004 report published by the NCD, I cataloged the destructive court decisions, and provided a draft bill for addressing them. It provided a basis for bills in Congress to overturn those decisions with the ADA Amendments Act of 2008. Most subsequent cases are favorable so far."

"It's hard to deny the ADA's strong impact in ameliorating discrimination and integrating those with disabilities into society. It brought about a dramatic expansion in the accessibility of government and commercial buildings, transportation systems, and public accommodations. It has enhanced telecommunication services, prohibited discrimination against people with HIV, and improved hiring practices. In each area of accomplishment, there are far too many situations in which the ADA is not being followed - with big gaps in enforcement." Robert is Professor Emeritus at the David A. Clarke School of Law.

The Reverend Harold H. Wilke - Born without arms, experienced discrimination all the time growing up, especially in school and at college. As a result, he was an early advocate for persons with disabilities, and helped set the stage for the ADA. He was the author of four books on how to perform tasks, if you have a disability. Reverend Wilke was a social activist arrested in civil rights marches in the 1960's, and one of the first Americans with a severe disability to serve as a parish minister.

Hugh Gallagher, another author of the ADA, said, "Harold was one of (the first)...to believe in disability rights as a movement...and was instrumental in

developing the concept of the ADA. Because we were considered sick people who will never get well, we were oppressed and were denied our civil rights! This is the key to the whole disability rights movement.”

Reverend Wilke was a founding director of the National Organization on Disability, and was instrumental in establishing its Religion and Disability Program. Because religious organizations are exempt from the Civil Rights Act of 1964, and therefore the ADA, his work in recent years has focused on making churches, temples, and mosques accessible to persons with disabilities. Reverend Wilke stressed that “all congregations, all seminaries, have an obligation to welcome people with disabilities and see them as bringing gifts”. Wilke often gave theological seminars in which he cited scripture, arguing for the full inclusion of the disabled in religious life.

Sources: Southeast ADA Center pod casts: 6/3/2020: <https://soundcloud.com/adalive/>, Episodes 82 & 83. Wikipedia. New Mobility Magazine 2006 YouTube interviews. ABA: 10 Questions: Has the ADA Measured Up? (9/1/15). LA Times Obituaries 3/1/2003.

PEOPLE WITH DISABILITIES ARE THE FORGOTTEN VULNERABLE COMMUNITY IN THE AGE OF COVID-19

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regulatory bodies, or those who do not hold elected office in state legislatures and on Capitol Hill, there are modest steps that can be taken immediately to support the most vulnerable among us — from seniors to people with disabilities to other at-risk individuals.

Be human. Be a good neighbor. A simple text message, phone call, or video chat makes an immeasurable impact. Going a step further, by ensuring that at-risk individuals have the supplies they need while maximally adhering to hygiene and safety standards when providing assistance, can save a life. Lend a hand, but from a safe distance. Strictly follow all local, state, and federal guidelines on COVID-19, as the last thing people with disabilities and other vulnerable populations can afford is exposure to infected individuals.

Simultaneously, we will do everything within our power to ensure that COVID-19 is not a threat to the civil rights of people with disabilities. America’s medical system must not discriminate against people with disabilities in need of treatment on the basis of a

disability alone. America was built on certain inalienable rights, and even a pandemic should not threaten those.

U.S. Rep. Jim Langevin is the first quadriplegic to serve in the House of Representatives. Jay Ruderman is president of the Ruderman Family Foundation.

MEMBERS’ REMINDERS

Membership Dues:

July is ‘membership month’ for CDR!

If you are a member whose membership dues are paid yearly, it may be time to pay, unless you have already done so. You will find a membership form on page 8 of this newsletter. If you are in doubt of when you last paid your dues, email me at kdbarajas@icloud.com to find out.

Remember that CDR is funded by member dues and donations, so please remember to pay your dues, to keep our organization going.

Membership Survey:

In April, we emailed and mailed out a letter asking for your comments and suggestions on how CDR should proceed. We received a few responses, but hoped to hear from more members.

The June 15th deadline has been extended until September 30. Please email or mail us your answers to the following questions:

- What do you want CDR to be?
- How can you make this happen?
- What can you commit to, given your answers above?
- What other disability-related community activities do you participate in?

All ideas, thoughts, or opinions should reflect our mission statement, which is “*To Improve the Quality of Life for All Persons with any Disability Through Education and Training - By Working to Remove Barriers Through Advocacy and Change in Public Policy*”.

Newsletters:

We will be discontinuing the mailing of our newsletter at the end of this year. Newsletters will continue to be sent by email; email access can be obtained at all libraries and creating an email account is always free of charge. If you still prefer to receive your newsletters in the mail, please contact me at kdbarajas@icloud.com, and I will arrange for that accommodation.

Californians for Disability Rights, Inc.

C/O Kathleen Barajas, President

1410 Simmons Avenue

Los Angeles, CA 90022

Return Service Requested

CDR MEMBERSHIP APPLICATION		
FIRST NAME, MIDDLE INITIAL, LAST NAME		<input type="checkbox"/> New or <input type="checkbox"/> Renewal
STREET ADDRESS, APT. #		
CITY	STATE	ZIP
TELEPHONE (Home/Fax)	E-MAIL ADDRESS (print carefully)	DATE
MEMBERSHIP FEES: <input type="checkbox"/> Regular - \$25.00 <input type="checkbox"/> Family (2 people) - \$40.00 <input type="checkbox"/> Student/Low Income - \$10.00 <input type="checkbox"/> Lifetime - \$200.00		AMOUNT ENCLOSED
<input type="checkbox"/> Please put me on the CDR Members Exchange via Yahoo Groups *must supply e-mail address		
INSTRUCTIONS: Check the web site for more membership info: www.disabilityrights-cdr.org Print out this form, complete all entries, and mail it with a check for amount due, payable to: <p style="text-align: center;">Californians for Disability Rights, Inc. C/O Kathleen Barajas 1410 Simmons Avenue Los Angeles, CA 90022</p>		