

REMARKS BY THE ATTORNEY GENERAL ROBERT MORGAN AT THE ANNUAL MEETING
OF THE GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
SEPTEMBER 18, 1970
GROVE PARK INN, ASHEVILLE, N. C.

IT IS A PLEASURE FOR ME TO BE HERE WITH YOU TODAY AND TO HAVE
A CHANCE TO PARTICIPATE IN THIS PROGRAM HONORING THOSE WHO HAVE DONE
SO MUCH DURING THE PAST YEAR TO PROMOTE THE EMPLOYMENT OF THE
HANDICAPPED IN NORTH CAROLINA. WHAT HAS BEEN DONE THIS YEAR AND IN
EVERY YEAR SINCE THE ESTABLISHMENT OF THE COMMISSION IN 1961 IS
DRAMATIC TESTIMONY OF THE UNDERSTANDING AND COMPASSION WHICH THROUGH
THE HISTORY OF THIS STATE HAVE CHARACTERIZED THE CITIZENS OF NORTH
CAROLINA.

I AM PROUD TO BE A NORTH CAROLINIAN NOT BECAUSE WE ARE ALL CUT FROM THE
SAME PATTERN OR BECAUSE WE ALL SHARE THE SAME POLITICAL OR SOCIAL
PHILOSOPHIES OR BECAUSE WE ALL PROFESS THE SAME RELIGION OR SPRING
FROM THE SAME RACE OR ETHIC GROUP. IT IS OBVIOUS THAT WE DO NOT AND
IF THESE WERE THE ONLY COMMON FACTORS WHICH COULD BIND US TOGETHER THEN
WITHOUT DOUBT WE WOULD BE ONE OF THE MOST DIVIDED PEOPLES OF THIS NATION.

WE ARE NOT, SO THERE MUST BE SOMETHING ELSE WHICH HAS DRAWN US TOGETHER,
WHICH HAS GIVEN US A COMMON SPIRIT AND CAUSED THIS STATE AND ITS CITIZENS
TO MOVE STEADILY FORWARD DURING TIMES WHEN OTHERS HAVE FALTERED, WHICH
HAS ENABLED NORTH CAROLINA TO TAKE GREAT, SURE STRIDES WHEN OTHERS WERE
GROPING FOR THE WAY. THERE MUST BE SOMETHING ELSE WHICH HAS MADE POSSIBLE
OUR PROGRESS AND MADE OF MANY PEOPLES, ONE PEOPLE--ALL NORTH CAROLINIANS
DEDICATED TO THE COMMON WELFARE THROUGH INDIVIDUAL PROGRESS AND
ACHIEVEMENT.

I BELIEVE THAT IT IS THE COMMON FAITH THAT NO MAN NEED BE BOUND BY THE CIRCUMSTANCES OR CONDITION OF HIS BIRTH OR OTHER HANDICAPS, PHYSICAL OR MENTAL, BUT SHOULD BE ENCOURAGED, AND HELPED IF NEED BE, TO RAISE THE LEVEL OF HIS LIFE TO ITS HIGHEST POSSIBLE LIMITS. THOSE OF YOU WE HONOR TODAY SHARE THIS FAITH, I KNOW, AND EACH OF YOU POSSESSED THE ENERGY AND ENTHUSIASM NEEDED TO TRANSFORM IDEAS AND PROGRAMS INTO ACTION WHICH BENEFITED THE HANDICAPPED WITHIN YOUR SPERE OF INFLUENCE.

EACH OF THOSE WE WILL HONOR PUT EMPHASIS ON ABILITY, NOT DISABILITY, AND IN DOING SO MAKE THE LIVES OF MANY HANDICAPPED NORTH CAROLINIANS MORE PRODUCTIVE AND SELF-SUFFICIENT. THESE PEOPLE, LIKE MANY OTHERS WHO HAVE WORKED WITH THE HANDICAPPED, INCLUDING THOSE OF YOU HERE TODAY, WERE ABLE TO SEE LIMITATIONS IN THEIR PERSPECTIVE.

MANY OF YOU KNOW JUDGE FRED HEDRICK OF THE NORTH CAROLINA COURT OF APPEALS. JUDGE HEDRICK, WHO HAS BEEN BLIND SINCE EARLY IN HIS CHILDHOOD, VIEWS HIS HANDICAP THIS WAY, AND I QUOTE:

BLINDNESS IS A HANDICAPP, PERHAPS, IF YOU'RE
 LOOKING FOR PERFECTION. BUT NOBODY IS PERFECT.
 EVERYONE HAS SOME KIND OF PERSONAL HANDICAP.

I THINK OF OTHER HANDICAPS AND I REALLY CAN'T COMPLAIN.
 I HAVE, AFTER ALL, BEEN ABLE TO DO MOST THINGS...HAVE
 BEEN FORTUNATE TO LIVE PRETTY MUCH AS I WANTED. THE
 ONLY THING I CANNOT DO IS SEE.

IN MY WAY OF THINKING, THIS IS ATTITUDE WE SHOULD TAKE TOWARD THE HANDICAPPED. WE SHOULD THINK IN TERMS OF WHAT THEY CAN DO, OF ABILITY RATHER DISABILITY, OF WHAT THEY CAN DO RATHER THAN WHAT THEY CANNOT DO.

IT IS MY PRIVILEGE TO NOW PRESENT CITATIONS OF MERITORIOUS SERVICE TO THOSE WHO HAVE EXCELLED IN HELPING THE HANDICAPPED CAPITALIZE ON WHAT THEY CAN DO, IN BRINGING EMPLOYERS AND EMPLOYEES TOGETHER IN A MUTUALLY BENEFICIAL RELATIONSHIP. WE SALUTE YOU TODAY FOR YOUR OUTSTANDING WORK WITH HANDICAPPED NORTH CAROLINIANS AND YOUR EFFORTS TO MAKE A PART OF OUR COMMUNITIES, A PART OF OUR STATE, A PART OF OUR LIVES THOSE WHO HAVE BEEN LESS FORTUNATE.

I THINK WE ALSO SHOULD PAY TRIBUTE AT THIS TIME TO MANY PERSONS THROUGHOUT THE STATE WHO GO ABOUT THEIR DAY TO DAY ACTIVITIES HANDICAPPED IN SOME WAY. IT WAS PRESIDENT JOHN F. KENNEDY WHO SAID,

"THERE ARE A LOT OF ACTS OF COURAGE WHICH ARE DONE IN THE FLASH OF A MOMENT, BUT THE MOST COMMENDABLE AND ADMIRABLE ACTS OF COURAGE ARE THOSE WHICH GO ON DAY IN, DAY OUT, MONTH IN, MONTH OUT, YEAR IN, YEAR OUT."

WE KNOW THAT IT DOES TAKE COURAGE, BUT THAT COURAGE ALONE WILL NOT SUFFICE IF JOBS ARE NOT AVAILABLE AND OPPORTUNITIES TO USE ABILITIES ARE NOT EXTENDED.

OUR FIRST HONOREE TODAY IS.....

Recipients of Citations of Meritorious Service

To be presented by Attorney General Robert Morgan at the Annual Meeting of the Governor's Committee on Employment of the Handicapped
September 18, 1970

Grove Park Inn, Asheville, N.C.

1. JOSEPHINE COOLEY - Miss Cooley, a polio victim, operates a beauty shop in Mocksville, N. C. She is associated with many organizations aiding the handicapped, is responsible for organizing the Paraplegia Association of N.C., and has served as its President. For many years she has given her time and efforts in sustaining this fine organization.

She is responsible for the elimination of the major architectural barriers in her town--curbs-- and has promoted the elimination of architectural barriers throughout the State.

2. JOHN DALRYMPLE - While a counselor with Vocational Rehabilitation in Winston-Salem, he was Chairman of the Mayor's Committee on Employment of the Handicapped and contributed greatly to the program of employment for handicapped persons.

In November of 1969, Mr. Dalrymple was promoted and transferred to the State Office of Vocational Rehabilitation, where he is State Project Director of Planning for Comprehensive Facilities. Shortly after he came to Raleigh, he and the Mayor's Committee of Raleigh launched a most successful

MR. DALRYMPLE CONTINUED -

meeting on architectural barriers, complete with a "Wheelchair and Crutches" tour by City Officials. This meeting, with Governor Bob Scott as the speaker, drew more than 400 people. I had the privilege of participating in this program and can tell you first hand of its success.

3. CHARLES A. BURGESS, JR - Mr. Burgess is presently the Manager of the Fayetteville Employment Security Commission office. He has stimulated his staff in job development and placement of qualified handicapped applicants. For the past several years, the Fayetteville office, under his leadership, has averaged more than 50 handicap placements per month. In addition, he has stimulated community acceptance of the handicapped program and receives full cooperation from the citizens of his community.

4. ASHEVILLE EMPLOYMENT SECURITY COMMISSION (the manager, Jack Edwards, will accept the award for his office)
This office has close cooperation and a good working relationship with the Asheville Mayor's Committee on Employment of the Handicapped. It has increased its counseling and placement of the handicapped by more than 100%. (during the past two years). The staff of this office have been instrumental in assisting qualified handicapped people in securing gainful employment.

5. WILLIAM B. WATERS - Mr. Waters has been on the staff of the N. C. State Commission for the Blind since 1956, and recently has promoted to the position of Chief of the agency's Rehabilitation Division. A former rehabilitation client of the agency, he possesses the insight gained from personal experience with a visual handicap. He has been instrumental in the development and implementation of cooperative programs in comprehensive work evaluation, adolescent adjustment, and college orientation, all of which led to new agency developmental services for segments of the blind population with special needs. He is a member of many organizations related to the blind and is licensed by the state of N. C. as a practicing psychologist. Mr. Waters supervises a staff of approximately 135 rehabilitation workers in the state and seven district offices of the Commission for the Blind.
6. FRED SHERMAN - He is Director of Goodwill Industries of Charlotte. Under his leadership Goodwill Industries grew from a small establishment to one of the best in the State. He established in his organization counselors, professional teachers for trainees, and placement personnel. "Goodwill has placed 204 handicapped people in employment since it began operation in 1965."
7. GASTONIA EMPLOYMENT SECURITY COMMISSION OFFICE - (the manager, Carl Harrelson, will accept this award for his office.) Throughout the past several years, this office has increased its counseling and placement of the handicapped considerably. For the year 1969, it recorded 325 handicap placements out of a total of 3848 placements. Mr. Harrelson and his staff are to be

GASTONIA EMPLOYMENT SECURITY COMMISSION OFFICE _(Cont:.)

highly commended for the excellent work they have done and are doing in the field of services to and for the handicapped.

8. MAGNAVOX COMPANY OF TENNESSEE - This firm, located in Asheville, is the recipient of an "Employer Award of Merit" for hiring the handicapped. It produces plastic moldings for radio and television cabinets and other plastic molding parts for the furniture industry. It has no written policy but has the understanding that each person will be considered on his own merit and ability and not be penalized just because of a handicap. Magnavox has encouraged recruitment of the handicapped by working closely with several counselors in the local Vocational Rehabilitation office. They also accept referrals from the Employment Security Commission, the local sheltered workshops and from the psychiatric hospital. Out of a total of 395 employees, 22 are handicapped and 10 are handicapped veterans.

Magnavox is interested and active in the handicapped program on the local level by contributing to the Mayor's Committee on Employment of the Handicapped.

9. HENRY L. FUHR - Chairman of the Asheville Mayor's Committee on Employment of the Handicapped. During the two years he has served in this position, the number of handicap placements in the Asheville area has more than doubled. He is employed by the Veterans Administration Hospital in Oteen and is most active in

HENRY L. FUHRY (CONT.)

activities concerning the handicapped veteran as well as all handicapped people. Mr. Fuhry was presented this same award by the Governor's Committee at his local awards luncheon on July 21, 1970. We would like to re-present it and again recognize Mr. Fuhry.