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**COMPENSATION FOR JOBLESS: NO GIVEAWAY PROGRAM**

In reading your editorial concerning President Johnson's programs in attacking the unemployment and poverty problems of the Nation, I would like to concur with your conclusions that it should not be a giveaway program but one based on sound planning for the future and not for just the present election year.

I also feel that Dade County could offer some guideposts that would probably be very helpful to any program designed to assist the unemployed, and your statements on the subject sum up the problems that exist.

But perhaps you were misled when you quoted a statement concerning unemployment compensation made by an anonymous official who said "We cannot get them off unemployment compensation long enough to take the course even when the Government pays for it."

I feel that statements such as this, regardless of who makes them, should be checked for their accuracy. It has been our experience that those persons collecting unemployment compensation are not the ones who need the training. In order to collect unemployment compensation a person must have some previous work experience and consequently he would have an occupation of some kind. Also, experience indicates that these people mostly are between jobs and they do not remain on the unemployment rolls for a long duration. Another fact is that most of the past and present trainees have never drawn unemployment compensation and if they had it has long since run out. He is not the person we are aiming at specifically, but the one who needs the training is the person with no skills and little education.

HARRY L. TYSON,  
Metropolitan Area Manager,  
Florida State Employment Service.

**Text of President's Address to the Associated Press****EXTENSION OF REMARKS**

OF

**HON. CARL ALBERT**

OF OKLAHOMA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 21, 1964*

Mr. ALBERT. Mr. Speaker, under leave to extend my remarks, I include in the RECORD the text of President Lyndon B. Johnson's address to newspaper executives and their guests on April 20, 1964, to open the annual celebration of Publishers' Week in New York City. The President, speaking at a luncheon meeting of the Associated Press in the Waldorf Astoria Hotel, took the occasion to announce that the United States and the Soviet Union would both make substantial reductions in the production of uranium and plutonium for nuclear weapons. By any standards this was one of the President's finest speeches and certainly was one of the greatest speeches of this year. The text in its entirety follows:

[From the Washington (D.C.) Post, Apr. 21, 1964]

**TEXT OF PRESIDENT'S ADDRESS TO THE ASSOCIATED PRESS**

The world has changed many times since General Washington counseled his new and weak country to "observe good faith and justice toward all nations." Great empires

have risen and dissolved. Great heroes have made their entrances and left the stage. And America has slowly, often reluctantly, grown to be a great power and a leading member of world society.

We seek today, as we did in Washington's time, to protect the life of our Nation, preserve the liberty of our citizens, and pursue the happiness of our people. This is the touchstone of our world policy.

Thus we seek to add no territory to our dominion, no satellites to our orbit, no slavish followers to our policies. The most impressive witness to this restraint is that for a century our own frontiers have stood quiet and unarmed.

But we have also learned in this century, at painful and bloody cost, that our own freedom depends on the freedom of others—that our own protection requires that we help protect others—that we draw increased strength from the strength of others:

Thus to allies we are the most dependable and enduring of friends, for our own safety depends upon the strength of that friendship. To enemies we are the most steadfast and determined of foes, for we know that surrender anywhere threatens defeat everywhere.

**GENERATION OF UNITY**

For a generation—without regard to party or region or class—our country has been united in a basic foreign policy that grows from this inescapable teaching.

The principles of this foreign policy have been shaped in battle, tested in danger, sustained in achievement. They have endured under four Presidents of the United States because they reflect the realities of our world and the aims of our country.

Particular actions must change as events change conditions. We must be alert to shifting realities, to emerging opportunities and fresh dangers. But we must not mistake day-to-day changes for fundamental movements in the course of history. It often requires greater courage and resolution to maintain a policy which time has tested than to change it in the face of the moment's pressures.

Our foreign policy rests on tested principles.

First, since Korea we have labored to build a military strength of unmatched might. We have succeeded. If the threat of war has lessened, it is largely because our opponents realize attack would bring destruction. This effort has been costly. But the costs of weakness are far greater than the costs of strength, and the payment far more painful. That is why, in the last 3 years, your Government has strengthened the whole range of America's defenses—increasing defense spending by \$17 billion.

Second, we have resisted Communist efforts to extend their dominion and expand their power. We have taken the risks and used the power which this principle demanded. We have avoided purposeless provocation and needless adventure.

**PROVE DETERMINATION**

The Berlin airlift, the Korean war, the defense of Formosa, the Cuba crisis, the struggle in Vietnam, prove our determination to resist aggression and our ability to adapt particular response to particular challenge.

Third, we have worked for the revival of strength among our allies: initially, to oppose Communist encroachment on war-weakened nations; in the long run, because our own future rests on the vitality and unity of the Western society to which we belong.

Fourth, we have encouraged the independence and progress of developing countries—both old friends and new nations. We are safer and more comfortable in a world where all people can govern themselves in their own way, and all nations have the inner strength to resist external domination.

Fifth, we have pursued every hope of a lasting peace. From the Baruch plan to the

Test Ban Treaty we have sought and welcomed agreements which decrease danger without decreasing security. In that pursuit, for 20 years we have been the leading power in support of the United Nations. In that pursuit, this year as in every year, we will work to reach agreement on measures to reduce armament and lessen the chance of war.

Today we apply these same principles to a world much changed since 1945. Europe seeks a new role for strength rather than protection for weakness. The unity of communism is being eroded by the insistent forces of nationalism and diverging interest. A whole new group of societies is painfully struggling toward the modern world.

**PRINCIPLES ADEQUATE**

Our basic principles are adequate to this shifting world. But foreign policy is more than a set of general principles. It is the changing application of those principles to specific dangers and opportunities. It involves knowledge of strengths and awareness of limitations in each new situation. The presence of offensive missiles in Cuba was a fact. The presence of fallout in the atmosphere has been a fact. The presence of guerrillas in Vietnam is a fact. Such facts cannot be dealt with simply by historical judgments or general precepts. They require concrete acts of courage, wisdom, and restraint.

These qualities of endurance and innovation, continuity and change are at work in at least six major areas of continuing concern.

First, is our relationship with the Soviet Union—the center of our concern for peace.

The Communists, using force and intrigue, seek to bring about a Communist-dominated world. Our convictions, our interests, our life as a nation, demand that we resolutely oppose that effort. This activity and this alone, is the cause of the cold war between us.

For the United States has nothing to fear from peaceful competition. We welcome it and we will win it. It is our system which flourishes and grows stronger in a world free from the threat of war. And in such a competition all people, everywhere, will gain.

Today there are new pressures, new realities, which make it permissible to hope that the pursuit of peace is in the interests of the Soviet Union as it is in ours.

And our own restraint may be convincing the Soviet leaders of the reality that we seek neither war, nor the destruction of the Soviet Union.

Thus, I am hopeful that we can take important steps toward the day when in the words of the Book of Micah, "nation shall not lift up sword against nation, neither shall they learn war anymore."

We must remember that peace will not come suddenly. It will not emerge dramatically from a single agreement or a single meeting. It will be advanced by concrete and the gradual growth of common interests, by increased awareness of shifting dangers and alignments, by the development of trust in a good faith securely based on a reasoned view of the world.

**POSITION IS CLEAR**

Our own position is clear. We will discuss any problem, listen to any proposal, pursue any agreement, take any action which might lessen the chance of war without sacrificing the interests of our allies or our own ability to defend the alliance against attack.

I am taking two actions which reflect both our desire to reduce tensions, and our unwillingness to risk weakness.

I have ordered a further substantial reduction in our production of enriched uranium, to be carried out over a 4-year period. When added to previous reductions, this will mean an overall decrease in the production of plutonium by 20 percent and of enriched uranium by 40 percent. By bringing production in line with need, we reduce tension while maintaining all necessary power. In

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reaching these decisions I have been in close consultation with Prime Minister Douglas-Home.

I am happy to say that Chairman Khrushchev has now indicated to me that he intends to make a move in this same direction.

At the same time, I have reaffirmed all the safeguards against weakening our nuclear strength which we adopted at the time of the test ban treaty.

The second area of continuing effort is the development of Atlantic partnership with a stronger and more unified Europe.

Having begun this policy when peril was great we will not abandon it as success moves closer.

We worked for a stronger and more prosperous Europe, and Europe is strong and prosperous beyond expectation.

We have supported a close partnership with a more unified Europe. In the past 15 years more peaceful steps have been taken in this direction than at any time in history.

The pursuit of this goal, like the pursuit of any large and worthy cause, will not be easy or untroubled. But the realities of the modern world teach that increased greatness and prosperity demand increasing unity and partnership.

## OLD BARRIERS ERODE

The underlying forces of European life are eroding old barriers and dissolving old suspicions. Common institutions are expanding common interest. National boundaries continue to fade under the impact of travel and commerce and communication. A new generation is coming of age, unscarred by old hostilities or old ambitions, thinking of themselves as Europeans, their values shaped by a common Western culture.

These forces and the steadfast effort of all who share common goals, will shape the future. And unity based on hope will ultimately prove stronger than unity based on fear.

We realize that sharing the burden of leadership requires us to share the responsibilities of power. As a step in this direction we support the establishment of a multilateral nuclear force composed of those nations which wish to participate. We also welcome agreed new mechanisms for political consultation on mutual interests throughout the world—with whatever changes in organization are necessary to make such consultation rapid and effective.

The experiences of two World Wars have taught us that the fundamental security interests of the United States and the interests of Europe are the same. What we learned in time of war, we will not forget in time of peace.

For more than a decade we have sought to enlarge the independence and ease the rigors of the people of Eastern Europe. We have used the tools of peaceful exchange—in goods, in persons and in ideas—to open up communication with these restless nations. We have used limited direct assistance where the needs of our security have allowed us to follow the demands of our compassion. In that spirit within the last month I have exercised the power granted me by the Congress, and reaffirmed the right of open trade with Poland and Yugoslavia.

In the third area of continuing concern—Latin America—we have renewed our commitment to the Alliance for Progress, sought peaceful settlement of disputes among the American nations, and supported the OAS effort to isolate Communist-controlled Cuba.

## IS CENTRAL TASK

The Alliance for Progress is the central task of this hemisphere. That task is going ahead. But that Alliance means more than economic assistance or investment. It requires us to encourage and support those democratic political forces which seek essential change with the framework of constitutional government. It means preference for rapid evolution as the only real alternative to violent revolution. To struggle to

stand still in Latin America is to "throw the sand against the wind."

We must, of course, be on guard against Communist subversion. But anti-Communism alone will not suffice to insure our liberty or fulfill our dreams. That will take leadership dedicated to economic progress without uneconomic privilege—to social change which enhances social justice—to political reform which widens human freedom.

The resumption of relations with Panama proves once again the unmatched ability of our inter-American system to resolve disputes among good neighbors. At the outset of that dispute we stated our willingness to seek a solution to all problems without conditions to any kind. We never departed from that willingness. On that basis the dispute was settled.

We now move toward solution with the generosity of friends who realize, as Woodrow Wilson said, "You cannot be friends on any other terms than upon the terms of equality."

The use of Cuba as a base for subversion and terror is an obstacle to our hopes for the hemisphere. Our first task must be, as it has been, to isolate Cuba from the inter-American system, frustrate its efforts to destroy free governments, and expose for all to see the ugliness of communism. That policy is working. The problems of this hemisphere would be far more serious if Castro fought the councils of the OAS; disrupting debate and blocking decision—if he had open channels of trade and communication along which subversion and terror could flow—if his economy had been a successful model rather than a dismal warning. The effectiveness of our policy is more than a matter of trade statistics. It has increased awareness of difference and danger, revealed the brutal nature of the Cuban regime, lessened opportunities for subversion, reduced the number of Castro's followers, and drained the resources of our adversaries.

We will continue this policy with every peaceful means at our command.

A fourth area of continuity and change is the battle for freedom in the Far East.

## WILL NOT WEAKEN

In the last 20 years, in two wars, millions of Americans have fought to prevent the armed conquest of free Asia. Having invested so heavily in the past, we will not weaken in the present.

The first American diplomatic mission to the Far East was instructed to inform all countries that we never make conquests, or ask any nation to let us establish ourselves in their countries.

That was our policy in 1832. That is our policy today. Our conquering forces left Asia after World War II with less territory under our flag than before. But if we have desired no conquest for ourselves, we have steadfastly opposed it for others. The independence of Asian nations is a link in our own freedom.

In Korea we proved the futility of direct aggression. In Vietnam the Communists now try the more insidious, but equally dangerous, methods of subversion, terror, and guerrilla warfare. They conduct a campaign organized, directed, supplied, and supported from Hanoi.

Armed Communist attack on Vietnam is a reality. The fighting spirit of South Vietnam is a reality. The request of a friend for our help is a reality. The statement of the SEATO allies that Communist defeat is "essential" is a reality. To fail to respond to these realities would reflect on our honor as a Nation, undermine worldwide confidence in our courage, and convince every nation in south Asia that it must bow to Communist terms to survive.

The situation in Vietnam is difficult. But there is an old American saying that "when the going gets tough, the tough get going." Let no one doubt that we are in this battle

as long as South Vietnam wants our support and needs our assistance to protect its freedom.

I have already ordered measures to help step up the fighting capacity of South Vietnamese forces, to help improve the welfare and morale of the civilian population, and to keep our forces at whatever level continued independence requires.

No negotiated settlement in Vietnam is possible as long as the Communists hope to achieve victory by force. Once war seems hopeless, then peace may be possible. The door is always open to any settlement which assures the independence of South Vietnam, and its freedom to seek help for its protection.

In Laos we continue to support the Geneva agreements which offer the best hope for peace and independence for that strife-torn land. At my instruction Assistant Secretary William Bundy has already arrived in Laos for a first-hand examination of the developments of the last 48 hours.

## ACT ON REALITIES

As for China itself, so long as the Communist Chinese pursue conflict and preach violence, there can be no easing of relationships. There are some who prophesy that these policies will change. But we must base our acts on present realities, not future hopes. It is not we who must reexamine our view of China, it is the Chinese Communists who must reexamine their view of the world. Nor can anyone doubt our unalterable commitment to the defense and liberty of Free China. Meanwhile, we say to our historic friends, the talented and courageous Chinese people on the mainland, that, just as we opposed aggression against them, we must oppose aggression by their rulers—and for the same reasons.

Fifth is our concern with the new nations of Africa and Asia. We welcome their emergence; for their goals flow from hopes like our own. We began the revolt from colonial rule which is now reshaping continents and creating new nations. Our mastery of technology has helped men to learn that poverty is not inevitable, that disease and hunger are not laws of nature. Having helped create hopes, we must help satisfy them, or witness a rising discontent which may ultimately menace our own welfare.

What we desire for the developing nations is that we desire for ourselves—economic progress which will permit them to shape their own institutions, and the independence which will allow them to take a dignified place in the world community.

Let there be no mistake about our intention to win the war against poverty at home, and to help fight it around the world. This battle will not be easy or swift. It takes time to educate young minds, and shape the structure of a modern economy. But the world must not be divided into rich nations and poor nations, white nations and colored nations. In such division are the seeds of terrible discord and danger in decades to come.

## A WALL OF GLASS

For the wall between rich and poor is a wall of glass through which all can see.

We recognize the need for more stable prices for raw materials, and broader opportunity for trade. We are ready to help meet these claims, as we have already done, for example, with the negotiation of the international coffee agreement, and as we will do in the Kennedy round.

We will continue with the direct economic assistance which has been a vital part of our policy for 20 years.

Last year the Congress reduced foreign aid from a requested \$4.5 billion to a total of \$3.4 billion. This year I ordered that our request be cut to the absolute minimum consistent with our commitments and our security. That was done.

Every dollar cut from that request will directly diminish the security of the United

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States. If in spite of this clear need and this clear warning, substantial cuts are made again this year—in either military or economic funds—it will be my solemn duty as President to submit supplemental requests for additional amounts until the necessary funds are appropriated.

In these areas, and in other areas of concern we remain faithful to tested principle and deep conviction while shaping our actions to shifting danger and fresh opportunity.

This year is an election year in the United States. In this year let neither friend nor enemy abroad mistake growing discussion for growing dissension, conflict over programs for conflict over principle, political division for political paralysis.

Let those at home who share in the great democratic struggle remember that the world is their audience, that attack on old policies requires responsible presentation of new choices; that in the protection of our security, partisan politics must yield to national need.

I recognize that those who seek to discuss great public issues must be informed on those issues. Therefore, I have instructed the Departments of State and Defense, and the Central Intelligence Agency to be ready to provide major candidates for the Office of President with all possible information helpful to their discussion of American policy. I hope candidates will accept this offer in the spirit in which it is made—the encouragement of the responsible discussion which is the touchstone of the democratic process.

## FOREVER BOUND UP

In the past 20 years we have gradually become aware that America is forever bound up in the affairs of the world; that our own future is linked to the future of all. In great capitals and in tiny villages, in the councils of great powers and in the rooms of unknown planners, events are being set in motion which will continually call upon our attention and our resources.

Prophecy is always unsure. But if anything is certain it is that this Nation can never again retreat from world responsibility. We will be involved in the world for the rest of our history. We must accustom ourselves to working for liberty in the community of nations as we have pursued it in our community of States.

The struggle is not merely long. It is unending. For it is part of man's ancient effort to master the passions of his mind, the demands of his spirit, and the cruelties of nature. We have entered a new arena. The door has closed behind us. And the old stage has passed into history.

Dangers will replace dangers; challenges will take the place of challenges, new hopes will come as old hopes fade. There is no turning from a course which will require wisdom and endurance so long as the name of America still sounds on this earth.

### Harold Russell Appointed Chairman of the President's Committee on Employment of the Handicapped

## EXTENSION OF REMARKS

OF

HON. JOHN W. McCORMACK

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 21, 1964

Mr. McCORMACK. Mr. Speaker, the appointment last Saturday by President Johnson of Harold Russell to the impor-

tant position of Chairman of the President's Committee on Employment of the Handicapped, succeeding our late colleague, Maj. Gen. Melvin J. Maas, is an excellent one.

I congratulate President Johnson in appointing Harold Russell. The President could not have made a better appointment. Harold Russell will give outstanding leadership in carrying out his duties.

For his appointment will bring hope and confidence to millions of handicapped persons in America.

In April, 1962, President Kennedy appointed Harold Russell, past national commander of the AMVETS, former vice president of the World Veterans Fund, Inc., and Chairman of the Disabled Veterans Committee of the President's Committee, to be a Vice Chairman of the President's Committee.

Millions remember the 48-year-old double arm amputee, who is a resident of Weyland, Mass., for his Academy Award winning performance in the movie "Best Years of Our Lives."

But to countless others the name of Harold Russell has symbolized the unquenchable spirit of those handicapped as the result of combat injuries, accidents, or disease who have waged an uphill fight to rehabilitate themselves, enter gainful employment and become useful and tax-paying members of their community.

Moreover, the Vice Chairman has traveled throughout the world, working with the World Veterans Federation, and inspiring men and nations to greater efforts for world peace and for rehabilitation of victims of war and persecution.

In addition, he has worked with the Treasury Department to spur the sale of savings bonds, the American Red Cross, the National Conference of Christians and Jews, the Anti-Defamation League of B'nai B'rith, and with the National Society for Crippled Children and Adults. Currently he is a member of the Board of Directors of CARE and on its Executive Committee and a member of the International Committee for Economic Growth.

In 1920, Russell moved to Boston with his family at the age of 6, following the death of his father. He attended public schools in Boston and Cambridge, graduating in 1933. After graduation he went to work for a grocery chain and rose to the position of store manager.

In February 1942 he entered the Army and volunteered for service with the paratroops. He qualified as a paratrooper instructor—attaining the rank of sergeant—and specialized in demolition and explosives. He made more than 50 jumps until an explosion cost him his hands.

This altered his career but Harold Russell was determined not to let the accident get him down. He has received many awards, including the honor of being chosen by the junior chamber of commerce as 1 of the 10 Outstanding Young Men of the Year in 1950.

In my remarks, I include an address delivered by Mr. Russell at a regional meeting held at Rochester, Minn., on April 13-14, 1964:

## REMARKS OF HAROLD RUSSELL, VICE CHAIRMAN, THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

Today I am going to tell you three stories, make two points, ask one question, and sit down.

The stories are true, although I am not revealing any names. They are not particularly unusual stories; I am sure you know of similar ones right here in this city.

They are stories of courage—"Profiles of Courage," you might call them.

The first is of an epileptic, a brilliant lawyer. Yes, he has occasional seizures. But they are not as bad as they were before his doctors found the right combination of drugs; and they usually occur before noon; and he has learned to detect the warning signs and lie down beforehand.

After graduating from law school with high honors, he got a job with a law firm. He pulled no punches; he told his boss he was an epileptic. The boss hesitated at first, but high honors students don't come along every day—so the young epileptic was hired.

A year passed. Everything was going along just fine, but then it happened—a seizure on the job. The next day the boss called him in, and looked down at the ground while talking to him. "Look, you know how it is \* \* \*" and a jumble of more words, all adding up to the fact that the law firm no longer could use the services of this bright young man. He was fired.

Well, you don't keep a good man down. And so he started his own law practice, at first using the living room of his house as an office. From the beginning, every one of his clients knew he was an epileptic, but they also knew he was a brilliant lawyer, and retained him anyway. He built his practice around his disability—no morning appointments, an associate to handle court cases whenever there's even a remote chance of a seizure, an occasional time out for a rest.

The young lawyer isn't getting rich, but he is making a living, and he's doing it entirely on his own—no favors asked.

And so ends story number one. Now for story number two.

This one has to do with an attractive woman now in her middle thirties, who spent the best years of her life—from age 20 to age 30—in a mental hospital—10 whole years out of touch with the world. But modern therapies and modern drugs worked wonders on her and—the miracle of miracles—came the day of her discharge.

The hospital's rehabilitation worker found her a job as a typist, and everything seemed just fine. She was fast, she was accurate, she caught on quickly, she got along well with the other girls in the office. But there was a cloud in the sky. Her supervisor did not like her. Her supervisor, it turned out later, did not like anyone who had ever been in a mental institution.

Life grew more and more miserable for this young lady just out of the mental hospital, but she wouldn't quit her job. Finally, due to some fancy footwork by the supervisor, she was let out.

How did the young lady react to her long, bitter ordeal? Like a princess. No glimmer of a relapse, of a step backward.

She did what any girl of courage would do. She went out and found another job. That was 3 years ago. She is still there; she has had three raises in salary, with a fourth coming soon. And to top it all, she got married, and in a few more months will go on what they call a maternity leave of absence.

With that, we go on to story No. 3.

The scene is an occupational training center for the mentally retarded. The time is a Monday night. The cast of characters includes retarded men and women who left the center for jobs in the community and who have been coming back every Monday night for informal get-togethers—to talk

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about their work, their little victories, their disappointments, anything on their minds.

This one Monday night, a girl in her early twenties has the floor. She has a problem, she tells the group; one she doesn't know how to handle. Can they help her? Can they advise her? It seems that she works in a soft drink bottling plant, operating a simple machine that puts caps on ginger ale bottles. This is the first job of her life. This is more than a job; this is her life.

But the young men who work with her have been teasing her, and throwing bottle caps at her. What should she do? How should she cope with this?

The suggestions come thick and fast: "Throw bottle caps back at them." "Tell your boss." "No, don't tell your boss." "Quit your job." "Don't pay any attention."

She takes it all in, and then there is silence while she mulls it over in her mind. Finally she speaks, slowly:

"I know why they throw bottle caps at me. They don't like me. They want me to quit." She raises her voice. "But I'll show them. I'm not going to quit. I'm not going to quit."

Do you want the postscript to this story of courage? She did not quit. She's still there, this girl with retarded intellect but not retarded courage.

So there you have three profiles of courage of the handicapped. Before we sit back complacently and tell one another, "Isn't it wonderful what the handicapped can do?" I think we had better take a close look at that key word, "courage." What is courage?

Our dictionary tells us that courage is "that quality of mind which enables one to meet difficulties with firmness," or "that human quality which keeps one going in the face of opposition."

Courage, you see, implies jutting out your chin and standing up against something fearlessly, regardless of the odds stacked against you. Let me underline that word "against."

And what, my friends, have these three handicapped people, and all the other brave handicapped we know, been standing up against, in their respective profiles of courage?

This may come as a shock to you, but when you think about it, they have been standing up against you. And against me. And against our society which, in this enlightened age of science and education still bangs the door shut against full acceptance of the physically and mentally handicapped.

That epileptic lawyer, what brand of courage was his? It was the courage not to lose heart when he heard the burning words of his boss, "You're fired." Isn't it tough enough to have to fight epilepsy itself without having to fight rejection because you happen to be afflicted?

And what about the mentally restored office worker? Wherein lies her courage? It, too, was the courage not to flinch when faced with massive rebuff. And the mentally retarded girl in the bottling plant? The courage not to give in to the jibes of heartless coworkers.

I contend that the handicapped show courage enough in surmounting the difficulties of their disabilities. Let's not force them through additional ordeals of courage to stand up against a society which won't let them through the front door.

We need not only to rehabilitate the handicapped; we need to rehabilitate society.

This may sound like a task for supermen—the moving of mountains, the deflecting of the flow of rivers. But when you examine it closely, it is a task of man-sized proportions. It is no larger than man himself.

It is the task of eradicating the stereo-

types that infest our minds, stereotypes that fuzz our thinking, stereotypes that conveniently toss labels upon our fellow men because it's the easy thing to do.

It is the task of directing the spotlight of truth so that we can look beneath the epilepsy to the man himself; beneath the mental illness to the woman herself; beneath the retardation to the young girl herself.

It is the task of convincing ourselves and our fellow creatures not that all men are created equal, but all men are created different \* \* \* and vive la difference.

It is the task of seeing the man for what he is, rather than seeing him for what he is not; of concentrating on his strengths, his individual strengths, rather than on certain weaknesses we so conveniently attribute to entire disability groupings.

It is the task of recognizing that indeed, every man is an island, an island of individuality. It is respect for that individuality.

Now let's pause to see what ground we have covered. I promised you three stories, two points and one question. I have delivered the three stories; and I have just completed the two points—one being that our society could stand a bit of rehabilitation in its consideration of the handicapped, and the other being that this consideration will come about when we finally reach the stage of respecting the individuality of man. What remains is the one question—and what a question.

The question I ask is this: Well, what are we going to do about it? Yes, you and I. What are we going to do about it?

There is much we can do, very much. But in order to do anything, we need facts; we need organization; and we need time. Let me explain.

The facts, first. The only way to combat society's slanderous stereotypes about the handicapped is with facts, facts, facts. It's not enough to sing "It ain't necessarily so." We must explain why. "The truth shall set ye free," they say; and the truth can free our minds of misconceptions about the handicapped.

There is plenty of truth around; it is up to us to spread it far and wide. There is the truth of a vast Department of Labor study showing that the physically handicapped have better safety records and better production records than the able-bodied. And there is the truth of a Veterans' Administration study showing that the mentally restored actually have more stable job records than others, and can adapt to almost every type of job on the face of this land. And there are other nuggets of truth, if only we search for them and tell the world about them.

When we come across areas where facts are few and far between, it is our responsibility to stand up and say so. Why, for example, is there no conclusive study of the work records of the mentally retarded? Why have not more individual companies gone through personnel records to compare the capabilities of their handicapped and non-handicapped employees? I could add a host of "for examples," but you get the idea.

Where there are facts, we must spread them; where there aren't facts, we must get them.

Another of our needs is for organization. I refer to the organization of Governors' committees as well as mayors' committees on employment of the handicapped—the Nation's sturdy instruments for spreading facts, for developing proper public attitudes toward our handicapped citizens.

Organization of these committees, I submit, must be flexible enough and strong enough to keep up with the dizzy pace of change of these years of the sixties.

A committee that galvanizes into action once a year to put on a frenetic observance of National Employ the Physically Handicapped Week can hardly be said to be flexible and strong.

And neither can a committee with arteries so hard it cannot adapt to current needs \* \* \* needs, for example, of the mentally restored and mentally retarded; or of action for more effective second injury legislation; or of encouraging business to use physical exams as tools for proper placement rather than as screening devices against the handicapped; or of mobilizing the willing resources of local women's groups in the cause of the handicapped; or of promoting the establishment of sheltered workshops where needed; or of stepping up lagging awards programs; or of pushing for more dynamic use of the mass media of communications; or of a host of other emerging needs.

I am not a statistician and I never hope to be one, but I do get a thrill out of going over the reports sent in by Governors' committees, and sensing the surge that is taking place toward better organization, toward flexibility and strength. And so time is running in our favor; and each passing month brings a step upward.

All of which takes us to our third pressing need, which is time itself, old father time with his hourglass.

We are engaged in one of the most complex enterprises on the face of the earth—the enterprise of reaching human minds, of eradicating stereotypes, of changing people's attitudes toward the handicapped. Deep-seated attitudes do not change overnight, or over-year, for that matter. The change takes place slowly, almost imperceptibly. Only we must keep hammering away, hammering away with all our hearts and all our minds—even if at times we get the hollow feeling we are talking to a brick wall.

The change is occurring, and if you have your doubts, think back to the days just after World War II, when the physically handicapped—war veterans included, mind you—were turned down for job after job after job; and when no one even gave a second thought to the mentally ill and mentally retarded. "Keep 'em out of sight" was the common attitude, if anybody even bothered to think about them at all.

So we have come a long way and we are going a long way, you and I. Tramp, tramp, tramp, we are marching steadily down the road toward equality for all, the handicapped included.

Tramp, tramp, tramp, we look to the right and left, and the scenery hardly changes. But it is changing, my friends, and the sun is climbing higher in the sky.

And if we keep our spirits high, and our organizations flexible, and our arsenal of facts fresh and meaningful, we shall continue to head toward the city of hope, and the sun shall grow brighter and more triumphant.

And the day will come—as sure as I am standing here, the day will come, even though you or I may not be around to see it—when our handicapped brothers and sisters will not have to stand up against society, in order to attain rights that should be theirs by birth; when their profiles of courage will not have to be against the bullheadedness of unthinking people; when they will be looked upon as men and women rather than as handicapped faceless creatures; when each human being on earth will be recognized and respected for what it really is, some loving mother's son or daughter and a child of God.

May the day come soon, for so many have waited for so long.