A PROPOSED POINT OF DEPARTURE

1980

 Program principles are not enough to provide direction for
action. As a case in point, there has been little disagree-
ment among committed advocates about the content of what
quality of life should be. Assertions such as:

> Full social integration and physical integration
> in society free of stigma
>
> Full benefits of modern technology in one's own
> home community
>
> The least restrictive alternative to achieve personal
> liberty and the pursuit of happiness
>
> Age-appropriate and culturally-appropriate enhancing
> life style conditions
>
> Self determination and the exercise of power individually
> over one's life

Recognition and support that the prevention of disabilities
          is cost effective, humane, and essential for social
          well-being and the need for priority need through
          education, environmental improvement and well-being
services for prevention. . These have been essentially accepted by our
this remarkable unity, and the expression of such visions in
court decisions, federal and state legislation, state policy
here and there...an ominous fragility and gross evidence of
service and system underdevelopment is the rule.

Summarize and compare the aspirations of the 60's and 70's
with the realities and trends of 1980:

The politics of the movement and the process of problem solving
has been strikingly ignored. We are continuously absorbed and
swayed by external realities and the drive to reform and
correct a thousand abuses which exist. These external conditions
and barriers to progress include:

> Money (resources)
>
> Structures (vested interests)
>
> Rules, Regulations, Laws
>
> Hierarchical Relations (powerlessness)
>
> Traditional Training in both Form and Content
> (miseducation)

Media Stereotypy (handicappism)

Almost Universal Evidence of Cultural Rejection
and Devaluation of People with Special Needs

What are the reinforcers that prevent people from changing or
challenging the status quo?

The comfort of feeling an accepted purpose in life

Prestige and material rewards for playing with
given rules

Position and status

Control over others - directly and indirectly

Influence

Unaccountability

Experiencing a fairly secure and safe future

Fear of criticism, reprisal or ostracism for dissent

Who benefits from keeping things pretty much the way they are?

Financiers

Political leaders

Administrative chiefs

Scientific and profesional leaders

Public and private corporate boards

Top professional classes

Support material businesspeople

Supervisors and middle management

Who pays by keeping things the way they are?General public and al

Middle and lower level professionals

Rank and file service workers

Families

Service dependents

Children

Poor and minority people

Demands for: /

       Guaranteed full dignified employment

       National health care

       Accessible and decent housing, transportation
       and communication technology

       Right to a quality integrated personal education

       Social justice and the means to advance human
       rights and liberty...

sharpen the division and struggle between these two groups.

We must balance our preoccupation with overcoming external
barriers to improving quality of life with equal attention to
the internal barriers-which we usually ignore.

These internal barriers relate to how we perceive ourselves.
How we perceive the people we serve, what we believe to be
possible or impossible to bring about change for any given person
or the entire system, our reliance on obsolete and ignorant inter-
pretations that are reinforced by vested interests in the status
quo, our overdependency on the hierarchies of authority, and a
strong tendency to adopt an employee mentality, servility and
fearfulness.

We are subject to many attitudes and practices that undermine
unity and progress from within.

   Some people place personal interests or the interests of
   a small special group over everyone else

   Some people feel they are better than others and \\work in a
   tiny clique and only share privileges with a relative few
   (elitism)

   Some people work alone having to rely on very limited informa-
   tion and experience from which to draw universal judgments
   (isolationism)

   Some people feel its no use fighting, that things are pre-
   determined or too big for them to challenge (quietism and
   defeatism)

   Some people need to always be in charge, get all the credit,
   never be criticised, pretend they are the source of all
   good things that happen (egoism)

   Some people spend all their time putting others down,
   complaining and rumor-mongering about colleagues, sneering.
   under their breath and never providing ways_to unite and work
   together (cynicism and the cult of personality)

Some people work in a way to justify whatever they do as the best and the most that could be done. They shun commitments or objective responsibilities so they can never be blamed or held accountable.

Some people are careless. They have an attitude of: "who gives a damn, it's not my kid". Work is done as if it isn't important, as if it didn't matter down deep. "I just work here attitude, they get what they deserve" (alienation) "Nobody cares what I do, it's just a job" (employee mentality).

Some people never miss a chance to express their disdain and dislike for the people they label almost always and make no attempt to clean up their act even after things have been explained (handicappism)

Some people are on a power trip and work to sabotage others or blunt good, new ideas or things that work really well. They try and capture and reduce real achievement and if that doesn't work, punish whoever or whatever is experienced as a threat (cooptation/repression).

Some people stand by while things occur they know are wrong or will lead to bad ends rather than standing up and speaking out to criticize or correct the situation. They are more concerned about being liked and seen as "nice guys" than protecting the people. They place personal loyalty to friends above principle and the powerful cleansing effect of strong debate (liberalism).

These ways are ways all of us experience every day among all our co-workers and within ourselves. They are the result of how we have been raised and shaped in our particular society. They can be looked at and consciously changed like losing weight by dieting, getting in shape by exercising although motivation has to be very strong and getting started is really painful. It is these behaviors and attitudes that keep us divided, weak and ultimately prolong the suffering of our constituency beyond the time when conditions should have been fully corrected. If we can begin to look at ourselves and our process we will be able to successfully attack a real political agenda.

What structures and processes can be experimented with that will help us continuously address these internal barriers in a mutually open way?

In short, in order to realize our greatest historic role, tap the enormous strength of our vast organization and draw the most committed people we must fully understand what it means to be bound to an oppressed minority whose true liberty and fulfillment requires a profound development in the total fabric of our society through out values and actions.

POLITICAL CHECK LIST
AND
ACTION AGENDA

Control our language to enhance life and accent the positive

Transform the character of mass professional meetings and organizations

Construct and generalize the public history and political analysis of developmental services 'at'both the state and national levels

Defend and advance progressive legislation, appropriations and enforcement

Support and advance quality assurance and human rights litigation

Link up excellence in services among people arid programs

Build and defend consumer rights, participation and organization

Correct service underdevelopment, segregation, congregation and isolation

Strengthen relevant research and its popular dissemination

Create and consolidate an ideologically-based curriculum and learning experiences for families and personnel to strengthen humanistic and social values and service skills

Demonstrate and support cooperatives in service and study

Establish program quality and human rights agendas in unions and bargaining

Organize and regenerate leadership cadre

Employ the arts, imagery and cultural mass media everywhere possible - the media of liberation

Broaden political and social alliances wherever possible

Unite against attacks on activists and outspoken advocates

Establish a mechanism to consider good ideas and debate them to resolution

Establish a political center to allow, assure and support the best planning and action development

Avoid being spread so thin that busyness lacks weight in the eyes of peers and others

Actively and openly oppose all expression of disdain, labeling, and handicappism wherever it occurs   j

At all times, place friendship and loyalty to the people first

Build-in a systematic use of shared evaluation and self-criticism   '

Be clear about who and what is the opposition to progress

Break these down into immediate and long-term tasks. How will these be carried out locally, statewide, nationally?

WE NEED:

A political newspaper and communication system

Study, criticism and analysis of situations, economics, opposing forces, accurate depiction of facts and trends

A means of regularly summarizing national, state and local experience

A principled political platform able to bond local, state, national and international human rights and democratic social efforts

Alliances with concerned and active students, unions, workers, caucuses, minority rights struggles, poor persons organizations

CONSIDER:

How we train and organize leaders?

How we reconstruct and disseminate our true history?

How we organize service circles?

How we image and project our political positions?

How we connect the entire rank and file membership and consolidate a process whereby the base and the leadership assure strong democracy and strong centralism simultaneously?

How we establish unity of action and values with a planning process with monitored goals and objectives?

How we maintain constant important debate and match our ideas with their practical implementation and correction?

<div align="center">

ONGOING
EFFORTS THAT MUST BE MAINTAINED
TO GAIN STRENGTH AND SKILLS

</div>

OPPOSITION TO:

      SECRECY   PRIVILEGED SPECIAL INTERESTS

      ABUSE   UNACCOUNTABILITY

      DISTORTION OF IDEOLOGY AND PRINCIPLES

SUPPORT FOR:

      DECENTRALIZATION   OPEN SETTINGS

      SERVICE USER CONTROL   LOCAL CONTROL

      IDENTIFICATION WITH OTHER HUMAN ENHANCEMENT STRUGGLES

ONGOING

EFFORTS THAT MUST BE EMPHASIZED FOR
PROGRESS

1. BRING PEOPLE TOGETHER
    TO FEEL FULFILLED
    EFFECTIVE
    PRODUCTIVE

    SELF-RENEWED
    LEARN FROM EACH OTHER
    COMMON SACRIFICE

2. INTENSE EDUCATIONAL WORK TOWARDS:

    IDEOLOGICAL GROWTH AND CLARITY
    OVERCOME THE PROFESSIONAL EMBARGO ON TECHNICAL INFORMATION
    POPULARIZE AND OPERATIONALIZE SCIENTIFIC PROGRESS
    ESTABLISH PUBLIC POWER OVER TECHNOLOGY

3. LOCATE AND BUILD STRENGTH AND DEPTH IN LEADERSHIP AND ACTIVISM:
    PRACTICE ORGANIZING, SELF-EVALUATION, COOPERATION
    CULTURAL EXPRESSIVENESS AND CREATIVITY
    STUDYING AND SYSTEMATIZING OUR KNOWLEDGE•
    ACCOUNTABILITY AND HUMILITY

DRAFT POLICY STATEMENT FOR TASH

PREAMBLE

The purpose of TASH is to advocate for improving the quality of life
of people with developmental special needs through service develop-
ment, scientific advancement, and public information/education. TASH
asserts the current value of the principle of normalization in human
services as a beginning place and foundation of its efforts.

This principle includes:

        The right to full social and physical integration in society
        free from stigma.

        The right to full benefits of modern technology in one's own
        home community.

         he right to the least restrictive alternative to achieve
        personal liberty and the pursuit of happiness.

        The right to age-appropriate and culturally-appropriate life
        style conditions.

        The right to self-determination and the exercise of power,
        individually or collectively, over one's life.

Our constituency, and all society, is dehumanized by elitism, racism, sexism,
ageism and handicappism. TASH must recognize its responsibility in addressing
these attitudes and conditions where they impede the growth of people with
special needs.

TASH asserts that it must assume responsibility for providing the means
for people to choose from among a number of alternative preferred futures
in the field of human development for achievement. The importance of leadership,
communication with the public, and the recognition that people determine their
own reality through their values, beliefs, and actions should prevail and
inspire the work of this organization.

SCIENTIFIC ADVANCEMENT

TASH categorically maintains a commitment to nourish scientific develop-
ment and related technological advances which promise to improve the human
condition and services. Open cooperation, sharing, and regular summation
forefront work in popular and usable terms must be emphasized.

SERVICE DEVELOPMENT

TASH asserts that the field of human development, which is the central
essence of the organization, succeeds and advances through the collabora-
tion and cooperation of numerous professional disciplines, including such
fields as communications, humanities and the arts. Coordinated interdependent
action is needed. If maximally effective outcomes are to be achieved, friend-
ship, trust, mutual respect, humanity, and accountability are essentialy to
a meaningful human service movement. Professional identification with the
consumer community in spirit and in practice is basic and must guide priorities
and work.

Public laws state that the complexities of providing services to persons
with developmental disabilities requires coordinated services among all
public and private community agencies to insure that no gaps occur in
communication or provision of services.

TASH is committed to fulfilling the spirit of the law that "services
should be planned and provided as part of a continuum. A pattern of faciliiies
and services should be established which is sufficiently complete to meet
the needs of each person with developmental special needs, regardless of age
or degree of handicap, and at each stage of life. To the maximum extent
feasible, services should be available everywhere to prevent the disloca-
tion of persons from their home communities."

Services should be available to enable consumers to approximate the pattern
of everyday living available to nondisabled people of the same age.

The mere existence of the delivery of services is, in itself, insufficient
evidence of program quality and effectiveness. It must be the intent of
the States that agencies serving our constituency must produce evidence
that their services have resulted in more integrated, independent, productive,
and normal lives for the persons served.

TASH asserts that the public sector service system must demonstrate excellence
in the interests of the majority of people in society. Technical assistance
and active monitoring of policy over public services should be a priority
investment of the membership.

PUBLIC INFORMATION/EDUCATION

TASH accepts a role devoted to changing the power relationships between
citizens with special developmental needs and society's institutions.
The organization commits itself to share power with its beneficiary
constituents to accept responsibility to change prejudiced attitudes toward
human differences, to expose and overcome barriers that prevent persons
from experiencing dignified and fulfilling existences in society and to
influence cultural values and norms to this end.

TASH recognizes that social labels, such as "mental deficiency", change
with society's values toward significant differences and with society's
commitment to create an adaptive and nourishing environment for all its
members. The belief that problems exist solely in individuals is misleading
and inevitably leads toward emphasizing individual specific solutions and
intervention. This results in blaming individuals for having special needs
rather than focusing equal attention on necessary social reforms.

OUTLINE OF THE PROCEEDINGS FROM.
THEATERS OF ACTION FOR THE 80's -10/19/79

SIXTH ANNUAL TASH CONFERENCE: CHICAGO

I.   INTRODUCTION

FOCUS

A PERSONAL - SOCIAL RESPONSE

OUR HISTORY - WHERE WERE WE GOING IN THE 1970's

DISCOVERIES

PROBLEMS

NEEDED TOOLS & STRATEGIES

FORCES FOR DEVELOPMENT

WRAP UP

II. THE BURNING QUESTIONS BEFORE HUMAN SERVICES

- WHERE WILL THE CONDITIONS AND TURBULENCE LEAD?

- WHATARE THE TRENDS AND TENDENCIES VISIBLE?

- WHERE WILL THE PREDICTABLE TEMPORARY LOSSES BE SUFFERED?

- WHERE WILL PREDICTABLE GAINS BE MADE?

- WHERE IS OUR UNDERDEVELOPMENT?

- WHAT AND WHERE IS THE ENEMY WITHIN?

- WHAT VALUES, IDEOLOGIES, AND DEVELOPMENTAL ACTIONS EXIST?

III. FORECAST OF TRENDS IN HUMAN SERVICES 1975 - 1984

- LESS RESOURCES WITH RETREAT TO TRADITIONAL SOLUTIONS

INDIVIDUAL SEARCH FOR SOLUTIONS VS. SOCIETAL SEARCH

- MORE BUREAUCRATIC FORMS AND SHIFTS TO AVOID ROOT CHANGE

- NEW LANGUAGE AND IMAGERY USED TO COVER UP BUSINESS AS USUAL

- SEGREGATION, DEPERSONALIZATION AND DEHUMANIZATION SPREAD

- CONTINUED PARALYSIS OF VOLUNTARY ASSOCIATIONS

- EUTHANASIA AND EXTERMINATION PRESSURES AND SANCTIONS

IV. GOALS FOR THE 70's

        SERVE YOUNGER AND YOUNGER PEOPLE

        MODEL RESIDENTIAL SERVICES

            BEAUTIFUL INSTITUTIONS

            THE GROUP HOME

        MOVE TO GIVE PEOPLE CHOICES AND CONTROL   '

        FIND 'EM, SCHOOL 'EM AND SERVE 'EM

        DEINSTITUTIONALIZATION

        START SERVING MOST IN NEED

        BEHAVIOR MODIFICATION IS THE ANSWER

        COURTS WILL DO IT

        NORMALIZATION IS THE GOAL

        TRAIN PROFESSIONAL AND NON-PROFESSIONAL RESIDENTIAL WORKERS

        CHANGE PEOPLES' ATTITUDES

        DEVELOPMENTAL MODEL

        PROFESSIONALS NEED TO BE MORE ACCOUNTABLE

        MONEY WILL BUY IT - GET IT FROM THE FEDS

        BETTER OR NO LABELS

        EDUCATE PARENTS AND DOCTORS

        KNOWLEDGE WILL DO IT; TECHNOLOGY

        RIGHTS!

        CITIZENS ADVOCACY, SELF ADVOCACY

        COMMUNITY SERVICES

        PLACES - BUILDINGS

        REGIONAL!ZATION

        COMPREHENSIVENESS

        PREVENTION (OF 50%)

        INTEGRATION

        CONSUMER UNITY

        LEADERS

V. REPORT CARD

ISSUE	BETTER	WORSE	STANDING STILL
INSTITUTIONALIZATION - NOT CLEAR			
FAMILY SUPPORT	X		
INTEGRATION			X
RESPECT FOR TECHNOLOGY		X	X
CONSUMER EMPOWERMENT		X	
SERVICE ACCOUNTABILITY - NOT CLEAR			

ISSUE	BETTER	WORSE	STANDING STILL
WORKER EXPERIENCE		X	X
RESOURCES FOR INNOVATION		X	
LABELING LANGUAGE		X	X
PUBLIC MEDIA PERSPECTIVE			X
LEADERSHIP	X		
THIRD WORLD CLIENTS - NOT CLEAR			
THIRD WORLD WORKERS - NOT CLEAR			
PREVENTION PROGRESS - NOT CLEAR			

VI. ACHIEVEMENTS IN THE 70's

- AWARENESS OF ISSUES
- POSITIVE LEGISLATION (94-142,504)
- RIGHT TO TREATMENT LITIGATION
- TASH STAND ON INSTITUTIONS
- MORE PUBLIC SCHOOL PROGRAMS
- THE PIECES ARE OUT THERE (PCMR "LEADING EDGE")
- SELF-ADVOCACY
- CONSUMER PARTICIPATION

TECHNOLOGY IS THERE

BUSINESS AND INDUSTRY ARE HIRING MORE WORKERS WITH DISABILITY

LITERATURE & ARTS (ABOUT AND FROM)

AJMD HAS NEW EDITOR

MORE ANGER

PHYSICAL ENVIRONMENT OPENING

MORE RESEARCH AND MODELS

MORE IN THE <u>COURTS</u>

MORE PARENT INVOLVEMENT (MAYBE TOKEN)

INCREASE SOCIAL MOBILITY

FEWER ABANDONED CHILDREN

LANGUAGE TO FIGHT HANDICAPISM (HUMAN POLICY PRESS, PASS)
  AND WAY TO GO

LIP SERVICE REGARDING NO MORE INSTITUTIONS

INCREASED NUMBER OF COMMITTED PEOPLE (NOT LINKED TO
  ORGANIZATIONS

PRIMARY CONSUxMER ORGANIZATION

RESURRECTION OF MASS PROTECT IN SOCIETY

GROWING CONFIDENCE IN POSSIBILITY OF JUSTICE

NEED FOR POLITICAL SOLUTION IS CLEAR

VII. DISCOVERIES

PROGRAM PRESENCE IS EASIER THAN COMMUNITY PARTICIPATION
                                                          *
COORDINATION & SEQUENTIAL DEVELOPMENT OF SERVICES DOESN'T
  JUST HAPPEN

OUR SOLUTIONS CAN BECOME OUR BIGGEST PROBLEMS

MODEL PROGRAMS SET DIRECTION AND PROVIDE ENERGY BUT DON'T
  AUTOMATICALLY TURN INTO COMPREHENSIVE SYSTEMS.

SEGREGATED SETTINGS — (1) IGNORE; (2) FIGHT

SERVICE TECH & COURTS CAN'T DELIVER WHAT WE AS A SOCIETY
  AREN'T STRUCTURED TO PROVIDE

VIII. UNDERDEVELOPMENT DIVIDES US;

   PERSONAL FEARS: ISOLATION, FAILURE, LOSS. . .

   VALUE CONFLICTS WITHOUT RESOLUTION STRUCTURES

   ECONOMIC COMPETITION FOR MAINTENANCE & GROWTH

   BLAMING THE VICTIM

   DISTRUST OF DEVELOPMENT VS. SPECTACLE

   LEADERSHIP DILEMMAS:

      SHORT VS. LONG TERM GAINS

      CONFLICT OF INTEREST

      MANAGING CONFLICT AMONG PEOPLE

      COMPETENCE IN PLANNING

IX FORCES FOR DEVELOPMENT

   TAKING RESPONSIBILITY FOR ANALYSIS, ACTION, CONSEQUENCES

   COMMITMENT TO INCLUSIVE, POSITIVE VISION & VALUES

   MASTERY OF TECHNICAL SKILL & SYSTEMATIC EMPOWERMENT THRU
      SKILL SHARING   .

   DISCIPLINE TO WORK HARD, EXPERIENCE SETBACKS & BUILD SUPPORT
      NETWORK

   REACH OUT TO BROADEN PARTICIPATION

   IDENTIFY WITH DEVALUED PEOPLE

X. THEATERS OF ACTION FOR THE 80s

   1. ORGANIZATIONAL POWER -

      MORAL AND POLITICAL FORCE

      ARE WE GETTING WHAT WE NEED FOR OUR INVESTMENTS?

2   A SHARED ANALYSIS THAT RELATES THE PIECES OF THE PROBLEM/
      SOLUTION TO THE WHOLE

3   RESPONSE TO ESTABLISHED PRESSURE AGAINST CHANGE

4   <u>BROADEN ALLIANCES</u>

        "WHAT WE DO IS FOR ALL HUMAN HISTORY"

        OUR POSITIONS NEED <u>UNIVERSALITY</u> AS WELL AS PRECISION

5   <u>HEALTH PROMOTION</u> & PREVENTION FOCUSED ON EQUITY & SOCIAL
      JUSTICE VS. NARROW MEDICAL TECHNICAL APPROACHES

6   RELATIONSHIP OF OUR STRUGGLES TO V7IDER MOVEMENTS

7   FAMILY SUPPORT DEFINED AND DESIGNED

8   ARTS/MEDIA STRATEGY

        MASS MEDIA VS. "SPECIAL FILMS" OR ARTS <u>FOR</u> THE
            HANDICAP

        "MEDIA OF LIBERATION VS. REPRESSION"

9   MASS TRAINING

        TO HELP PEOPLE BE MORE COMPETENT & POWERFUL

        LINKED TO <u>CHANGE</u>

10 IDENTIFYING/ TRAINING, SUPPORTING AND LEADERSHIP

        FIGURING OUT <u>HOW TO</u>. . .

1. Strategy and mechanisms to assure membership grasp of
    TASH service principles, policy positions and organizing
    strategies.

2. Mechanisms to improve experience of members in TASH
    through concrete support to quality of work and
    attention to personal fulfillment and growth.

3. Establish process to activate and involve all members in
    organizational planning and outreach through the creation
    of service circles.

4. Design and build a cadre/leadership network accountable
    to the base of the organization whose responsibilities
    will be political development and activity.

5. Establish a media strategy and tools to support both
    internal organizational action and society outreach.