



# ASSOCIATION OF CALIFORNIA STATE EMPLOYEES WITH DISABILITIES

P.O. Box 161526 Sacramento, CA 95816

[www.ACSEDonline.org](http://www.ACSEDonline.org)

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## **ACSED: A History of Leadership and Accomplishment**

Les Treece-Sinclair

August 24, 2008

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*formerly Disabled In State Service*

## **ACSED: A History of Leadership and Accomplishment**

The Association of California State Employees with Disabilities [ACSED] is a genuine success story. Organized in 1976 as Disabled In State Service [DISS], its creation paralleled the emerging disability civil rights movement that was gaining momentum across the nation [supported in large part by demonstrations in 1977 at various federal offices urging adoption of regulations for Section 504 of the Rehabilitation Act of 1973]. It is a story of disability advocacy, action and accomplishment.

The organization was created and is still guided by employees with disabilities in the California State Service. Its mission is "To ensure action on disability issues in State Government." This includes promoting an increase in the employment and fair treatment of persons with disabilities [PWDs] in State government, promoting awareness of PWDs as a valued employee resource and moving State Government toward becoming a model employer of PWDs.

Embodying the best of volunteerism and self-determination, ACSED has been instrumental in helping to define a vision of equitable employment for PWDs and move the State toward that vision. Now, more than 30 years later, that success continues.

Following are the specifics of the ACSED story and accomplishments.

### **What Is ACSED?**

The Association of California State Employees with Disabilities [ACSED] was formed in 1976 by a small group of State employees\*, most of whom had disabilities. Known as Disabled In State Service [DISS] until 2007, the organization incorporated in 1982 as a California non-profit public benefit corporation, has been granted 501 [c][3] nonprofit status by the IRS, and is registered with State government [Dept. of Personnel Administration] as a bona fide state employee association.

[\* Organizers and early members included Shelley Bahr, Donna & Bob Brown, Nora Brusuelas, Chris Emley, Ramona [Thompson] Garcia, Jim Gaskins, Lynn Graeber, Wanda Hammet, Lori Hara, Jim Kay, Ana Ramirez Palmer, Anna & Bill Pascoe, Sheri Pell-Stocki, Chuck Raymond, Etta & Rudy Siordia, Don Trujillo and Mike Vader.]

ACSED is one of a small number of minority community organizations [and the only one that represents PWDs] that function in the State Government arena. Some of the other minority community groups are the Asian Pacific State Employees Association (APSEA) and Black Advocates in State Service (BASS)].

## **What Is The Purpose of ACSED?**

Today, ACSED's mission remains clear and succinct, "To ensure action on disability issues in State Government." This covers the employment [including appointed positions], promotion, retention, and fair treatment of PWDs. It also includes promoting awareness of PWDs as a valued employee resource and moving State Government toward becoming a model employer of PWDs.

## **Who Are The Members Of ACSED?**

The current membership is comprised primarily of current State employees. Individuals not currently employed with the State, eg. retirees, may also join as can students in higher education who are working for the State or seeking State employment.

## **How Does ACSED Function?**

The business of the organization is conducted by a seven person Board of Directors that meets usually on a monthly basis. ACSED is committed to working together in partnership with State agencies and other organizations. And because of its position outside of State Government, it can respond quickly to policy and legislative issues and make direct contact with the Governor, Legislators, Agencies and Departments. ACSED is proactive, action and results oriented and it encourages innovation, openness and a team approach.

[Presidents of ACSED have included: Shelley Bahr, Lynda Bardis, Ralph Black, Nora Brusuelas, Mauricio De Castillo, Roger Hedgepeth, Sheri Merrill, Scott Richmond, Fernando Russell, Robert Sifuentes, Terry Snyder, Les Treece-Sinclair.]

## **Significant Accomplishments**

1][A] For over thirty years, ACSED has served as a forum to promote an increase in employment of PWDs in State government. This has included:

- 1] providing a contemporary and positive disability perspective;
- 2] promoting awareness of disability issues;
- 3] recognizing outstanding employees, departments and legislators; and
- 4] serving as a resource and advisor to State government.

1][B] To enhance its ability to undertake the above, ACSED has made organizational, policy and procedural changes, including:

- 1] In 1982, the organization filed for incorporation in California as a nonprofit public benefit corporation; applied for recognition of exemption under Section 501[c][3] of the Internal Revenue Code; applied for a federal Employer Identification Number; and submitted an Exemption

Application to the California Franchise Tax Board;

2] Establishing a Revitalization Task Force which led to an organization mission statement, renewed recruitment effort and other administrative actions [2002-03];

3] Changing the name from DISS to ACSED, enlarging the Board of Directors, adding membership categories [2007]; and

4] Changing from a contractor managed website to a member directed and coordinated web site [2008].

2] It has worked tirelessly to resolve inequities in State programs and services that treat employees with disabilities differently from those who do not have disabilities. This has included:

a] interacting with CalPERS at various levels and forums since 1995 re opening up the Long Term Care [LTC] program which denies coverage to some State employees who have disabilities;

b] writing and successfully enacting AB 1643 [Jones] [Chapter 724, Stats of 2006] which requires a study of ways to open up the CalPERS LTC program to individuals with disabilities who are currently denied coverage;

c] ACSED now actively serves on the AB 1643 Task Force which is implementing the above required study [scheduled to be completed by December 31, 2008]; and

d] successfully supporting enhancements in retiree health benefits for the purchase of hearing aids and related items [1997-98].

3] It created Disability Advisory Committees [DACs] to empower employees with disabilities and to help State departments identify and address issues facing employees with disabilities. This has included:

a] writing and successfully enacting AB 1309 [Bates] [Chapter 1196, Stats of 1977] which requires all State departments to have Disability Advisory Committees [DACs];

b] joining with DACs to successfully lobby the SPB to establish the Statewide Disability Advisory Council [1995];

c] conducting training sessions for DACs; and

d] developing a DAC survey to determine the quality of DAC implementation, management support, activities undertaken, assistance needed, etc [1990 & 2008].

4] It established a Reasonable Accommodation Task Force, developed a package of recommendations, met with SPB and worked cooperatively with the Department of General Services to eliminate competitive bidding requirements to improve the process

related to the purchase of equipment and services for the provision of reasonable accommodations [1995-98].

- 5] ACSED has provided direct assistance to persons with disabilities, including:
  - a] conducting training conferences and career/job fairs [1986 – 2000, see attached selected conference program books covers];
  - b] organizing job seeking and LEAP workshops;
  - c] providing over \$10,000 in scholarship grants to students with disabilities to pursue higher education [1995 – 2005]; and
  - d] making a contribution for Loma Prieta earthquake victims with disabilities [1990].
  
- 6] It has provided training and technical assistance to State departments, including:
  - a] conducting the first major ADA training conference for State departments [1991, see attached conference flyer];
  - b] conducting workshops on LEAP, Reasonable Accommodation, accessibility, adaptive/assistive technology; and
  - c] developing disability awareness and employment posters [1990s].
  
- 7] It has responded to policy/legislative issues. Recent examples include:
  - a] providing input on Governor Schwarzenegger’s Executive Order S-4-05 on employment of persons with disabilities in state government [2005];
  - b] actively participating in a coalition to promote the passage of AB 851 [Medi-Cal 250 percent working disabled program, 2006-present];
  - c] opposing CalTran’s efforts to defend not making structures accessible per the ADA by saying they and the State can opt out of ADA compliance [2008] and;
  - d] addressing the confirmation of selected Departmental Directors [e.g., supporting the DOR Director & Chief Deputy, 2008].
  
- 8] ACSED has worked closely with others, including:
  - a] The Department of Rehabilitation [DOR] which has co-sponsored and participated in ACSED Conferences and seminars and on mutual policy and program activities [1990 to present];
  - b] State Recruiters Roundtable, on job fairs [various];
  - c] Participating in the founding of the California Disability Leadership Forum, and was a primary sponsor of the California Disability Leadership Summit [a statewide conference attended by 1400 plus persons, 1993];
  - d] Co-Sponsoring, providing planning and financial assistance, mentors

and counselors, exhibits and materials for the Youth Leadership Forum [1993-2000s];

e] The California Coalition of Minorities, Women and Persons with Disabilities [CCMWPD], promoting cross-minority cooperation [1995-2001];

f] Co-Sponsoring an event honoring the establishment of the State Independent Living Council [SILC][1997];

g] Co-Sponsoring the California Disability Appointment Project which promoted appointments of PWDs to various positions [1999-2001];

h] Co-Sponsoring the 2008 APSEA Leadership Conference;

i] Offering financial and other assistance to SDAC for its 2008 Disability Employment Awareness Month Event in October; and

j] Providing assistance to the CalPERS DAC for its 2008 Disability Awareness Fair.

9] ACSED has worked closely with SPB, including:

a] promoting an increase in the State government disability employment rate which SPB adopted in 1996 [11.4%] and revised in 2004 [16.6%];

b] working with SPB, staff and Board, to include language in legislated revisions, AB 124, to the equal employment opportunity law to ensure continued protection of employees with disabilities [2005];

c] supporting enhancements in LEAP and various SPB programs;

d] testifying before the Legislature and the State Personnel Board in support of SPB programs and resource needs.

e] serving on a SPB Task Force examining the disproportionate number of adverse actions against PWDs and other minorities [1990s];

f] supporting efforts to secure departmental financial support of LEAP;

g] serving on various SPB Disability Task Forces [on RA, Goals & Timetables, Disability Report to the Legislature, Upward Mobility, 1998-2000]; and

h] SPB either co-Sponsoring and/or participating in every ACSED Conference & Job Fair [1986 – 2000].

10] It has actively supported efforts to make California State Government a model employer of PWDs, including:

a] preparing the comprehensive "Review of the Employment of Persons with Disabilities in California State Government" [2007-08];

b] supporting/presenting at the October 2007 "Inclusion Symposium"; &

c] serving on the Design Team for the follow-up May 2008 "Let's Make a

Change" Event, participating in the event itself and serving on the multi-departmental Task Force reviewing, compiling responses and developing an Action Plan.

8-24-08

Attachments:        Selected Conference Program Book Covers  
                              ADA Conference Flyer

**DIS**

Training Conference



DEDICATED TO THE MEMORY OF  
CHRISTINE "CHRIS" CULEY  
Born April 17, 1947  
Entered Into Rest  
January 7, 1987  
Sacramento, California



**DISABLED IN STATE SERVICE**

P.O. Box 161328  
Sacramento, California 95816

Y. 35. 1707  
PITOL PLAZA  
LIDAY 12N

DISABLED IN STATE SERVICE  
ANNUAL CONFERENCE  
& CAREER FAIR

OCTOBER 19, 1990

OAKLAND AIRPORT HILTON HOTEL  
HEGENBERGER ROAD  
OAKLAND, CALIFORNIA

**MAINSTREAM**  
→  
'90s

... TO PROMOTE DISABILITY EMPLOYMENT

Disabled In State Service

Presents the:  
6th ANNUAL DISSability  
CAREER FAIR

MAY 31, 1991  
SACRAMENTO INN  
Sacramento, CA

Co-sponsored by:  
California Association of Persons with Handicaps



1991 Career Fair Journal



Welcome to the

**DISABLED  
IN  
STATE  
SERVICE**

TRAINING  
CONFERENCE

October 23, 1992 • Red Lion's Sacramento Inn

Welcome to

a Training Conference on

**People with Disabilities & State Government**

**Americans with Disabilities Act  
& other Current Issues**

*sponsored by:*

**Department of Rehabilitation  
and  
Disabled In State Service**

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ber 12-13, 1994 Hyatt Regency Hotel, Sacramento

1976-1996

20 Years of Service To  
Persons with Disabilities  
and The State of Ca.

**DISS**

**WE WELCOME YOU TO  
THE 1996 TRAINING  
CONFERENCE AND  
CAREER FAIR**


**APRIL 25, 26  
HOLIDAY INN  
SACRAMENTO, CA**

**DISS  
P.O. Box 161526  
Sacramento, Ca 95816**

*Disabled In State Service Presents a  
Training Conference and Career Fair:*

**Drafting a Blueprint  
for the Future**

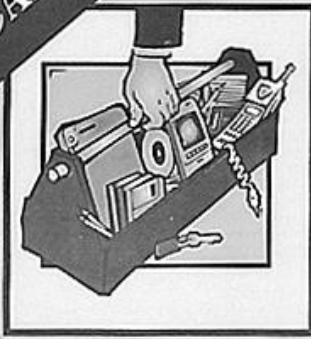
Sacramento Convention Center  
October 16, 1998



With Co-sponsors:  
Dept. Of Rehabilitation  
State Personnel Board  
Statewide Disability  
Advisory Council

*Disabled In  
State Service  
Presents a*

**TRAINING CONFERENCE  
and  
CAREER FAIR**



*"A Manager's Tool Kit for Success - Hiring  
and Supervising Employees with Disabilities"*

Holiday Inn Downtown Plaza ♦ November 15, 1999

# DISABLED IN STATE SERVICE

Presents

# AT THE CROSSROADS

*25<sup>th</sup> Anniversary*

Celebrating 25 years of progress and creating a vision for the future

Date: November 9, 2000

Where We've Been and

Where We're Going

**Future**

Estimated Time of Arrival: NOW!



### Equipment Checklist

- ✓ Map to the Americans with Disabilities Act
- ✓ Guide to Reasonable Accommodation
- ✓ Ins-and-outs of LEAP
- ✓ WINDMILLS
- ✓ RECRUITMENT
- ✓ SUPERVISION

Sponsored by:  
 Disabled In State Service (DISS)  
 Sacramento Area Mayors' Committee on Disability Issues  
 California Association of Persons with Handicaps-Sacramento


## Americans with Disabilities Act



# Training Seminar


**NOVEMBER 6, 1991**

8:00 a.m. - 5:00 p.m.

**Sacramento Community Convention Center** 

1100 14th Street (@ K Street Mall)

(Easily accessible by public transportation, street parking & parking ramps available.)

 **GENERAL SESSION: Yolo Room** (Sign language interpreter will be provided.)

- Disability Community and Federal Perspectives
- Employment Requirements & Opportunities

 **6 WORKSHOPS COVERING:**

- Reasonable Accommodation
- Government Services Access
- Emerging Disability Populations
- ADA and the Private Sector
- Physical Access
- Communication Access

All participants will receive an information packet.

Co-sponsors include: State Departments of: Corrections, Employment Development, Rehabilitation, Transportation, Water Resources, The State Controller's Office, State Personnel Board, and Governor's Committee for Employment of Disabled Persons.