Program principles are not enough to provide direction for action. As a case in point, there has been little disagreement 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 movement. Despite 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 all taxpayers

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 interpretations 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 information and experience from which to draw universal judgments (isolationism)

Some people feel its no use fighting, that things are predetermined 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 and 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.

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?
ONGOING
EFFORTS THAT MUST BE MAINTAINED
TO GAIN STRENGTH AND SKILLS

OPPOSITION TO:

SECRECY
ABUSE
DISTORTION OF IDEOLOGY AND PRINCIPLES

PRIVILEGED SPECIAL INTERESTS
UNACCOUNTABILITY

SUPPORT FOR:

DECENTRALIZATION
SERVICE USER CONTROL
IDENTIFICATION WITH OTHER HUMAN ENHANCEMENT STRUGGLES

OPEN SETTINGS
LOCAL CONTROL
ONGOING

EFFORTS THAT MUST BE EMPHASIZED FOR PROGRESS

1. BRING PEOPLE TOGETHER
   TO FEEL FULFILLED
   EFFECTIVE
   PRODUCTIVE

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

SELF-RENEWED
LEARN FROM EACH OTHER
COMMON SACRIFICE
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 development, 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.
- The 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 development 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 collaboration 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, friendship, trust, mutual respect, humanity, and accountability are essential 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 facilities 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 dislocation 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?
- WHAT ARE 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
REGIONALIZATION
COMPREHENSIVENESS
PREVENTION (OF 50%)
INTEGRATION
CONSUMER UNITY
LEADERS
V. REPORT CARD

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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 COURTS
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 CONSUMER 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 Broaden alliances
   "What we do is for all human history"

Our positions need universality as well as precision

5 Health promotion & prevention focused on equity & social justice vs. narrow medical technical approaches

6 Relationship of our struggles to wider movements

7 Family support defined and designed

8 Arts/media strategy
   Mass media vs. "special films" or arts for the handicap
   "Media of liberation vs. repression"

9 Mass training
   To help people be more competent & powerful
   Linked to change

10 Identifying/training, supporting and leadership
   Figuring out how to...
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.