

REG 9/10.10/1964/12
c.1

JAN 28 1965
GOVERNMENT
DOCUMENTS DIVISION
University of Colorado Libraries

COLORADO STATE PUBLICATIONS LIBRARY
REG9/10.10 local
Civil rights newsle/Civil rights newslet
3 1799 00006 3099

CIVIL RIGHTS NEWSLETTER

COLORADO ANTI-DISCRIMINATION COMMISSION

306 State Services Building
Denver 3, Colorado

1525 Sherman Street
AComa 2-9911 Ext. 2621

DECEMBER, 1964

SEVEN YEARS LATER. . .

Seven years of litigation were culminated on November 30, 1964, when Marlon D. Green accepted a position with Continental Airlines as a pilot trainee. This litigation commenced with the filing by Green of a complaint with the Commission on August 13, 1957. The case proceeded through a hearing before the Commission, into the Denver District Court, then to the Colorado Supreme Court and, finally, to the U. S. Supreme Court.

Once the U.S. Supreme Court had decided the case in favor of the Commission (on the issue of whether the Commission had jurisdiction over an inter-state carrier) enforcement of the Commission's original order was sought through the Denver District Court. This Court entered an order on October 8, 1964, requiring Continental to offer a position to Green.

At the time of the original application, Green was the most qualified of six other applicants. Although Green was refused a job, some of the other applicants were ultimately hired by Continental.

In the intervening years, Green has been otherwise employed as a pilot and presently flies for the Bureau of Reclamation. He will probably be one of the most highly qualified



trainees Continental has ever had, and will certainly be the most highly paid, as the Court's order of October 8 required that Green be started at a salary commensurate with what he would have received had he been continuously employed by Continental since June, 1957.

This case marks a milestone in the history of the Commission and has been handled by three Commission Directors and prosecuted by no less than seven assistants attorney general.

"The Realtor and Minority Group Housing"

More than 500 Realtors from throughout the state heard a panel of

experts discussing the topic "The Realtor and Minority Group Housing", at the 44th annual convention of the Colorado Association of Real Estate Boards held in October at the Broadmoor Hotel in Colorado Springs.

Participating in the panel were James Reynolds, Director of the State Anti-Discrimination Commission; Rev. Eutimio Duran, Past President of the Latin American Educational Foundation and a youth consultant for the Denver Public Schools; Sally Bessette, Realtor of the Year of the Englewood-Littleton Board of Realtors; and John Hasselblad, President of the Denver Board of Realtors; and John Gorsuch, legal counsel for the association served as moderator for the panel.

Mr. Reynolds and Rev. Duran spoke on the topic "A Matter of Human Dignity", explaining the difficulties Negroes and Spanish-Americans have in achieving the full participation in the main stream of life and particularly in their attempts to gain adequate and desirable housing. "Come, Let Us Reason Together", was the topic of Mrs. Bessette's talk and Mr. Hasselblad concluded the panel presentation with remarks concerning the question "Where Do We Go From Here?"

Audience response was enthusiastic and positive. Questions asked of the panel indicated the Realtors' interest in the problems before them and their willingness to participate in solutions.

The convention during its three day meeting passed a resolution concerning minority housing. The resolution on minority housing says, in part:

"1. Race, color, creed, religion or national origin of clients shall not be a consideration in the Realtor's determination of the quality and equality of service rendered.

a. A Realtor may not, of his own volition, refuse to show property to any member of a minority group, because of such minority group status;

b. A Realtor has a legal and ethical responsibility to present all offers to the property owner. Consequently, the decision to accept or to reject all offers must be with the owner of the property;

c. A Realtor should exert his best efforts to consummate every transaction irrespective of the race, color, creed, religion or national origin of the prospective purchaser.

2. Realtors, individually and collectively, in performing their agency functions, should not attempt to determine the social, creedal or ethnic composition of any neighborhood, nor any part thereof.

3. Any attempt by a Realtor to solicit or procure the sale or other disposition in residential areas by conduct intended to implant fears in property owners based upon actual or anticipated introduction of a minority group

into an area, can subject the Realtor to disciplinary action. Any "block busting" technique is a violation of ethics and must be strongly condemned.

4. A Realtor should feel completely free to enter into a broker-client relationship with persons of any race, creed, color, or ethnic group."

If these positive steps are implemented by affirmative actions, the common goal of fair and open housing will be much closer at hand. It should be remembered that not all real estate agents are Realtors. However, Realtors are the agents who do the most business, and they tend to set standards of conduct for most of the profession.

EMPLOYMENT

The Commission's staff is continuing the employer visits. However, it is the feeling of some staff members that interviews should be limited to one hour; and the remainder of the time should be spent on plant inspection. Plant inspection is the only evidence the Commission has to assure them that the employer is complying with the Colorado Anti-Discrimination Act of 1957.

The Commission is interested in the following information from the employer:

(1) The number of minority group employees.

(2) The positions they hold.

(3) Are the positions held by minorities considered "minority-group jobs"?

(4) The kinds of skills the minority group workers have.

(5) Are minority group workers being promoted?

(6) If minority group workers are being promoted, is the promotion commensurate with their ability?

(7) What is the minority group worker's attitude toward the company?

(8) How many positions have been filled within the last six months?

(9) How many minority group applicants were interviewed?

(10) The number of minority group people interviewed as a percentage of the total number of applicants hired.

Complaints in the area of employment have been on the increase for the past two months. This increase in complaints has caused the commission to take a closer look at its employment program and the qualifications of staff investigators. During the month of January the Commission will conduct a rigid in-service training program in the area of investigation for the Commission staff members.

* * * * *

Many minority group members who are entering the labor market for the

first time find it difficult to qualify for known available jobs. Are you starting your child on the way to successful employment? The following is a check list for parents:

- A. See that your child attends school regularly, and is on time.
- B. Provide a place for him to study.
- C. Have regular hours for your child to study.
- D. Show interest in your child's homework each night. All pupils have homework.
- E. Provide books, magazines, and newspapers for your child to read.
- F. Show interest in your child's report card. If your child is getting low marks, find out from the teacher what you can do to help.
- G. Discuss your child's report card and what you have learned from the teacher with your child.
- H. Visit your child's school and discuss your child with his or her teacher.
- I. See that your child has a library card and uses it.

A good school record today may be the key to a good job in the future. The road to successful employment is the result of the working together of the parents, children, teachers, and employers. Competition for good jobs is keen. In

looking for the best qualified applicant, the employer usually hires the applicant who has a good school record in grades, attendance and behavior. A high school diploma opens many doors to employment

FAIR HOUSING LEGISLATION

A Fair Housing Study Committee was appointed by Governor Love in June of this year to study and evaluate the present Colorado Fair Housing Law of 1959 and to make recommendations to the Governor regarding any necessary changes. Members of the committee came from varied backgrounds and interests and included realtors, attorneys and legislators.

Statements from individuals and representatives of many community agencies and organizations such as the Colorado AFL-CIO, C.O.R.E., A.C.L.U., Colorado Council of Churches, and the Colorado Real Estate Association were heard so that the Committee could become more specifically aware of public sentiment regarding the fair housing legislation in Colorado.

Several alternative amendments were drafted and discussed by the Committee to cover some loopholes in the law and to clarify and strengthen the sections of the law struck down by the Supreme Court in its 1962 Rhone vs. J. L. Case decision.

Especially significant among the Committee's recommendations was its approval of the amendment authorizing the Commission to petition the District Court for an injunction

against a respondent to restrain him from transferring, selling or renting a specific property pending the final determination of a complaint before the Commission. Power to obtain an injunction would help eliminate the problem under the present law where most housing cases have become moot since the apartment or house in question is rented or sold while the Commission is processing the complaint according to its required procedures. Several safeguards to protect the respondents' rights were recommended by the Committee. The injunction could be requested by the Commission only after an investigation has been conducted, and, if probable cause to credit the complaint exists, after attempts to settle the complaint by conciliation and persuasion have failed. The allegations of a complaint could be discredited by the investigating official of the Commission if the complainant is found not to have sufficient financial resources to lease or purchase a particular property or if the complainant has no bona fide intention of viewing, leasing, or purchasing the property.

Other final recommendations of the Study Committee: (1) include commercial space in the coverage of the law, (2) make posting of Commission notices mandatory by regulation issued by the Commission enforceable by seeking an order in the district court, (3) include a "refusal to show" real estate, as well as refuse to rent or sell, as an unfair housing practice, (4) require violator of the law to make reports on compliance

with the Commission's orders. The Committee, by a close vote, decided not to expand the coverage of housing to include any housing that is offered for sale to the public.

These recommendations from the Committee will be the basis on which Governor Love will in turn make his recommendations for changes in the Fair Housing Law for consideration by the 1965 General Assembly.

Decal Contest

The passage of the new Civil Rights Law by Congress has focused the nation's attention on the need for fair or merit employment so that no one may be denied equal opportunity to get or hold a job because of his group identity.

The Colorado Anti-Discrimination Commission feels that it is both timely and proper for it to conduct a state-wide contest which will center the attention of high school students on the struggle for equal employment opportunity.

The contest will be for the best design for a decal to be used by businesses at their entrances or in some other conspicuous place to indicate their cooperation on merit employment programs, without any restrictions as to race, creed, color or national origin.

Six U.S. Savings Bonds are the prizes that should serve as an extra incentive for students to enter this contest. For further information, please contact the Colorado Anti-Discrimination Commission.

CADC Sends Four
to NAIRO Convention
October 6-9, 1964

Chairman Dora Piccoli; Commission member Gerald Quiat; and two staff members, Director James F. Reynolds and Mrs. Mary McLucas were in attendance at the National Convention of the National Association of Intergroup Relations Officials which was held October 6-9, 1964 at the Sheraton Park Hotel in New York City. NAIRO is the professional organization of persons working in the field of human relations, intergroup relations, or race relations and related fields.

Mrs. McLucas and Mr. Reynolds were also attending the concurrent meetings on Human Relations which is responsible for the 1965 and the 1966 National Conferences of that organization which comprises all state and municipal commissions having enforceable civil rights laws. This committee is made up of Colorado, Minnesota and New York members. The 1966 Conference of this organization will be held in Estes Park at the Stanley Hotel with CADC as host.

George White Resigns

Commissioner George White of Pueblo has resigned because he has been transferred to Provo, Utah as a Staff Representative of the United Steelworkers of America. Commissioner White had a distinguished record of service to the people of Colorado. He was appointed to the Commission on September 19, 1957

where he served faithfully until his resignation on October 14, 1964.

The following is a quotation from Mr. White's letter of resignation to Governor Love: "Even though we are moving forward in the field of Human Rights, there is still a tremendous job ahead in both the fields of Education and Legislation to be done. I hope that in the very near future we will achieve our joint goal of eliminating all forms of discrimination."

Mr. George White will be missed by CADC and his many friends in Colorado. We join in wishing him success and happiness and thank him for a job well done.

Housing Conference

Of interest to all church, business, labor, civic and civil rights leaders, is the forthcoming National Assembly for Progress in Equal Opportunity in Housing, to be held March 18-20, 1965 in Springfield, Ill. This conference is designed to focus on a "vital national evaluation of the road ahead in community, by community implementation of the 1964 Federal Civil Rights Act and the responsibilities of acceptance and positive voluntary action by people in their states and communities, spelling out the challenges of The Universal Declaration of Human Rights---"Everyone has the right to Freedom of Movement and Residence within the border of each state."

Reservations and further inquiries regarding the assembly may be made

through Donald S. Frey, Executive Secretary, The Foundation for Freedom and Democracy in Community Life, 1514 Elmwood Ave., Evanston, Ill.

Behind the Scenes

Behind the scenes in every office and generally unknown to the public, there are dedicated workers who really make the office function as it should. The CADC is fortunate to have Mrs. Sylvia Proffit as its Office Manager. Mrs. Proffit has been with the Commission since July 1, 1957 and she became Office Manager in July of 1963. She is charged with supervision of the clerical staff and coordinates their activities with the needs of the professional staff. Mrs. Proffit is responsible for bookkeeping, filing, purchasing and general office procedures. She prepares the budget under the supervision of the Director. Mrs. Proffit's helpful efforts are invaluable to the professional staff. Many thanks!

Radio Waves

In September, CADC issued an invitation to many radio and television stations throughout the state of Colorado. CADC offered the services of its staff on programs of public information as well as any pertinent information desired by the stations to help the public in gaining awareness of the laws (Housing, Employment, Public Accommodations), the efforts of human relations agencies, and help to eliminate misconceptions created by groups avowed to the distortion of truths.

To date, the response from the various stations has been very slow. However, some progress has been made. On October 13, Samuel R. Martinez, Assistant Director of the CADC and Ruth Steiner, Social Relations Specialist, participated in William Green's "Viewpoints" program on radio station KLOV in Loveland. During the hour-long interview, Mr. Green questioned the two CADC representatives about the three state anti-discrimination laws and the activities of the Commission.

Radio station KDEN in Denver carries "La Raza", a program about the Spanish-American culture and community, every Friday at 6:15 p.m. KDEN is to be congratulated for its service to the public in carrying this program. On November 13, "La Raza" raised the problems of discrimination facing the Spanish-American in Colorado. Assistant Director, Samuel R. Martinez, represented CADC to answer questions posed by "La Raza's" host, Fred Hobbs of KDEN.

This is a beginning. Radio and television are powerful instruments of instant communication and often help to mould public opinion. Perhaps the station in your area could do more in the field of public information. CADC is ready to provide everything from spot announcements to full-length programs telling the story of the quest for human relations in Colorado. Let us hope

that opportunities are provided so that this important story may be told.

In-Service Training Continues

An intensive in-service training program has been launched for the staff of the CADC and for the Commissioners. The goal is to gain a thorough understanding of the related fields with which the Commission deals.

The following are some of the areas of special interest that have been covered: communication patterns in Spanish-American families, dynamics of a community and neighborhood, activities of the Metropolitan Council for Community Services, Inc., investigative procedures and tech-

niques, public speakers--techniques of leading a discussion, apprenticeship training programs, organization and function of unions, and prejudice and prejudicial behaviors.

Noted discussion leaders and speakers have made themselves available to the CADC. Here is a brief enumeration of where some of these outstanding speakers came from: Denver University, Denver Police Department's Detective Bureau, Apprenticeship Training Council, Metropolitan Council for Community Services, Inc., and the State Department of Employment.

The in-service training program will continue in its aim of acquainting the CADC staff and Commissioners with related fields of interest.

ADC-NL-2-64

RECEIVED

SEP 09 1998

STATE PUBLICATIONS
Colorado State Library

Bulk Rate
U. S. Postage
PAID
Denver, Colo.
Permit No. 519

CIVIL RIGHTS NEWSLETTER

Colorado Anti-Discrimination Commission
306 State Services Building
Denver 3, Colorado

Government Documents Library
Wilson - Campus Library

University of Colorado
Boulder, Colorado
Colorado

RECEIVED
OFFICE OF
ADMISSIONS & RECORDS
JAN 20 1985
University of Colorado

Library