

CIVIL RIGHTS NEWSLETTER

COLORADO CIVIL RIGHTS COMMISSION

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October, 1965



U. S. DEPT. OF LABOR AND CCRC HOST WORKSHOPS - COM. HERNANDEZ ADDRESSES LUNCHEON

Mrs. Aileen Clarke Hernandez, the only woman on the five Commissioner U. S. Equal Employment Opportunities Commission (EEOC), recently delivered the luncheon address in Denver to the Title VII Equal Emp. Opportunity Workshops, jointly sponsored by the U. S. Dept. of Labor and the Colorado Civil Rights Com.

The Denver workshop was one of four held throughout the State. The other three were held in Pueblo, Colorado Springs, and Grand Junction.

Commissioner Hernandez, former Assistant Chief of the California FEPC told her listeners that, "Administering that part of the 1964 Civil Rights Act which outlaws job discrimination on the basis of sex isn't going to be as tough as some people think. And it will be much



DEATH CLAIMS MARY V. MCLUCAS, ASSISTANT DIRECTOR

The CCRC and the State of Colorado lost one of its most ardent workers in the field of civil rights and human relations when Mrs. Mary V. McLucas passed away suddenly on August 31, 1965.

Mrs. McLucas joined the CCRC in January 1960, after having spent some three years on the staff of the Denver Commission on Community Relations in the capacity of Executive Secretary to that Commission's Coordinating Council. This agency had focused much of its attention and devoted much of its energy to the passage of the Colorado Fair Housing Law of 1959. By joining the then Colorado State Anti-Discrimination Commission, she was thus in a position to fulfill a natural desire to enforce the law to which she had contributed so

easier once the American public quits thinking of it as a joke."

She also gave attention to the pre-occupation of industry, as well as the public in general, as to whether women can combine careers with marriage. "The fact is," she said, "they can and do, so we have to let women, as well as racial minorities, exercise their right to select careers and to use their skills."

In another vein, she said, "The 'Instant Negro' is that highly-qualified, well-educated, broadly-experienced Negro, who is just standing in the wings, 'instantly' ready to step in, when an employer decides to hire a Negro." She pointed out that employers need to understand that because the Negro has been kept in subservience for hundreds of years, he may find that the availability of the "instant" Negro will be limited. This causes industry to adopt the attitude that there are no qualified Negroes available. She advised her more than 200 listeners that recruiting efforts must be extended to include those persons and agencies who know where and how to find qualified Negroes. And that is the Negro community itself. Contact with local Negro leaders, advertisement in Negro newspapers, etc., would go a long way toward the achievement of the desired results.

The main points of the workshops were Title VII of the 1964 Civil Rights Act and the Management of Racial Integration into Business. Attendance at the workshops was as encouraging as the enthusiasm was high. The participants were treated to down-to-earth explanations and analyses of Title VII, followed by panel discussions. Discussion groups were held in which the topic

much toward its enactment by the State Legislature.

In addition to her concentration on housing discrimination complaints, she also conducted two rather extensive housing surveys, the results of which provided the CCRC as well as other interested agencies with valuable insight and information.

Mary possessed an extensive and varied background. She taught school, coached a debating team, was an economist for the War Labor Board, and engaged in semi-legal activities with the National Non-ferrous Metals Commission. This latter work was aimed at the conciliation of complaints involving discrimination.

She was an extremely busy lady, having found time to devote her many talents to such extra-curricular activities as the State Board of Directors of the American Civil Liberties Union, the League of Women Voters, the Colorado Urban League and the Social Action Council of the First Unitarian Church of Denver, to name a few.

Mary was only recently appointed as the Assistant Director of the CCRC. In her new position, she continued to display an exactness and a dedication difficult to parallel. She knew well all the ramifications of her new responsibilities, and she carried them out with dispatch and with a fierce determination.

She will be greatly missed by many persons, in many walks of life, and yet to those who were associated closely with her, the knowledge is abundant that she would not have us mourn, but rather, she would extoll us to even greater achievements in the quest for equality for all men.

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EMPLOYMENT WORKSHOPS (CON'T.)

of "The Management of Racial Integration into Business" was explored. Enthusiasm ran high and many animated and probing talks were entered into by the participants.

In commenting on the overall results of the workshops, CCRC Director James F. Reynolds said, "The main objective in sponsoring these workshops was to acquaint businessmen, in many parts of the State of Colorado, with the workings of the Federal Law, as well as the part they play in the implementation of that law. We wanted business and industry to understand that, because of the discriminatory hiring practices of the past, whether overtly or covertly committed, they have been missing out on a real potential supply of otherwise qualified source of employees -- the minority peoples of this State."

Reynolds expressed his appreciation to the many panelists, discussion leaders and businessmen who took time out from their busy schedules to attend the workshops. He concluded by saying, "The success of these workshops can only be measured by the extent to which business implements and complies with the law, both Federal and State. We shall be watching with eager interest, and our two agencies stand ready to lend any assistance we can."

Civil Rights Specialist James F. Warren of the CCRC collaborated with Mr. Galloway Denny of the U. S. Department of Labor as program coordinators. Mr. J. David Penwell, Ass't. Attorney General, served as legal counsel on Title VII.

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CCRC PUSHES NEGRO HISTORY

In addition to the requirement to investigate complaints alleging discrimination in housing, public accommodations and employment, and further, to carry these complaints to an amicable conclusion, the Colorado General Assembly also places upon the CCRC the added responsibility of "education." This broad term includes the conducting of workshops and seminars, giving lectures, showing film and any other endeavor which will serve to advance the cause of improved racial relations in the State of Colorado.

Because he believes so firmly that the majority community is almost completely bereft of any appreciable knowledge of the history of the Negro in America, Mr. James F. Reynolds, CCRC Director has undertaken a series of lectures involving himself and other staff members. These lectures are designed to give an introductory study to Negro history.

An avowed "expert" in this field, Mr. Reynolds is called upon frequently to address school, church and civic groups. This winter, at least two seminar type sessions, each covering 4 separate meetings, will be held, one at the aegis of a large protestant church and the other a suburban Human Relations Council.

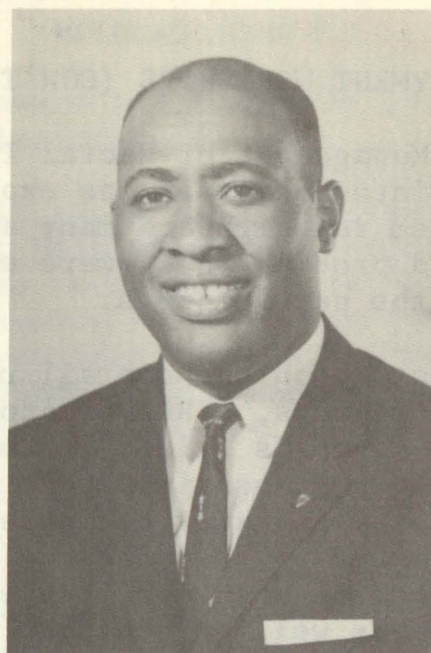
A comprehensive bibliography of reading material, relevant to the contribution made by the Negro to America, has been compiled by CCRC and is available upon request.

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Jean Baptiste DuSable, French speaking Negro from Santo Domingo, established, in 1790, the first settlement of the City of Chicago.



MR. LAWRENCE J. LEE



MR. WILLIE E. ANTHONY

GOVERNOR APPOINTS NEW COMMISSION MEMBERS

Mr. Lee, a Denver attorney, associated with the law firm of Ireland, Stapleton, Pryor and Holmes, is a native of St. Louis, Missouri. His undergraduate training was received at the University of Illinois, following which he attended the Cornell Law School, graduating in the Class of 1958, LL.B. Among his notable achievements at Cornell were, President of the local chapter of Phi Alpha Delta and editor of the Cornell Law Forum Newspaper, and the Cornell Barrister, the College Yearbook. He also graduated from the Georgetown Law Center in Washington, D. C. LL. M with specialization in taxation. He has written numerous articles, all dealing with the various aspects of taxation.

He is a member of the American Bar Association, the District of Columbia Bar Association, the Federal Bar Association where he serves on the Committee on Taxation and the Colorado and Denver Bar Association.

Prior to moving to Colorado, Commissioner Lee was associated with

Mr. Anthony, a native of Dallas, Tex., has been a Denver resident for the past 23 years. He is a graduate of Denver University, holding both the Bachelor of Arts and Master of Arts Degrees. While a student at DU, he participated in football, basketball and track events. Following his graduation, he was a teacher in the Denver Public School system for 8 years. In recent years, he has been an Insurance Agent with one of the nation's leading insurance companies.

His civic-mindedness is exemplified by his involvement in many community agencies and activities. He is a member of the Board of Directors of the Denver Branch of NAACP; a consistently active participant in the annual membership drive for the Glenarm Branch YMCA; actively supported and worked in the building fund drive for the Carver Day Nursery School, now under construction, and in 1964, was a candidate for the Colorado House of Representatives.

Mr. Anthony brings to the Commission a wealth of knowledge and understand-

the Attorney General's Honor Graduate Program in the U. S. Civil Rights Division. He also served as a Law Clerk with the Tax Court of the United States and was associated with a New York law firm. In Denver, he conducts classes in Taxation for Small Business at the University of Colorado Denver Center.

standing in the area of human relations. The Commission therefore counts itself indeed fortunate to have a man of his caliber and integrity as a part of its leadership.

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COMMISSION CHANGES NAME

CCRC is proud to welcome Commissioner Lee as a member of its team.

In action concurred in by the majority of the members of the Colorado General Assembly, the Colorado Anti-Discrimination Commission had its name changed to the Colorado Civil Rights Commission.

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CCRC INITIATES EMPLOYMENT POTENTIAL LISTING SERVICE

In commenting on this action, one observer stated, "We thought it was better for the Commission to stand for something, than against something."

The CCRC maintains an increasing interest in the potential supply of the employment market within the minority group community. To this end, efforts are being made to elicit from organizations, clubs, fraternities, sororities, churches, etc., a comprehensive listing of all their members. These listings will include such information as to educational level, work experience, field or vocations of qualification, and other information of value, as it relates to potential employability.

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COMMISSIONER PICCOLI RE-ELECTED CHAIRMAN

In order to place minority group members into meaningful, higher paying positions, steps must be taken to acquaint business and industry with the potential available in the minority community.

At its first meeting of the fiscal year on July 16, 1965, the CCRC Commissioners unanimously re-elected Mrs. Dora Piccoli as Chairman of the Commission for the ensuing year. Mrs. Piccoli, prominent in civic activities in her home town, Durango, Colorado, is widely known through the San Luis Valley, in the southwestern section of the State, as a champion for the equal rights of all citizens. She has long been associated with the oil industry in the Durango area.

In addition to the listing service, the CCRC has initiated a close liaison with the various news media serving the minority community. Coordination has also been established with such organizations as the Colorado Urban League and others, with a view to the welding together of similar efforts.

Chairman Piccoli was originally appointed to the Commission by former Governor Stephen McNichols in March, 1961. She was elected Commission Chairman in 1964, and re-elected in 1965.



Shown above, the honoree, Sheldon Steinhauser, Mrs. Dora Piccoli, CCRC Commission Chairman, Bishop James A. Pike, Governor John A. Love and Mayor Tom Currigan

The CCRC recently played host to its first Annual Human Relations Award Dinner at the Park Hill Methodist Church in Denver. More than 285 persons were in attendance to witness the presentation of this significant award to Sheldon Steinhauser, Regional Director of the Mountain States Office of the Anti-Defamation League, and to hear the major address delivered by the Right Reverend James A. Pike, Bishop of the Protestant Episcopal Diocese of California.

Also honored was Gary Warwick, the winner of the Merit Employment Decal Contest sponsored by the Commission.

Mr. Steinhauser was chosen for the award in recognition of his many notable achievements in the field of human relations. In describing Mr. Steinhauser's achievements, CCRC Commissioner Gerald M. Quiat said, "He has gone far beyond the normal requirements of his job in serving on community boards and planning interfaith conferences and seminars to further understanding and cooperation among the various religious and racial elements of the community."

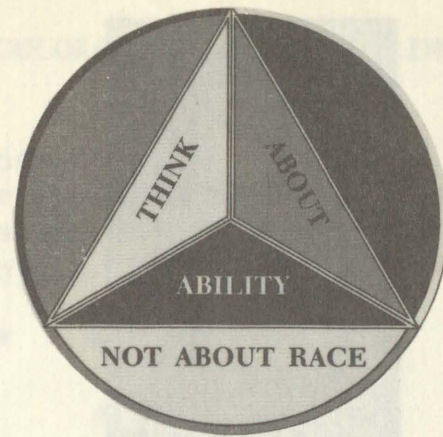
A few of the activities which won him this coveted award were, the sponsorship of a Catholic-Jewish dialogue, which attracted nationwide attention; the bringing together of clergymen of the three major faiths in a seminar to consider the subject, "What We Teach About Each Other"; active participation in the passage of the recently strengthened Fair Housing Act, to name a few.

"Shelly," as he is affectionately known, holds offices in many and varied organizations, agencies and activities, most of which are directed toward the advancement of improved race relations. He is a native of New York City, and began his work with ADL in Columbus, Ohio, in 1950. He came to Denver in 1957.

AWARDS DINNER (CON'T.)

In his address entitled, "The Underlying Philosophy of Civil Rights," Bishop Pike said in part, "Two basic questions have been raised by opponents to the Civil Rights struggle. They ask, 'How can you change people's hearts by law?' My answer to that one is, 'One doesn't concern himself about changing people's hearts. The crucial issue is that we can change people's behavior by law. The law has an educational value. It switches the labels on the good and bad guys so that eventually the hearts of people do change.'" In reply to the second question often raised, which criticizes the great push being made by Negroes for equality of opportunity, by saying, "It takes time to work these things out," the Bishop pointed out, "It isn't much comfort to way to somebody that their children and grandchildren will have the right to vote, to move ahead in the world. These people want these and other rights - now!"

Bishop Pike holds the LL.B degree from Yale University and a doctorate of jurisprudence. He was admitted to practice before the U. S. Supreme Court. While serving in the Navy during World War II, he decided to study for the Ministry and was ordained a priest in the Protestant Episcopal Church in 1946. Following his ordination, he was appointed Chairman of the Department of Religion and Chaplain at Columbia Univ. In 1952, he was named Dean of the Cathedral of St. John the Divine in New York City. Only six years later, in 1958, he was appointed Bishop of the Diocese of California, with residence in San Francisco.



DECAL CONTEST WINNER ANNOUNCED

Out of the hundreds of entries submitted to CCRC contest officials, the above was selected as the most indicative of expressing the overall mission of the efforts exerted by the Commission, in the area of employment.

Entries from throughout the state were submitted by high school students in an effort to give expression to the idea of Fair Employment and/or Merit Employment.

The panel of judges consisted of a businessman, a well-known artist and a member of the Colorado Civil Rights Commission. Their selection of a winner was Gary Warwick, Denver South High School Senior. For submitting the winning entry, Gary was awarded a \$100.00 U. S. Savings Bond. Presentation of the first prize was made to Gary by CCRC Commissioner Gerald Quiat at the recent First Annual Human Relations Award Dinner, reported upon elsewhere in this Newsletter.

The decal is being given to businesses which maintain a policy of Fair or Merit Employment, in that it hires its employees solely on the basis of their qualifications for the job. It is to be prominently displayed by these companies at their places of business operations.



". . . The time of justice has now come; no force can hold it back. It is right -- in the eyes of man and God -- that it should come. And when it does, that day will brighten the lives of every American. There is no Negro problem, or Southern problem, or Northern problem; there is only an American problem."

- - - President Lyndon B. Johnson
The "We Shall Overcome Speech"

RUTH STEINER
RETURNS FROM MISSISSIPPI

Miss Ruth Steiner, Colorado Civil Rights Commission Civil Rights Specialist, recently returned from Jackson, Mississippi, where she was associated with the Mississippi Medical Mission in the area of public health activities for six months.

A graduate registered nurse, in the field of public health, Ruth was involved in the Mission's attempt to provide much needed medical care for thousands of rural residents throughout the State of Mississippi. By having engaged herself in this meaningful work, Ruth once more displayed her penchant for translating words into action. Putting herself on the "firing line," involving herself in the great human task of alleviating the physical ills of her fellow man, and directly working with organizations and agencies dedicated to raising the dignity and protecting the civil rights of thousands of beleaguered, intimidated and dissolutioned Negro citizens -- all of these only begin to describe Ruth Steiner.

The CCRC is proud of the achievements of Ruth and are indeed happy to have her return to her old desk. The many lessons learned while in the Southland will no doubt enhance her ability and effectiveness as a part of the CCRC team.

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CCRC REPRESENTED AT CCHR CONVENTION

Three representatives of the Colorado Civil Rights Commission attended the CCHR Convention held in New York City at the Waldorf Astoria Hotel recently. Representing the Columbine State were Mrs. Dora Piccoli, Chairman of the CCRC, James F. Reynolds, CCRC Director and the late Mrs. Mary V. McLucas, Assistant Director.

Commissioner Piccoli acted as chairman of one of the general sessions, while Mrs. McLucas conducted an information center pertaining to housing and public accommodations. Director Reynolds addressed the assembled delegates on the thought-provoking theme, "Time Binding."

Elsewhere in this issue of the Newsletter will be found a detailed account of the 1966 CCHR Convention, which CCRC will host.

COLORADO SPRINGS HOUSING
CASE CONTINUED

On March 20, 1965, the CCRC held a hearing in Colorado Springs in the case of Richard Jarrett, a Negro Airman in the USAF, against Nicholas and Mary Fontecchio. Jarrett had filed a complaint alleging that the Fontecchios had violated the Fair Housing Act by denying him the opportunity to rent an apartment. Following a day-long hearing, the Commission, consisting of four Commissioners, entered a finding in favor of Jarrett to the effect that a violation of the Fair Housing Act had occurred.

On April 15, 1965, the Commission entered its Findings of Fact and Conclusions of Law and Order asking that the Respondent cease and desist the discriminatory practice and to tender the apartment available. If that apartment should not be available, then the Fontecchios were to make the first unit available to the Complainant Jarrett which was similar in size, rental and accommodation to the one which had previously been denied him. In addition, the Fontecchios were to file reports until such time as they could comply with the Order.

Following this Order, the Fontecchios appealed the case to the District Court in Colorado Springs. The hearing on this appeal was held on September 16, 1965. After hearing arguments by respective counsels, the Court ordered both parties to prepare briefs which were to be submitted within 20 days. Accordingly, the Court reserved its ruling until it had the opportunity to review the case and the briefs.

The CCRC was represented at the hearing and before the District Court by J. David Penwell, Assistant

COLORADO SPRINGS HOUSING
(CONTINUED)

Attorney General. The case for the Respondents was presented by William A. Baker, a Colorado Springs attorney.

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A HUNDRED YEARS
AGO

Harry Golden reminds us that when 500 Negro Union soldiers were massacred at Fort Pillow, after surrender, by Confederate troops under General Nathan Bedford Forrest, Abraham Lincoln said:

"The shepherd drives the wolf from the sheep's throat, for which the sheep thanks the shepherd as a liberator, while the wolf denounces him for the same act as a destroyer of liberty, especially as the sheep was a black one. Plainly the sheep and the wolf are not agreed upon a definition of the word liberty; and precisely the same difference prevails today among us human creatures, even in the North, and all professing to love liberty. . ."

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Most labor histories claim that the earliest strike of American workers took place in 1786, when Philadelphia printers "turned out" to win a minimum wage of \$6 a week. But Philly's printers may have to take second place, reports Thomas R. Brooks in his fascinating TOIL AND TROUBLE: A History of American Labor (Delcorte Press, \$6.00), to Charleston's Negro sweeps. In 1761, they "had the insolence" to refuse to work "unless their exorbitant demands are complied with."

Colo. Labor Advocate - Dec., 1964



WHITE HOUSE CONFERENCE (CON'T.)

Reynolds reports that much was gained from the confab and that a spirit of optimism, as relates to the ultimate achievement of equality of all persons, was evidenced throughout the entire session.

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CCRC DIRECTOR ATTENDS WHITE HOUSE CONFERENCE

STAFF TITLES REDESIGNATED

CCRC Director James F. Reynolds was among the guests invited recently by President Lyndon Johnson to attend a conference of leaders in the field of civil rights and human relations. Reynolds was among more than 300 persons attending the two-day meet. They were welcomed to the gathering by the President and were later addressed by Vice President Hubert H. Humphrey, in whose hands the President has placed over-all responsibility for the implementation and coordination of the Federal Government's Civil Rights activities.

In an effort to attach more meaning to the CCRC professional staff, the State Civil Service Commission recently authorized a change in designation of the professional staff from Social Relations Specialists to Civil Rights Specialist. With an eye on the increased national emphasis on the struggle for equality of opportunity being waged by the nation's minority groups and in concert with the General Assembly's action changing the name of the Commission, the Civil Service Commission was unanimous in its decision to designate professionals as Civil Rights Specialists.

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