

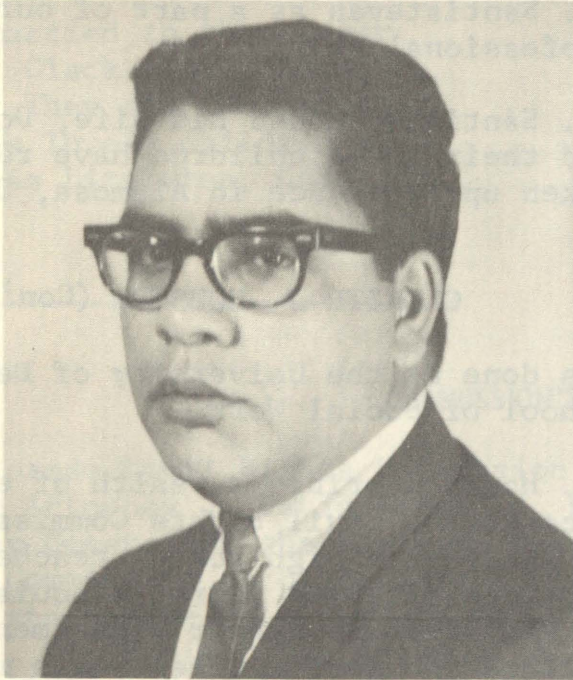
# CIVIL RIGHTS NEWSLETTER

COLORADO CIVIL RIGHTS COMMISSION

306 State Services Building  
Denver 3, Colorado

July 1967

1525 Sherman Street  
AComa 2-9911 Ext. 2621



## NEW STAFF MEMBER APPOINTED BRANCH MANAGER

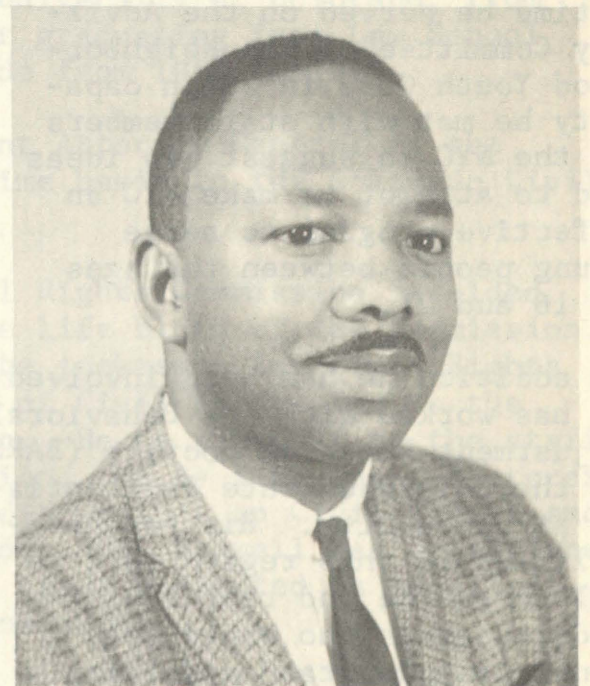
Mr. Dennis J. Santistevan of Pueblo, Colorado was high scorer on a recently administered Civil Service exam for the position of Assistant Civil Rights Specialist. He was then appointed as the manager of the newly inaugurated Civil Rights Commission Branch Office in Alamosa, Colorado.

A native of Northern New Mexico and raised in San Luis Valley of Colorado, Mr. Santistevan is a graduate of Adams State College in Alamosa, Colorado and holds the Bachelor of Arts Degree

## CLEMITH J. HOUSTON JOINS COMMISSION STAFF

The professional staff of the Colorado Civil Rights Commission was increased recently when Mr. Clemith J. Houston joined the staff as an Assistant Civil Rights Specialist.

Mr. Houston was born and raised in Bay City, Texas and attended public schools in that south Texas city. He received his Bachelor of Science Degree from Prairie View A&M College at Prairie View, Texas. He did further graduate study at the Warden School of Social Work at Our Lady of the Lake College, in San Antonio, Texas. Further graduate work



BRANCH MANAGER (Con't.)

in Business Administration and Economics. Prior to joining the Commission he was employed as a family counselor intern with the Job Opportunity Center in Pueblo. His talents soon came to the attention of his supervisor whereupon he was appointed to the position of full family counselor and within a few short months he assumed the duties of the Assistant Counselor Supervisor. Seven months later he was promoted to the position of Counselor Supervisor with the Job Opportunity Center, which he held for more than a year until the Job Opportunity Center in Pueblo was closed in late 1966.

Extremely active in extra curricular activities Mr. Santistevan has been involved with the Citizens Service Organization, the Latin American Educational Fund and is a member of the Young Democrats. For a time he served on the Advisory Committee of the Neighborhood Youth Corp in which capacity he met with staff members of the NYC to suggest new ideas and to attempt to make NYC an effective program to serve young people between the ages of 16 and 21.

In addition he has been involved or has worked with the Behavioral Adjustment Research Society (BARS) at the Colorado State Penitentiary at Canon City. His responsibilities in this regard were to help organize and recruit outside speakers who would help convicts understand and learn what is expected of them upon their release from confinement.

The varied background which Dennis brings to this Commission places him in the enviable position of being able to relate to the minority as well as the majority people of the San Luis Valley. The Commission is therefore extremely happy to welcome Mr. Santistevan as a part of our professional staff.

Mr. Santistevan and his wife, Dolores, and their three children have recently taken up residence in Alamosa, Colorado

CLEMITH J. HOUSTON (Con't.)

was done at the University of Denver, School of Social Work.

Mr. Houston brings a wealth of experience to the Civil Rights Commission. He has been a high school teacher for a period of three years; a social worker with the Denver Department of Welfare and for fourteen years was a Federal Civil Service employee at the Fitzsimmons Army Hospital, Denver, Colorado.

His civic interests have been extensive and varied. He has served with such organizations as the Northeast Park Hill Civic Association, the Park Hill Action Committee, the Littleton Council on Human Relations and was a member of the Board of Directors of the Manuel John Donne Educational Foundation. In addition, he has been an active worker with CORE, and NAACP.

He is a member of the Montview Presbyterian Church, the Masonic Lodge and the Omega Psi Phi Fraternity Inc.

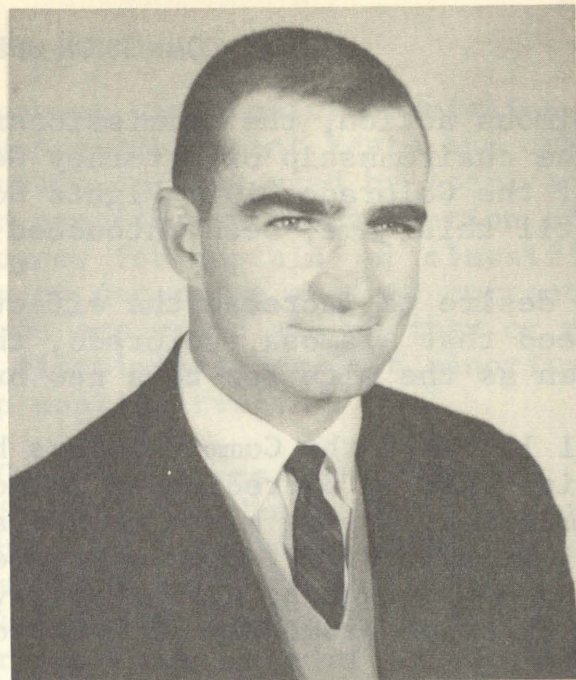
Mr. Houston served three years in the United States Air Force and has also worked as a civilian instructor with

CLEMITH J. HOUSTON

the United States Air Force.

The Civil Rights Commission is extremely pleased to have a man of such wealth of experience and background be a part of its working team.

He is married to the former Mildred Clack of San Antonio, Texas. They are the parents of three lovely children and reside in Littleton, Colorado.



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#### COMMISSION'S LEGAL COUNSEL

The Colorado Civil Rights Commission is very ably represented in legal matters by Attorney J. David Penwell. Mr. Penwell, a member of the staff of the Attorney General of the State of Colorado, is assigned on a full-time basis to the Commission as an Assistant Attorney General. Mr. Penwell is a native of Montana having received his early education in the public schools of Helena. He received his Bachelor of Science Degree at Montana State University in 1955. Following his graduation he was employed for four years at the Pan American Petroleum Corporation in Casper, Wyoming and Billings, Montana. In 1959 Mr. Penwell entered Law School at the University of Colorado, from which he was awarded his L.L.B. in 1962. After graduating from Law School he set up private practice in Granby, Colorado from 1962 to 1964.

On July 1, 1964 he was appointed as an Assistant Attorney General of the State of Colorado and was assigned on a full-time basis to the Colorado Civil Rights Commission.

The assignment of Attorney Penwell to the Civil Rights Commission heralded a new day and brought new life and vigor to the life blood of the Commission. He is a knowledgeable, aggressive and articulate spokesman for Civil Rights and performs a creditable service to the cause of Civil Rights and to the work of the Commission in the State of Colorado. He is a credit to the staff of the Attorney General and to the law profession. He is a frequent lecturer at Denver University and has been involved in discussions on Civil Rights and Administrative Law at the University of Colorado. Mr. Penwell has established an enviable record of successfully prosecuting cases presented on behalf of complainants at public hearings held by the Commission.

He is married to the former Rose Ann Clemow of Jackson, Montana. They are the parents of three sons and reside in Littleton, Colorado.

## COMMISSION OPENS BRANCH OFFICE

By unanimous action, the Commissioners of the Colorado Civil Rights Commission, under the chairmanship of Attorney Gerald M. Quiat, voted to expand the operations of the Colorado Civil Rights Commission to a part of the State which has, until this time, been untouched by the activities of the Commission.

In this desire to increase the effectiveness of the Commission the Commissioners agreed that Alamosa, Colorado, the county seat of Alamosa County should be chosen as the site for this new branch office.

On April 15, 1967 the Commissioners held their regular monthly meeting in the Parish Hall of Sacred Heart Catholic Church in Alamosa. That evening, the Commissioners were hosts to a grand opening ceremonies for the new branch office. Several dignitaries were present for this momentous occasion, including Mr. James Fresquez, Administrative Assistant to Governor John A. Love, along with other prominent citizens of Alamosa and surrounding communities.

Mr. Dennis J. Santistevan was appointed as the manager of the new office. (A story on Mr. Santistevan appears elsewhere in this issue.)

In opening this new office Commissioner Quiat stated, "The Colorado Civil Rights Commission is extremely proud and happy to be able to extend its services to the citizens of this part of the state. The San Luis Valley, of which Alamosa is the economic and cultural center, provides an ideal base of operations for the Commission to carry out activities as imposed upon them by the legislature to enhance the racial climate for all of Colorado. We realize that much can be done to help the citizens of the San Luis Valley to achieve equality of opportunity in the three basic areas of housing, employment and public accommodations. Through the efforts of our new manager, Mr. Dennis Santistevan, I am sure that the citizens of the valley will be greatly benefited by this new venture and the Commission is looking forward to a long, happy and fruitful relationship."

In bringing greetings from Governor John A. Love, Mr. Frequez stated, "Governor Love would have me say to you that the opening of this office by the Civil Rights Commission is but one other step in my long desired goal to bring about equality of opportunity for all of Colorado's citizens."

All of the Commission's seven Commissioners were present for the opening as was Director James F. Reynolds and many other staff members.

The new branch office will be located at 721½ Main Street, in downtown Alamosa.

## COMMISSIONERS RE-APPOINTED

Mrs. Connie Sisneros and Attorney Gerald M. Quiat have been reappointed to the Commission by Governor Love for terms expiring March 13, 1971. Mr. Quiat was elected Chairman by his colleagues and Mrs. Sisneros elected Vice-Chairman.

## APARTMENT HOUSE SURVEY

The Colorado Civil Rights Commission is collaborating with the Metro Denver Fair Housing Center in a survey of apartment house managers' attitudes toward fair housing. Apartment house managers in five selected areas of the city are being interviewed by volunteer interviewers from the Fair Housing Center Aides, VISTA volunteers, classes in "Problems of Minority Groups" at Colorado Women's College and the Denver Center of the University of Colorado.

The survey will provide information concerning the distribution of rental apartment units in areas of the city which are not presently integrated but are attractive to minority-group persons. In addition, the survey should yield information concerning the attitudes of the managers, whether they are familiar with the Fair Housing Law and have received any training concerning the law. Copies of the law and Metro Fair Housing brochures are being given to the managers at which time they are informed of the section of the law which protects their job if they carry out the provisions of the law.

The survey is being conducted by Mrs. Eleanor G. Crow and John A. Robinson of the Commission and Mrs. Janet Fredericks of the Metro Fair Housing Center.

## EEOC CONTRACTS

The Commission has been awarded a \$15,000 grant by the Equal

Employment Opportunity Commission to study pre-employment tests and other selection devices used by local and state agencies in the selection of employees for certain job classifications to determine whether current methods are valid and whether or not they discriminate against minority-group applicants.

The Colorado State Civil Service Commission and the Career Service Authority of the City and County of Denver are cooperating in the investigation. Dr. Charles Neidt, Chairman of the Psychology Department and Director of the Human Factors Laboratory at Colorado State University has been selected as project director. Mrs. Eleanor G. Crow is the project coordinator for the Commission.

## INVOLVEMENT IN JOB PLACEMENT

The Colorado Civil Rights Commission, having become extremely conscious of the difficulties being experienced by minority persons in finding employment by being underemployed and in being victimized by discriminatory practices in firing, has launched an extensive program to aid in job placement.

In an attempt to alleviate these conditions the Commission has placed four bulletin boards in strategic locations in the minority community which are maintained on a current basis and written in simple language outlining the categories and levels of employment available; salaries and job requirements; and where to apply. While the Commission has no way of knowing the number of persons who have actually been employed as a result of this venture, it has been reported that these bulletin boards are receiving an unusual amount of attention.

Job Placement  
(Con't.)

COMMISSION HOSTS  
COMPLIANCE MEETING

The Commission is also increasing its contacts in the minority community through various organized groups such as fraternities, sororities, churches, civic groups, etc. Personal appearances have been made by staff members before these groups to discuss in greater detail its role in job placement together with the responsibility of these organizations to enhance the employability of minority persons.

In addition, at least two womens' organizations have expressed interest in working with less fortunate minority women to teach them good grooming; the social graces; how to apply for a job, etc. The Commission is maintaining close liaison with the Colorado State Department of Employment through its youth summer program to locate minority youths with a view to having them placed in summer jobs at federal agencies.

Further, the Commission is involved in the planning stages of the establishment of a Job Placement Center to be opened by the Metropolitan Council of the N.A.A.C.P.

In mid-summer, the Commission plans to open a branch office in the heart of two ethnic minority communities in Denver. A part of the overall responsibility of this office will be to work in the area of motivating minority youth toward applying for and continually working at summer jobs.

The Colorado Civil Rights Commission hosted a meeting of all Federal Equal Opportunity Officers in the Metropolitan Denver area to discuss methods of eliminating duplication and promoting equality of employment.

Approximately fifty representatives of various federal agencies gathered at the Diplomat Motor Hotel in Denver on January 17, 1967. The discussions were both lively and productive. Participants agreed to intensify their efforts toward affording equality of employment opportunity and making it a reality. General consensus was that the expansion of recruiting efforts in the minority community in which previously unused recruiting techniques will be utilized would provide an effective tool in affording jobs to members of the minority community, where such jobs were not previously afforded due to the lack of knowledge of the existence of such jobs.

It was finally agreed that more meetings of this type were necessary, in which ideas and results could be exchanged. As a result, plans for another meeting are presently being made in the hope that such a meeting will be held toward the end of the summer.

QUOTATION

The only freedom which deserves the name is that of pursuing our own good in our own way, so long as we do not attempt to deprive others of theirs or impede their efforts to obtain it.

John Stuart Mill

COMMUNITY THINK  
AND FEEDBACK SESSION

Realizing that complacency in any minority community invites decay and second-class citizenship, whereas a concerned and enlightened citizenry can truly achieve the unrealized American dream, the Colorado Civil Rights Commission sponsored a community discussion session in east Denver.

Civic-minded individuals, community leaders, and concerned residents of the community were invited to the session which was held recently at the Owl's Club in Denver. A panel was formed from professional employees who represented the following areas:

Public schools; voting; employment; community communication and leadership; and the role of the church.

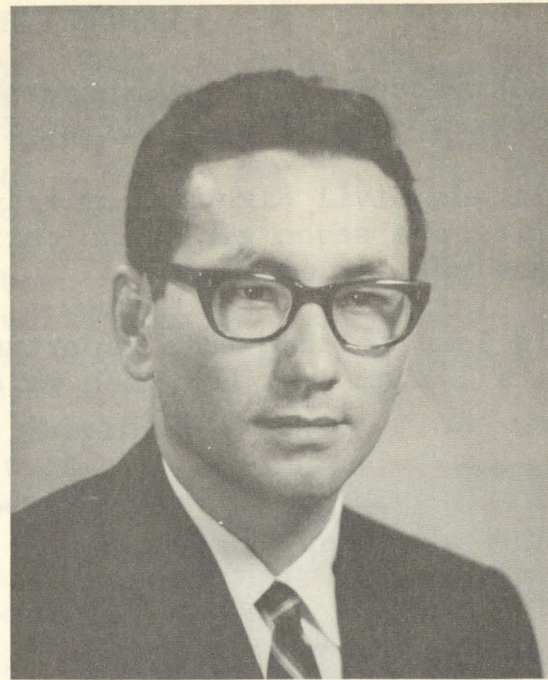
Each panel member presented remarks limited to five to eight minutes on the activities in the area he represented. State Senator George Brown served as the moderator for the panel. Following the presentations by the panel members, an open discussion period was held in which all in attendance participated.

Similar programs and activities are planned for the future in other communities throughout the metropolitan area.

QUOTATION

The cause of civil liberty must not be surrendered at the end of one or even one hundred defeats.

Abraham Lincoln



COMMISSIONER LEE  
LEAVES FOR HAWAII

Commissioner Lawrence J. Lee, prominent Denver attorney, has submitted his resignation as a Commissioner due to his impending departure for the sunny climes of Honolulu, Hawaii.

Mr. Lee has accepted a position as a legal consultant for a large well-known firm in the 50th State.

His departure leaves a vacancy which will be difficult to fill when one considers the immeasurable contributions made to the life of the Commission by Commissioner Lee. His incisive and analytical mind, together with his sense of humor, always produced an atmosphere of fruitful productivity towards the accomplishments of the mission of this Commission.

That he will be sorely missed is a gross understatement; however, the Commissioners and the staff wish him well in his new venture. We know that Hawaii's gain is Colorado's loss and that Larry Lee will be in the forefront of those persons carrying on the struggle for equality of opportunity.

Good luck and bon voyage!!

## BEHIND THE SCENES AT THE CCRC

Behind the scenes in every successful office there are hard-working and dedicated workers who make an office function as it should.

The Colorado Civil Rights Commission is no exception. Behind the scenes in our office are seven girls who carry the load and make the Commission office the place that it is.

We would like to take this opportunity to express our thanks to these girls and to tell them just how much we appreciate all the work they do.



At the helm of this office is Rita Devine, Office Manager. Rita came to us in August of 1965. She was assigned as secretary to our attorney, J. David Penwell.

Soon her ability and aggressiveness came to the attention of everyone and she was promoted to Office Manager. Mrs. Devine is responsible for the supervision of the Clerical Staff and coordinates their activities with the needs of the Professional Staff.

Rita attended St. Francis High School in Denver and the University of Denver. She has a son, John, who is currently serving with the United States Marine Corps.

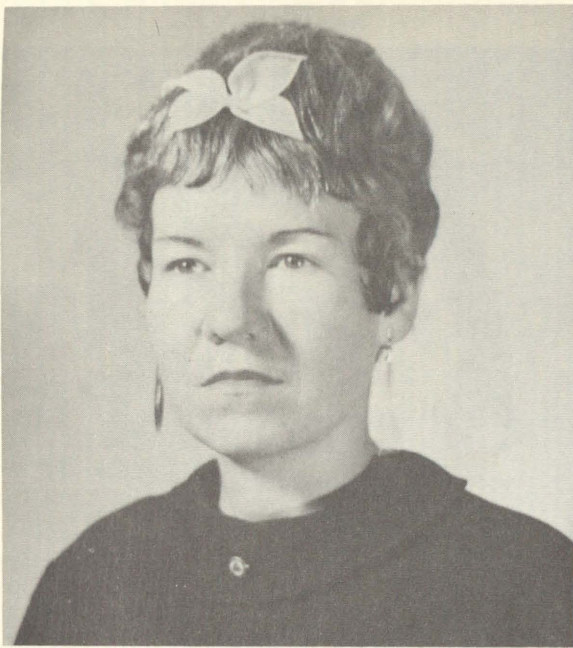
Mrs. Devine's help is invaluable to the Commission. Thanks Rita!

Newest addition to the CCRC Clerical Staff is Mrs. Ina Z. Cummins. A native of Nebraska, Mrs. Cummins has been living in Colorado for six years.

Prior to coming to the Commission Ina was employed at St. Anthony's Hospital as an Admittance Clerk. Mrs. Cummins has two children and six grandchildren.

Welcome Ina, we hope ours will be a long and happy relationship.





Cheryl Lynn Hollenbeck is the capable and efficient bookkeeper for the Commission office. Hers is the responsibility for all fiscal activity for the Civil Rights Commission.

She was born and reared in Weskan, Kansas and was validictorian upon graduation from the Weskan Consolidated High School.

Prior to joining the staff of the Commission in August of 1966, Mrs. Hollenbeck was the Credit Manager for four years at the Spitzer Electric Company in Denver, Colorado. She is Secretary-Treasurer of the State Employees Union, Local 821.

Sandra Connor, currently with the Neighborhood Youth Corps has spent three months with the CRC. At the conclusion of her training period, Sandra was appointed to a full-time position with the State Department of Revenue.

Sandra is a 1966 graduate of East High School. Her youthfulness, her capabilities along with a ready smile and pleasant voice, have added greatly to our office.



Mrs. Patricia Alley, our girl Friday in our branch office in Pueblo has been with the Commission since August, 1965.

Mrs. Alley is a life time resident of Pueblo, Colorado. She is a graduate of Centennial High School and Pueblo Junior College. Pat's husband, Earl, is employed as a machinist at American Stores, Lincoln Packing Division in Pueblo.

We are very fortunate to have Pat as a member of our staff.

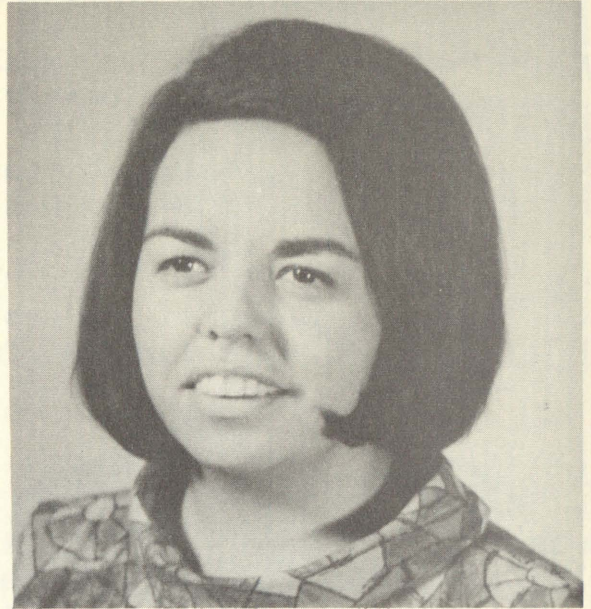


Mrs. Alyce Fountain has recently been appointed secretary to Mr. James F. Reynolds, Director of the Commission. She began working for the CCRC in May, 1966. She attended Mapleton High School and received her secretarial training at Barns School of Commerce.

Alyce worked for Gifts, Inc. before her employment with the Colorado Civil Rights Commission.

Alyce, her husband Lee and their three children reside in Commerce City, Colorado.

Both of these girls are very pleasant and capable assets to the office and we are proud to have them as a part of the Civil Rights Commission team.



Miss Josie Gurule', an Intermediate Clerk Steno was born in New Mexico and raised in Denver, Colorado. She attended Sacred Heart Grade School and is a 1962 graduate of Annunciation High School.

Josie was previously employed as a secretary at the Lyle A. Whitney & Co., Inc., a pharmaceutical supply house for veterinarians.

Josie is a member of the Annunciation Catholic Church and her civic activities include being the secretary of the New Hispano Movement.

#### CONCLUSION OF VICENT WARNER VS. RIDGEWOOD REALTY CASE

Following the entry of the Commission's Order in the most publicized housing case that the Commission had had in recent years, the Commission sought Court enforcement of its Order requiring the respondents to sell the subject home to the complainant. The District Court ruled that it would enforce the Commission's Order if the complainant would appear in Court and affirm that he desired the house in question.

## CIVIL RIGHTS SPECIALIST JOINS EEOC

Former Civil Rights Specialist, James F. Warren, after serving the CCRC for two and a half years recently joined the New Mexico-Colorado staff of the Equal Employment Opportunity Commission.

Warren, a long time proponent of equality of opportunity is of Junction City Kansas having finished high school in that city in 1943. After serving a stint in the United States Army he returned to Kansas and entered Washburn University in Topeka where he studied for two years prior to moving to Fisk University in Nashville, Tennessee from which he was awarded his Bachelor of Arts Degree in 1953. For two years following this time he did post-graduate work at Denver University in the fields of Psychology, Sociology and Education.

In 1957 he entered State Service as a Parole Officer in the State Parole Department, a position which he held for seven years.

In August of 1964, Jim joined the staff of the Colorado Civil Rights Commission as a Civil Rights Specialist. He remained on the staff until January 1967 at which time he resigned from the staff of the Commission. Jim, who is well-known in the Denver Community for his diversification of civic activities will be sorely missed on the CCRC staff. His broad knowledge of human behavior and excellent community contacts was always of great value in the accomplishments of the missions of the Commission.

We are sure EEOC will reap great benefits from his knowledge and experience.

Former Civil Rights Specialist James F. Warren, after serving the EEOC for two and a half years, recently joined the New Mexico-Oklahoma Civil Rights Commission.

Warren, who has a Ph.D. in psychology, spent the last two years of his career at the University of Kansas working as a research assistant. He was awarded his Bachelor's degree in psychology from the University of Kansas in 1964. Following this time he worked in the fields of psychology, sociology, and education.

In 1971 he returned to the EEOC as a Paralegal Officer in the State Fair's Department. He worked for seven years.

He joined the staff of the Colorado Civil Rights Commission in 1977 as a Civil Rights Specialist. He remained on the staff until January 1981 at which time he was transferred to the staff of the Commission for his specialization of civil rights. His broad knowledge of human behavior and social contacts was always of great value in the Commission.

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Following the entry of the Commission's Order in the above captioned matter, the Commission has had a report filed by the respondent on the enforcement of its Order requiring the respondent to comply with the Commission's Order. The District Court has entered its judgment in favor of the Commission's Order. If the respondent fails to comply with the Commission's Order, the Commission will seek enforcement of its Order in court.