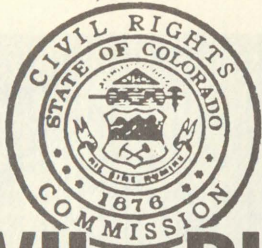


REG 9/10.10/1969/5

C.1
MAY
1969



COLORADO CIVIL RIGHTS COMMISSION

312 State Services Building 1525 Sherman Street
Denver, Colorado 80203
892-2621 Area Code 303

JUN 6 1969
GOVERNMENT
DOCUMENTS DIVISION
University of Colorado Libraries

CIVIL RIGHTS NEWSLETTER

COLORADO STATE PUBLICATIONS LIBRARY



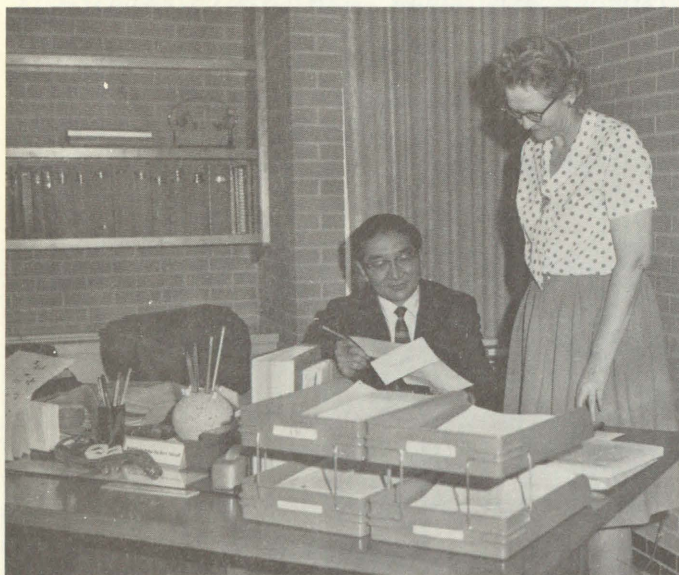
3 1799 00133 4424

INTEGRATION WORKS

RIDGE STATE HOME AND TRAINING SCHOOL SERVES AS A MODEL

Colorado is proud of its position as a leader in providing equality of opportunity for all its citizens. Shown on these pages are several of the minority group citizens who have achieved positions of prominence, because of ability, at the Wheatridge Home and Training School.

Ridge Home serves as a pacesetter and provides a model for all other State agencies and, ultimately, for all employers throughout the State.



Dr. K. O. Sunada, Director of Ridge State Home and Training School, shown here giving instructions to his secretary, Mrs. Eloise Dannels.

Dr. Sunada came to Ridge Home in 1961 as a Clinical Director, after having served in a variety of positions, from Medical Director in the U. S. Army to Assistant Clinical Professor of Pediatrics at the University of Colorado Medical Center. He has responsibility

for 1,100 patients, ranging in age from 18 months to 76 years, and 765 full-time employees. Dr. Sunada is Japanese.



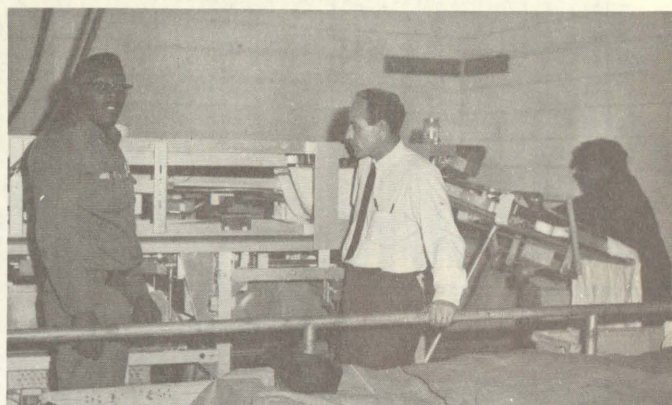
Assistant Personnel Officer and her boss confer.

Mrs. Nina Hamilton, Assistant Personnel Officer at Ridge Home, began employment with the State in the Department of Education as a reception clerk in 1946. Later she was transferred to the Civil Service Commission where she held a variety of positions, including that of Senior Clerk Personnel Technician. She assumed her present position as Assistant Director in 1963, under Mr. Robert Norberg, the Personnel Officer.



John I. Royal, "Keeper of the Purse," (shown with Payroll Clerk, Mrs. Juanita Walls).

John I. Royal is Chief Accountant—the head finance officer for Ridge Home. Royal, a native Oklahoman, holds a BA Degree in Business Administration from the University of Denver, and is presently engaged in graduate study at the University of Colorado. He began his employment at Ridge in 1962 as a Senior Accountant. He and his thirteen-member staff manage a four and one-half million dollar budget, four governmental grants totalling a half million dollars, the payroll for over 700 employees, students' funds and social security benefits. He is also responsible for the entire inventory, including capital assets, expendable items and buildings' contents, with a total value of \$1,299,034, and for all data processing functions.



Number 1 and Number 2 in the Laundry: Ray Tapia (right), and Leroy Harris.

By not having to contract out all of its laundry work, the Ridge Home saves a great deal of money for the citizens of Colorado. The two dedicated employees shown above are responsible for processing more than 170,000 lbs. of laundry each month. Leroy Harris (left) is laundry foreman. Harris began work at Ridge in 1965 as a Laundry Worker II. Because of his superior qualifications and high dedication he was promoted within two months to Laundry Worker III. Shortly after that he was appointed to his present position of foreman with supervision over all laundry employees. Mr. Tapia came to Ridge in February 1965 as a Laundry Foreman and was promoted five months later to Laundry Manager. He supervises twenty-one employees. Mr. Tapia is Hispano.



Dr. Anna M. Jackson, former Director of the Department of Psychology.

Dr. Jackson was the first Negro woman to head a psychology department of a major institution. She is a native of Ohio and received her undergraduate degree from Bowling Green University. She took her Masters Degree from the University of Denver and was awarded her Doctor of Philosophy in Clinical Psychology from Colorado State University in 1967. Dr. Jackson came to Ridge Home in April of 1962 as a Senior Psychologist and was appointed Acting Director of the Psychology Department in 1964. 1966 saw her appointment as full Director of the Department with supervision over four staff psychologists, each holding a Masters Degree. She was also responsible for planning research and implementing its results at the Home. Dr. Jackson resigned recently to accept a position at the University of Colorado Medical Center.

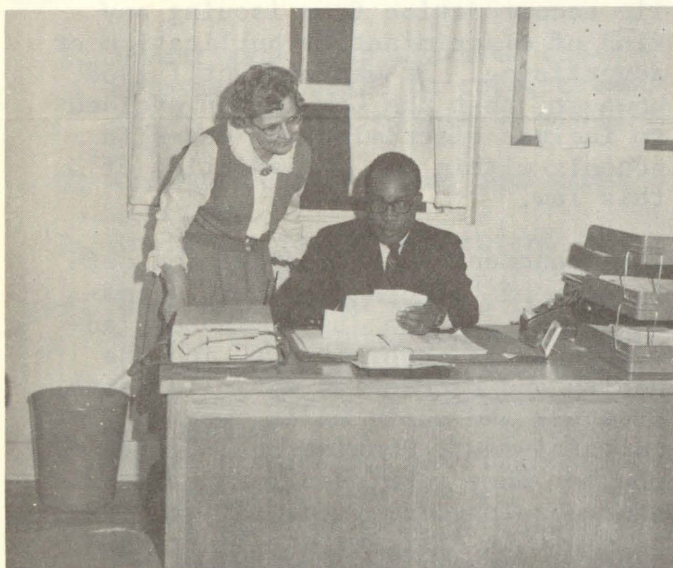


Choctaw Indian leads the way. Shown above: Mrs. Ira Apodaca, Mrs. Ruth Yamauchi, Mrs. Kay Wicker, and (a woman who we are sorry that we cannot identify).

Mrs. Ira Apodaca, Senior Retardation Technician, came to Ridge in August, 1965, and was steadily promoted to her present position in May of 1967. She supervises two other technicians and two trainees in a residential hall housing seventy female residents. She is a native of Oklahoma.

Mrs. Kay Wicker began employment in 1961 as an attendant. She was promoted to Basic Retardation Technician in 1965 and to the Senior and Principal levels in 1966. In 1967 she became supervisor over sixty technicians, twelve residence halls and three other buildings.

Mrs. Ruth Yamauchi is also a Supervising Retardation Technician, after having begun employment as a Nursing Attendant in 1955. She directs the work of seventy employees and looks after twelve residence halls and three buildings. She is of Japanese ancestry and a native of California.



Mr. William Crosby, Director of the Vocational Rehabilitation Department, speaks with his secretary, Elizabeth Pickering.

Bill Crosby began employment in July, 1960 as a Cottage Counsellor. He has been promoted steadily throughout the years to his present position as Director of Vocational Rehabilitation. Mr. Crosby received his Bachelor of Arts Degree in Business Administration from Paul Quinn College in Waco, Texas, and a Master of Arts in Special Education from Colorado State University at Ft. Collins. He is presently engaged in

postgraduate study toward a doctorate in Education. He oversees fifteen employees, including teacher aides, vocational therapy counsellors, one teacher, an industrial therapist, rehabilitation aides and a secretary. He establishes and directs rehabilitation programs for 170 residents, leading to work placement outside the institution. He also conducts a program for former students of the institution who are now living and working outside of the Home.



COMMISSIONERS PICCOLI RESIGNS, WHITE NAMED, TORRES CHOSEN CHAIRMAN

Mrs. Joseph Piccoli

Colorado and the Commission lost a dedicated and competent Commissioner with the resignation of Mrs. Joseph (Dora) Piccoli. Mrs. Piccoli has moved from Durango to Houston to work in a new regional office of the Getty Oil Company. She served on the Commission seven years, part of the time as Chairman.

Dora was appointed first by Governor McNichols and reappointed to a second term by Governor Love. She is known to civil rights workers throughout the nation for her diligence in helping to provide Coloradans with equal opportunity, often at great personal sacrifice. She was an articulate spokesman for the Commission, with keen insight into human relations.

In addition to her devotion to the Commission, she had been the Board Chairman for the La Plata County Community Action Program and had held several offices in the county and state branches of the Republican Party. She was also on the Board of the La Plata County Heart Association, President of a local PTA and member of the Business and Professional Women's Association.

Mrs. Mahlon T. White

The four-year term of Mrs. Mahlon T. White began with her appointment by Governor Love on March 14, 1968. The ebullient Mrs. White, nee Ulys Lockhardt, was raised in Denver and received her degree as a Medical Technician at the University of Colorado in Boulder.

She has lived in Durango the last eight years where she has been active as President of the Durango League of Women Voters, the PEO (an educational and philosophic organization), AAUW and the Garden Club.

Mr. Max Torres

Max Torres, Trinidad, Colorado, rancher, has been elected the new chairman of the Colorado Civil Rights Commission by the Board of Commissioners, replacing Mrs. Armando Sisneros whose term as chairman expired. Mrs. Sisneros will continue to serve as a Commission member.

Mr. Torres has served on the Commission since 1964. Since 1962 he has been a member of the Colorado Advisory Committee to the U. S. Commission on Civil Rights. He is President of the Johns Flood Ditch Company in Las Animas County and Vice-President of the Model Land and Irrigation Company.

Torres attended Adams State College at Alamosa, and is a graduate of Colorado State College at Greeley. He has been a school teacher and an investigator for the Las Animas County Welfare Department, and is active in the Republican Party. He lives in Trinidad.

74 YEARS OF CIVIL RIGHTS LAWS COMMISSION CELEBRATES 14th BIRTHDAY

Colorado has been a front runner in the fight against discrimination. Its first civil rights law was passed in 1895, an act to prohibit discrimination in public accommodation. Full and equal enjoyment of inns, restaurants, barber shops, public transportation, theatres and "all other places of public accommodation" were to be provided to all citizens. Two choices of remedies later became available to the complainant: (1) instituting a civil suit with the possibility of recovering damages or (2) filing a discrimination complaint with the Civil Rights Commission which provided its own attorney.

The Act was amended in 1957 to prevent any owner or agent of a place of public accommodation from issuing any kind of discriminatory publication or advertising. It was not until 1968, however, that the Commission decided to include discrimination cases in schools within the jurisdiction of this law.

The amendment also expanded the definition of "places of public accommodation" wherein discriminatory advertising is prohibited to include health and recreation establishments, theaters and music halls, whether for entertainment, housing or lodging, whether they were used for periods of short or long duration. It was still possible to discriminate in private written communication in response to specific written inquiry.

In 1951, the State General Assembly acted again to curb discrimination. In that year was passed Colorado's first fair employment practices law, entitled, "The Colorado Antidiscrimination Act of 1951." Discrimination was prohibited among both public and private employers, employment agencies, and labor organizations. The Colorado Antidiscrimination Commission was created under the State Industrial Commission to administer the law, but was authorized only to hear complaints

and issue cease and desist orders against only public employers. No other enforcement powers were provided.

Another six years lapsed before the big breakthrough in civil rights legislation occurred in Colorado. Then, in 1957, the General Assembly enacted two major pieces of legislation. One was the comprehensive and enforceable Colorado Antidiscrimination Act of 1957, which dealt mainly with employment, and the other gave the Civil Rights Commission authority over public accommodations which had heretofore been relegated to costly civil action in county courts.

The 1957 Act created a Civil Rights Division as an independent agency of the Executive branch of the State government, under the jurisdiction of a seven-member Commission whose members are appointed by the Governor to four-year terms. The functions of the entire Division and its Commission were to:

1. Investigate complaints of discrimination based on race, creed, color, national origin or ancestry;
2. Arrange conciliations and hold hearings;
3. Study the causes and extent of discrimination;
4. Make recommendations to the Governor, the General Assembly, and persons such as employers, realtors and owners of restaurants and motels;
5. Issue educational publications and research; and
6. Coordinate the work of all local and State agencies in the civil rights field and plan with them to eliminate racial tension.

Power was granted to subpoena witnesses and information and to serve Notices To Answer and Restraining Orders. All findings of the Commission after a hearing were deemed conclusive and enforceable in the District Court.

Complainants were protected from unfair hiring, discharge, promotion and demotion practices; any practices which denied to them the equal terms, conditions or privileges of vocational schools or other training programs;

refusal to list or properly classify by employment agencies, or an employment agency's compliance with discriminatory employers. Employers could be ordered to pay the complainant's back pay to the date of discharge.

Only one area remained untouched: housing. Minority people were still being denied their constitutional right to rent, own or occupy housing of their choice.

The first State to enact a law for both privately and publicly financed housing was Colorado, in 1959. The Act also exempted fewer classifications of housing than any law or ordinance of any other State or city. A 1965 Amendment passed both Houses unanimously after a groundswell of community support to strengthen the law. This Amendment gave the Commission authority to seek an injunction from the District Court to keep the owner from renting or selling to someone else until the Commission could hear the case.

Some of its provisions cover the refusal on the part of anyone having the right of ownership, or his agent, to transfer, rent, sell, show or lease any building, structure, vacant land or a part thereof; any unfair practice with regard to granting financial assistance for such housing; denial of equal terms, conditions and privileges of housing; aiding and abetting in a discriminatory act; and discriminatory advertising.

The 1950's thus saw the adoption of laws and procedures for law enforcement in public accommodations, employment and housing, which established Colorado as a place of equal opportunity for all.

It would be more accurate to say that Colorado has the potential to provide equal opportunity. Legislation is an important first step. Complaint handling is another essential aspect of providing that opportunity, and is an area in which the Commission has been and still is outstanding. Neither legislation nor complaint handling can by themselves solve discrimination, however.

The Commission's new direction, therefore, concerns education. It will assume the role of a teacher in instructing the community. Discussions, workshops, sensitivity courses and radio and television programs will be more prominent features of our work from now on.

At the point we begin to make work for ourselves, the Commission will no longer need to exist. But for right now, there is still a great deal to be done.

NEW "HUMAN RIGHTS" LAW PROPOSED

Civil rights is dead! Human rights, a new concern for the whole person is taking its place.

"Civil rights are something which can be given or taken away by those who are in a position to control a man's destiny," stated Director James F. Reynolds. "Human rights are rights to which all men are entitled by virtue of the fact that they are created in the image of God."

A name change from "Civil Rights Commission" to "Human Rights Commission" is one of many suggested changes in the new law, the bulk of which will not be presented to the legislature until next year. The proposed law constitutes a major revision of existing civil and human rights statutes in the State. It is substantially the same as the proposed New York State law drawn up recently at the request of Governor Rockefeller. The new law would unify, strengthen and broaden the hodgepodge of existing civil rights legislation in Colorado.

Besides the name change, the proposed law seeks to change the structure of the Human Rights Commission. A single Commissioner would be enabled to act as a hearing examiner, paid at \$75 a day, and decide a case; or to appoint an examiner if one or more of the commissioners is unable to hear a case. As the law now stands, four of the seven Commissioners must concur on a decision which results in a serious backlog of hearings due to the difficulty of getting four Commissioners together at one time.

Other revisions provided for in the

new law concern employment, public accommodations and housing. The new law covers all employers instead of just "six or more" as provided in the previous statute, and prohibits discrimination because of sex or age as well as race, creed, color, national origin or ancestry.

Some major changes have been made in the public accommodations law which had not been altered appreciably since 1895. The new law covers every conceivable place of public accommodation, of which swimming pools, gyms, health clubs, hospitals, convalescent homes, mortuaries, cemeteries and educational institutions are especially noteworthy additions in light of the many recent discrimination cases against them.

The housing statute remains essentially unchanged except for one factor: required posting of a notice that a discrimination complaint is pending if it appears that the Respondent is attempting to dispose of the property. This is a new concept for Colorado, adopted after its successful application in Oregon. After this notice is posted, the owner of the property then sells or rents it to a third party only at his own risk. Should the Commission determine after a hearing that discrimination occurred, it can then order the property made available to the complainant.

A Respondent, after a notice has been posted or an injunction issued, would have a right to recover damages from the State if he has suffered harm because of such action and the hearing or decision should be in favor of the Respondent and against the Complainant. Such a notice would be used only when needed and not in every case as with the present use of the injunction, which was only utilized four times in the last year.

Still other proposed changes involve clarification of the Commission powers to gather evidence by subpoena and deposition, for example. Present statutes are unclear on these matters and sometimes conflict.

COLOR

 ME BLACK, BROWN, YELLOW, RED, WHITE and BLUE.

Conciliation agreements are better described than in the present law and may be enforced in court. Complainants would be granted the right to appeal the Director's dismissal of their case or the terms of a conciliation agreement, before a Board of Commissioners.

Respondents would have the right to collect damages from the State for injury from an injunction or a posting of notice. If found guilty of discrimination, however, Respondents could be ordered to pay up to \$100 damages to a complainant for each discriminatory practice.

Under the new law, a State licensing agency would hold a hearing to determine if it will take action against a licensee who has been found by the Commission to be discriminating. A license would be revoked or suspended upon a second finding of discrimination within two years. Contracting agencies of the State are also empowered to impose penalties and terminate contracts under certain conditions.

The imbalance provisions of this law are completely new. They provide that a person who wishes to recruit a specific group or an "affected" group (as defined in a previous section of the law) may do so if they have first obtained the permission of the Commission. It must be emphasized that this provision is considered a voluntary imbalance program and the Commission has no authority to require a person to adopt an imbalance plan.

The imbalance plan provision will be applicable to employers and educational institutions in the State who wish to seek out minority groups for various training or educational programs. There is a serious question as to the legality of such programs at the present time since they may be in violation of existing laws because they give preferential treatment to a certain class of persons. The imbalance provisions allow for the lawful adoption of such programs.

The new law also provides civil remedies for anyone discriminated against.

A successful litigant could collect \$1,000 damages plus attorney's fees and court costs - if he elected a civil proceeding in lieu of Commission action.

Lastly, the law provides for certificates of compliance to be issued by the Commission to persons under contract with the State of Colorado.

Departments and agencies of the State will not be able to issue contracts until such persons have received certificates of compliance from the Commission. Certificates will be issued if such bidders meet standards established by the Commission. (A similar program has already been in existence with the State since April 15, 1966, when Governor Love by executive order required that all State contractors must file compliance reports with the contracting agency.)

Assistant Attorney General J. David Penwell authored the bill for the Commission, with assistance from the staff. He emphasized that this law, or portions thereof, will be introduced in the 1969 session of the Colorado General Assembly.



Top Row: SALLY KONNAK, AUGUST G. ROYBAL
Bottom: HERB J. WILSON, MICHAEL LUJAN

FIVE SPECIALISTS ADDED; FOUR LEAVE

The Commission has added five new Civil Rights Specialists to the staff in the last year and a half, and four have left to work elsewhere. Four of the five will work primarily as investigators on complaints of discrimination and the fifth, Sally Konnak, is assigned to work with the communications media in a new Research and Education Division under Mrs. Eleanor Crow. The investigators are Michael Lujan, Phillip Porter, Edward Billings and Herbert Wilson.

August Roybal and Dennis Santistevan have recently transferred to Denver from Pueblo and Alamosa. Mike Lujan replaces Dennis as manager in Alamosa. A replacement for Augie in Pueblo has not yet been named.

We welcome August back to Denver. Roybal opened and began managing the Pueblo office in July, 1965, and has been with the Commission five years. He is a native of Trinidad and graduated from Trinidad High School. From 1951 to 1954 he served in Germany with an Army anti-aircraft artillery unit. He was employed for three years as Deputy Assessor and one and a half years as Chief Deputy Assessor for Las Animas County. He then worked for over four years as a salesman of household goods and appliances, and was for two years a district insurance agent in Denver.

In July, 1964 Roybal joined the Colorado Civil Rights Commission in Denver. During this time he attended the University of Colorado, working toward his BA in Sociology. He continued his schooling at Southern Colorado State College after moving to Pueblo a year later.

Mike Lujan now manages the Alamosa branch office. He has served four years in the Navy, worked for the Atomic Energy Commission in Santa Fe, New Mexico, and also had some experience in sales. Lujan received his BA from Adams State College and plans to complete an MA in Cultural Relations by this spring.

Herb Wilson came to us in September, 1968, from the Division of Equal

Rights of the Wisconsin Industrial Commission in Milwaukee. He served in the Air Force for over nine years, in the U. S. Army in Germany and Turkey. During this time he dealt in law enforcement and security, was cited with his unit for establishing good German-American relations, and became a recreation director and the assistant manager of an Armed Forces radio station. He was also at one time the fencing champion for the U.S. Air Force in Europe.

After leaving the service Mr. Wilson was employed in Saginaw, Michigan, first as a station agent for United Air Lines, and then as a precision machine operator for Eaton, Yale and Towner, Inc. He then worked as Western Area Accounts Supervisor for Globe Union in Menomonee Falls, Wisconsin, and was hired by the Wisconsin Industrial Commission in December, 1966. A commendation for exemplary work on a migrant labor wage survey was given Mr. Wilson during his Wisconsin tenure.

Sally Konnak has been hired as a Specialist to help develop good relationships with people employed in the mass communications media. Her work includes writing radio announcements, editing the newsletter and serving as an assistant in Education and Research to Eleanor Crow.

Sally took her BS at the University of Wisconsin, Madison, with teaching majors in English and Social Studies, and studied Psychology for a year at the University of Denver. She has worked in Madison, San Francisco, and Denver as a public school teacher, researcher, and librarian. Two of her jobs were for the U. S. Agency for International Development, developing a resource center for materials on Latin American land reform and writing a feasibility study on a program in foreign aid from the private sector to Central America.

Community College of Denver is the new working residence of John Robinson who had been a Specialist with the Commission for over three and one-half years. John is teaching History and Sociology.

Operation SER is fortunate to have the services of Jim Garcia who had investigated cases here since 1966. His new work involves training and job placement for Denver's Spanish-Americans.

Jim Warren has also left the staff and is now the Contract Compliance Officer for the U.S. Defense Department in St. Louis.

Clemith Houston has become Community Relations Specialist for the U.S. Department of Justice in Denver.

His new job concerns developing solutions to urban problems and the problems peculiar to central core cities. He works in the area of human relations programs that affect both the majority and minority segments of the community. C.R.S. programs are developing in the fields of education, employment, and entrepreneurial projects and economic development of the core city, in an effort to improve the quality of life for the total populace.

Houston says that his new work is stimulating, challenging and rewarding.



EDWARD S. BILLINGS

PHILLIP H. PORTER

BRANCH OFFICE ACTIVE

The Civil Rights Commission has brought its services to the community through the West Side Action Center, 1042 Santa Fe, and the East Side Action Center, 2300 Welton. Residents in these areas can now discuss prob-

lems involving discrimination and community development without having to leave their neighborhoods.

Civil Rights Specialist Ed Billings manages the West Side offices at the Action Center in a predominantly Hispanic area. He is available each Thursday morning at the Southwest Action Center, 2750 W. Alameda, and Thursday afternoons at the Platte Valley Action Center, 3607 W. 14th Avenue. Mr. Billings is on call and will arrange to meet persons desiring assistance at whichever location is most convenient for them.

Mr. Billings was the Director of Christian Education at the Park Hill Methodist Church for eight years. He assisted in the founding of the Child Opportunity Program, a Head Start agency in Northeast Denver, and aided the establishment of out-of-school activities for students at Smiley Jr. High School. He serves on the city-wide Ad Hoc Committee for Child Care Services, and participates in the study hall program of the Denver Public Schools.

Specialist Phillip Porter has replaced Clemith Houston as manager of the East Side offices in the Negro community. He also serves the Northside Action Center on Tuesday afternoons between 1:00-1:30 P.M. Porter has worked as an employment counselor with the Colorado Department of Employment, and as recreation counselor for the Denver Recreation Department on the City's east and west sides.

As an ordained minister in the Church of God in Christ, he is active in church-community relations. He served as Director of Public Relations for two international meetings of the Church that were held in Denver in 1963 and 1967.

Since joining the Commission, Mr. Porter has become involved in many other related activities. He has helped to spearhead the East Denver Higher Education Center, and represents East Denver on the Fort Logan Mental Health Center Community Advisory Board. He has brought stimulating films and speakers to Barrett Elementary School as Vice-President of the P.T.A.

In addition, he was recently elected to the Board of Directors of the Metro Denver Fair Housing Center and will serve as an advisor to the North Denver Action Council.

Mr. Porter deems the East Side office of the Commission a real necessity because of its informality and its closeness to the people.

COLORADO SHARES EEOC FUNDS

Colorado is one of 35 States to share the \$700,000 in government grants to unearth discrimination in minority hiring practices. \$14,000 of this amount was given the State Civil Rights Commission to administer the program in Colorado.

Director of the Project, Orly Salazar, is stationed in Greeley. Salazar has helped to pioneer the program since his appointment on July 1, 1968.

The prime objective of this program is to locate discriminatory practices in the recruitment and hiring of minority employees, violating Title VII of the Federal Civil Rights Act of 1964.

Salazar's method consists of three stages with each company: (1) a pattern of discrimination; (2) agreeing with the company upon a program of voluntary compliance; (3) follow-up by the Colorado Civil Rights Commission with compliance procedures, or if necessary, specific complaints against the alleged violators.

Initially selected were twenty-five of the largest Denver and northern Colorado companies which employed the smallest percentages of minorities, and a study of their employment practices will be made to determine whether or not discrimination exists. If there is reason to believe discrimination exists, the offending company will be asked to voluntarily comply with specific fair employment practices as delineated by the Commission.

Should voluntary compliance programs fail, however, the Commission will file charges against these employers. If the ensuing conciliations with companies are unsuccessful, the Commission will then enforce the anti-discrimination law.

The State Commission can hold public hearings, issue cease and desist orders against the firms. It may order a firm to hire, reinstate or upgrade employees, with or without back pay, or readmit them to training programs. The orders are enforceable in court.

The Commission staff will provide follow-up assistance to the company in terms of written guidelines, workshops or sensitivity training.

Orly attended New Mexico Highlands University and the Rural Community Action Program of the University of Wisconsin, and served four years in the Marines. He had been Deputy Director of the Poudre-Thompson Community Action Program in Colorado for two years prior to his present position, and prior to that coordinated the community development programs of northwestern New Mexico.

NEW PAMPHLET AVAILABLE

COVER DESIGN for the pamphlet explaining what employment rights are protected, how to file a complaint and what happens after a complaint is filed.

THINK ABOUT ABILITY NOT ABOUT RACE

COLORADO LAW PROTECTS YOUR RIGHTS TO FAIR EMPLOYMENT

PRIDE WORK PRIDE WORK PRIDE WORK

OFFICE ORBIT

Connie Fisher is a new clerk-typist, who recently joined our staff as a transfer from the State Inheritance Tax Department. Although her work is primarily that of clerk-typist, she will perform a variety of other jobs as well.

Toni Tomsic joined the staff a year ago. Toni is an Intermediate-Clerk-Steno who graduated from St. Mary's High School, Walsenburg, Colorado, and completed a year at Blair's Business College in Colorado Springs. She has worked in various offices, including a wholesale grocery house and the Welfare Department of Colorado Springs.

Dorothy Griego is the secretary assigned to Mike Lujan in our Alamosa office.

The secretary for Ed Billings at the West Side branch office is Evelyn Hill. Evelyn joined the staff six months ago as a clerk-typist under the N.Y.C. program.

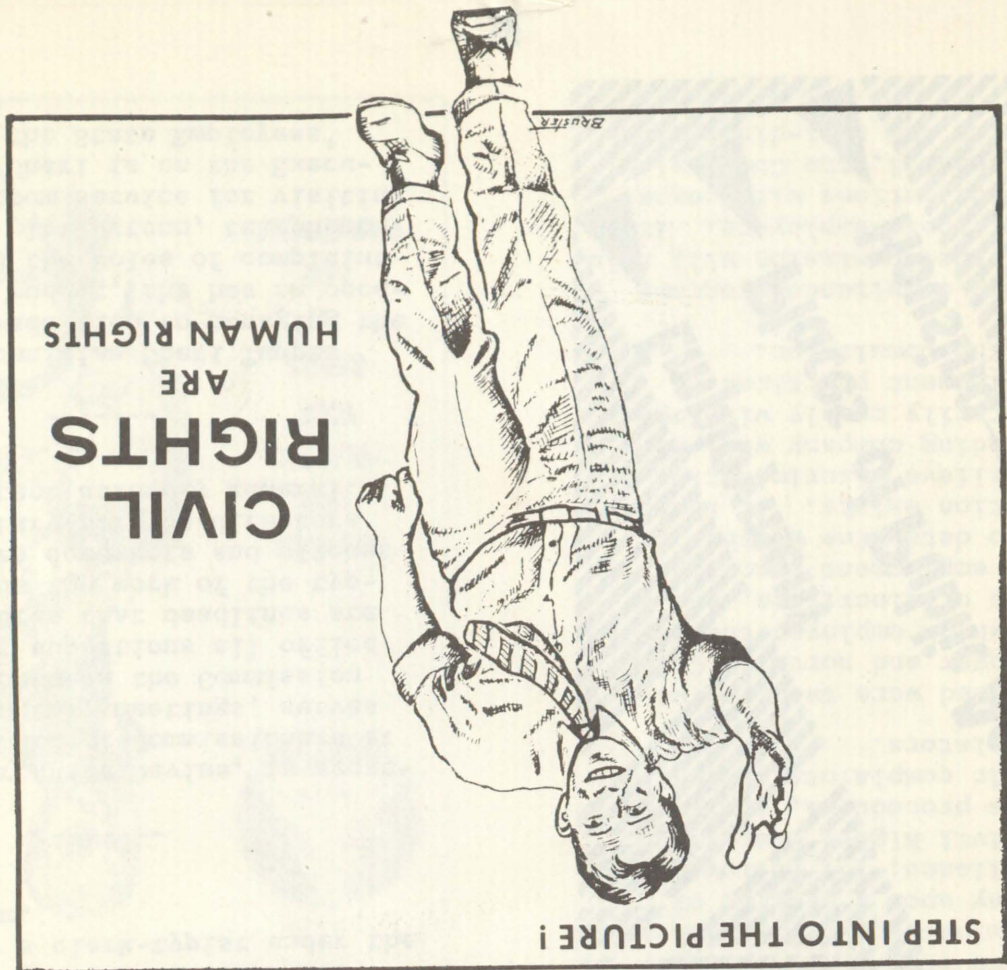
Office Manager, Rita Devine, is secretary to the Board of Commissioners at each of its monthly meetings, serves as a liaison between the Commission and the staff, apportions all office work, and insures that deadlines are met, proofreads the work of the typists, notarizes documents and pitches in as a secretary for the directors and the assistant attorney general.

Accounting Technician Cheri Tupper says that, in addition to managing the books and the budget, she has on occasion performed the roles of complaint investigator, clerk-steno, telephone operator and room service for visiting dignitaries. Cheri is on the Executive Board of the State Employees' Union (AFSCME).

Personal secretary to the Director and Assistant Director, newsletter writer, film distributor, reservations clerk, chief of protocol and float-maker fit into the job description of Senior Stenographer Josie Gurule. Josie was recently chosen secretary for the Consultants in Human Resources, Inc., a private group offering sensitivity training to business and schools and other community agencies. She is also secretary of Local 821 of the American Federation of State, County and Municipal Employees.

Intermediate Clerk-Typist Ina Cummins is our receptionist. She also prepares the monthly status-of-cases report for Commission meetings, transcribes, files and fields phone calls.





CIVIL RIGHTS NEWSLETTER

Colorado Civil Rights Commission
 312 State Services Building
 Denver, Colorado 80203

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

STATE PUBLICATIONS
 Colorado State Library
 SEP 09 1998
RECEIVED

University of Colorado
 Boulder, Colo. 80304