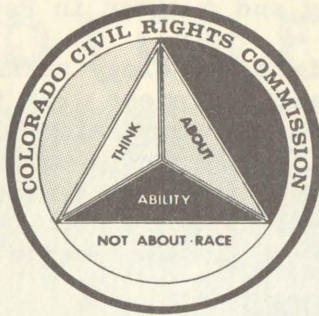


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NEWSLETTER



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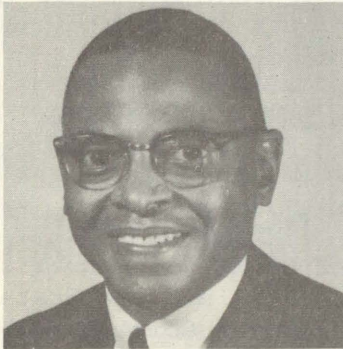
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# GEORGE MORRISON, JR. APPOINTED COMMISSIONER



the principal. He has both a Bachelors Degree in Music and Physical Education from the University of Denver.

## ACTIVITIES REPORT AVAILABLE

The Activities Report of the Colorado Civil Rights Commission from 1966 to 1969 is available by request. The report includes the present status of Civil Rights in Colorado, descriptions of the Colorado Civil Rights Commission, complaint handling, investigation and enforcement, reports from the Assistant Attorney General, information, research and education, community action, the State Contract Compliance Program, Metro Denver Fair Housing Center, Colorado Civil Rights Commission's activities with the Federal Equal Employment Opportunity Commission and other agencies. Also included is a list of human relations councils, organizations, newspapers, radio stations, statistical information concerning human relations in Colorado.

George Morrison, Jr. was appointed as a Commissioner in May to fill the vacancy left by Willie Anthony. Commissioner Morrison is Republican and a life long resident of Denver. He is the principal of Cole Junior High School and has been a principal at Whittier Elementary School. He was also an assistant principal at Columbine Elementary School and a teacher at Whittier Elementary School. All of these schools are in the Black community of East Denver.

Before teaching in the Denver Public Schools, Mr. Morrison was the head basketball coach, assistant football coach and Dean of Men at Paul Quinn College in Waco, Texas.

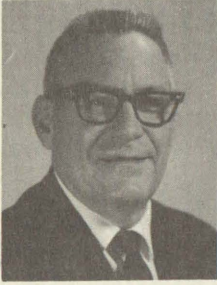
Commissioner Morrison graduated from both Whittier Elementary School where he taught and Cole Junior High School where he is now

## THREE ADDED TO CIVIL RIGHTS STAFF

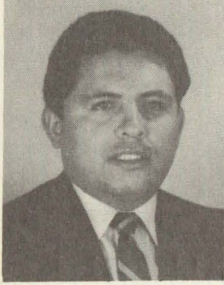
Three new staff members joined the Civil Rights Commission on April 1, 1969. They are James C. Dotson, Felix Gonzales and Neil C. Isenberg.

Cont. page 2

## CIVIL RIGHTS STAFF CONT.



Jim Dotson



Felix Gonzales



Neil Isenberg

### DOTSON NEW ATTORNEY

Jim is the new Assistant Attorney General assigned to the Commission. He is replacing Dave Penwell, who has accepted a position in corporate law after 5 years with the Commission.

Jim attended undergraduate school at Flat River Junior College, Flat River, Missouri, Jefferson Junior College, Jefferson, Missouri, and the University of Missouri. He received his law degree from the University of Missouri.

Jim has 18 years of legal experience in the United States Air Force. In addition to his regular military legal duties, he served as Deputy Employment Officer handling complaints of discrimination from civilians for the United States Civil Service Commission.

He also was the hearing officer for all non-employment discrimination complaints brought by both civilian and military personnel.

Following his retirement from the Air Force in 1966 in the grade of Lieutenant Colonel, he opened law offices in Aurora, Colorado.

### GONZALES TAKES OVER PUEBLO OFFICE

Felix Gonzales has been added to the staff as a Civil Rights Specialist, taking over our Pueblo Office. Felix is replacing August Roybal who has been moved to our branch office at the West Side Action Center in Denver.

Felix came to the Commission from the Arkansas Valley Board of Cooperative Educational Services where he was employed as a social worker.

He is a graduate of Southern Colorado State College with a Bachelors Degree in Sociology and a minor in Psychology.

Part of Felix's sociology training included field placement with the Colorado Civil Rights Commission office in Pueblo. This exposure to human relations problems helped Felix to become interested in civil rights and to apply for employment with the Commission.

### ISENBERG ADDED TO PUBLIC RELATIONS DEPARTMENT

Neil Isenberg joined the staff as a Civil Rights Specialist Trainee, specializing in public relations and education problems.

Before joining the Commission, he was with the Denver East Side Neighborhood Health Center as a case worker and employment counselor. He also has worked at the Lookout Mountain School for Boys in Golden (The State Industrial School) and with the Pueblo County Welfare Department as a case worker.

### STATE AND CITY EXPAND EMPLOYMENT OFFICES TO REACH MINORITY COMMUNITIES

The City and County of Denver Career Service Authority and the State of Colorado Civil Service Commission have opened branch offices in all five of Denver's community action centers.

This is being done at almost no expense. Each center is supplied with a complete set of job descriptions and application blanks for open positions. Post cards are also supplied for interested persons to inquire about jobs that are not currently open. When a position does become available, persons who have filled out post cards are notified of the opening and asked to apply.

Action Center employees are trained in helping the public fill out post cards and applications, as well as answering questions pertaining to possible employment with the State or City. Special assistance is available for those with limited education, limited or no work experience and police records who still may be eligible for employment with the City or the State.

# POSITIVE APPROACH USED FOR FAIR HOUSING



Denver Post photo by Cloyd Teter

On April 23, 1969, about 30 Jefferson County men and women picketed outside the main Post Office in Denver to protest alleged Government inaction to help the minority citizens locate housing in Jefferson County.

The quiet demonstration coincided with a meeting of the Denver Federal Executive Board inside the Post Office Building. Mrs. Thomas Wildeman, of Golden, said the group is concerned about changing the county's status as a nearly all white ghetto.

There are approximately 25 black families in the entire county of 225,000. The Federal Government employs about 500 minority people at the Denver Federal Center which is located in Jefferson County.

The group feels that the Federal Government should take the initiative in help-

ing minority persons find housing in the County. Help should be given to those minorities presently working at the Federal Center as well as those who would be able to work at the Federal Center if close-by housing were available. At the present time, most black employees commute from east Denver to the Federal Center which is west of the city limits. Spanish-American employees commute both from east Denver and some parts of west Denver to the Center.

In 1966, President Johnson issued a mandate to the Denver Federal Executive Board to take action in the housing for minorities that affect employability. The housing group was formed because nothing has been done to carry out that mandate.

**IF YOU'RE NOT PART OF THE SOLUTION...  
YOU'RE PART OF THE PROBLEM**

# POLICY STATEMENT ISSUED ON EMPLOYMENT TESTING

The Civil Rights Commission has issued a policy statement on employment testing in regard to employment, training and promotion.

Recent research indicates that many tests currently in use are not relevant to the jobs for which they are used. Although minority group applicants generally score lower on written tests than applicants from the White middle-class background, our investigations have shown that in some jobs minority group applicants with lower pre-employment test scores perform equally well in actual job performance as other employees who had obtained higher scores.

All good tests are both valid and reliable. To be valid, a test must indeed assess what it claims to assess. If it is an estimate of a man's ability to measure and weigh carefully, for instance, then it must indeed measure his accuracy with figures, scales and calipers. A reliable test can be relied upon. If a person takes the test several times, he will obtain approximately the same score every time.

The Commission policy statement declares therefore that employment tests must be both valid and reliable. To be valid tests should meet these criteria:

1. A good test is one which has been developed from a sample of the population of individuals engaged in the work for which the test is used. It includes in that sample, a sample of the minority groups which might be expected to apply for the job involved.
2. A good test is job-related. It accurately tests the skills or knowledge needed on the job for which it is given.
3. A good test is evaluated, or re-evaluated, if necessary, within the last ten years.
4. Good test norms or cut-off points are based on reasonable levels of expectations for the class of skill being tested. For example, the same norms would not be used

in the selection of auto mechanics as are used for the selection of automotive engineers.

5. Good tests are administered in the same manner, place and conditions to all applicants alike.
6. Re-testing is permitted for those employees who have profited from further training or experience even though they were unsuccessful on previous tests.
7. Acceptance or rejection of personnel should not be based solely on test results. The overall assessment should include the applicant's training and past performance and his desire to do well.

The policy statement is now available from the Commission's main office at 1525 Sherman Street in Denver. The Commission is also planning to publish more detailed information on good testing procedures soon.

Other available guidelines on employment testing:

"Guidelines on Employment Testing Procedures", Equal Employment Opportunity Commission, (August 1966), 1800 G Street, NW, Washington, D. C. 20506 (Also available in limited amounts at the Commission office.)

"Testing of Minority Group Applicants for Employment" by Wallace, Kissinger and Reynolds, Research Report 1966-7, March 1966; Office of Research & Reports, EEOC-Washington. (Available at the Commission office.)

"Validation of Employment Tests by Contractors and Subcontractors (subject to the Provisions of Executive Order 11246)," 3-p. reprint from the Federal Register, V. 33, N. 186, Sept. 24, 1968, Washington, D. C. (Part II, Dept. of Labor)

"Employment Testing: Guidesigns, Not Stop Signs," U. S. Commission on Civil Rights, Clearinghouse Publication No. 10 (Available at Commission office)