


REG 9/10.1/1956-57

C.1

COLORADO STATE PUBLICATIONS LIBRARY
REG9/10.1 local
Colorado. Anti-Discriminat/Annual report

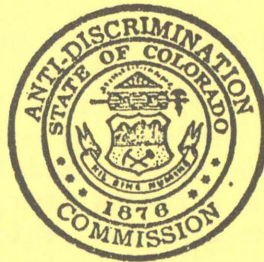


3 1799 00029 9024

THIRD ANNUAL REPORT

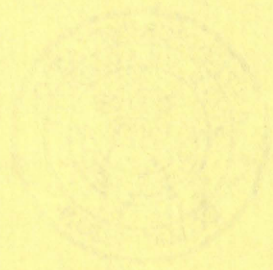
COLORADO ANTI-DISCRIMINATION COMMISSION

1956 - 1957



THE STATE OF COLORADO
ANTI-DISCRIMINATION COMMISSION
Suite 910 655 Broadway Building
Denver 3, Colorado

THE UNIVERSITY OF CHICAGO
LIBRARY



UNIVERSITY OF CHICAGO
LIBRARY

THIRD ANNUAL REPORT

COLORADO ANTI-DISCRIMINATION COMMISSION

July 1, 1956 to June 30, 1957

LEGISLATION, ORGANIZATION AND APPROPRIATION

Legislation

The year ending June 30, 1957 was an eventful one in the history of the Colorado Anti-Discrimination Division. Early in the first session of the 41st General Assembly, Senator George Brown introduced SB 126, repealing the Colorado Anti-Discrimination Act of 1951 as amended 1955 and substituting, therefore, a completely new bill. Later in the same session, Representative Allen Dines introduced HB 426, amending the Civil Rights Anti-Discrimination Act by placing its administration in the hands of the Colorado Anti-Discrimination Commission. The General Assembly unanimously passed both bills, and Governor McNichols signed them into law on March 13 and April 30, respectively.

The approval of SB 126 gave Colorado its first comprehensive and enforceable fair employment practices law. This law, known as the Colorado Anti-Discrimination Act of 1957,¹ differs from the previous law by empowering the Commission to receive, investigate and pass upon complaints alleging discriminatory and unfair employment practices by persons, employers, employment agencies and labor organizations because of race, creed, color, national origin or ancestry. The Commission or a commissioner, as well as an aggrieved person, is empowered to file complaints alleging discriminatory or unfair employment practices because of race, creed, color, national origin or ancestry. The provisions of the previous law pertaining to education as a means of eliminating discrimination and the use of conference, conciliation and persuasion as methods of settling complaints were retained.

The amendment to the Civil Rights Anti-Discrimination Act² placed its administration in the hands of the Colorado Anti-Discrimination Commission. Under this law, places of public accommodation, resort and amusement are prohibited from withholding services, privileges and facilities which are ordinarily available to the general public from any person because of race, creed, color, national origin or ancestry. It also prohibits the publishing or circulating of advertising matter containing discriminatory specifications or limitations. The procedures for eliminating discrimination and for filing and processing complaints under this law are the same as those described in the previous paragraph.

1 CH. 176, CSL 1957

2 CH. 25, CRS 1953 amended CH. 96, CSL 1957

Organization

The Commission comprises seven non-salaried members appointed by the Governor with the advice and the consent of the Senate for overlapping terms of four years; not more than four commissioners shall belong to the same political party; and geographical representation shall be maintained insofar as practicable. The staff comprises a Coordinator of Fair Employment Practices, an Assistant Coordinator, an Administrative Assistant and a Stenographer.

The Commission has the following powers and duties:

1. To adopt regulations.
2. To receive, investigate and pass upon complaints alleging discrimination by a person, an employer, an employment agency, a labor organization and places of public accommodation.
3. To investigate and study the existence, character, causes and extent of discrimination; and to formulate plans for the elimination thereof by education or other means.
4. To hold hearings.
5. To issue subpoenas and subpoenas duces tecum.
6. To administer oaths and to take testimony under oath.
7. To issue cease and desist orders, to order employment or reinstatement either with or without back pay, and to order such other affirmative action as circumstances warrant.
8. To apply to the District Court for enforcement of its orders.
9. To issue such publications and reports as will tend to promote good will among the various racial, religious and ethnic groups of the state.
10. To recommend policies to the Governor and to employers, employment agencies, labor organizations and places of public accommodation for the accomplishment of the purposes of these laws.
11. To cooperate with both public and private organizations in the planning and conducting of educational programs aimed at eliminating racial, religious, cultural and intergroup tensions.

Appropriation

The operating expenses of the division are covered by annual legislative appropriations from the general fund of the state. The expenditures for the fiscal year ending June 30, 1957 were as follows:

| | |
|------------------------------|-----------------|
| Personal Services | \$ 16,726.10 |
| State's share for Retirement | 823.06 |
| Maintenance and Operation | 5,585.95 |
| Capital Outlay | 1,074.76 |
| Travel and Subsistence | <u>1,730.86</u> |
| Total | \$ 25,940.73 |

RESEARCH, EDUCATION AND REGULATION

The Commission's administrative functions fall naturally into three categories: Research, Education and Regulation. A moment's reflection upon the meaning of those categories will make it clear that each one complements the other two. For example, educational programs must be based upon information gathered through research, experience acquired through investigating and processing complaints and from information obtained through the exchange of experiences with other public and private organizations engaged in like work. It cannot be said that one phase of the Commission's work is more important than another. As our store of knowledge grows, new and improved techniques for eliminating discrimination are discovered; our education programs become more effective; and efforts at settling complaints by conference, conciliation and persuasion are more successful.

Although many of the Commission's activities do not lend themselves to statistical reporting, the following sections will give the reader an idea of the scope of its activities for this reporting period.

Research

Project Number One, Denver Negro Community Survey

In the fall of 1956 the Commission staff completed the project of surveying the Denver Negro community. The purpose of the survey was to obtain information about the experiences of Negroes in the field of employment and related information such as experiences with labor unions and employment agencies and educational levels of the interviewees. This information was sought for the purposes of trying to ascertain to what extent discrimination in employment existed and pinpoint the causes of this discrimination which are, in other words, problems to be solved and, at the same time, conduct a public relations program.

A considerable amount of pre-planning went into the project to insure that the survey would provide the answers to the questions posed as

well as provide further information with which to work in the elimination of discrimination.

Technical assistance was provided by Paul Merry and George Bardwell from the University of Denver Bureau of Business and Social Research, and Julian Samora, a social anthropologist and commissioner.

The geographical area or universe within which the survey was conducted is an area comprising 419 blocks, the boundaries of which are shown in Figure 1 (p. 5).

Information from the U. S. Census Bureau Block and Tract Statistics Reports, real estate dealers, the Urban League, the Denver Human Relations Commission and other sources showed that this area contained between 90% and 95% of the Denver Negro population.

Because of the increased movement in recent years of Negroes to the area east of Gaylord street, it was decided to divide the universe into two areas; Strata 1, west of Gaylord street and Strata 2, east of Gaylord street. Significant differences between the two strata appeared throughout most of the items on the questionnaire; briefly, the persons in Strata 2 had a higher level of education and income; more were in non-traditional employment and were satisfactorily employed.

A random sampling technique was used for methodically selecting heads of households and alternating between male and female samples. Female heads of households were included because they figure prominently in the Negro labor market.

A record of the racial or national identity of non-Negro sample households was kept which provides data on population and location of ethnic groups in Denver. Tabulations of the basic data obtained in the survey are reported as Strata One, Strata Two and the Universe on pages 11, 12 and 13.

Results of the survey show that in the universe there were 13,005 family units or households of which 5,380 or 41.4% were Negro family units. Interviews were obtained from 304 of the 5,380 Negro family units which is a sampling of 5.7%.

Eight questions or items regarding employment of Negroes were outlined as objectives prior to the development of the questionnaire, the establishment of the universe and the start of the survey. (The questionnaire is shown in Figure 2 pp. 6-7.) Answers to these eight items will provide an over-all picture of the results of the survey.

1. To ascertain whether or not Negroes are aggressively trying to find other than traditional kinds of jobs (menial, labor, service, domestic, etc.).

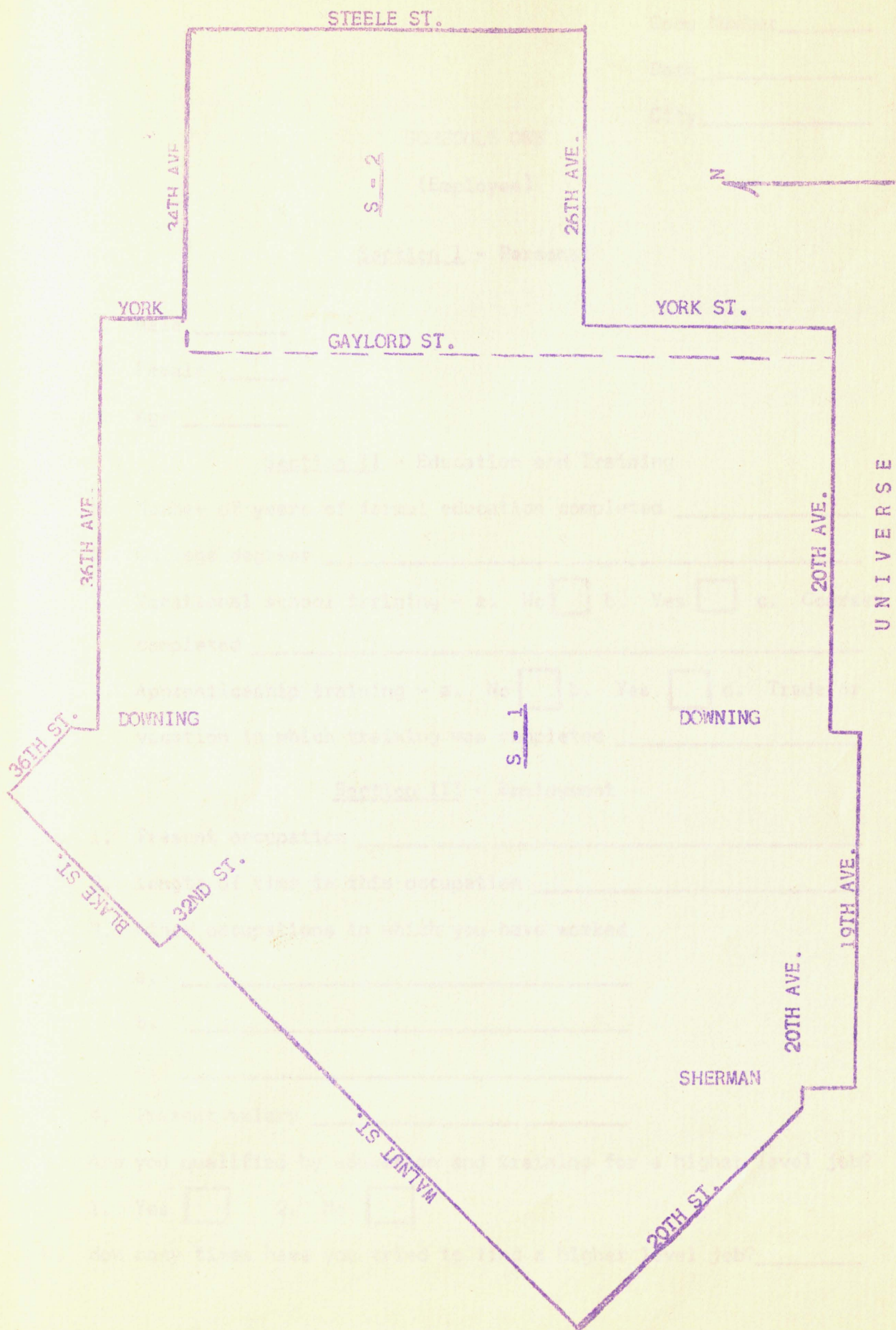


Figure 1

Code Number _____

Date _____

City _____

SCHEDULE ONE

(Employee)

Section I - Personal

- A. 1. Male _____
2. Female _____
3. Age _____

Section II - Education and Training

- B. 1. Number of years of formal education completed _____
2. College degrees _____
3. Vocational school training - a. No b. Yes c. Courses completed _____
4. Apprenticeship training - a. No b. Yes c. Trade or vocation in which training was completed _____

Section III - Employment

- C. 1. Present occupation _____
2. Length of time in this occupation _____
3. Other occupations in which you have worked
a. _____
b. _____
c. _____
4. Present salary _____
- D. Are you qualified by education and training for a higher level job?
1. Yes 2. No
- E. How many times have you tried to find a higher level job? _____

Section IV - Labor Unions

- F. To how many labor unions do you belong? _____
- G. Have you ever been refused membership to a labor union? 1. Yes
2. No

Section V - Employment Agencies

- H. How many employment agencies have you been registered with? _____
1. **Have you ever obtained employment through an employment agency?**
- a. Yes b. No

- I. Has an employment agency that serves your occupation ever refused to register you?

1. Yes 2. No

- J. Has an employment agency with which you were registered ever refused to refer you to a job that you knew existed and for which you were qualified? 1. Yes 2. No

Section VI - Knowledge of Act

- K. Do you think you have been discriminated against in seeking employment or membership in a labor union? 1. Yes 2. No

- L. If the answer to the above question is yes, did you report this to any agency?

1. Yes 2. No

- M. If the answer to the above question is yes, were the results (1) satisfactory or (2) unsatisfactory in alleviating the discrimination?

- N. Prior to this interview did you know Colorado had a fair employment practices (Anti-Discrimination) act? 1. Yes 2. No

- O. If you were discriminated against what would you do? _____

- P. Interviewer's comments: (List employers, unions, employment agencies mentioned by the interviewee as being discriminatory, etc.)

2. To ascertain the experiences of Negroes who apply for non-traditional jobs (professional, skilled, sales, some clerical and supervisory in integrated situations); are they usually successful or do they finally accept traditional jobs?

These two items can be conveniently answered together. Of the respondents presently employed, 32% said they were qualified for a better job. 42% of that group tried to get a better job. Those who felt they were better qualified were more aggressive in their efforts to get a better job than the total group of which only 21% had ever tried to find a better job. 25% of those employed in non-traditional occupations had to try several times before obtaining employment in non-traditional occupations.

3. To ascertain what experiences Negroes have had with employers, public and private, and in what categories of employment the Negro people have the greatest and the least degrees of success in their search for non-traditional employment.

Results of the survey show that Negroes have a greater degree of success in obtaining non-traditional employment in the various public agencies - city, county, state and federal governments - than they do in private industry, although the difference is not an extreme degree. Of all the Negroes employed, 31% were employed by a public agency; however, it was found that of the Negroes in non-traditional jobs, 57% were in public employment. It appears that Negroes are accepted at all levels of public employment; whereas, in private employment they are not. Qualified Negroes do obtain employment in some areas of private industry but other areas are still closed for all practical purposes; such as retail sales and service-type jobs--the jobs in which there is contact with the public.

4. To ascertain what experiences Negroes have had with organized labor and what effect labor unions exert upon the success or failure of Negro people in obtaining non-traditional employment.

It is difficult to ascertain accurately what effect labor unions have on Negroes obtaining suitable employment. It appears from the results of the survey that although labor unions probably do not exert an undue influence, they do restrict opportunities for Negroes in employment and if employed, advancement in the future. Of the 214 Negroes interviewed who were in the labor market, 51 belonged to one or more labor unions--this is 27%. The national average of the per cent of the labor market belonging to labor unions was 35% at the time the survey was made. Of the 166 Negroes considered satisfactorily employed, 34 or slightly over 20% belonged to a labor union; and of the 76 considered to be in non-traditional employment, only five or 7% were members of labor unions.

Another facet appears when we look at the number of persons considered satisfactorily employed and who were in integrated unions; 15 of the 34 who belonged to unions were members of integrated unions, that is, less than half of them or 9% of the satisfactorily employed persons were members of integrated unions. Although some persons in the latter three categories mentioned were in the professions and not normally members of unions, the percentages shown are considerably below the national average mentioned above and tend to show that the higher up the ladder of skilled employment one looks, fewer Negro members are admitted. On the other hand, only four persons reported they were refused membership in a labor union.

5. To ascertain what experiences Negroes have had with employment agencies and what effect employment agencies have upon the success or failure of Negroes in obtaining non-traditional employment.

Ninety-three persons interviewed had registered one or more times with one or more employment agencies. Of that number, 33 or 35% had obtained employment through an employment agency. Three persons out of the 93 who were registered had been refused reference to a known job. In addition to the 93 mentioned as having been registered, four respondents reported refusals to register them. Of the 97 who had some experience with an employment agency, seven reported obvious discrimination.

In Strata 1, 34% of the respondents had registered with employment agencies of which 41% had obtained employment; in Strata 2, 22% had registered of which only 15% had obtained employment. Noting the previously-mentioned differences in the makeup of the residents between the two strata, one may now interpret the employment agency experiences in the two areas to mean (1) that since a higher per cent of the persons in Strata 2 are satisfactorily employed, fewer register with employment agencies, and (2) those who do register are doing so for higher-type jobs and are not being placed; hence, the lower percentage of placements of registrants from Strata 2.

6. To ascertain how many skilled, technical and professionally-trained Negroes are engaged in non-traditional employment, and how many have been unable to obtain non-traditional employment.

The survey shows that 36% of the employed Negroes are in non-traditional occupations and that 78% of all those employed are working in jobs more or less consistent with their education and training (satisfactorily employed). When those whose education and training place them in the skilled and professional levels are considered, the information shows that 70% are making use of their skills and

training. This means that in answering item 6, 30% of the skilled, technical and professionally-trained Negroes have been unable to find employment commensurate with their training.

7. To ascertain which of the four groups--employers, employment agencies, labor unions or Negroes--are in greatest need of education concerning intergroup relations in employment.

Results of the survey show that all four groups are in need of education concerning intergroup relations in employment, however, in varying degrees of necessity; listed in the importance of this need they would be:

a. Employers. Fifty-four respondents, or 18%, reported they had been discriminated against one or more times by public and/or private employers; this percent, undoubtedly, does not reflect the true circumstances since many Negroes do not wish to place themselves in a position to be discriminated against, thus avoiding situations which would lead to discriminatory treatment.

b. Negroes. Thirty-two per cent of the employed respondents thought they were qualified for a better job, but only 42% of that group had ever tried to get a better job. Only 51% of the Negroes interviewed knew of the existence of a fair employment practice law; 50% of the Negroes interviewed were either uncertain about reporting (29%) or would not report (21%) discrimination if they encountered it. Of the 65 Negroes who reported being discriminated against, only four, or 6% reported this to an agency of any kind.

c. Labor Unions. Evidence shows that organized labor, at least in some union locals, restrict Negroes in their efforts to obtain non-traditional employment and in their advancement once on the job.

d. Employment Agencies. There was a low incidence of discrimination by employment agencies reported, but there is also evidence to show that employment agencies haven't tried to help Negroes obtain non-traditional jobs.

8. To promote a public relations program for acquainting residents within the universe, both minority and majority group persons, with the operation and objectives of the Colorado Anti-Discrimination Commission.

Staff persons contacted 341 Negro households and contacted an additional 502 households of other than Negro-group identity which is a total of 843 households. This is about a 6.5% sampling within the universe. Explanations and literature concerning fair employment practices and related subjects were left with all but a few of these households.

STRATA 1

| | Number | Median | Per Cent |
|--|--------|---------|----------|
| Total Sample | 245 | | 100% |
| Interviewees | 219 | | 89 |
| Refusals | 5 | | 2 |
| Not Contacted | 21 | | 9 |
| Female | 131 | | 53 |
| Male | 114 | | 47 |
| Age | 220 | 39 yrs. | |
| Years School Completed | 219 | 11 yrs. | |
| High School Completed | 105 | | 48 |
| College | 14 | | 6 |
| Vocational | 32 | | 15 |
| Apprenticeship | 12 | | 5 |
| Employed | 153 | | 70 |
| Unemployed (desire employment) | 13 | | 6 |
| Housewife (not in labor market) | 44 | | 20 |
| Retired (not in labor market) | 9 | | 4 |
| Labor Market (employed and unemployed) | 166 | | 76 |
| Non-traditional Employment (those employed) | 47 | | 31 |
| Non-traditional in Private Employment | 19 | | 40 |
| Non-traditional in Public Employment | 28 | | 60 |
| Satisfactorily Employed (considers education, experience, age, etc.) | 117 | | 77 |
| Income: Group | 146 | \$2,750 | |
| Non-traditional Employment | 44 | \$3,800 | |
| Union Membership (employed group - 153) | 42 | | 27 |
| Integrated Union Membership | 13 | | 31 |
| Think Better Qualified (employed - 153) | 49 | | 32 |
| Think Better Qualified and Tried Finding Better Job | 18 | | 37 |
| Registered with Employment Agency (labor market - 166) | 74 | | 45 |
| Placed by Employment Agency | 30 | | 41 |
| Knew of Colorado Anti-Discrimination Act | 104 | | 48 |
| Would Report if Discriminated Against (218) | 112 | | 51 |
| Would Not Report if Discriminated Against | 43 | | 20 |
| Uncertain - "Depends" | 64 | | 29 |
| Been Discriminated Against by Employer, Employment Agency or Union | 52 | | 24 |
| Reported Discrimination | 3 | | 6 |

STRATA 2

| | Number | Median | Per Cent |
|--|--------|---------|----------|
| Total Sample | 96 | | 100% |
| ... Interviewees | 85 | | 89 |
| ... Refusals | 8 | | 8 |
| ... Not Contacted | 3 | | 3 |
| Female | 47 | | 49 |
| Male | 49 | | 51 |
| Age | 85 | 39 yrs. | |
| Years School Completed | 85 | 12 yrs. | |
| High School Completed | 55 | | 65 |
| College | 14 | | 16 |
| Vocational | 20 | | 24 |
| Apprenticeship | 7 | | 8 |
| Employed | 61 | | 72 |
| Unemployed (desire employment) | 3 | | 3 |
| Housewife (not in labor market) | 21 | | 25 |
| Retired (not in labor market) | 0 | | 0 |
| Labor Market (employed and unemployed) | 64 | | 75 |
| Non-traditional Employment (those employed) | 29 | | 48 |
| Non-traditional in Private Employment | 14 | | 48 |
| Non-traditional in Public Employment | 15 | | 52 |
| Satisfactorily Employed (considers education, experience, age, etc.) | 49 | | 80 |
| Income: Group | 59 | \$3,750 | |
| Non-traditional Employment | 30 | \$4,000 | |
| Union Membership (employed group - 61) | 15 | | 26 |
| Integrated Union Membership | 6 | | 40 |
| Think Better Qualified (employed - 61) | 20 | | 29 |
| Think Better Qualified and Tried Finding Better Job | 11 | | 55 |
| Registered with Employment Agency (labor market - 64) | 19 | | 30 |
| Placed by Employment Agency | 3 | | 16 |
| Knew of Colorado Anti-Discrimination Act | 50 | | 59 |
| Would Report if Discriminated Against (85) | 40 | | 47 |
| Would Not Report if Discriminated Against | 21 | | 25 |
| Uncertain - "Depends" | 24 | | 28 |
| Been Discriminated Against by Employer, Employment Agency or Union | 13 | | 15 |
| Reported Discrimination | 1 | | 7 |

UNIVERSE
(STRATA 1 and 2)

| | Number | Median | Per Cent |
|--|--------|-----------|----------|
| Total Sample | 341 | | 100% |
| Interviewees | 304 | | 89 |
| Refusals | 13 | | 4 |
| Not Contacted | 24 | | 7 |
| Female | 178 | | 52 |
| Male | 163 | | 48 |
| Age | 305 | 39 yrs. | |
| Years School Completed | 304 | 11.3 yrs. | |
| High School Completed | 160 | | 53 |
| College | 28 | | 9 |
| Vocational | 52 | | 17 |
| Apprenticeship | 19 | | 6 |
| Employed | 214 | | 70 |
| Unemployed (desire employment) | 16 | | 5 |
| Housewife (not in labor market) | 65 | | 21 |
| Retired (not in labor market) | 9 | | 3 |
| Labor Market (employed and unemployed) | 230 | | 76 |
| Non-traditional Employment (those employed) | 76 | | 36 |
| Non-traditional in Private Employment | 33 | | 43 |
| Non-traditional in Public Employment | 43 | | 57 |
| Satisfactorily Employed (considers education, experience, age, etc.) | 166 | | 78 |
| Income: Group | 205 | \$3,039 | |
| Non-traditional Employment | 74 | \$3,861 | |
| Union Membership (employed group - 214) | 57 | | 27 |
| Integrated Union Membership | 19 | | 33 |
| Think Better Qualified (employed - 214) | 69 | | 32 |
| Think Better Qualified and Tried Finding Better Job | 29 | | 42 |
| Registered with Employment Agency (labor market - 230) | 93 | | 40 |
| Placed by Employment Agency | 33 | | 35 |
| Knew of Colorado Anti-Discrimination Act | 154 | | 51 |
| Would Report if Discriminated Against (303) | 152 | | 50 |
| Would Not Report if Discriminated Against | 64 | | 21 |
| Uncertain - "Depends" | 88 | | 29 |
| Been Discriminated Against by Employer, Employment Agency or Union | 65 | | 21 |
| Reported Discrimination | 4 | | 6 |

Project Number Two, Private Employment Practices Survey

Early in 1957, the Commission surveyed the employment practices of private employers employing six or more persons as those practices relate to the four principal minority groups of Colorado. The three principal objectives of this survey were:

1. To learn from private employers, themselves, about their employment practices.
2. To learn what kinds of jobs minority people apply for in private enterprise.
3. To learn what kinds of jobs minority people now occupy in private enterprise.

Obviously, because of the large number of employers to be contacted and the great distances that would have to be travelled to reach them, the person-to-person interview method for gathering the desired information was impracticable. Therefore, a non-disclosure questionnaire method was adopted. Questionnaires were mailed to 8,965 private employers. It was estimated that a 10% response would be adequate to give a reasonably accurate picture of the situation, instead, 30.6% replied--2,739 out of a possible 8,965. The answers to our questions are herein translated into percentages for easy comparison. All percentages are based upon the total number of replies, 2,739, unless otherwise noted.

Q. Do you hire and upgrade on performance qualification regardless of group identity? Yes____; No____.

87.9% answered yes.
5.4% answered no.
6.7% did not answer.

Q. If the previous answer is "yes" is that fact known to your employees, yes____no____; and also to the employment agencies, yes____no____; and the community from which you recruit new employees, yes____no____?

To your employees: 84.4% answered yes.
1.1% answered no.
14.5% did not answer.

To employment agencies: 58.1% answered yes.
6.5% answered no.
35.4% did not answer.

To the community: 60.6% answered yes.
4.8% answered no.
34.6% did not answer.

Q. Do minority people apply to your for work in these categories (use check mark)?³

74.3% of the employers received applications from members of one or more of the identified groups for jobs in one or more of the listed categories.

25.7% did not answer. This may indicate that minority people do not apply to them for work.

TABLE I

Percentages of the 2,739 Employers That Either Received or Did Not Receive Applications for Employment from One or More of the Identified Groups in One or More of the Listed Job Categories

(Column A: Percentages of employers receiving applications
Column B: Percentages of employers not receiving applications)

| Job Categories | Negroes | | Sp. Ancestry | | Japanese | | Jewish | |
|----------------|---------|-------|--------------|-------|----------|-------|--------|-------|
| | A | B | A | B | A | B | A | B |
| Unskilled | 26.5% | 73.5% | 47.5% | 52.5% | 6.2% | 93.8% | 7.1% | 92.9% |
| Semi-Skilled | 16.7% | 83.3% | 32.6% | 67.4% | 6.2% | 93.8% | 7.7% | 92.3% |
| Skilled | 9.5% | 90.5% | 19.7% | 80.3% | 5.7% | 94.3% | 9.6% | 90.4% |
| Clerical | 3.0% | 97.0% | 12.3% | 87.7% | 4.3% | 95.7% | 10.2% | 89.8% |
| Sales | 1.8% | 98.2% | 7.2% | 92.8% | 1.4% | 98.6% | 9.3% | 90.7% |
| Supervisory | 1.0% | 99.0% | 3.3% | 96.7% | .9% | 99.1% | 5.9% | 94.1% |

TABLE II

Percentage of Employers Who Receive Applications from Each of the Four Identified Groups

| Group | Receive Applications | Do Not Receive Applications | Did Not Answer |
|--------------|----------------------|-----------------------------|----------------|
| Negroes | 36.2% | 38.1% | 25.7% |
| Sp. Ancestry | 67.3% | 7.0% | 25.7% |
| Japanese | 15.7% | 58.6% | 25.7% |
| Jewish | 25.5% | 48.8% | 25.7% |

³ Our inquiries were limited to Negroes, Spanish ancestry, Japanese and Jewish, because those four constitute the four principal minority groups in Colorado.

Q. How many of these minority people do you have on your payroll in these categories (use numerals)?⁴

68.8% of the employers have on their payroll one or more of the identified minority groups in one or more of the job categories.

31.2% did not reply.

TABLE III

Percentages of the 2,739 Employers That Have Minority People on Their Payrolls in the Following Job Categories

(Column A: Percentages of employers who have minority employees
Column B: Percentages of employers who do not have minority employees)

| Job Categories | Negroes | | Sp. Ancestry | | Japanese | | Jewish | |
|----------------|---------|-------|--------------|-------|----------|-------|--------|-------|
| | A | B | A | B | A | B | A | B |
| Unskilled | 10.6% | 89.4% | 22.2% | 77.8% | 1.4% | 98.6% | 2.0% | 98.0% |
| Semi-Skilled | 9.6% | 90.4% | 22.2% | 77.8% | 2.2% | 97.8% | 2.7% | 97.3% |
| Skilled | 5.3% | 94.7% | 13.9% | 86.1% | 3.0% | 97.0% | 4.5% | 95.5% |
| Clerical | .8% | 99.2% | 6.0% | 94.0% | 2.1% | 97.9% | 4.0% | 96.0% |
| Sales | .5% | 99.5% | 3.8% | 96.2% | .5% | 99.5% | 5.4% | 94.6% |
| Supervisory | .8% | 99.2% | 3.5% | 96.5% | 1.1% | 98.9% | 5.5% | 94.5% |

TABLE IV

Percentages of the Number of Employed Minority Workers, 10,408, by Group

| | |
|--------------|-------|
| Negroes | 16.3% |
| Sp. Ancestry | 67.8% |
| Japanese | 4.2% |
| Jewish | 11.7% |

TABLE V

Percentages of the Number of Employed Minority Workers, 10,408, in Each Job Category

| Group | Unskilled | Semi-Skilled | Skilled | Clerical | Sales | Supervisory |
|--------------|-----------|--------------|---------|----------|-------|-------------|
| Negroes | 43.5% | 34.9% | 16.6% | 2.5% | 1.0% | 1.5% |
| Sp. Ancestry | 41.1% | 31.3% | 18.5% | 4.0% | 3.3% | 1.8% |
| Japanese | 10.7% | 28.6% | 34.5% | 16.1% | 3.0% | 7.1% |
| Jewish | 9.2% | 9.2% | 19.5% | 14.4% | 26.3% | 21.4% |

The total number of employees reported in all job categories was 74,989, and of these, 10,408 belong to the four identified minority groups--13.9%.

⁴ Footnote No. 3, op. cit.

From the foregoing information, it will be seen that a preponderance of Negroes and Spanish ancestry workers are engaged in unskilled and semi-skilled jobs: Negroes 78.8%, and Spanish ancestry 72.4%; whereas, 60.7% of the Japanese and 81.6% of the Jewish are engaged in skilled, clerical, sales or supervisory jobs. The sharp decline in the number of Negroes and those of Spanish ancestry engaged in skilled, clerical, sales or supervisory jobs indicate either one or a combination of these three factors:

1. Fewer Negroes and Spanish ancestry people are qualified for the better jobs;
2. Less effort is made by Negroes and Spanish ancestry people to obtain better jobs in private enterprise;
3. They encounter more severe discrimination in private enterprise than do the Japanese and Jewish.

If you will refer to the Denver Negro Community Survey, you will find that the median average time spent in school by Denver (urban) Negroes is 11.3 years; whereas, according to the 1950 U. S. Census Report, the average median time spent in school by the total Colorado urban population is 11.8 years. Such a comparison of years spent in school by those of Spanish ancestry is not available, but it is common knowledge that the level of education for those of Spanish ancestry is rising. It is also common knowledge that Negroes and those of Spanish ancestry do encounter severe discrimination in private enterprise, both in obtaining other than traditional jobs and in upgrading.

From our own studies and from the many studies made over the years and around the world, we know that performance ability is not affected by race, creed, color or national origin. We know, also, that discrimination discourages minority people from making the most of their natural abilities; it takes a tremendous amount of courage for one to spend time and money to prepare one's self for a job which has, for generations, been closed to a particular group.

For the sake of America's world prestige, for the sake of strengthening the state's economy and for the sake of fair play, wouldn't it be good business for private enterprise to rid itself of discriminatory practices and, thus, clear the way for the full and efficient use of all available manpower?

Education

The benefits of the Commission's educational programs accruing to the state's economy cannot be measured for a twelve-months' period of time, nor can they be stated statistically. But those persons conducting the work of the Colorado Anti-Discrimination Commission and those conducting the work of other governmental and private agencies, and who are thus involved in the day-to-day planning and executing of programs aimed at equalizing economic opportunities and promoting

understanding among peoples of various ethnic origins, can observe slow but steady improvement. One encouraging sign of improvement can be found in the steadily growing number of both majority and minority group people who are actively seeking solutions to the many complex problems blocking full integration. Another sign of improvement can be found in the fact that each year more minority young people are being graduated from high schools and colleges; the number of Spanish ancestry high school graduates has more than doubled in the past five years. The responsibility for developing and using all of Colorado's most potential natural resources, manpower, must be shared by the entire population: consumers, management, labor and the members of minority groups. That objective, the development and use of manpower, can be attained by ridding ourselves of all stereotypes and prejudices and the fears that accompany them. Through its educational activities, the Commission is constantly endeavoring to accomplish those objectives.

The following enumeration of the Commission's educational activities will give the readers some idea of the scope of its work:

1. Personal Appearances. The Commission and the staff made 221 personal appearances during the year. 128 speeches were delivered to a total audience of 6,141. Those audiences comprised students, minority people, clubs, labor organizations and employer groups. The lively question and answer part of the programs indicated the audience's interest in fair employment practices and integration, generally.

Six radio appearances and two TV appearances reached an unknown number of people.

Eighty-five personal appearances were with small groups gathered to discuss specific phases of discrimination.

2. Inter-agency Meetings. The Commission and the staff participated in eleven major inter-agency meetings, including meetings with the G. I. Forum, the Latin-American Education Foundation, and the Denver Adult Education Council, plus some eight or ten meetings with the executive members of the staffs of the Anti-Defamation League, the Denver Human Relations Commission and the Denver Urban League, to discuss the work of the Commission.

The Administrative Assistant attended a two-weeks' session of the Race Relations Institute at Fisk University; the Assistant Coordinator attended the annual meeting of the National Association of Intergroup Relations Officials; and the Coordinator attended the Ninth Annual Meeting of the Conference of Commissions Against Discrimination, whose membership comprises all of the commissions of the United States and Canada administering enforceable anti-discrimination laws. The 1958 meeting of the Conference of Commissions Against Discrimination will be held in Colorado next June.

3. Films and Literature Distributed. Five Commission-owned films were shown to 131 audiences totaling 7,028 people. "The F.E.P. Story," a 16mm. color, sound film produced by the Commission in 1954

continued to be our most popular film. It was shown to 121 audiences totaling 5,943 people; it was televised by KREX-TV Grand Junction, KCSJ-TV Pueblo and KLZ-TV Denver as public services.

The Commission's four transcribed 15-minute panel-type programs were broadcast by five radio stations as public services.

The following printed and mimeographed materials were distributed:

| | |
|--------|---|
| 448 | Fair Employment Practice laws |
| 85 | Public Accommodation laws |
| 81 | Texts of the radio transcriptions previously mentioned |
| 7,650 | "About Getting a Job" |
| 1,775 | "About Fair Employment" |
| 1,613 | "About Management's Role" |
| 368 | "About Your Rights" |
| 12,840 | Notices containing substantive information about the F.E.P. law and the public accommodation law for posting on bulletin boards |
| 8,965 | Questionnaires to private employers |
| 45 | Newspaper releases |

4. Employment Agency Manual. In June, the Executive Committee of the Rocky Mountain Association of Private Employment Services approved the Commission's manual concerning the handling of job orders containing discriminatory specifications and limitations. Subsequently, the manual was distributed to all licensed private employment agencies, and to all of the branch offices of the State Employment Service, together with a cover letter signed by the president of the Rocky Mountain Association of Private Employment Services. Several agencies have reported voluntarily that by following the techniques outlined in the manual they have been successful in placing qualified minority workers in positions formerly closed to them. On May 13, 1957 the Department of Employment issued a directive to all of its employment offices prohibiting the receiving and servicing of job orders containing discriminatory specifications and limitations.

Regulation

The regulatory part of the Commission's work constitutes receiving, investigating and passing upon verified complaints against persons, employers, employment agencies, labor organizations and places of public accommodation, resort or amusement alleging discriminatory or unfair employment practices. Every complaint is investigated to determine whether or not probable cause exists for crediting the allegations of the complaint. If probable cause is found, then the investigating official endeavors to settle the complaint by means of conference, conciliation and persuasion; if probable cause is not found, the complaint is dismissed. During this reporting period no hearings were held; all complaints were disposed of short of a hearing except for the three complaints which were pending on June 30, 1957.

The following tables reflect the Commission's experiences in the area of regulation:

TABLE VI

Disposition of Complaints Processed
During the Year Ending June 30, 1957

| | |
|---------------|--|
| 4 Complaints | Settled by conciliation. |
| 6 Complaints | Dismissed, no probable cause found. |
| 10 Complaints | Were reported but not filed. |
| 3 Complaints | Were pending at the close of the year, one of which was against a place of public accommodation. |
| <hr/> 23 | Total |

The following tables, VII through XII, cover the period from August 1, 1951 through June 30, 1957, during which period 84 complaints were received.

TABLE VII

Classification of Complaints Based upon
Preliminary Interviews or Investigations Thereof

| | |
|---------------|---------------------------|
| 24 Complaints | Probable cause found. |
| 24 Complaints | Probable cause not found. |
| 14 Complaints | Reported but not filed. |
| 18 Complaints | No jurisdiction. |
| 4 Complaints | Unclassified. |

TABLE VIII

Classification of Respondents

| | |
|---------------|---|
| 20 Complaints | Against public employers |
| 35 Complaints | Against private employers |
| 15 Complaints | Against employment agencies |
| 4 Complaints | Against labor organizations |
| 5 Complaints | Against persons |
| 1 Complaint | Against a place of public accommodation |
| 4 Complaints | Against respondents outside the Commission's jurisdiction |

TABLE IX

Disposition of Complaints upon Which a Determination
of Probable Cause was Found

| | |
|---------------|--|
| 11 Complaints | Satisfactorily settled by conciliation-- either employed or offered employment. |
| 9 Complaints | Closed without action--withdrawn by com- plainant, complainant left the state, etc. |
| 1 Complaint | Dismissed after hearing. |
| 3 Complaints | Pending. |
| <hr/> 24 | Total |

TABLE X

Classification by Group Identity

| | |
|---------------|---|
| 51 Complaints | Alleged discrimination because of race or color. |
| 7 Complaints | Alleged discrimination because of creed. |
| 26 Complaints | Alleged discrimination because of national origin or ancestry. |

TABLE XI

Classification of Complainants by Group Identity

| | |
|-----------------|------------------|
| 31 Complainants | Spanish Ancestry |
| 42 Complainants | Negro |
| 3 Complainants | Jewish |
| 8 Complainants | White Anglo |

TABLE XII

Classification of Alleged Discriminatory Acts

| | |
|---------------|---|
| 45 Complaints | Alleged refusal to hire. |
| 26 Complaints | Alleged discharge. |
| 8 Complaints | Alleged refusal to refer by employment agencies. |
| 4 Complaints | Alleged refusal of membership or grant- ing of work permits by labor organiza- tions. |
| 1 Complaint | Alleged refusal of service by a place of public accommodation. |

ACKNOWLEDGMENTS

Acknowledgment is hereby made of the splendid work performed by the commissioners who served in that capacity during the first eight months of the year and also, to the organizations and individuals who aided in the preparation of the legislation noted at the beginning of this report. Special recognition is hereby given to the Colorado Committee for Equal Employment Opportunities, to each and every member of the 41st General Assembly and to Governor McNichols, whose combined efforts gave Colorado two effective anti-discrimination laws.

The names of the commissioners that directed the activities of the Division from April 15, 1955, until March 13, 1957, follows:

Mrs. Paul Budin, Sterling
Dr. Clarence F. Holmes, Denver
Father Chas. F. Murray, S. J., Pueblo
Mrs. James M. Noland, Durango
Dr. Julian Samora, Alamosa
Frank G. Van Portfliet, Denver
Edward Miller, Chairman, Denver

Respectfully submitted this 15th day of January, A. D., 1958.

Roy M. Chapman, Coordinator of F. E. P.
John I. Binkley, Assistant Coordinator

ADDENDUM

Subsequent to the close of the fiscal year, 1956-7, these two items should be reported:

First, after the approval of the amendment to the Civil Rights Anti-Discrimination Act, the General Assembly increased its appropriation to the Division sufficiently to take care of the cost of the additional work imposed upon the Commission by its extended jurisdiction.

After July 1, 1957, the staff was enlarged and reorganized so that it now comprises a Coordinator of F. E. P., an Assistant Coordinator II, two Assistant Coordinators I, an Administrative Secretary I and a Clerk Stenographer II.

Secondly, Governor McNichols appointed a new Commission on September 19, 1957, and its first meeting was held October 3, 1957. The members of the Commission are:

Mrs. Paul Budin, Sterling
George O. Cory, Montrose
Robert Keeler, Longmont
Gene Manzanares, Denver
Father Chas. F. Murray, S. J., Pueblo
George J. White, Pueblo
Ed Miller, Chairman, Denver

RECEIVED

SEP 17 2001

STATE PUBLICATIONS
Colorado State Library