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FOURTH ANNUAL REPORT  
COLORADO ANTI-DISCRIMINATION COMMISSION  
1957-58



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

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THE STATE OF COLORADO  
ANTI-DISCRIMINATION COMMISSION  
State 918 - 655 Broadway Building  
Denver 2, Colorado

FOURTH ANNUAL REPORT  
OF THE  
COLORADO ANTI-DISCRIMINATION COMMISSION

July 1, 1957 to June 30, 1958

The 1957 legislature enacted two significant pieces of legislation: (a) A fair employment practices law<sup>1</sup>, and, (b) an amendment to the 1895 public accommodations law<sup>2</sup>. Both laws are aimed at preventing and eliminating discrimination because of race, creed, color, national origin or ancestry. Both laws authorize the Commission to make studies as to the existence, causes, character and extent of discrimination and to publish its findings. Both laws emphasize education as a means to that end. In addition to making studies and conducting educational activities, the Commission is empowered to receive, investigate and pass upon complaints alleging discriminatory or unfair employment practices as defined in each of the two laws. This report covers the first full year's administration of the two laws.

Although the two laws are effective as presently written, experience indicates that some amending would be desirable. For example, the publication of terms of settlement of complaints should be permitted; and, the public accommodations law should be rewritten to more clearly establish the Commission's jurisdiction. Therefore, the Commission recommends that the Governor and the 42nd General Assembly confer with the Commission on this matter and make the necessary changes. The Commission also urges the Governor and the 42nd General Assembly to carefully consider the enactment of open occupancy housing legislation. The two laws now in effect plus a housing law would give to Colorado a well-rounded set of laws with which to combat racial and religious discrimination.

In accordance with the provisions of the legislation previously cited, Governor McNichols on September 19, 1957 announced the appointment of the following persons to serve on the Commission for two, three and four years from March 13, 1957:

Mrs. Paul Budin, Sterling, 2 years  
Edward Miller, Denver, 2 years  
Gene Manzanares, Denver, 3 years  
Rev. Charles F. Murray, S. J., Pueblo, 3 years  
(Resigned)  
George O. Cory, Montrose, 4 years  
Robert Keeler, Longmont, 4 years  
George J. White, Pueblo, 4 years

The first Commission meeting was held October 3, 1957. Edward Miller was elected Chairman and Commissioners Keeler, Manzanares and Miller were appointed as an Executive Committee and were empowered to act upon matters arising between Commission meetings. During the year the

<sup>1</sup>CH. 176, CSL 1957

<sup>2</sup>CH. 25, CRS 1953 as amended by CH. 96, CSL 1957

Commission held three regular meetings, one special meeting with the Colorado Civil Service Commission, and sat as hearing examiners at three hearings; the Executive Committee held five meetings.

The expenditures for the year were as follows:

Personal Services	\$27,307.32
State's Share for Retirement	1,365.37
Maintenance and Operation <sup>3</sup>	9,791.55
Capital Outlay <sup>4</sup>	1,061.51
Travel and Subsistence	<u>2,749.94</u>
Total	\$42,275.69

### ACTIVITIES

The Commission's activities fall naturally into three categories: Research, education and regulation. Activities undertaken under any one of these three categories inevitably supplement activities classified under the other two categories. That is, information uncovered by research provides a basis for educational programs and also aids in the processing of complaints; the processing of complaints often uncovers information that might otherwise remain hidden, and also might indicate where the current need for education lies. Total reliance upon any one of the three types of activities for the elimination of discrimination because of race, creed, color, national origin or ancestry would certainly prove ineffective. But when the problems are attacked from all three directions satisfactory results are obtained. That is, discrimination is reduced; understanding among Americans of different ethnic origins is improved; the total economy is strengthened and everybody is happier.

#### Research

For want of a better term, the word "research" is used here to mean any predetermined method for gathering information as to the existence, cause, extent and character of racial and religious discrimination in employment or in places of public accommodation, or the absence of it.

Last year, the Commission initiated and completed a scientifically planned professional interview survey of the Denver Negro community and also initiated and completed a mailed non-disclosure questionnaire survey of private employment practices in Colorado as they relate to minority people. Both surveys were reported in the 1956-57 Annual Report. This year, the Commission's fact-gathering effort has been directed toward labor organizations. This survey was incomplete on June 30. The following is a progress report.

<sup>3</sup>This total includes cash income of \$802.75 from registration fees of delegates to the annual meeting of the Conference of Commissions Against Discrimination held in Denver, June 11-13, 1958.

<sup>4</sup>This total includes \$254.50 from sale of furniture.

## Labor Union Survey

In September 1957 the Commission initiated a survey of labor union locals' practices as they relate to minority people. This survey was designed to accomplish the following purposes:

1. To acquaint union officials with the provisions of the Colorado Anti-Discrimination Act.
2. To solicit union cooperation in carrying out the purposes of the law.
3. To learn from union officials how the Commission can aid them in integrating their memberships.

By June 30, one or more officials of 132 union locals had been interviewed. Information on the following items was sought in each interview:

1. The number of minority people represented by the union.
2. The reception minority people receive when they are referred to jobs by their unions.
3. Whether or not labor-management contracts contain non-discrimination clauses.
4. Whether or not local union by-laws, or international constitutions, contain non-discrimination clauses.
5. How minority members and majority members function together as a group.
6. Whether or not minority workers are promoted the same as majority workers.
7. The method of selecting people for apprenticeship training.
8. Whether or not minority workers are currently enrolled for apprenticeship training.
9. Whether or not the union locals have civil rights or fair employment practices committees.
10. Who handles complaints of discrimination where there is no established civil rights or fair employment practices committee.

The 132 unions visited have approximately 77,000 members of which approximately 10,000 are from so-called minority groups. It was impossible to validate the number of minority members, but the approximate number given seems to be reasonably accurate. The proportion of minority to majority group members is higher now than at any other time. This is a significant fact, for it indicates that progress is being made toward an integrated work force. Although the number of minority members engaged in skilled trades is relatively small, there are substantial indications that minority workers can obtain union membership in many unions when they possess the required qualifications.

The 70 unions that referred members to jobs reported that with but few exceptions management hires those referred regardless of group identity. Many union officials feel that discrimination at the hiring gate could be substantially reduced if recruitment of new workers through union offices was more commonly practiced. Seventeen unions have succeeded in getting non-discrimination clauses written into their labor-management contracts,

and 58 international or national constitutions and by-laws contain non-discrimination clauses.

Forty-six officials reported that minority members are upgraded, and 18 reported having minority members enrolled in on-the-job or apprenticeship training classes. Ten union locals have civil rights or fair employment practices committees charged with the responsibility of promoting fair play and the adjusting of complaints of alleged racial or religious discrimination. None of the civil rights committees has a paid staff. Complaints of alleged discrimination arising in union locals without civil rights committees are handled either by the grievance committee or by the executive board. Considerable concern was expressed by the union officials over the apparent lack of interest of minority people in improving their situations. This lack of interest is indicated by the few who apply for on-the-job or apprenticeship training.

Resulting from the contacts made in connection with the survey, several invitations have been issued to the Commission to actively participate in the planning and conducting of local, state and district union meetings. At one such meeting of the Colorado Labor Council, May 1958, two resolutions pertaining to racial and religious discrimination were adopted. The two resolutions follow:

Resolution No. 4 -- Civil Rights--Fair Employment Practices

In the course of its first two years, the AFL-CIO has carried forward with diligence and vigor its policy of equal rights and of equal opportunities for all, regardless of race, color, creed or national origin. Our Federation has taken firm steps to give practical application to its non-discrimination policy and to win for it widest acceptance both within the ranks of labor and in the community at large.

Dedicated to bring about the full and equal rights for all Americans in every field of life, the AFL-CIO has provided leadership in the American community in taking timely actions to affirm and to secure these rights.

In this work, prior consideration was given to the removal of discrimination within the ranks of the AFL-CIO itself. For the enduring goal of our Federation is to assure to all workers without regard to race, creed, color or national origin, their share in the full benefits of union organization.

The role of government, national, state and local, is vital to the maintenance of freedom and democracy in our land. In the final count, however, the triumph of human rights will be best assured by the understanding, dedication and action of the people themselves.

Labor with other liberal groups will carry on its historic struggle for human justice in the spirit of brotherhood. As unionists, we hold that intolerance of race, creed, or color

in our ranks or in our communities is incompatible with the principles embodied in our constitution.

RESOLVED, That the AFL-CIO carry forward its drive to affirm and secure equal rights for all Americans in every field of life.

The Colorado Labor Council, AFL-CIO, continue to assure to all workers without regard to race, creed, color, or national origin, the full benefits of union organization.

We recommend that our affiliates set up Civil Rights Committees and machinery for effective administration of a meaningful civil rights program within their ranks, working in close cooperation with the Civil Rights Committee and the Civil Rights Department of the AFL-CIO.

We recommend that our affiliates insist on non-discrimination by employers in hire, tenure and conditions of employment, and in advancement of their employees. We urge our affiliates to include a non-discrimination clause in every collective bargaining agreement they negotiate and to provide for effective administration of such a clause.

We recommend that our affiliates take the initiative in assuring equal opportunity in all apprenticeship training and vocational training programs.

We pledge our support for the passage of an enforceable State Fair Employment Practices Act. We also call for enactment of enforceable fair employment practices laws by all cities of Colorado not having such laws and for strengthening of such existing laws where necessary to ensure their effectiveness.

Submitted by  
THE EXECUTIVE BOARD  
COLORADO LABOR COUNCIL,  
AFL-CIO.

No. 1. We recommend that our affiliates work and support other liberal groups within their communities in accordance with the intent of Paragraph 5 of this resolution. We pledge our support to the Colorado Anti-Discrimination Commission not only in implementing the newly revised FEP law, but to strengthen it if needed.

Be it further pledged that the Colorado Labor Council, AFL-CIO, initiate a program whereas first, second and third certificates of achievement be given to locals who in the previous two years made accomplishments in the field of Civil Rights. These certificates of achievement would be presented at each constitutional convention.

With these additions, the committee recommends the adoption of Resolution No. 4.

(The motion was regularly seconded.)

Resolution No. 20 -- Discrimination--Civil Rights

WHEREAS, It is the policy of the Colorado Labor Council, AFL-CIO, to oppose unfair discrimination in all its forms because of race, creed, color, national origin or ancestry, and

WHEREAS, Unfair discrimination in the rental and the purchase of housing withholds from many Americans their constitutional right to hold and occupy housing facilities of their choice because of race, creed, color, national origin or ancestry, and

WHEREAS, Unfair discrimination in housing imposes an undue hardship upon many workers by compelling them to travel long distances to and from their places of employment, and

WHEREAS, Unfair discrimination in housing because of race, creed, color, national origin or ancestry creates, aggravates and intensifies neighborhood deterioration and crime and delinquency problems because those people discriminated against are compelled to live in sub-standard housing and in overcrowded conditions. Therefore be it

RESOLVED, That the Colorado Labor Council, AFL-CIO, go on record favoring open-occupancy housing, and

That the Colorado Labor Council, AFL-CIO, promote open-occupancy housing in their respective jurisdiction, and

That the Colorado Labor Council, AFL-CIO, actively and aggressively support enforceable open-occupancy housing legislation in the State of Colorado and in its towns and cities.

Submitted for  
COLORADO UNIONS OF PUBLIC EMPLOYEES (AFL-CIO)  
Colorado Federation of Teachers (AFT)  
Colorado State Council of Locals, No. 13 (AFSCME)  
By: Herrick S. Roth, Delegate, Teachers Local 858.

The committee recommends concurrence, and I so move.

(The motion was regularly seconded. There being no discussion when called for, it was put to a vote and carried.)

## Education

The objectives of the Commission's educational activities are as follows:

1. To sell to management the fact that FEP is good business.
2. To obtain for minority people equal treatment by employers, labor organizations, employment agencies and places of public accommodation.
3. To encourage minority people to take advantage of the training and educational opportunities available to all alike.
4. To encourage minority people to make sustained efforts to find jobs commensurate with their training, education, work experience and capabilities.
5. To obtain for minority people equal consideration for employment, upgrading and union membership upon the basis of their individual qualifications regardless of race, creed, color, national origin or ancestry.
6. To obtain for minority people equal treatment by places of public accommodation regardless of race, creed, color, national origin or ancestry.

To achieve those objectives the Commission uses a variety of techniques: Mass media publicity, displays, posters, personal appearances, individual counseling, personal calls on management, labor, employment agencies and places of public accommodation.

The following is a list of the Commission's educational activities:

### Appearances and Calls

- 165 speeches by Commissioners and staff to a total audience of 6,459.
- 58 interviews with management, employment agencies, labor organizations and places of public accommodation. Some of these interviews were in connection with special problems, while others were on general policy matters.
- 132 interviews with one or more officials of that number of union locals.

### Conferences and Workshops

- 8 meetings with the professional staff members of Denver agencies engaged in combatting discrimination.
- 25 conferences and workshops in which the Commission was actively involved.
- 4 interstate conferences: The annual meeting of the National Association of Intergroup Relations Officials at Kansas City; two meetings of the Interim Planning Committee of the Governor's Committee on Civil Rights-- one at Detroit, the other at Denver; and the annual meeting of the Conference of Commissions Against Discrimination at Denver. The Commission was host to the

CCAD meeting. CCAD is an association of Canadian, state and municipal commissions administering enforceable laws against discrimination in employment, housing, public accommodations and education, or some of them, because of race, creed, color, national origin or ancestry.

#### Radio and Television

- 9 interview-type radio programs.
- 1 guest appearance on KOA-TV's regular Tuesday evening "Spotlight" program.
- 1 telecast of "Commencement" by KK-TV, Colorado Springs. This film was produced by the President's Committee on Government Contracts. It dramatically describes how discrimination can become the established practice of a company unless management takes positive steps to prevent it.
- 2 telecasts of "The F.E.P. Story" by KRDO-TV and KK-TV, both at Colorado Springs. This film has been televised by every Colorado TV station at least once.

#### Films

126 showings of "The F.E.P. Story" to a total audience of 4,134. This 13-minute, color, sound film was produced by the Commission in 1954 at a cost of \$7,100. It has been shown 361 times to a total audience of 38,631 at a cost of less than two cents for each viewer. If the television audiences were added to the 38,000 viewers, the unit of cost would be reduced to a small fraction of a penny.

6 showings of "Commencement" to a total audience of 572.

10 showings of 5 other films to a total audience of 194.

#### Printed and Mimeographed Material Distributed by Mail or at Meetings

- 148 copies of the Colorado Anti-Discrimination Act of 1957.
- 145 copies of the Colorado Civil Rights Anti-Discrimination Act as amended 1957.
- 42 copies of the Commission's "Rules of Practice and Procedure."
- 82 copies of "About Fair Employment." This publication contains an historical account of the development of FEP legislation in the United States, the Commission's 1955-56 Annual Report and a five-year summary of FEP in Colorado.
- 470 copies of the Commission's Third Annual Report, 1956-57.
- 724 leaflets, "About Getting A Job," 1956.
- 14,715 leaflets, "About Management's Role," 1957.
- 6,682 leaflets, "About Your Rights," 1957.
- 13,392 leaflets, "About Civil Rights," 1957.

- 15,563 non-discrimination posters, 1958.
- 13,513 open letters to high school graduates, 1958.
- 77 copies of a report on the "Denver Negro Community Survey." This report was also included in the 1956-57 Annual Report.
- 67 copies of a report on the "Private Employment Practices Survey" from the Denver metropolitan area. The report of this survey for the state was included in the Commission's 1956-57 Annual Report.
- 200 "Employment Agency Manuals." This manual contains suggested procedures to be followed by employment agencies when referring minority applicants to jobs and, also, how to handle discriminatory job orders. It was approved by the Executive Committee of the Rocky Mountain Association of Private Employment Services.
- 241 "Equal Employment Opportunity Week" sample proclamations were sent to Colorado mayors with a covering letter requesting them to issue similar proclamations in cooperation with the President's Committee on Government Contracts. Governor McNichols proclaimed the week of May 11, as Equal Employment Opportunities Week in Colorado.

The press, radio and television gave splendid coverage to the Commission's activities throughout the year. The quality of this news coverage not only supplemented the government's educational efforts, but also indicated the public's interest in the Commission's effort to develop understanding among peoples of various ethnic origins.

### Regulation

By authority vested in it by the Colorado Anti-Discrimination Act of 1957 and the Colorado Civil Rights Anti-Discrimination Act as amended 1957, the Commission is empowered to receive, investigate, and pass upon verified complaints alleging discriminatory or unfair employment practices because of race, creed, color, national origin or ancestry. An aggrieved person, a Commissioner, or the Commission may file verified complaints against a person, an employer, an employment agency, a labor organization or a place of public accommodation.

Complaints may be dismissed upon the face of the information contained in the complaint or after investigation if no probable cause for crediting the allegations is found. If a finding of probable cause for crediting the allegations is made, the investigating official endeavors to settle the complaint by methods of conference, conciliation or persuasion. If those methods fail to effectuate a settlement, that fact is then reported to the Commission. The Commission then may take whatever action it deems appropriate, including re-referral to the investigating official for further investigation or for further endeavors at conciliation; or it may set the complaint down for hearing.

Complainants may apply to the Chairman of the Commission for reconsideration of an order of dismissal or of the terms of a conciliation agreement. Both the complainant and the respondent may appeal to the district court any order issued after a hearing, or the refusal or failure of the Commission to issue an order.

#### Complaints Against Places of Public Accommodation

One complaint against a dance studio alleged that complainant was refused dancing lessons because she is a Negro. This complaint was settled by conciliation. The lessons were given to the complainant, and the respondent agreed in writing to admit students on equal terms regardless of group identity.

One complaint against a convalescent home alleged that respondent refused to admit him for nursing care because he is a Negro. The complainant's physician transferred him from a general hospital to the respondent's convalescent home. The respondent refused to allow complainant to remain there and arranged for his admittance to a convalescent home operated by a Negro. This complaint was settled by conciliation. The respondent agreed in writing to admit patients regardless of group identity.

One complaint against a bar and lounge alleged that complainant was refused entrance and service by respondent because she is a Negro. This complaint was settled by conciliation. The respondent agreed in writing to serve all patrons alike regardless of group identity.

Eleven complaints (all members of the same party) against an eating and drinking place alleged they were refused entrance and service because they are Negroes. Respondent denied the allegations. Subsequently, substantially the same party returned to respondent's establishment and were admitted and served. The complaints were dismissed on the ground of no probable cause for crediting the allegations.

One report was received alleging that a bar and lounge had charged the white member of a party the regular price for beer and a higher price to his two Negro companions. The respondent admitted the allegation. He then instructed his employees to serve all patrons at the same price regardless of group identity and also notified complainants to that effect. No complaint was filed.

Two women reported that a beauty parlor had refused to cut their hair because they are Negroes. However, the complainants failed to file complaints within the statutory time limit of 60 days.

One report from a dance hall alleged that it was losing patronage because of its non-discriminatory practice of admitting patrons regardless of group identity; whereas, a competing dance hall refused admittance to Spanish ancestry people. Investigation of the situation failed to substantiate the charges. Conferences with the parties and other interested people of the community seemed to have cleared up the situation.

One report alleged that a restaurant and bar had charged a Negro woman double the price charged her white companion for drinks. The 60-day statutory limitation for filing complaints expired without a complaint being filed.

Several reports have come to the Commission alleging that certain restaurants display signs saying, "We reserve the right to refuse service to anyone." These reported alleged violations of the public accommodations law have been followed up by correspondence with a request that the sign be removed.

#### Help-Wanted Advertisements and Application for Employment Forms

Frequently, help-wanted advertisements and application for employment forms containing discriminatory specifications and limitations, as well as discriminatory advertising by places of public accommodation, come to the Commission's attention. Here are sample illustrations of what is meant by discriminatory specifications and limitations:

"JANITORIAL -- Unusual position for experienced white man . . . ."

"Place of birth \_\_\_\_, race \_\_\_\_, religion \_\_\_\_, attach photo."

"We reserve the right to refuse service . . . ."

"Clientele restricted to the white race . . . ."

Such restrictions occur in many different forms, some blunt, some subtle. Both, whether blunt or subtle, or intentionally or unintentionally discriminatory, the effect upon people of minority identity is the same--it gives them a feeling of second-class citizenship.

The usage of restrictive specifications is prohibited by law. Usually, when the violation is called to the attention of the violator, he readily agrees to cease and desist.

#### Complaints Against Employers, Employment Agencies and Labor Organizations

One complaint against an employer alleged unfair treatment in work assignments followed by termination of employment because complainant's wife was of Cherokee Indian and French Canadian ancestry. The investigation disclosed no probable cause for crediting the allegations. The complaint was dismissed.

One complaint against an employment agency alleged that complainant had been improperly classified and refused referral to any known available jobs because she is of Spanish ancestry. A finding of probable cause for crediting the allegations was made. The complaint was settled by conciliation. The respondent agreed in writing to properly classify and refer applicants in accordance with their qualifications regardless of group identity and to make periodic reports to the Commission as to the manner of compliance. Subsequently, the respondent reported the placement of two applicants of Spanish ancestry in "non-traditional" jobs.

Three complaints against employment agencies alleged refusal to refer because complainant is a Negro. A finding of no probable cause for crediting the allegations was made. The complaints were dismissed.

One complaint against an employer alleged refusal to hire complainant because he is of Spanish ancestry. Prior to a finding by the Commission, the complainant was hired and, the complaint was withdrawn.

Three complaints against employers were dismissed because of lack of jurisdiction--fewer than six employees. In two of these cases, there was prima facie evidence of discrimination because of color, and in the other there were strong indications of discrimination because of color.

Two reports of suspected discrimination were forwarded to the Commission. However, neither aggrieved person contacted the office.

Thirteen complaints against employers alleged discrimination because of group identity. A finding of no probable cause for crediting the allegations was made. The complaints were dismissed.

Two persons reported that they suspected discrimination by employers because of group identity. Although neither one filed a complaint, it was felt that circumstances warranted an inquiry, in one case an error was found in the personnel record. The error was corrected and the person's name was placed at the top of the eligible list for employment. In the second case, it was found that the job had gone to a better qualified applicant.

One complaint, Martin vs. Arapahoe County School District No. 6, alleged that complainant had been refused consideration for employment as a secondary school teacher because she is a Negro. Without reference to complainant's qualifications, respondent told complainant that it would be futile for her to file an application for a teaching position. The respondent defended its position of not considering the complainant on the basis of qualifications by pointing out that only a few Negro pupils were enrolled and by advancing as an opinion that the community was not ready to accept Negro teachers.

A finding of probable cause for crediting the allegations was made. Endeavors to conciliate the complaint failed.

The Commission set the complaint down for hearing. Based upon the record of the hearing, the Commission found against the respondent and issued and caused to be served a cease and desist order.

One complaint, Beatty vs. Arapahoe County School District No. 6, alleged that complainant had been refused consideration for employment as an elementary school teacher because she is a Negro. Without reference to complainant's qualifications respondent told complainant that it would be futile for her to file an application for a teaching position. The respondent defended its position of not considering the complainant on the basis of qualifications by pointing out that only a few Negro pupils were enrolled and by advancing as an opinion that the community was not ready to accept Negro teachers.

A finding of probable cause for crediting the allegations was made. Endeavors to conciliate the complaint failed.

The Commission set the complaint down for hearing. Based upon the record of the hearing, the Commission found against the respondent and issued and caused to be served a cease and desist order.

#### Complaints Pending June 30, 1958

One complaint, Green vs. Continental Airlines Incorporated, alleged refusal to hire because complainant is a Negro. A finding of probable cause for crediting the allegations was made. Endeavors to settle the complaint by conciliation failed.

The Commission set the complaint down for hearing. Both prior to and at the hearing the respondent admitted that the complainant filled the company's requirements for employment as a co-pilot. At the hearing the respondent challenged the Commission's jurisdiction. The respondent's brief and the Commission's brief on the question of jurisdiction and the record of the hearing were before the Commission on June 30, 1958, awaiting action.

Three complaints against employers alleging discrimination because of group identity are under investigation.

One complaint against an employment agency alleging refusal to refer because complainant is a Negro is in a conciliation stage.

The following three charts summarize the total number of complaints processed to June 30, 1958, according to: Respondents, final disposition and Complainant's group identity.

CHART I  
Respondents

Year	Employers	Employment Agencies	Unions	Public Accommodations	Total
1951-52	3	1	2	0	6
1952-53	7	2	1	0	10
1953-54	12	0	1	0	13
1954-55	11	0	1	0	12
1955-56	8	4	0	0	12
1956-57	19	3	1	0	23
1957-58	25	5	0	18*	48
TOTALS	85	15	6	18	124

\* Jurisdiction over places of public accommodation was vested in the Commission, April 30, 1957.

CHART II

Final Disposition

Year	With-drawn	Dismissed	Conciliated	Hearing	Action after Hearing	Pending	Total
1951-52	1	2	2	1	1 Dismissed	0	6
1952-53	5	2	3	0	-	0	10
1953-54	6	5	2	0	-	0	13
1954-55	7	3	0	0	-	2	12
1955-56	7	3	2	0	-	2	12
1956-57	10	7	5	0	-	3	23
1957-58	7	34	4	3	2 Cease & Desist Orders 1 Pending	3	48
TOTALS	43	56	18	4		3	124

CHART III

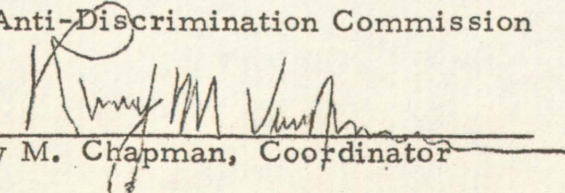
Group Identity of Complainant

Year	Spanish Ancestry	Negroes	Jewish	Japanese	Other	Total
1951-52	1	4	1	0	0	6
1952-53	4	6	0	0	0	10
1953-54	2	9	1	0	1	13
1954-55	7	5	0	0	0	12
1955-56	3	7	0	0	2	12
1956-57	10	10	0	0	3	23
1957-58	12	35	0	0	1	48
TOTALS	39	76	2	0	7	124

Respectfully submitted this first day of December, 1958.

Colorado Anti-Discrimination Commission

By

  
Roy M. Chapman, Coordinator



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