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1964-1965



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1964-65

STATE OF COLORADO
John A. Love, Governor

COLORADO CIVIL RIGHTS COMMISSION
(As of June 30, 1965)

PRESENT COMMISSION:

Mrs. Dora Piccoli, Chairman (Term expires 3-13-68)
Durango

Rabbi Nathaniel Pollack (Term expires 3-13-69)
Pueblo

Mr. Willie E. Anthony (Term expires 3-13-69)
Denver

Mr. Lawrence J. Lee (Term expires 3-13-68)
Denver

Mr. Gerald M. Quiat (Term expires 4-13-67)
Denver

Mrs. Armando J. Sisneros (Term expires 4-13-67)
Denver

Mr. Max Torres (Term expires 3-13-69)
Trinidad

COMMISSIONERS WHO RESIGNED OR TERM EXPIRED (64-65)

Mr. Franklin Thomas, Denver (Transferred out of state)
Mr. George White, Pueblo (Transferred out of state)
Mrs. Tor Hylbom, Colorado Springs (Term expired)

COLORADO CIVIL RIGHTS COMMISSION STAFF
(As of June 30, 1965)

STAFF

CIVIL RIGHTS SPECIALISTS, DENVER OFFICE

Mr. James F. Reynolds
Director

Mr. Warren D. Alexander

Mrs. Eleanor G. Crow

Mr. John A. Robinson

Mr. James F. Warren

Mrs. Mary V. McLucas *
Acting Ass't. Director

CIVIL RIGHTS SPECIALIST, PUEBLO OFFICE

Mr. J. David Penwell
Ass't. Attorney General

Mr. August G. Roybal, Jr.

Mrs. Sylvia Proffit
Office Manager

* Deceased 8-31-65

STAFF MEMBERS WITH THE COMMISSION DURING 1964-65

Mr. Samuel Martinez, Assistant Director
Miss Ruth Steiner, Civil Rights Specialist
Mr. G. H. Denny, Civil Rights Specialist
Mr. Bruce Patrick, Civil Rights Specialist Trainee
Mr. Richard Becker, Civil Rights Specialist Trainee

CLERICAL PERSONNEL

Miss Peggy Canady
Miss Betty Gustafson
Mrs. Shirley Hayes

JOB CORPS

Miss Barbara Brito

TABLES

Table		Page
1	Complaints and Reported Violations Classified by Location of Alleged Discrimination (1964-65)	6
2	Formal Complaints Filed (1964-65) by Type of Complaint and Group Identity of Complainant	7
3	Disposition of Complaints (1964-65)	7
4	Summary and Analysis of Employment Cases 1964-65 by the Month Indicating Group Identity, Sex, Disposition, Findings of Probable Cause	9
5a	Respondents in Employment Complaints Fiscal Years 1951-1965	10
5b	Types of Respondents in Greater Detail (1964-65) Employment Complaints	11
6	Disposition of Employment Cases by Class of Respondent (1964-65)	12
7a	Reasons Why Employment Cases were Dismissed and Probable Cause Not Determined (1964-65)	14
7b	Reasons Given by Respondents for Discharging or Not Hiring Complainants in Employment Cases (1964-65)	15
8	Summary of Public Accommodations Cases (1964-65)	18
9	Summary and Analysis of Housing Complaints (1964-65)	22
	a--Complaints by Month Filed	22
	b--Property Offering Involved	22
	c--Category of Property Involved	22
	d--Allegations	22
	e--Disposition of Cases	22
	f--Group Identity of Complainants and Disposition	23
	g--Classification of Housing Respondents (1964-65)	23
10	Summary of Reported Violations (1951-65)	26
11	Analysis of Respondents for Reported Violations (1964-65)	26-27
12	Distribution of Population by Counties and Minority-Group Classification--includes percentage of families in county with income of less than \$3,000 per year.	49-50
13	Population Composition of Colorado and Four of its Cities (1960 Census)	51
14	Social and Economic Characteristics of Spanish-surnamed persons for Selected Counties (1960 Census)	52
15	Number and Types of Complaints filed with the Colorado Civil Rights Commission (1951-1965), and Group Identity of Complainants, and Commission Budget.	53

TABLE OF CONTENTS

		Page No.
I.	COLORADO CIVIL RIGHTS HIGHLIGHTS	1
II.	THE COMMISSION, ITS COMMISSIONERS, STAFF AND FUNCTIONS	2
III.	COMPLAINTS	4
	Introduction	4
	Employment Complaints	8
	Public Accommodations Complaints	18
	Housing Complaints	20
	Reported Violations	25
IV.	RESEARCH AND COMPLIANCE PROGRAMS	27
V.	EDUCATION	28
	Workshops and Conferences	29
	Summary of Conferences and Workshops Attended, Speeches Given, Literature Distributed	33
	Program and Educational Materials	34
	Radio Project	35
	In-Service Training and Trainee Programs	36
	Newsletter	36
VI.	HOUSING	37
VII.	HUMAN RELATIONS COUNCILS AND COMMISSIONS IN THE STATE OF COLORADO	38
VIII.	FIRST ANNUAL HUMAN RELATIONS AWARD	39
IX.	DECAL CONTEST	40
X.	COOPERATION WITH CIVIL RIGHTS GROUPS OUTSIDE THE STATE	41
XI.	REPORT FROM THE ASSISTANT ATTORNEY GENERAL	42
	Legislation Passed in the 1965 Session of the General Assembly	42
	Changes of Rules	43
	Promulgation of Regulations	43
	Legislation Recommended	44
	Commission Hearings	45
XII.	PLANS FOR THE FUTURE	47
	TABLES	

I. COLORADO CIVIL RIGHTS HIGHLIGHTS

A glance back over the year reveals changes and accomplishments brought about by hard work and the help of many concerned individuals, organizations and churches. The amendment of the Fair Housing Act rises above all others. Loopholes in the original Act of 1959 were eliminated and the coverage extended to make Colorado's Fair Housing Law one of the strongest and most comprehensive in the nation. The realtors have shown increased acceptance of the Act and have voted resolutions of nondiscrimination at their statewide meeting.

The year also saw nondiscriminatory clauses added to the Cemetery Laws. The Anti-Discrimination commission's name was changed to Civil Rights Commission, and the staff members had their titles changed from Social Relations Specialists to Civil Rights Specialists, bringing the title into conformity with the Commission's new name.

Plans were made to open a full-time one-man office in Pueblo under August G. Roybal, Jr.'s direction on July 1, 1965. Mr. Roybal will also handle the Colorado Springs Office which is currently open one day a week.

This was the year which saw the resolution of the Marlon Green case (Marlon Green vs. Continental Airlines). After seven years of litigation, Mr. Green was finally hired as a pilot for Continental Air Lines with full seniority standing but without back pay.

No major racial disturbances have marred the Colorado climate, although the Commission is aware of areas in which there are undercurrents of dissatisfaction and attempts are being made to attack these areas.

A survey was conducted of the employment practices in all of the state agencies which indicates that Colorado's minority-group members do not fare as well in state jobs as do members of the majority group. The median grade level for all state employees is grade 12, but for Negroes and Spanish-American citizens it is grade 7.

The number of employment complaints rose considerably during the last five months of the year ending the year (1964-65) with 108 employment cases as compared to 64 for the previous year. There were also 24 housing complaints and 6 public accommodations complaints filed during the year. Two hearings were held: one case which went to hearing was dismissed for lack of evidence; the other resulted in court orders for enforcement.

A new regulation was formulated defining bona fide clubs in order to control evasion of the fair housing laws or restrictions on the use of various public accommodations. The rules and procedures were amended on a number of counts with the addition of a procedure for injunctions as required by the new housing law.

A decal contest was sponsored for high school students to design a symbol to be used to denote establishments abiding by and implementing the Fair Employment Practices of both the state and federal laws.

Plans were made for an Annual Human Relations Award and dinner at which the award is presented. The first award was made in July of 1965. The recipient was Sheldon Steinhauser, Director of the Regional Office of the Anti-Defamation League.

The following workshops were sponsored by the Commission: a Workshop for the Military Establishments on State Laws; "Civil Rights in Your Community"; Spanish-American Community Problems, and "The Culturally Deprived Child." Speakers were also provided for a large variety of groups.

Human relations councils have been established in Denver, Littleton, Aurora, Southwest Adams County, Jefferson County, Southeast Denver, and Colorado Springs. The cities of Boulder and Fort Collins established human relations commissions as an arm of the city government.

Mrs. Rachel Noel was the first Negro to be elected to the Denver Board of Education. The Denver Public Schools initiated a limited open enrollment plan to aid in overcoming "De Facto" segregation.

II. THE COMMISSION, ITS COMMISSIONERS, STAFF AND FUNCTIONS

The present organization of the Colorado Civil Rights Commission was established by the Colorado Anti-Discrimination Act of 1957. The Commission consists of a seven-member Commission. The Director and staff comprise the Civil Rights Division of the State government which is under the jurisdiction and direction of the Commission.

The Commissioners are appointed by the Governor for four-year staggered terms. They meet once a month and attend relevant national, state and local meetings. They are unpaid except for expenses incurred in the carrying out of their duties.

The Division is administered by the "Coordinator," who is appointed by the Governor after a competitive Civil Service examination. It is an independent state agency with a present professional staff of eight and a clerical staff of five. Its budget for 1964-65 was \$94,295 distributed as follows:

EXPENDITURES (1964-65)

Personnel Services	\$78,346
Operating Expenses	6,104
Travel	8,757
Capital Outlay	<u>1,088</u>
Total	\$94,295

The powers and duties of the Commission are generally to enforce the Colorado Civil Rights Statutes which cover employment, housing and public accommodations. The functions include (1) receiving and investigating complaints; (2) investigating and studying the existence, character, causes and extent of discrimination and formulating plans for its elimination by educational or other means; (3) holding hearings upon any complaint, subpoena of witnesses, books and papers; (4) issuing publications and reports of investigations and research which may tend to promote good will among the various racial, religious and ethnic groups of the state; (5) making recommendations to the Governor, general assembly, and other persons concerned with carrying out the laws, (e.g., employers, employment agencies, labor unions, realtors, hotel, motel and restaurant proprietors, etc.); (6) cooperating with other agencies and organizations both public and private, whose purposes are consistent with the Commission's in planning and conducting educational programs designed to eliminate racial, religious, cultural and inter-group tensions.

The Commission's attorney is assigned to the Division by the Attorney General and is designated as an Assistant Attorney General. His office space and secretarial help is provided by the Division.

A number of changes were made in the personnel of both the Commission and the staff during the year. Mr. Max Torres was appointed to fill out Mr. Robert Keeler's term, and Mr. Franklin Thomas was appointed to a four-year term replacing Mrs. Gladys Mills. Mr. Torres, a Trinidad rancher, is a former school teacher, Welfare Department Investigator, and served as a member of the Colorado Advisory Committee for the United States Civil Rights Commission. Commissioner George White, who had been a former Chairman and a Commissioner since 1957, resigned because of a job transfer. Rabbi Nathaniel Pollack of Pueblo was appointed to fill out his term and has been reappointed to serve until March 13, 1969. Mrs. Tor Hylbom's term expired, and the vacancy was filled by the appointment of Mr. Willie E. Anthony, a Denver Insurance Agent, who has been actively involved in many community activities, including

NAACP, YMCA, building fund drive for Carver Day Nursery School and a candidate for the Colorado House of Representatives in 1964.

Mr. Thomas, Executive Secretary of the Glenarm Branch of the YMCA, resigned due to a job transfer, and his vacancy was filled by Denver attorney, Lawrence J. Lee, who is associated with the law firm of Ireland, Stapleton, Pryor and Holmes. Mr. Lee, in addition to many other achievements, was associated with the Attorney General's Honor Graduate program in the United States Civil Rights Division in Washington.

The Commission staff had a number of additions and resignations during the year. Mr. J. David Penwell was assigned as the Assistant Attorney General. Mr. Samuel Martinez, Assistant Director, took a leave of absence to become the Coordinator of the Colorado Office of Economic Opportunity and Mrs. Mary McLucas was appointed Acting Assistant Director. Miss Ruth Steiner took a leave of absence to develop medical services for civil rights workers in Mississippi. Mr. Galloway H. Denny, who had been with the staff as a Specialist for seven years, resigned to serve as Regional Industrial Training Advisor to the Department of Labor's Bureau of Apprenticeship Training. Mr. James F. Warren came to the Commission staff from the State Department of Parole, and Mr. August G. Roybal, Jr. from Trinidad joined the staff as a Trainee and is now manning the Pueblo Office singlehanded. Mr. Warren D. Alexander, Mrs. Eleanor G. Crow and Mr. John A. Robinson joined the staff in March and April as Trainees. Beginning in June, the clerical staff has had assistance from a Youth Corps worker.

III. COMPLAINTS

Introduction

Under the provisions of the Fair Employment Practices Act of 1957, C.R.S. (1963) 80-21-5 (1) through (12); and the Fair Housing Act of 1959, C.R.S. (1963) as amended, 69-7-4 (1); the powers and duties of the Commission are outlined. These include the receiving, investigation and passing upon complaints alleging discrimination in employment, apprenticeship programs, on-the-job training programs, vocational schools, the existence of an unfair employment practice by a person, an employer, an employment agency, a labor organization, or the employees, or members thereof, a joint apprenticeship committee, or vocational school. The Fair Housing Act of 1959 as amended in 1965 includes receiving, investigating and passing upon complaints alleging unfair housing practices. Both laws provide for

the holding of hearings, administering oaths, subpoena of witnesses and records and enforcement of the Commission's orders in District Court. The handling of complaints has always been regarded as one of the primary functions of the Commission and constitutes a major portion of the Specialists' work load.

The procedure for handling complaints involves the following steps:

(1) The formal filing of the complaint and recording of the details of the allegations.

(2) The investigation of the allegations by the Civil Rights Specialists including questioning of the respondents and inspecting or obtaining necessary records.

(3) The determination of probable cause that unfair employment or housing practices (as defined by the law) occurred or dismissal of the complaint by the Director (designated in the law as "Coordinator").

(4) Attempt to settle the case by persuasion, conference or conciliation.

(5) If all the above attempts to resolve the case are unsuccessful a Notice to Answer and Notice of Hearing are sent. At times, these notices will facilitate a conciliation, and a hearing will be unnecessary.

(6) A public hearing is held before the Commission if all the preceding approaches have failed. The Commission may dismiss a case or may issue orders which are enforceable by the District Court.

As the statistics show, most of the Commission's cases are settled prior to a public hearing. Under these circumstances, the case does not become public knowledge as the law prohibits disclosure of any information about a case during the pre-hearing stage. Approximately half of the employment cases are dismissed for lack of probable cause.

Location of Discrimination

The majority of complaints involve discrimination in the Denver area. However, the opening of an office one day a week in Colorado Springs and Pueblo has increased the number of cases from these cities. This illustrates that the more the Commission's functions are publicized and available to persons, the more they are used. This also serves as proof that discrimination probably exists through-

out the state, but due to inaccessibility and lack of knowledge of the Commission it is not often called into the remote sectors of the state. It should, however, be noted that the staff will travel to any point in the state to take a complaint and carry out an investigation. Two cases in Rio Grande County were handled during the year. It is to be expected that the next fiscal year will show many more cases from southern Colorado and the Pueblo area since the Commission opened a full-time office in Pueblo on July 1, 1965.

Table 1 indicates the distribution of the complaints filed by location.

Table 1

Complaints and Reported Violations Classified
by Location of Alleged Discrimination
1964-65

Location	Employ- ment	Hous- ing	Public Accom.	Rep. Viol.	Total
Alamosa				1	1
Aurora				1	1
Boulder	2			2	4
Broomfield				1	1
Climax	2				2
Colo. Spgs.	9	3	1	6	19
Commerce City	1	1			2
Denver	80	13	3	49	145
Englewood	1				1
Evergreen				1	1
Florence				1	1
Ft. Morgan	1				1
Greeley		1			1
Lakewood	1				1
Littleton	1			4	5
Longmont		1			1
Monte Vista	2				2
Northglenn	1	1			2
Olney Springs				1	1
Pueblo	7	4		5	16
Thornton	1				1
Walsenburg			2		2
TOTAL	108	24	6	72	210

The complaints filed under employment, housing and public accommodations during the last year may be compared for an analysis of group identity and disposition of the cases. (See Tables 2 and 3).

Table 2

Formal Complaints filed (1964-65) by Type of Complaint and Group Identity of Complainant

Group Identity	Employment		Housing		Pub. Acc.		Total	
	No.	%	No.	%	No.	%	No.	%
Negro	67	62	18	75	6	100	91	66
Spanish-American	33	31	4	17	0	0	37	27
Oriental	0	0	0	0	0	0	0	0
Jewish	1	1	0	0	0	0	1	1
Other	7	6	2	8	0	0	9	6
Total	108	100%	24	100%	6	100%	138	100%

Table 3

Disposition of Complaints (1964-65)

Manner of Disposition	Employment		Housing		Pub. Acc.		Total	
	No.	%	No.	%	No.	%	No.	%
Dropped or unsigned	13	12.0	2	8	1	16.7	16	11.5
Dismissed (Probable Cause)	57 (29)	52.8 (26.8)	7	28	2	33.3	66	47.5
Settle by Conference	14	13.0	8	32	0	0	22	15.8
Conciliated	8	7.4	5	20	3	50	16	11.5
Hearing	1*	0.9	2**	8	0	0	3	2.2
Pending (still open)	15	13.9	1	4	0	0	16	11.5
Total	108	100 %	25	100%	6	100%	139	100 %

* Expected to go to hearing in 1965-66.

** One of these is a 63-64 case which went to hearing in 64-65.

An interpretation of Table 2 indicates that about twice as many Negroes as Spanish-Americans file complaints although about three times as many Spanish-Americans as Negroes live in Colorado. This might be attributed to (1) the lack of knowledge of the Civil Rights Laws and the Civil Rights Commission among Spanish-Americans, both as a result of a language difference and their lack of civil rights organization and awareness, or (2) it is possible that not as many are discriminated against as openly, especially where the persons

of Spanish ancestry do not differ markedly in appearance or background from the white majority (i.e., they do not have as high a visibility in the majority culture).

From Table 3 it can be observed that there are many more employment cases than cases in housing and public accommodations, but more than one-half of the employment cases are dismissed for lack of probable cause. A smaller percentage (28%) of the housing cases are dismissed. The number of public accommodations complaints is too small for generalizations. This would seem to indicate that the housing discrimination is generally bona fide, whereas, employment is so basic to an individual's existence that he will file a case with the hope that it may help him regain a lost job or obtain a job. Apparently, also, there are many factors operating to conceal the real reasons for refusal to hire or for discharge from employment. These include: (1) that a minority-group person may not be adequately trained for many jobs, (2) that due to differences in cultural background, he may not pass the screening tests, and (3) that he may not be able to find a job and comes to the Commission for help. It is possible that in many dismissed cases, discrimination actually exists, but there were other factors operating which obscured it as a dominant reason for dismissal, refusal to hire or promote.

It will be noted that very few cases go to hearing. Among the employment cases, none went to hearing during the last year and only two housing cases reached a hearing. One of these was dismissed after the hearing and the other required court orders to enforce it. (See Jarrett vs. Fontecchio.)*

EMPLOYMENT COMPLAINTS

The employment cases were further analyzed according to a number of dimensions: (a) by the month, (b) allegations of discrimination, (c) group identity, (d) sex of complainant, (e) disposition, (f) those in which probable cause was determined, (g) reasons for dismissal, and (h) types of respondents, etc.

Table 4 includes a summary of employment cases by the month classified by group identity, sex, disposition of the case and findings of probable cause.

*For additional tables on Summary of Complaints (1951-65) and distribution of minority groups in Colorado see Appendix.

Table 4

Summary and Analysis of Employment Cases (1964-65)
by the Month Indicating Group Identity, Sex, Disposition, Findings
of Probable Cause

MONTH	NO. CASES	GROUP IDENTITY			SEX		DISPOSITION OF CASES					PROB. CAUSE	
		Negro	Sp.-Am.	Other	M	F	Dis- missed	Not Signed or Dropped	Closed by Conf.	Closed by Concil.	Still Open		Probably Go To Hearing
July 1964	11	5	4	1*	5	6	6**	3	2**				
August	6	2	4	0	3	3	6	0	0				
September	1	1	0	0	0	1	1	0	0				
October	4	4	0	0	3	1	2	0	2***			1	
November	5	4	1	0	3	2	3***	2	0				
December	5	4	1	0	4	1	0	2	0	3		3	
January 1965	5	3	1	1(6)	2	3	4	0	0	1		1	
February	10	7	3	0	8	2	6	1(1)	3	0		3	
March	18	13	5	0	13	5	8	1	5(2)	0	4	7	
April	15	5	7	3(3)	9	6	9	1	1	3	1	4	
May	13	9	3	1	8	5	7	2	0	0	4	3	
June	15	10	3	2	11	4	5	1	1	1	7	7	
TOTAL	108(5)	67	32	8	69	39	57	13	14	8	15	1	29

* The Complainant is white and her husband is a Chickasaw Indian mistaken for a Negro.

** An additional two cases were labeled dismissed but were really closed by conference.

*** One case was settled favorably by union arbitration.

(1) The original complaint had a technical error. Complainant did not return to sign the amended complaint.

(2) For one case the company would be willing to rehire Complainant - labeled dismissed, should be settled by conference.

(3) Two complaints filed by one complainant because of German national origin and the other complaint is based on difference of creed.

(4) Protestant vs. Roman Catholic.

(5) This is the total number of cases. Because of assigning the same case number to different cases (later labeled (a) and (b)), the case numbers go to only 106.

(6) Jewish.

Table 5 (a)

Respondents in Employment Complaints
Fiscal Years 1951-1965

Year	Employers	%	Employment Agencies	%	Unions	%	Total
1951-52	3	50	1	17	2	33	6
1952-53	7	70	2	20	1	10	10
1953-54	12	92	0	0	1	8	13
1954-55	11	92	0	0	1	8	12
1955-56	8	67	4	33	0	0	12
1956-57	19	83	3	3	1	4	23
1957-58	25	83	5	17	0	0	30
1958-59	42	75	12	21	2	4	56
1959-60	20	74	6	22	1	4	27
1960-61	49	79	11	18	2	3	62
1961-62	-	-	-	-	-	-	49 *
1962-63	-	-	-	-	-	-	38 *
1963-64	40	87	1	2	5	11	64 **
1964-65	97	90	2	2	9	8	108
Total	333*		47*		25*		492
%	82.2%		11.6%		6.2%		(405)*

* A breakdown is not available for 1961-62, 1962-63 and those years are not included in the total from which percentages were calculated.

** In 1963-64 there were 18 respondents under employment defined as "other" bringing the total employment cases to 64.

Table 5 (b)

Types of Respondents in Greater Detail
(1964-65) Employment Complaints

<u>Type of Respondent</u>	<u>No.</u>	<u>%</u>
City, County, State Offices, including schools	9	8
Hospitals and Nursing Homes *	16	15
Hotels, Restaurants, and Country Clubs	7	7
Service: Barber Shops, Beauty Shops, Gas Stations, Dry Cleaners, Laundries	5	5
Heavy Industry and Construction	7	7
Food Industry - Supermarkets, Dairies, Bakeries *	18	17
Retail Business, Sales *	13	12
Public Service, Telephone, Electrical	6	6
Insurance: Life, Financial	3	3
Petroleum Industry	4	4
Airlines, Transportation	3	3
Electronics and other Light Industry	5	5
Newspapers, Magazines, Radio, TV	1	1
Unions	9	8
Employment Agencies	2	2
Total	108	100%

* The three most frequent types of respondents.

Footnote:

No. of different complainants	94
No. of different respondents	86

Table 6

Disposition of Employment Cases by Class of Respondent (1964-65)

RESPONDENTS	DROPPED OR NOT SIGNED	DISMISSED	SETTLED BY CONFERENCE	CONCILIATED	PENDING	TOTAL
Government: City, County and State	2	3	1	0	3	9
Hospitals and Nursing Homes	1	13	0	0	2	16
Hotels, Restaurants and Country Clubs	2	2	1	1	0	6
Service: Barber Shops, Gas Stations, Dry Cleaners, etc.	2	3	0	1	0	6
Heavy Industry & Constr.	0	4	1	0	1	6
Food Industry: Supermkt. Dairies & Bakeries	0	8	4	4	2	18
Retail Sales	2	8	1	3	1	15
Public Serv., Telephone	1	4	0	0	1	6
Financial: Insurance	0	3	0	0	0	3
Petroleum Industry	1	1	0	0	1	3
Transportation: Airlines	0	1	1	0	1	3
Electronics & Light Industry	0	3	1	1	0	5
News Media: Newspaper, Magazine, TV, & Radio	0	1	0	0	0	1
Unions	0	5	3	0	1	9
Employment Agencies	0	0	1	0	0	1
Individual	1	0	0	0	0	1
Total	12	59	14	10	13	108

Type of Respondent

The types of respondents were analyzed to conform with information available from previous years as indicated in Table 5 (a) and into a more detailed classification for the current year as presented in Table 5 (b). Table 6 indicates the disposition of cases by type of respondent.

One of the impressions received by an analysis of the 1964-65 employment cases is that most of them are dismissed and few are clear-cut cases of discrimination. This could, perhaps be an indication that there is not as much overt discrimination taking place now in employment, but does not preclude the possibility that more subtle types of discrimination may be operating, perhaps even unconsciously. To gain more understanding of the reasons for the dismissal of the cases, Table 7 (a) was compiled.

It will be noted in Table 5 (b) that the largest number of respondents are hospitals and nursing homes, the food industry (including supermarkets, dairies and bakeries), retail sales. Also near the top of the list are city, county, state offices (including school districts) and unions. In order to investigate the seriousness of the complaints against the various types of respondents, Table 6 was compiled. This table indicates that a rather small proportion of the cases against hospitals and nursing homes show probable cause, since 13 out of 16 were dismissed, and the other three were in the "not signed" or the "pending" category. In the food industry, the picture is not as favorable. There were 18 cases filed. Eight of these were dismissed, four settled by conference, five conciliated, and one still pending. With the cases filed against government (city, county and state), out of a total of nine cases there were three dismissed and two not signed with three settled by conference and an additional one probably going to a public hearing. Retail sales (includes all stores selling directly to the public) show that out of thirteen cases, eight were dismissed, three unsigned and one settled by conference and three conciliated. The unions fared quite well with seven out of nine cases dismissed and two settled by conference. However, the numbers involved are too small to draw any definitive conclusions about a given type of respondent. The information may indicate trends and define areas in which further affirmative action and education should be undertaken.

Reasons Given for Discharging or Refusing to Hire Complainant

The apparent reasons were tabulated and categorized in Table 7 (b). In some instances, more than one reason for discharging the complainant is given. The most frequent reason is:

Table 7 (a)

Reasons Why Employment Cases Were Dismissed
and Probable Cause Not Determined
(1964-65)

<u>Reasons</u>	<u>No.</u>
1. Tardiness and absenteeism *	4
2. Unsatisfactory work performance or not qualified *	13
3. Application blank incomplete; misrepresentation on application, lack of reference *	5
4. Position filled and no evidence of discrimination	2
5. Did not pass pre-employment tests *	8
6. Rehired or willing to hire or settled either by union arbitration or upon first visit from Commission *	14
7. Age limits	3
8. Poor personnel policy but not discriminatory	3
9. Unpleasant personality and attitude	1
10. Complainant did not cooperate, either resigned or disappeared	3
11. Drinking on job	1
12. Misunderstandings (not discriminatory)	2
13. Lay-offs	1
14. Chronic complainer, troublemaker, crank	1
15. Financial difficulties against company policy	1

* Indicates one of the top five reasons.

Table 7 (b)

Reasons Given by Respondents for Discharging or
not Hiring Complainants in Employment Cases
(1964-65)

These reasons were, in a number of instances, found to be false or discriminatory. This list has more than one reason tabulated for some cases and no reasons for other cases.

<u>Reasons</u>	<u>Number</u>
1. Misrepresentation, incomplete application forms, poor references.	5
2. Work unsatisfactory or not qualified. *	23
3. Failed to pass pre-employment tests. *	6
4. Misunderstandings.	4
5. Absenteeism or tardiness. *	6
6. Age limit.	3
7. Cranks, neurotics, constant complainers.	3
8. Unsatisfactory attitude; "chip-on-shoulder" - expected discriminatory treatment, resented menial jobs. *	15
9. Financial difficulties which violate company policy.	2
10. Lay-off due to job scarcity or production.	1
11. Did not like Spanish spoken on the job.	5
12. Did not get along with customers or fellow workers.	4
13. Position filled or no vacancy.	3
14. Drinking on job.	1
15. Disagreement on compensation.	2
16. Couldn't find jobs to refer her to.	1
17. After talking with respondent, he said he would rehire or hire. *	17

* One of the five most frequent reasons.

(1) that the work performance was unsatisfactory. During the investigation the respondent is requested to furnish the investigator with concrete evidence to this effect. This is certainly an acceptable reason as long as the same standards of performance are required of all employees.

Other reasons for discharging or failing to hire include:

(2) failure to pass tests. At present, the use of tests to screen minority-group members or persons from culturally deprived backgrounds for employment is being questioned. The results of this questioning may be that tests should be used only for job-screening purposes with minority-group persons when there is an established correlation between test scores and job performance or between the skills tested and the skills required on the job. (e.g., in one of the employment cases dealt with during the year, a man who had previously worked as a laborer for a large heavy industry was denied re-employment as a laborer after an absence out of the state on the basis that he did not have a high school diploma and was now required to pass the GED.) This raises the question as to whether such an industry is not discriminating when the job does not require a high school education for satisfactory performance.

(3) can be rehired or has been rehired. This reason indicates that the employer is willing to reconsider; in some instances there was a misunderstanding; in others, the union settled the case through grievance procedures. It is possible that this situation should be classified more positively than as a dismissal.

(4) some respondents do not like Spanish spoken on the job. This is usually not the major reason the complainant was discharged but was a contributing factor. The validity of this as an employer's criticism might be questioned.

(5) unsatisfactory attitude, including statements that the complainant "was looking for discrimination," was "smart alecky," etc. These statements may be indirect evidence that the respondent expects minority-group members to conform to his stereotype for them and resents having them "out of their place."

Summary of an Employment Complaint

Ten Spanish-American women were fired the same day. They had been working in temporary positions on machines sacking potato chips. The complainants knew that an Anglo girl working on the same machine with one of the complainants had been told to bring in a friend to

work. Complaints were filed by six of the ten women. These complaints stated that the company discriminated against the complainants by dismissing them from the positions as potato chip packers when work was plentiful and when another employee who is not Spanish-American and who had the same experience and seniority was retained. Ancestry was given as the reason for discrimination.

The Commission's Specialist talked with the plant manager, the floor woman and the night foreman. It was determined that the women had been hired from the labor pool. All employees hired from the labor pool had been screened for finger dexterity and some had worked for the company on previous occasions. The plant manager claimed that the women were fired because their production was not up to par. Upon further questioning it was determined that most of the mistakes came from machine number five. Apparently, all of the persons on that machine were Spanish-American. In addition to the unsatisfactory quality of their work, it was claimed that it was a whole family working together, that they talked in Spanish which was resented by the other girls.

When it was pointed out that six other girls were fired, the floor lady, who is also a Spanish-American and has a fifteen-year pin from the company, said that she felt that the Spanish-American girls always had something against a Spanish-American who is in charge.

Further investigation also indicated that the company had planned to lay the girls off on the 16th when a large special order was filled, but had fired them on the 14th and a new request was made to the labor pool on the 15th for additional help. The labor pool manager indicated that some of the girls had carried out satisfactory work of a similar nature on previous occasions, and that on the 15th the foreman had said that he wanted some more help and that he wanted other than Spanish-Americans. All of the employees referred to the company on the 15th were Anglo.

Probable cause was found in the cases of the women who were not on machine number five. The complaints filed by those women on machine number five were dismissed because their work was not satisfactory.

A Conciliation Order was drawn up and submitted to the company. The Order required that the company pay the complainants two days' pay and that they cease and desist from any and all discriminatory and unfair employment practices with subsequent applicants and employees. The respondent was ordered to instruct his supervisors and employees of the provisions of the Colorado Anti-Discrimination Act of 1957, and was to notify the Commission in writing of actions taken to

comply with the Order. The company did not wish to sign this Order but did agree to pay the three complainants an amount comparable to two days' compensation, but did not wish to admit any violation of the Colorado Anti-Discrimination Act of 1957. It was decided to accept this proposal with the compensating amount tendered through the Commission.

The money was received and the company sent a letter informing them that the case would be considered closed by conference. The company is a nationwide concern and did not wish to have a violation on their record. It was felt that the complainants would be satisfied with this agreement and that the company would probably offer Spanish-Americans more equal treatment in the future. The Commission will keep a watch on this operation to ensure compliance.

PUBLIC ACCOMMODATIONS COMPLAINTS

Although Colorado's Public Accommodations Law has been on the books since 1895, there have never been very many cases alleging violations. The year 1964-65 saw only six cases brought before the Commission. All of the Complainants in the cases were Negroes. The case against a hospital was determined to be outside the jurisdiction of the Commission because the hospital is a military hospital under the administration of the United States Government.

A summary of the public accommodations cases is given in Table 8.

Table 8

Summary of Public Accommodations Cases 1964-65

<u>Total Number of Cases</u>	6
Number of Negro Complainants	6
Number of Other Complainants	0
Number of Male Complainants	6
Number of Female Complainants	0

<u>Characteristics of Respondents</u>	<u>1963-64</u>	<u>1964-65</u>
Hotels & Motels	0	0
Eating & Drinking Places	5	5
Recreation & Amusement Places	2	0
Personal Services (Barber, Beauty, Health)	1	1
Resorts (Hotels, Lodges, etc.)	0	0
Other	2	0
<u>TOTAL</u>	<u>10</u>	<u>6</u>

Allegations

Number

Denied equal enjoyment of accommodations.	3
Ejected physically and told not return.	1
Asked to leave and denied further use.	1
Refused adequate medical care for family.	1

Probable Cause was found 3

Disposition of Cases

No jurisdiction	1
Dismissed	2
Conciliated	3

The number of public accommodations cases was down from the previous year when there were 10 cases filed. Two of the conciliated cases were cases filed simultaneously by two men who were companions at the time when the discrimination took place. The third case which was conciliated occurred because about twenty cowboys who were in the place threatened to "jump" the Complainant and so he was asked to leave, to avoid any trouble. A description of the case is included.

Summary of a Public Accommodations Complaint

A written complaint was received from an Army Sergeant claiming that he had entered a tavern with a companion, purchased beer and played several games on a miniature bowling machine when a man approached them and introduced himself as a bouncer. He told them, "It's best that you leave. There's a colored place down the street. My white friends are coming here. You can get your quarter back." They got their hats and left.

A meeting was arranged by the Commission specialists at the tavern with the owner and the bouncer. The owner was acquainted with the situation stating that the Complainant had filed charges of disorderly conduct against the bouncer. He also said that on the night of the incident there were twenty "cowboys" ready to jump on the Complainant and his companion. He had told his bouncer to maintain order. The owner admitted that he had told the Complainant to visit another bar down the street which caters to colored. He said that the Complainant bought a six-pack of beer when he left, and an hour later the police arrived presumably as a result of a report received from the Sergeant. The police

said that they should have been called earlier so that they, rather than the bouncer, could have handled the incident.

The Commission representatives told the owner that he had no right to eject the Sergeant and his companion. He admitted that they were not the troublemakers, and that the police told him the same thing. However, he felt that the incident was a "set-up" and that he was being tested. The penalties that could be imposed by a court of law were pointed out, and it was explained that the Sergeant said he was not interested in getting any money damages, but preferred to proceed through the Commission. This made it unlikely that this was a "set-up" case. The manager was also told that the twenty "cowboys" were in violation of the law by aiding, abetting, and inciting, and if we knew their identities we could file charges against them for inciting him to disobey the law.

The manager said that his policy is to serve everyone, agreed that the incident was a mistake and next time he would call the police and let them handle any potential trouble. He signed a Conciliation Agreement, in which (1) it was agreed that all facilities of the tavern would be available to anyone henceforth and to the Complainant and his companions; (2) it was agreed to operate and to instruct his employees to operate within the provisions of the Colorado Public Accommodations Law; (3) that in the future any patrons who threaten a disturbance shall be considered as law violators and shall either agree to abide by the law or leave the establishment; and (4) the Respondent agreed to display a Commission poster showing that his place of business is subject to the Public Accommodations Law and under jurisdiction of the Colorado Anti-Discrimination Commission (now Civil Rights Commission). The case is considered closed by Conciliation.

HOUSING COMPLAINTS

The housing cases included in this report took place, in general, before the housing law was amended in April 1965. Any evaluation of the effectiveness of the new law must await next year's report.

Twenty-four housing cases were filed during the 1964-65 fiscal year. This was an increase of six over 1963-64 or a 32% increase. These are tabulated by the month, Table 9 (a), which shows an increase in cases during the second half of the year. During the first six months, nine housing complaints were received, whereas, during the second half, fifteen were filed, which is an increase of 66 2/3%.

Table 9 (b) analyzes the complaints into rental, sale or loan complaints. Seventy-eight percent of the properties concerned are rental properties. The type of housing is indicated in Table 9 (c), which shows 62% of the complaints involve apartments. Table 9 (d) analyzes the allegations indicating a wide range including white occupants threatened with eviction for allowing Negro guests in the swimming pool to asking for higher deposits for minority tenants.

The group identity in housing cases is even more predominantly Negro than are the employment cases, with 75% of the housing complaints filed by Negroes and 17% by Spanish-Americans and eight percent by whites with Negro or Spanish-American friends.

The disposition of the housing complaints indicates that only 28% are dismissed as compared to 53% of the employment cases. This might be interpreted as an indication that actual discrimination is more rampant in housing than employment, or it might be a proof that it is easier to establish probable cause in housing cases. There are many more subtle factors operating in the employment cases.

The discouraging aspect of the housing picture is that although probable cause was established in a high proportion of the cases very few complainants actually moved into and occupied the property involved in the complaint. This was due to several factors; (1) another person rented the property during the investigation or conciliatory process or, (2) the complainants found other satisfactory accommodations while the investigation was in process.

It is hoped that the amended housing law will forestall some of these occurrences in the future.

Disposition of Cases	
Category	No.
Public Hearings Held	14
Dismissed	7
Conciliated	20
Settled by Court	32
Pending	4
Not Started/Stopped	8
Total	105

Allegations	
Allegation	No.
Refusal to Rent	13
Refusal to Sell	2
Refusal to Loan	1
Refused use of facilities	1
Eviction Threatened	2
Refused to Allow Occupancy	1
Asked Higher Deposit	1
Refusal to Show	3
Total	24

* One of the cases for which public hearing was held was carried over from 1953-54.

Table 9

Summary and Analysis of Housing
Complaints (1964-65)

Total Number: 24

Table 9 (a)

Month	No. Com-plaints
July 1964	2
August	1
September	1
October	1
November	1
December	3
January 1965	1
February	3
March	2
April	3
May	2
June	4
Total	24

Table 9 (b)

Property Offering		
Type	No.	%
For Rent	19	78
For Sale	3	12
Home Loans	2	10
Total	24	100%

Table 9 (c)

Category of Property		
Type	No.	%
Apartment	15	62
House	8	33
Lot	1	5
Total	24	100%

Table 9 (d)

Allegations	No.
Refusal to Rent	13
Refusal to Sell	2
Refusal to Loan	1
Refused use of facilities	1
Eviction Threatened	2
Refused to Allow Occupancy	1
Asked Higher Deposit	1
Refusal to Show	3
Total	24

Table 9 (e)

Disposition of Cases		
Category	No.	%
Public Hearings Held	2*	8
Dismissed	7	28
Conciliated	5	20
Settled by Conf.	8	32
Pending	1	4
Not Signed: Dropped	2	8
Total	25*	100%

* One of the cases for which public hearing was held was carried over from 1963-64.

Table 9 (Continued)

Table 9 (f)

Group Identity of Complainants and Disposition

Group Identity	No.	%	Drop.	Dismiss.	Conf.	Concil.	Hearing
Negroes	18	75	1	6	8	2	2
Spanish-Amer.	4	17	1	0	1	2	0
Anglo	2	8	0	1	1	0	0
Total	24	100	2	7	10	4	2*

* One of the cases for which public hearing was held was carried over from 1963-64.

Table 9 (g)

Classification of Housing Respondents 1964-65

Respondents	No.	%
Owner	14	58
Real Estate Agent	4	17
Builder	1	4
Mortgager	1	4
Manager of Apt.	4	17
Total	24	100%

Summary of a Housing Complaint

The Complainant came to the Commission to file a complaint because she and her guests had been denied the full privileges and facilities of her apartment house because her guests were Negroes.

The incident occurred on May 30 when four Air Force Academy Cadets came to visit the Complainant and her three apartment-mates. Two of the cadets were Negroes. They suggested swimming in the apartment swimming pool but both of the Negro cadets asked specifically if it would be all right and the Complainant had assured them that it would be.

A short time later the apartment house manager came to the Complainant's apartment and asked the Complainant and her roommates to request the cadets including the two Negro cadets to leave the pool. The Complainant refused. The manager said there had been some complaints and he had orders to keep peace in the building. The girls refused to ask their guests to leave the pool and the manager threatened to close the pool. The Complainant told the manager to have the complainers present their complaints in person. The manager could not locate them.

On June 2, the apartment manager came to the Complainant's apartment and presented a notice to vacate. The Complainant paid the rent that afternoon but due to a mixup in the transfer of funds, the check bounced and the Respondents still hold the check. The Complainant has lived in the building two and one-half years.

The next day another witness to the incident was contacted. He had taken notes during the discussion between the apartment manager and the Complainant and confirmed that when the manager was asked why he wanted the cadets to leave the pool he said, "Other tenants are complaining." When asked what the complaints were, he replied, "Colored people in the pool is what it boils down to." The witness stated that the cadets behaved very well and he would be glad to act as a witness if necessary.

On June 4, the owner was contacted but did not want to discuss the case by telephone. The Assistant Director and the Specialist held a conference with the apartment house owner. He first discussed the problem surrounding the notice to vacate. According to the owner, the previous manager had been somewhat lax in rent collecting. The present manager has only been managing the apartment for the last two or three months and had orders to enforce prompt rent collection. The owner insisted that he was unaware of the incident of May 30 until he received a letter from the Complainant's attorney. He also claimed that the manager had been

informed of the requirements of the law but due to a lack of experience had yielded to pressure put on him by complaining tenants. The owner had a list of the complaining tenants and agreed that the notice to vacate might be connected to the May 30th incident, especially since the manager had not given notice to other tenants and just singled out these girls.

It was recommended that the Commission discuss the law with the manager and provide him with enough information to enable him to make his legal position clear to the complaining tenants. The owner recognized that the manager must inform the tenants that he must operate within the law. The owner said that the girls would be able to remain and would have full privileges, including the use of the pool for their guests.

The Specialist talked with the manager who upon questioning admitted that the allegations in the complaint were true and that he had yielded to pressure. He was given a copy of the Fair Housing Law and the pamphlet "Equal Rights in Colorado" with the appropriate sections underlined. It was suggested that he show the complaining tenants just what the law says and how it operates. The manager agreed to comply with the law and agreed that all tenants and their guests would be equally treated in the use of all facilities offered as part of the tenancy. He will not attempt to evict the Complainant unless she violates the lawful rules concerning her tenancy. He seemed relieved to have the matter settled and hoped he would not have to go through something like this again. The case was considered closed by conference.

Comment: This is a rather unique case involving a white Complainant whose guests were denied the use of all facilities because they were Negroes. She was discriminated against also in being asked to vacate the apartment because she would not accept the discriminatory policy. The case came under the law because of the statement C.R.S. 69-7-5 (1) (b) that it shall be an unfair housing practice to refuse "privileges pertaining to any housing."

The circumstances would have warranted a conciliation agreement but because of the cooperation and known attitudes of the owner, it was agreed to settle the case by conference.

REPORTED VIOLATIONS

The Commission staff receives many reports of discrimination which may not directly involve the person who makes the reports or for various reasons the Complainant does not wish to file a formal complaint, or the particular incidents do not fall under a specific

aspect of the law but involve incidents of discrimination. These reports are filed as "Reported Violations" and are investigated by the staff but are not usually given as much time as a formal complaint. These cases do not necessarily have a Complainant. They are classified as falling under employment, housing, public accommodation or no jurisdiction. Table 10 includes a summary of all RV's 1951-1965.

Table 10

(Summary of Reported Violations 1951-65)

	Employment	Housing	Public Acc.	No Juris.	Total
1951-52	2				2
1952-53	2				2
1953-54	2			1	3
1954-55	2			1	3
1955-56	7			1	8
1956-57	14				14
1957-58	28		4	6	38
1958-59	24	9	3	2	38
1959-60	25	20	9	2	56
1960-61	21	33	12	12	78
1961-62	20	15	6	13	54
1962-63	16	11	13	2	42
1963-64	26	9	12	13	60
1964-65	25	12	6	29	72
TOTAL	214	109	65	82	470

An analysis of the types of Respondents for the RV's is included in Table 11.

Table 11

(Analysis of Respondents for Reported Violations (1964-65))

Public Accommodations RV's

Housing RV's

Type of Respondents

Type of Respondents

Drug Stores	1
Eating & Drinking Places	2
Health (Hospital, Hot baths)	2
Sports (Pool Hall)	1
TOTAL	6

Owners	1
Real Estate	
Agents	4
Apartment	
Managers	4
Other	3
TOTAL	12

(Table 11 continued on the following page.)

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Table 11 (Continued)

<u>Employment RV's</u>		<u>No Jurisdiction RV's</u>	
Type of Respondents		Type of Respondents	
Hotel, Lodge, Motel	2	Health Service	3
Food Industry, Supermarkets	1	Manager of	
Government: Federal, State		Apartment	1
County and Local	7	Government	9
Communications - Telephone,		Persons	7
Airlines	2	Clubs	2
Heavy Industry	2	Companies	2
Light Industry, Engineering	3	Hotels, rest-	
Hospitals, Nursing Homes	4	aurants	2
Financial	1	Retail Sales	3
Service: Dry Cleaners	1	Commercial	
Employment Agency	2	Rental	1
TOTAL	25	TOTAL	30

IV. RESEARCH AND COMPLIANCE PROGRAMS

The Commission conducted several compliance surveys and investigations during the year which are available under separate cover entitled Surveys and Studies of the Colorado Civil Rights Commission 1964-65.

Included in this publication are summaries of the following:

1. Employment Application Form Compliance Survey of Nursing Homes, Hospitals, and Voluntary Non-Profit Organizations; The Fair Employment Compliance Survey of State Agencies.
2. Employment Survey of State Agencies.
3. Barbershop and Beauty Parlor Compliance Program.
4. Hotel-Motel Compliance Survey.
5. Ambulance Company Survey.
6. A study of and recommendations concerning Minority Group Specialist Programs for State Departments of Employment.

Copies of this report are available from the Commission office.

V. EDUCATION

"The Colorado Civil Rights Commission shall have the following powers and duties": ". . . To investigate and study the existence, character, causes and extent of discrimination in employment (or housing) and to formulate plans for the elimination thereof by education or other means.

". . . To issue such publications and reports of investigations and research as in its judgement will tend to promote good will among the various racial, religious and ethnic groups of the state, and which will tend to minimize or eliminate discrimination in employment (and housing) because of race, creed, color, national origin or ancestry."

". . . To cooperate within the limits of any appropriations made for its operation, with other agencies or organizations both public and private, whose purposes are consistent with those of this article, in the planning and conducting of educational programs designed to eliminate racial, religious, cultural and inter-group tensions."

(From the Powers and Duties of the Commission, Colorado Anti-discrimination Act of 1957 and Colorado Fair Housing Act of 1959)

Under the above authorization the Commission attempts a variety of educational programs. Education is thus broadly conceived, covering workshops, conferences, educational materials and publications in addition to a concern with equal educational opportunities and the teaching of human relations in the public schools and colleges and universities of the state. It also includes methods of promoting greater understanding and good will among the various racial, religious and ethnic groups in the state.

Informal meetings were held during the year to make arrangements for in-service training for teachers of the culturally disadvantaged child. Colorado State College, Greeley has made application for Federal funds for financing such workshops. A pamphlet was prepared on "The Culturally Deprived Child" for distribution at the Governor's Conference on Education. Many talks were given at public schools and educational institutions. Literature and staff assistance was provided students who were writing papers. The workshops and conferences are described below. In addition members of the staff have worked with various committees to stimulate interest in special programs which will particularly aid the minority groups.

WORKSHOPS AND CONFERENCES

Introduction

The Commission cooperated in sponsoring a number of conferences and workshops.

A conference was held with the Director of Housing at Colorado State College, Greeley and homeowners who had rooms or apartments listed with the college for rental to students. James F. Reynolds, Director, and Ruth Steiner explained the Fair Housing Law.

Members of the Commission staff cooperated in planning and participating in a session on the Culturally Deprived Child for the Governor's Conference on Education. James F. Reynolds, Director of the Commission, Bernard Valdez of the Denver Department of Public Welfare and James Voorhees of the Denver Board of Education were members of the panel. There was a large attendance and considerable discussion was generated.

A number of Spanish-American workshops were held during the year; several sponsored by universities, colleges, CORE and others.

Warren Alexander conducted a morning seminar on "The Negro" for an in-service training program of the Division of Youth Services.

A conference was held with a group of lawyers to discuss the housing law. Other Commission-sponsored workshops are described in greater detail below:

Special Workshop for Military Personnel

Since the Commanders of all Defense installations have been charged by Defense Secretary McNamara with specific responsibility for helping military personnel and their dependents when they encounter problems of discrimination because of race, creed, color or national origin in off-base situations, the Commission conducted two workshops on Colorado's three civil rights laws to assist the Defense establishments in carrying out this responsibility.

The workshops were designed to give information, materials and know-how about the laws and how to file complaints to key personnel at the various military installations.

The first workshop was held on December 8, 1964 at the Chamber of Commerce, Colorado Springs for personnel from Ft. Carson, ENT Air Base, Air Force Academy, NORAD, ARADOOM, ADC and CONAD. Attendance

included Judge Advocate Staffs, Chaplains, Housing and Billeting Services, Personnel Services, Provost Marshall, Inspector Generals, and others interested including the Colorado Springs Police Department.

The second workshop was conducted on December 15, 1964 in Denver at the State Services Building for representatives from Lowry Air Force Base, Fitzsimmons General Hospital, Air Reserve Records Center, Air Force Accounting and Finance Center, Rocky Mountain Arsenal, Office of the Provost Marshall, and the U. S. Reserve Training Center.

A system of communication was set up with each military installation whereby a contact person was designated to relay problems of concern in the area of civil rights.

Colorado Springs Workshop: Civil Rights in Our Community.

The Commission in cooperation with Colorado Springs Chamber of Commerce conducted a workshop on February 10, 1965 with an attendance of 60. The purpose of the workshop was to stimulate more meaningful communication among community leaders and to provide information on the Colorado Civil Rights Laws, and to promote awareness, interest, discussion and focus to the present state of Civil Rights in the city.

The background and the scope of the laws presented by the Commission members and the major portion of the panel was composed of representatives from local organizations and businessmen speaking from their own experiences.

The program included introductory remarks by James F. Reynolds, "How Did We Get To Where We Are Now?" followed by a panel on "Our Three State Laws and Implementation in Our Community." This included a presentation of the scope of each law followed by "My Experiences", "What Problems If Any, Have I Had in Complying With the Law?", "Last Hired, First Fired", "The Employer's View of the Minority-Group Employee", "Freedom to Live - Anywhere?", "What Have I and My Organization Done to Make Open Occupancy a Reality?"

The group broke up into three discussion groups which came up with the following conclusions:

In regard to public accommodations, Colorado Springs is a desirable vacation spot which attracts visitors from all parts of the country and must make its accommodations available to all. The availability of motel accommodations for minority-group people has improved greatly during the past five years but there is still room for improvement.

The other area of public accommodations concerns the difficulty which Negroes have in getting service in beauty and barber shops. The

operators state they do not know how to cut Negroes' hair. It was suggested that some effort be made through the State licensing department to require this skill for a license.

In the area of employment, several employers outlined their hiring policies stating that they are based on qualifications which in some instances involve a series of tests. One employer stated that few minority-group persons apply for the available jobs. It was also mentioned that small businesses are somewhat fearful of integrating their workforce and that the State Employment Department is a great offender.

The housing discussion group agreed that there are local problems although more progress has been made in the last 5 years than in the preceding 20 years. There was some discussion of sellers' and neighbors' rights with the suggestions that both the sellers and salesmen need to be educated. It was suggested that the ministers might help educate them.

The program was concluded by remarks concerning, "Where Do We Go From Here?" presented by Commissioner Mrs. Tor Hylbom.

Governor's Conference on Education -- "The Culturally Disadvantaged Child and the Dropout Problem"

A session of the Governor's Conference on Education (December 11 - 12, 1964) at the instigation of the Commission was held on "The Culturally Disadvantaged Child and the Dropout Problem". A pamphlet on this subject was written and distributed by the Commission at the Conference. The program on "The Disadvantaged Child" consisted of a panel chaired by James D. Voorhees and composed of Earl Burrows, Consultant, Dropout and Attendance, Division of Guidance Services, State Department of Education; Mr. James F. Reynolds, Director, Colorado Anti-discrimination Commission (now Civil Rights Commission); and Bernard Valdez, Manager, Denver County Welfare Department.

Mr. Burrows noted that the Denver Metropolitan area has the greatest dropout rate in the State where one out of every three students entering 7th grade drops out before graduation. The San Juan Basin and San Luis Valley showed a rate of one-out-of-four dropouts, whereas the Colorado River Valley, Arkansas River Valley and Boulder, Weld and Larimer Counties have a one-out-of-five rate; the rate for the rest of the State is one out of six. Mr. Burrows suggested a correlation between dropout rates and percentage of the population belonging to cultural minorities. He indicated that ideas are being developed to compensate for cultural deprivation through pre-school cultural enrichment, continuous progress schools and different approaches to teaching reading. It was emphasized that success experiences must be provided for disadvantaged children to change their

negative self-concepts. Mr. Burrows also stressed that one major problem to be overcome is the complacent attitude that says, "It will cost money to try it so we might as well forget it."

Mr. Reynolds portrayed the feelings of minority-group children and the vicious circle in which the child is caught. The necessity of giving the child a better self-concept and the necessity of promoting programs which will make teachers aware of the child's feeling, as well as methods for changing his self-image and motivation were stressed. In addition, Mr. Reynolds recommended that teachers' training include courses which will heighten their awareness of social problems.

Mr. Valdez spoke of the forces in our changing society which have made traditional educational processes somewhat obsolete; e.g., rural families moving to the city with cultural values and orientation which are "not in tune with the dominant values of our cities," and the tendencies of such families to cluster together creating a "culture of poverty." Mr. Valdez stressed the need for finding new approaches to motivating the children and making the school curriculum meaningful. He believed that this must be done with an understanding of the children's value systems building upon the positive values. The need for further research in this area was also stressed.

The panel participants spoke to a large and interested audience. Discussants indicated that some projects of the nature suggested have already been initiated.

Spanish-American Leadership Programs

One of the acknowledged problems of the Spanish-Americans is their lack of active leadership. A program was outlined for community meetings in Southern Colorado which would aid the Spanish-Americans in setting up Community Advisory Councils for the Disadvantaged.

A preliminary meeting was held in Pueblo, August 13, 1964. Problems which were discussed included:

- (1) The need for a full-time Civil Rights Commission Office in Pueblo.
- (2) The need for a minimum wage law.
- (3) The motivation of young people.

- (4) The existence of job discrimination.
- (5) The need for a state program which would provide coordination, communication, research and funds. However, various psychological barriers were uncovered.

A full-time office was established in Pueblo, July 1, 1965, as a result of the needs expressed at the August 1964 meeting.

SUMMARY OF CONFERENCES AND WORKSHOPS ATTENDED,
SPEECHES GIVEN, LITERATURE DISTRIBUTED.

Speeches, personal appearances and interviews	208
Meetings with cooperating agencies	75
Radio and TV Programs	15
Leaflets, booklets, etc. produced and distributed	133,919
Investigations of Complaints, and Reported Violations	206
Community Meetings	115
Workshops and Conferences	22
Compliance Visits	25
Surveys	3
Hearings	2

Conferences and meetings participated in by commissioners and staff included the following:

- Mayor Currigan's Poverty Program, July 11, 1964
- Governor's Conference on Education, (Panel for the Board of Realtors)
- Annual Conference of Colorado Federation of Latin American Groups, Grand Junction
- Choate Foundation, Spanish-American Workshop, Sept. 11-13, 1964, Denver
- Colorado Association of Real Estate Boards, Colorado Springs
- Adult Education Council Human Relation Workshops attended 1964, 1965
- Interfaith Dialogue between Catholics and Jews, Denver
- Interagency Meetings
- CORE Workshop on Spanish-Americans
- Colorado Rocky Mountain Psychological Association
- Meetings of Fair Housing Councils
- The Religious Council on Human Relations
- Human Relations Councils and Commissions
- NAACP, including NAACP National Convention, Denver
- Urban League, CORE, GI Forum, Latin American Education Foundation
- Christian Family Movement

PROGRAM AND EDUCATIONAL MATERIALS

The Commission has available publications, tapes, and movies for distribution to interested persons and organizations. A Commission display case was designed and constructed for use in displaying literature at large conferences and conventions.

The following series of tapes are available from the Commission office. They were produced by Radio Station WBAA of Purdue University and are entitled "The Last Citizen". These tapes show Negroes as many persons, an unknown, a myth, and a conscious disturber.

Tapes

The Changing Image
The City -- A Place to Live
Color and Race
Crime and Criminality among Negroes
Defense
The Education of the Negro
Intimidation
It Works Both Ways
The Last Migrant
The Last School House
The Negro in America
Negro Journalism and Negro Art
The Negro - Organized Religion and the Church
The Negro Worker in the City
Prejudice
The Present and the Future
Protest

These tapes are 30 minutes each and are available for loan without cost to individuals and organizations.

Films

The following 16 mm., sound films are available without charge from the Commission:

ALL THE WAY HOME, 28 min. B&W
AMERICANS ALL, 15 min. B&W
BROTHERHOOD OF MAN, 10 min., Color
THE BURDEN OF TRUTH, 67 min., B&W
CHUCK HANSEN-ONE GUY, 25 min., Color
COMMENCEMENT, 20 min., B&W
THE F.E.P. STORY, 13 min., Color & B&W
FOR FAIR PLAY, 25 min., B&W
THE HIGH WALL, 30 min., B&W

VI. HOUSING

Many positive factors have occurred during the past year to help create a favorable climate for fair housing in Colorado.

One outstanding area is the opening of meaningful and honest lines of communication with members of the Board of Realtors. Highlight of this continuing dialogue was the 44th Annual Convention of Colorado Association of Real Estate Boards. A panel of experts discussed the topic "The Realtor and Minority-Group Housing" before 500 realtors.

Mr. James Reynolds, Director of the Colorado Civil Rights Commission, participated in the panel speaking on the topic "A Matter of Human Dignity" explaining the difficulties Negroes and Spanish-Americans have in achieving the full participation in the main stream of life and particularly in their attempts to gain adequate and desirable housing. Other members of the panel were Rev. Eutimio Duran, Past President of the Latin-American Educational Foundation and Youth Consultant for the Denver Public Schools; Sally Bessette, Realtor of the Year of Englewood-Littleton Board of Realtors; John Hasselblad, President of the Denver Board of Realtors; and John Gorsuch, Legal Counsel for the Association.

The Convention passed a "Statement of Policy on Minority Housing" which, in part, affirms that race, color, creed, religion or national origin of clients shall not be a consideration in the realtor's determination of the quality and equality of service rendered and that any "block-busting," technique is a violation of ethics and must be strongly condemned.

A second significant event during the year was the passage of the strengthening amendments to the Colorado Fair Housing Act of 1959. For details of the amendments, see Report from the Assistant Attorney General, Chapter XI of this report.

In June of 1964 Governor Love appointed a Fair Housing Study Committee consisting of representatives from the real estate industry, civil rights groups, the state legislature, and the legal profession. In December, 1964, this committee made its recommendations to Governor Love which were subsequently introduced by Senator Don Kelly, a member of the committee, as Senate Bill No. 4.

Another bill, broader in coverage and enforcement powers, was introduced in the House by Representative Gerald Kopel and became the bill to which amendments were made.

Senator George Brown, co-author of the original 1959 Housing Act was instrumental in working out the final version of the law which passed the Senate by a vote of thirty to five and the House by a vote of fifty-seven to five.

Discussion of the legislative proceedings would not be complete without pointing out the significant supporting role played by concerned citizen groups. More than fifty groups including labor, church, civil rights, social and civic interests, participated in activities which included visits to the State House, public meetings, information-giving discussions and personal communications to individual legislators. Efforts were made to coordinate these activities through the Committee to Oppose Discrimination, a voluntary group which met almost weekly throughout the legislative session.

Individual citizen initiative exerted to impress the legislators with the crucial need to pass a strong fair housing law was gratifying. The physical presence of hundreds of such citizens in the galleries of the statehouse during the debates on the bill was indeed impressive. This unified supporting effort will contribute greatly to the creation of the kind of climate needed for the effective implementation of the law.

The amendments to the housing law make it both the most comprehensive and strongest in the nation.

Since the passage of the strengthening of the housing law a Fair Housing Center has been established in Denver with the goal of facilitating the establishment of a bona fide open-housing city.

VII. HUMAN RELATIONS COUNCILS AND COMMISSIONS IN THE STATE OF COLORADO

The Commission promotes, encourages and guides the formation of Human Relations Commissions or Councils. These may take the form of either formal branches of city and county government or as local councils consisting of groups of interested citizens. One staff member handles the Commission's relationships with these groups, and all of the staff have been involved in providing information, literature, movies, speakers etc. to these groups.

The two new Councils and two City Commissions formed during the year are the Aurora Human Relations Council, the Southwest Adams County Human Relations Council and the Boulder and Fort Collins Human Relations Commissions.

In addition to the newly formed councils, there are seven Human Relations Councils in the Denver Metropolitan area plus two City Commissions. Twenty-four Human Relations groups are listed in the state. A list of these organizations and their current officers is available, upon request, from the Commission office.

VIII. FIRST ANNUAL HUMAN RELATIONS AWARD

The Commissioners established an Annual Human Relations Award to give recognition and show appreciation to those who make a significant contribution to inter-group relations within the State of Colorado. It was established that the Commission would make an annual award to the person, group or organization whose actions or act causes a favorable change in inter-group relations within the State or any political subdivision of the State.

Nominations for the award are solicited from organizations and people active in the field of inter-group relations. The act or action considered must have taken place within the calendar year under consideration.

The final candidates for the award are nominated by a Committee appointed by the Chairman of the Civil Rights Commission. The final selection will be made by the Commission, using the following criteria for the selection:

The award should be presented only if someone can be found who qualifies when considered in light of the following criteria:

- (1) He must have gone beyond the normal requirements of his job, position, or office to assist the cause of civil rights or to achieve improvement in inter-group relations in Colorado.
- (2) His contribution must be one which, in the final analysis, will make a noticeable difference in achieving civil rights goals or improvement of inter-group relationships.
- (3) He must have performed these services without regard to personal gain or advantage.
- (4) Special consideration will be accorded to one whose approach to difficult problems is new and creative, thus offering something original that is of value.

The recipient of the first award was chosen in June 1965 to be Sheldon Steinhauser, Mountain States Regional Director of the Anti-Defamation League of B'nai B'rith. The date of the award dinner was set for July 17, 1965 and Bishop James A. Pike was obtained as the speaker.

IX. DECAL CONTEST

With the passage of the Federal Civil Rights Act of 1964 focussing the nation's attention on the need of fair or merit employment, the Commission conducted an "emblem" contest for high school students throughout the State. The emblem is to be displayed by businesses who want to make known their non-discrimination policy in the area of employment. It was thought that the contest would have a twofold purpose, that of interesting the high school student in the merits of fair employment practices and that it would motivate businesses to correct any discriminatory policies that they have permitted to exist.

In laying the groundwork for the contest the Commission sent out a letter asking interested businessmen throughout the state to make a monetary contribution so that three prizes could be set up for the contestants. This letter was mailed in September. After sufficient money was pledged to assure adequate prizes, a letter was mailed to all Colorado High School Superintendents and Principals announcing the contest, describing its intent, maximum size and type of message. The prizes were announced as \$100 U. S. Savings Bond, 1st prize, \$75 Savings Bond, 2nd prize, \$50 Savings Bond, 3rd prize, plus four runner-up prizes of \$25 Savings Bonds. Deadline for entries was March 1, 1965.

A jury consisting of a businessman, a well-known artist, and a member of the Colorado Anti-Discrimination Commission judged the entries. The judges were Mrs. Mina Conant Bellmyer, artist, Mr. Cal Pond, Safeway Stores, Inc. and Mrs. Sisneros, Commissioner. A further letter was mailed to the teachers enclosing pamphlets on all three of Colorado's Civil Rights Laws.

One hundred and sixty-two entries were received. The entries were judged for good design, execution, and carrying the message of "fair" or "merit" employment.

The prize winners were: 1st Place, \$100 Savings Bond -- Gary Warwick, Denver (South H.S.), 2nd Place, \$75 Bond, Nancy Barnes, Thomas Jefferson H. S., 3rd Place, \$50 Bond, Donna Babcock, Norwood H. S., Norwood; 4th Place, \$25 Bond, Susan Shumsky, George Washington H. S., 5th Place \$25 Bond, Pamela Gumz, Thomas Jefferson H. S., 6th Place, \$25 Bond, Judy McGraw, Thomas Jefferson H. S., 7th Place, \$25 Savings Bond, Janis Youch, Centennial H. S., Pueblo. Nineteen other students were given certificates of merit for honorable mention.

The first prize winner, Gary Warwick, South High, was invited to the Human Relations Award Dinner held in July and was honored in person by Commissioner Gerald Quiat. The decal was used on the dinner programs and additional copies distributed to the guests.

The Commission has available a large number of 1½" stickers and a limited number of 4½" decals which will be reserved for those establishments which have shown outstanding accomplishment in fair employment practices.

The criteria for awarding the decals are to be formulated by the Commissioners.

X. COOPERATION WITH CIVIL RIGHTS GROUPS OUTSIDE THE STATE

The Commissioners and Staff are active members of the two principal professional groups NAIRO (National Association of Intergroup Relations Officials) and NCCHR (National Conference of Commissions on Human Relations). The Colorado Commission has been on the Executive Board of the NCCHR for three years. During the first two years, the duties involved the administration of the business of the conference and the planning of the National Conferences. The Colorado Commission will be the host to the National Conference June 29 - July 3, 1966 at the Stanley Hotel in Estes Park, Colorado.

The Commission sent delegates to the following national or regional meetings in 1964 - 65:

Meetings attended outside the state:

- National American G I Forum Conference, San Antonio, Texas (Commissioner)
- NAIRO Conference in New York (two staff members attended)
- CCHR June 30 to July 2, 1965 (attended by two Commissioners and two staff members)
- National Conference on Poverty in the Southwest, Tucson, Jan. 25-26, 1965 (attended by one Commissioner and two staff members)
- NCCHR Executive Committee Meetings - Two meetings (attended by two staff members)
- National Committee Against Discrimination in Housing Conference, New York.

In addition to membership in professional organizations the Commission maintains constant communication with the other State Commissions of the OEEC, Community Relations, receiving their Newsletter, annual reports and the House and Home Finance publications.

The staff, as individuals, maintain individual memberships in a variety of national organizations which promote better intergroup relations including, NAACP, ACLU, CORE, URBAN LEAGUE, GI FORUM, and AAUW.

XI. REPORT FROM THE ASSISTANT ATTORNEY GENERAL

Legislation passed in the 1965 Session of the General Assembly

Two bills were passed which affected Civil Rights Laws in Colorado.

1. As set forth in Chapter 107 of the 1965 Session Laws, the Public Accommodations, Housing, and Employment laws were all amended to change the name of the Anti-Discrimination Commission to the Civil Rights Commission.
2. As set forth in Chapter 185 of the 1965 Session Laws, Colorado's Fair Housing Act was substantially amended to expand, supplement, and clarify the Commission's powers in discrimination in housing.

The main points of the bill were:

- (a) To extend the coverage of the Fair Housing Act to cover all housing publicly listed for sale, lease, or rent, with the single exception of rooms offered for rent in a single family dwelling occupied by the owner or lessee as his home.
- (b) Failure to show a home was added as a discriminatory act.
- (c) The Commission now has the power to obtain a Court Order requiring the respondent owner to show a home.
- (d) The Commission was given the power to seek an injunction in the District Court prohibiting the owner from disposing of the subject property pending the outcome of an Administrative Hearing.
- (e) Safeguards were added to the law to protect employees whose employment is affected because of observance of the law.
- (f) The law now provides for a separate civil action by the complainant wherein he can recover damages for an unfair housing practice, if the subject property has become unavailable to the complainant and the Commission has found that an unfair housing act has, in fact, occurred.

Changes of Rules.

During the spring of 1965, a review was made of the Rules of Practice and Procedure of the Civil Rights Commission. At the Commission Meeting in June of 1965, the proposed changes amendments, supplements, and additions thereto were adopted by the Commission subject to a public hearing which was held on June 30, 1965 with the new rules to become effective September 10, 1965.

Promulgation of Regulations.

After approximately a year of investigation and study the problem of private clubs being formed to evade the application of the Public Accommodation and Fair Housing laws was dealt with in the promulgation by the Commission of General Regulation No. 5. Generally it provides criteria for measuring what is, and is not, a bona fide private club and one that can lawfully be exempt from the jurisdiction of the Commission. The regulation was adopted at the same time the rules were amended as set forth in paragraph (b) above.

General Regulation No. 5 provides that the Public Accommodations law shall exclude those "accommodations, advantages or privileges of corporations, or associations of individuals organized in good faith for social, recreational, benevolent, charitable, fraternal, political, patriotic or athletic purposes, membership in which entails the payment of regular dues and/or initiation fees, and in which there exists a regularly established means of self-government by the members thereof clearly set forth in a constitution and/or by-laws adopted by the membership, as well as a regularly established means of and criteria for admitting members, or for expulsion of members by the existing membership, or by their duly elected or appointed delegates; except where application for exemption has been made to the Commission and specifically granted by the Commission, this exclusion shall not apply to any establishment, corporation or association which is operated, directly or indirectly, for purposes of profit for any individual or group of individuals or in which effective control or ownership of accommodation, advantages, facilities or privileges is vested in a proprietary firm, individual or group of individuals; and that to qualify for exclusion under this regulation such association or club must be capable of qualifying under section 501 (a) of the U. S. Internal Revenue Code of 1954 as being tax exempt".

Legislation Recommended.

(a) Fair Employment.

It is recommended that the Anti-Discrimination Act of 1957, (Colorado's Fair Employment Law), be substantially amended to remedy the inequities existing as the law is presently written, and particularly with a view toward conforming the law to better enable the Colorado Civil Rights Commission to administer not only the state act, but the provisions of Title VII of the 1964 Federal Civil Rights Act. The Federal Act specifically provides that where state agencies exist with the authority to administer similar state laws, the Federal authorities will cede jurisdiction to the state agencies.

Such a bill has been drafted for submission by the Commission. The salient points of this bill are as follows:

1. Including discrimination because of age and sex as an unlawful employment practice in the State of Colorado.
2. Expanding the coverage of the law to cover all employers.
3. Expanding the powers of the Commission for more efficient administration of the law, i.e. giving to the Commission the power to take depositions.
4. Making unequal or unfair conditions, terms, or privileges of employment, an unfair employment practice.
5. Any legislation which includes discrimination because of age should be drafted so as to protect existing contracts for retirement, pension, and insurance plans or programs.

(b) Public Accommodations.

Colorado's Public Accommodation Law should be completely revised. This law was originally enacted in 1895 and does not even, for instance, cover discrimination in airline facilities. There are many areas which are completely left out of the bill which should be covered, such as nurseries and pre-schools, cemeteries, and places of business such as insurance companies, etc.

In addition, the criminal sanctions provided in the original bill should be now removed as they require a strict interpretation of the law and have not been utilized as a remedy in the

application of the law. In spite of these defects, the present law has proven amazingly effective in the area of public accommodations and, because of this, it is recommended the preferential consideration be given to the amendment of the employment law.

(c) Overall Revision.

As an alternative to both of the above suggestions, it is recommended that serious consideration be given toward the repeal of all three statutes, (housing, employment and public accommodations), and that a bill be introduced which covers discrimination in all of these areas under one law. Some work has already commenced in this area by the National Conference of Commissioners on Uniform State Laws to draft a uniform Civil Rights Law. This is particularly important because of the increasing legislation by the Federal Government in this area, and that fact that if the state fail to keep abreast of the developments in Civil Rights, the Federal Government will invade an area which should be properly administered by the State authorities.

Congress has repeatedly expressed a desire to permit the states to retain their powers in the administration of Civil Rights Law, but unless the states recognize their responsibility, the Federal Government will pre-empt the field.

Colorado has been an outstanding leader in Civil Rights Legislation, and the next logical step is the adoption of a state uniform Civil Rights Law. It is recommended that a thorough study of this area be made and that such a law be adopted upon the completion of an effective draft of said law.

(d) Executive Orders.

Following the lead of such states as Michigan, New York and California, it is recommended that the existing Executive Order issued by the Governor on July 13, 1963 be amended and supplemented to require the observance of the principles of Civil Rights in state contracts, and in the exercise of the licensing and regulatory powers of other State agencies.

Commission Hearings.

Out of all the cases filed with the Commission in the preceding year, only two proceeded to public hearing, a most significant statistic illustrating the effectiveness of the Commission's

XII. PLANS FOR THE FUTURE

The Commission during the past year has been heartened by the results of its affirmative action programs.

Companies that would not consider searching for minority employees in the past have not only located minority employees but are presently carrying on fair hiring programs. The trend is definitely acceptance of workers on a merit basis.

There is much to be done to completely integrate the work force but a start has been made and change for the better is underway. Many employers visited have indicated interest in solving the problems involved in locating, hiring and training minority workers. Teams are being organized to assist those employers who would like to have such assistance.

The amendments to the Fair Housing law in the last legislature has given the State an effective law. Thousands of homes not heretofore available to minority homeseekers are now available. Several segments of the Community including Real Estate interests are involved in establishing a Fair Housing Center to assist minority people in locating and securing the house of their choice. Majority group members will receive assistance in selling their homes by the Center which will also carry on an educational program directed toward changing attitudes as well as housing patterns.

The Commission will in the months ahead be giving increasing attention to the affirmative action and educational programs which will promote equal opportunity for all Colorado citizens in employment, housing and education, and promoting better understanding and reducing the tensions and conflicts which exist between the various ethnic, racial and religious groups in the state.

A P P E N D I X

- Table 12 Distribution of Population by Counties and Minority-Group Classification--includes percentage of families with income of less than \$3,000 per year.
- Table 13 Population Composition of Colorado and Four of its Cities (1960 Census)
- Table 14 Social and Economic Characteristics of Spanish-surnamed persons for Selected Counties (1960 Census)
- Table 15 Number and Types of Complaints filed with the Colorado Civil Rights Commission (1951-1965), and Group Identity of Complainants, and Commission Budget.

TABLE 12

Distribution of Population by Counties and
Minority-Group Classification - Also Percentage of Families
in County with Income of Less Than \$3,000 Per Year

POPULATION BY COUNTIES - 1960 CENSUS

(1) COUNTIES	(2) TOTAL POPULATION	(3) SPANISH- AMERICAN POPULATION	(4) % OF SP-AM. IN COUNTY	(5) NEGROES	(6) % OF NEGROES	(7) INDIANS	(8) JAPAN.	(9) CHIN.	(10) FILIP.	(11) OTHER	(12) % OF TOTAL POPULATION WITH INCOME UNDER \$3,000
Adams	120,301	8,542	7.1	633	.5	94	1,058	38	114	60	9.6
Alamosa	10,000	2,494	24.9*	53	.5	7	83	7	0	15	28.8*
Arapahoe	113,426	2,987	2.6	390	.3	131	190	44	37	37	9.8
Archuleta	2,629	953	36.2*	10	.4	6	10	0	0	0	41.6*
Baca	6,310	172	2.7	2	.0	43	9	0	1	0	33.1*
Bent	7,419	1,454	19.6	31	.4	6	33	1	0	0	33.8*
Boulder	74,254	3,103	4.2	141	.2	87	244	28	7	63	16.6
Chaffee	8,298	732	8.8	28	.3	8	2	1	0	0	26.9*
Cheyenne	2,789	8	.4	0	0	0	1	0	0	1	24.3
Clear Creek	2,793	17	.6	1	0	3	0	0	0	0	16.7
Conejos	8,428	4,476	53.1*	3	0	10	19	0	0	0	49.1*
Costilla	4,219	3,065	72.6*	1	0	0	82	0	0	1	62.8*
Crowley	3,978	1,023	25.7*	5	.1	1	34	0	0	0	35.9*
Custer	1,305	93	7.1	0	.0	0	0	0	0	0	54.1*
Delta	15,602	1,173	7.5	5	.3	16	16	1	0	3	40.4*
Denver	493,887	43,147	8.7	30,251	6.1	1,133	3,049	392	168	268	15.1
Dolores	2,196	3	.1	0	.0	137	0	0	0	0	22.3
Douglas	4,816	191	4.0	2	.0	5	1	0	0	0	21.9
Eagle	4,677	1,187	25.4*	2	.0	26	0	0	0	1	27.1*
Elbert	3,708	62	1.7	7	.2	9	0	0	0	0	42.4*
El Paso	143,742	6,135	4.3	5,069	3.5	203	467	41	150	102	17.3
Fremont	20,196	1,798	8.9	199	1.0	12	2	0	1	0	29.6*
Garfield	12,017	285	2.4	18	.1	4	0	0	0	0	22.8
Gilpin	685	75	10.9	2	.3	0	0	0	0	0	...
Grand	3,557	91	2.6	6	.2	2	0	0	0	0	18.2

* in Column (4) indicates counties with 20% or more of the population Spanish-surname.

** in Column (12) indicates counties in which 25% or more of the population have incomes of less than \$3,000 per year

TABLE 12 (CONTINUED)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
COUNTIES	TOTAL POPULATION	SPANISH-AMERICAN POPULATION	% OF SP-AM. IN COUNTY	NEGROES	% OF NEGROES	INDIANS	JAPAN.	CHIN.	FILIP.	OTHER	% OF TOTAL POPULATION WITH INCOME Under \$3,000
Gunnison	5,477	142	2.6	13	.2	0	3	5	1	14	26.2*
Hinsdale	208	3	1.4	0	0	0	0	0	0	60	...
Huerfano	7,867	3,608	45.9*	54	.7	2	0	1	0	4	42.9*
Jackson	1,758	58	3.3	0	0	3	0	1	1	1	13.2
Jefferson	121,515	2,515	2.0	133	.1	109	171	12	15	2	9.5
Kiowa	2,425	17	.7	8	.3	1	0	0	0	4	20.7
Kit Carson	6,957	69	1.0	2	.0	1	0	1	1	1	25.2*
Lake	7,101	901	12.7	1	.0	45	2	0	0	0	12.1
LaPlata	19,225	2,346	12.2	31	.2	650	10	20	0	2	24.6
Larimer	53,343	2,160	4.0	86	.2	10	112	28	10	57	24.5
Las Animas	19,983	7,443	37.2*	56	.3	9	12	1	17	2	37.2*
Lincoln	5,310	58	1.1	0	0	3	0	0	0	0	27.3*
Logan	20,302	839	4.1	7	.0	23	38	1	0	0	20.3
Mesa	50,715	2,612	5.2	88	.2	40	69	23	1	10	21.4
Mineral	424	3	.7	0	0	1	0	0	0	0	...
Moffat	7,061	207	2.9	7	.1	2	0	0	0	0	13.0
Montezuma	14,024	901	6.4	26	.2	772	0	4	0	1	29.4 **
Montrose	18,286	1,291	7.1	5	.0	114	13	0	0	6	30.2 **
Morgan	21,192	1,642	7.7	12	.1	16	44	0	0	0	25.1 **
Otero	24,128	5,328	22.1 *	140	.6	7	143	0	1	4	28.0 **
Ouray	1,601	217	13.6	0	0	0	1	0	7	0	32.8 **
Park	1,822	39	2.1	0	0	0	0	0	0	1	18.8
Phillip	4,440	31	.7	1	.0	1	0	0	0	1	23.5
Pitkin	2,381	4	.1	15	.6	1	0	1	0	0	19.8
Prowers	13,296	1,424	10.7	16	.1	2	32	0	0	0	28.5 **
Pueblo	118,685	25,437	21.4 *	2,247	1.9	87	116	64	55	50	16.6
Rio Blanco	5,150	32	.5	15	.3	1	3	0	0	1	15.9
Rio Grande	11,160	3,477	31.2 *	14	.1	12	9	0	1	0	36.0 **
Routt	5,900	99	1.7	24	.4	1	1	0	0	1	30.4 **
Saguache	4,473	1,411	31.5 *	1	0	5	0	0	0	0	47.3 **
San Juan	849	145	17.1	0	0	1	0	0	0	0	...
San Miguel	2,944	132	4.4	0	0	354	0	0	0	0	20.6
Sedwick	4,242	322	7.6	25	.6	2	75	0	0	0	20.3
Summit	2,073	22	1.1	0	0	5	0	0	0	0	9.6
Teller	2,495	20	.8	0	0	0	0	0	0	0	26.8 **
Washington	6,625	46	.7	4	.1	3	1	0	0	0	27.3 **
Weld	72,344	8,831	12.2	101	.1	57	691	8	16	23	26.8 **
Yuma	8,912	75	8.4	1	0	5	0	0	1	0	33.7 **
COLORADO	1,753,925	157,173	9.0	32,992	2.3	4,288	6,846	724	605	792	

TABLE 13

POPULATION COMPOSITION OF COLORADO AND FOUR OF ITS CITIES
AS GIVEN BY THE 1960 U.S. CENSUS OF POPULATION

	Total Population	Spanish- American	Non-White Population	% Of Sp.-Am.	% Of Non-White
Colorado	1,753,925	157,173	53,675	9.0	3.1
Denver	493,887	43,147	37,440	8.7	7.6
Colorado Springs	70,194	3,471	5,642	4.9	8.0
Pueblo	91,181	16,036	2,295	17.6	2.5
Trinidad	10,691	3,688	N.A.*	34.5	N.A.*

* Not Available

Includes cases filed by the Committee on Un-American Activities
Probably includes reports of persons for selected Communist
RV - Reported Violations and Economic Control
For 1965, see Table 4

TABLE IV

Table 14

Social and Economic Characteristics of
Spanish-surnamed persons for Selected Colorado Counties
1960 Census

COUNTIES	POPULATION TOTAL	BORN IN MEXICO	MEDIAN SCHOOL YEARS		Median Income S.-A. Families	Median Income Tot. Population
			Tot. Pop.	S.-A. Pop.		
Adams	8,542	161	12.1	8.9	\$5,089	\$6,357
Arapahoe	2,987	45	12.4	11.5	5,842	7,137
Boulder	3,103	83	12.5	8.3	4,662	6,114
Conejos	4,476	...	8.7	6.9	2,436	3,067
Costilla	3,065	9	7.6	6.8	2,105	2,375
Denver	43,147	1,229	12.1	8.6	4,680	6,361
El Paso	6,135	111	12.3	10.1	4,240	5,514
Huerfano	3,608	27	8.5	7.0	2,693	3,451
Jefferson	2,515	34	12.5	12.3	6,582	7,202
Las Animas	7,443	153	8.8	7.3	3,223	3,831
Mesa	2,612	69	12.0	8.3	3,738	5,371
Otero	5,328	254	10.3	6.2	3,161	4,678
Pueblo	25,437	936	10.2	8.1	4,424	5,450
Rio Grande	3,477	7	10.6	6.6	2,446	4,004
Weld	8,831	569	10.8	6.0	3,213	4,724

TABLE 15

Number and Types of Complaints filed with
Colorado Civil Rights Commission (1951-1965)
and Group Identity of Complainants
and Commission Budget

Fiscal Year	Total Formal Complaints	FORMAL COMPLAINTS				GROUP IDENTITY OF COMPLAINANTS						Budget \$	Total No. Complaints Incl. RVs
		Employment	Housing	Public Accom.	RV***	Negro	Sp.-Am.	Oriental	Jewish	Other			
1951-52	6	6	-	0	2	4	1	0	1	0			8
1952-53	10	10	-	0	2	6	4	0	0	0			12
1953-54	13	13	-	0	3	9	2	0	1	1			16
1954-55	12	12	-	0	3	5	7	0	0	0			15
1955-56	12	12	-	0	8	7	3	0	0	2			20
1956-57	23	23	-	0	14	10	10	0	0	3	\$25,940		37
1957	THE COLORADO ANTI-DISCRIMINATION ACT OF 1957 PASSED												
1957-58	48	30	-	18	18	35	12	0	0	1	\$42,275		66
1958-59	62	56	-	6	38	51	8	8	0	2	43,605		100
1959	FAIR HOUSING LAW PASSED												
1959-60	47	27	14	6	56	24	11	11	2	10	49,905		103
1960-61	127	62	47	18	78	59	20	20	0	46*	57,191		205
1961-62	132**	49	53	18	54	85	23	0	2	22	58,274		186
1962-63	100	38	54	8	42	75	22	0	0	3*	77,284		142
1963-64	93	64	19	10	60	60	29	0	0	4	79,699		153
1964	U. S. CIVIL RIGHTS ACT PASSED												
1964-65	138	108	24	6	72	90	36	0	1	9	97,217		210
1965****	FAIR HOUSING LAW STRENGTHENED												
TOTAL	823	510	211	90	450	520	188	39	7	103			1273

- * Includes cases filed by the Commissioners
 ** Probably includes reported violations
 *** RV = Reported Violations (not formal complaints)
 **** For 1965, see Table 4

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