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ABSTRACT

Purpose of the Colorado Civil Rights Commission is to reduce and ultimately eliminate discrimination by: (1) developing programs to implement the laws; (2) studying the extent and character of discrimination in the State; (3) issuing publications and research; and (4) making recommendations to the Governor and Legislature concerning civil rights studies. Its major program is that of investigation and compliance. This program's functions are to: (1) receive, process, and investigate complaints of discrimination in employment, housing, and public accommodations and (2) close and adjust cases by troubleshooting, conference, or conciliation. The Commission's services are made available to persons in all regions of the State through its main office in Denver, its branch office in the Five Points area of Denver, and its regional offices in Alamosa, Colorado Springs, Grand Junction, and Pueblo. The Commission's activities during 1973-74 are detailed in this report which covers such topics as the Law, sex discrimination, legal actions, the budget and the case load, alleged discrimination, community relations, accomplishments, and projections and objectives for 1974-75. (NQ)

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Colorado Civil Rights Commission



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"EVERY CITIZEN has a right to expect that his or her Government will re-dedicate itself to the principle of equality and an effective program of enforcement to support that commitment."

-U.S. Commission on Civil Rights



activities 1971-1974

A Special Goal...



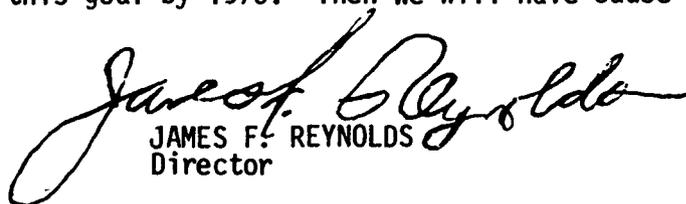
In 1976 when our nation celebrates its 200th birthday, Colorado will have a special reason for joining the festivities: our state will be 100 years old.

The goals of the Bicentennial celebration, as stated by the American Revolution Bicentennial Association are especially meaningful to all of us who are involved in the area of civil rights. They are: "to forge a new spirit for '76; a new spirit which will unite the nation in purpose and dedication to the advancement of human welfare as it moves into its third century."

To these national goals, the Colorado Civil Rights Commission would like to add another: equal opportunity in employment, in housing, in public accommodation--in all phases of life in Colorado--to all persons, as our state moves into its second century.

Since 1895 when our state's first civil rights legislation was enacted, Colorado has come a long way. But, as the late Dr. Martin Luther King said "...we've got a long, long way to go."

It is our hope that with continued support from our constituency, our staff, the Governor, the Legislature and the people of Colorado we can, indeed, reach this goal by 1976. Then we will have cause to celebrate.


JAMES F. REYNOLDS
Director

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Since 1895...

Colorado's first Civil Rights Legislation was enacted in 1895. The statute, which had been introduced by pioneer legislator and Black lawyer Joseph H. Stuart, prohibited discrimination in places of public accommodation. It was not until 56 years later, however, that the state legislature enacted the Colorado Anti-Discrimination Act of 1951, thus creating the Anti-Discrimination Division as an adjunct to the Industrial Commission.

The provision of this first fair employment practices act limited coverage to public employees, but led the way for Anti-Discrimination Commission to become an independent state agency in 1955.

Two years later the Colorado Anti-Discrimination Act of 1957 was passed and the Public Accommodation Act was placed under its jurisdiction.

In 1959, almost ten years ahead of the federal government, the Colorado Fair Housing Act, one of the first and most comprehensive fair housing laws in the nation, was passed. The bill was introduced by State Senator George Brown, who had earlier fought for the passage of the Anti-Discrimination Act of 1957.

1965 was a banner year: the Anti-Discrimination Commission became the Civil Rights Commission and, upon the heels of the U.S. Civil Rights Act of 1964, came the strengthened amendment to the Colorado Fair Housing Act, giving injunctive powers to the Commission. During that year, the state legislature also decreed that citizens would no longer be segregated in death by adding the non-discrimination clauses to the cemeteries act. Since that time, far-reaching Court decisions, as well as the addition in 1969 of sex to "race, creed, color, national origin and ancestry" as provision for coverage have increased the jurisdiction of the Commission.

Commissioners



Max Torres
Chairman



Harvey Deutsch
Vice-Chairman



Connie Sisneros
Secretary



George Morrison Jr.



Rev. Milton Proby



Dorothy Wham



Aurora Marquez

The Law

The mission of CCRC is to reduce and ultimately eliminate discrimination by developing programs to implement the laws, studying the extent and character of discrimination in this state, issuing publications and research and making recommendations to the Governor and Legislature concerning civil rights studies.

Statutory authority exists in C.R.S. 1963, 80-21, as amended; C.R.S. 1963, 25-1,2,3,4 as amended; C.R.S. 1963, 69-7 as amended and C.R.S. 1963, 146-3-5, The Proprietary School Act. In addition, the U.S. Civil Rights Acts of 1964 (Title VII) and 1969 (Title VIII) require that all employment and housing discrimination cases filed with the Equal Employment Opportunity Commission and the Department of Housing and Urban Development be deferred to state civil rights agencies for investigation.

Colorado's Employment law prohibits discrimination because of race, creed, color, sex, national origin or ancestry in hiring, firing, promotion and matters of compensation. It also prohibits discrimination by employment agencies, labor unions and on-the-job training programs, apprenticeship training, vocational schools or in advertisements.

The Fair Housing Act prohibits discrimination in the showing, renting, leasing or sale of housing or vacant land, including trailer space.

The Public Accommodations Law, passed in 1895 and revised in 1969 covers any place engaged in any sales to the public, any place offering services, facilities, privileges or accommodations to the public, including but not limited to any place to eat, drink, sleep or rest, any recreational area, public transportation and educational facilities.

Recent changes in the employment and public accommodations statutes greatly increased the case load. The 1969 and 1973 amendments adding sex to the employment law and marital status to the housing law have increased the number of sex discrimination cases each year. Sex discrimination complaints represented 16% of all complaints filed two years ago, whereas during 1973-74 the percentage of sex discrimination complaints increased to 31%. The trend indicates that the 484 sex discrimination complaints filed during 1973-74 will rise to 635 cases in 1974-75 (34% of the total complaints.)

The Fair Housing Law was amended in 1973 to prohibit discrimination based on marital status. This may account for the 15% increase in housing cases--from 89 in 1972-73 to 103 in 1973-74. The number of sex discrimination cases in housing increased from 7.9% of all the housing complaints in '72-73 to over 16% in 1973-74. Additionally, the number of cases deferred from HUD will probably increase due to the amendment to Title VIII of the Federal Fair Housing Act to include sex.

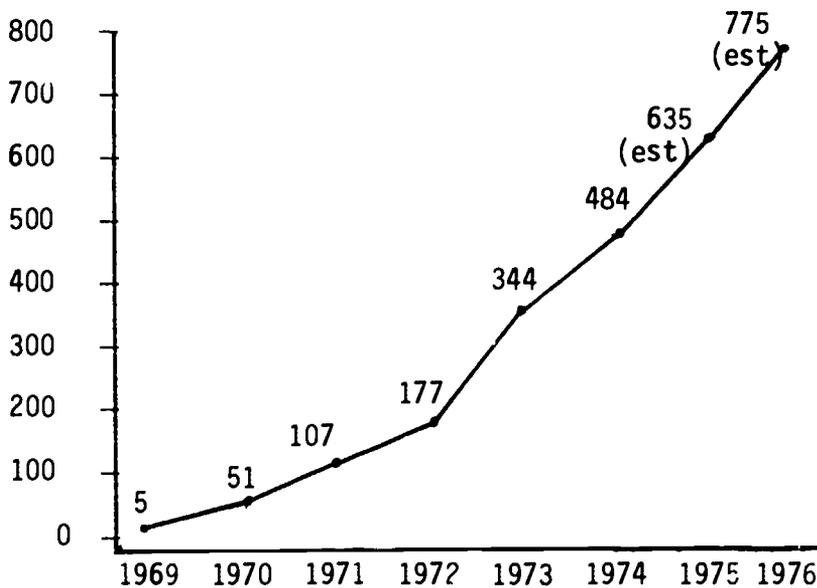
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Sex Discrimination & the Case Load

The number of employment cases has increased each year and indications are that the trend will continue, partly because the Commission's target population is increasing due to in-migration of minorities at a more rapid rate than the general population. For example, the minority population increased by 77% between 1960 and 1970 whereas the general population increased by 25.8%. It is estimated that the minority population has increased by 15% since 1970 and the majority population by only 10% in the same time period.

The target population of women comprises about 51% of the population of the State--1,117,882 women in 1970. This large population plus the rise of the women's movement has resulted in a growing number of complaints filed on the basis of sex as women are becoming more aware of the law and of their rights.

Number of Sex Discrimination Complaints Filed
1969-1974; Estimates 1975-76



NUMBER
OF
COMPLAINTS

FISCAL YEAR ENDING

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Accomplishments

- *1,579 cases were filed with the Commission during 1973-74.
- *771 cases were closed & 512 cases were terminated to EEOC and HUD without complete investigation for a total of 1,283 completely processed cases.
- *More than \$87,926.95 was obtained for Complainants from cases closed by conciliation or conference, \$18,800 was obtained by court settlements on three additional cases.
- *The Commission planned and hosted a National Conference of the National Association of Human Rights Workers in Colorado Springs in October, 1973.
- *The Assistant Attorney General argued three cases in the State Supreme Court; 14 public hearings were held on complaints and eight cases were filed and/or argued in District Court (see p. 10-11). Three cases were settled in out-of-court settlements after filing in District Court. These yielded \$17,000 (net) and \$300.
- *Members of the staff participated in approximately 125 panel discussions, discussions or speeches to educational, community or employer groups.
- *Five fact-finding hearings were held on police-community relations in Denver, Grand Junction, Alamosa, Colorado Springs and Greeley. A fact-finding hearing was held in Trinidad on School-Community relations.
- *12 in-house training programs were held for the professional staff; five Civil Rights Trainees were trained and through IPA Training Grants, all of the professional staff was able to attend an EEOC-IAOHR three-day training session.
- *A training manual was developed.
- *Seven human relations workshops were planned and presented.
- *The Rules of Practice and Procedure were revised with hearings held November 30, 1973, effective March 5, 1974. These provide for a new discovery procedure and a change in time limits for service of complaints.
- *A booklet of laws, rules, regulations and guidelines was issued.
- *Consultations were held with employers as a preventive and informational measure.

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Projections, '74-'75

- *The case load is expected to increase to a total of 1829 cases-- including 635 sex discrimination cases.
- *The budget for the estimate year will be sufficient to process completely about 825 complaints. This may reduce the backlog slightly, but is not sufficient to clear up the backlog of approximately 700 cases.
- *The new Civil Rights Specialist added in the 1974-75 appropriation will be able to clear up about 75 additional complaints and to provide needed assistance in handling intake, phone calls, workshops but will not be sufficient to handle the increased workload of 250 cases.
- *It is anticipated that the hearings on complaints will be current by January 1, 1975, so that a case can be brought to hearing within two to three months if conciliation efforts fail.
- *The Commission has been unable to satisfy the demands of the citizens in northeastern Colorado because funds were not appropriated for the opening of an office in that area. The complaints in the area will continue to be handled on a request basis with some delay in response due to scheduling and travel difficulties.

Objectives, '74-'75

- *To cut the time for processing complaints of discrimination from an average of six months to an average of three months by July 1, 1975.
- *To cut the time required to bring a case to hearing after efforts at conciliation have failed from 2-1/2 years to three months by July 1, 1975.
- *To provide prompt and effective services to the northeastern Colorado planning Regions #1 and #2 by establishing a regional office in the Fort Collins or Greeley area by July 1, 1975. The effectiveness of this measure should be quantitatively measured in terms of numbers of complaints filed, number of other services offered and number of jobs opened to women and minorities.
- *To cut the case backlog to a workable number: about 400.
- *To reach all regions of the state on equal basis through establishing sufficient personnel to cover all the regions.
- *To transfer more of the Commission's resources to the prevention of discrimination rather than acting as a law enforcement agency per se.
- *To coordinate and complement the activities of other state agencies working with affirmative action or equal employment opportunity hopefully to show a change in the state hiring program.
- *To expand the program of monitoring State contracts and purchasing to indicate a measurable increase in contractor's hiring of women and minorities.

Investigation

The major program of the Commission is that of investigation and compliance, involving 73% of the full time employees allotted, 71.3% of the budget appropriated by the state and 62.6% of the total budget of the Commission.

The functions of the program are to receive, process, and investigate complaints of discrimination in employment, housing and public accommodations. The process requires an intake interview, service of complaint, questionnaires sent to respondent, interviews with respondent and other witnesses, taking of signed statements, making a plant visit, analysis of questionnaires, records, statistics and the organizing and writing up of the findings with a recommendation for action.

The Commission's services are made available to persons in all regions of the state through the main office in Denver, branch office in the Five Points area of Denver and Regional offices in Alamosa, Colorado Springs, Grand Junction and Pueblo. Presently, Northeastern Colorado is serviced from the Denver office.

Other functions of this program include the closing and adjustment of cases by troubleshooting, conference or conciliation. A structured training program for professionals is offered to all new employees and is continued as an on-going project under the direction of Supervising Civil Rights Specialist Eleanor Crow.

A Civil Rights Specialist handles an average of 75 cases per year with an average time of six months from filing to closing date -- this due to the heavy case load. The average complaint costs approximately \$270 to process.

In addition to the investigation of complaints, the Civil Rights Specialist must deal with a wide variety of persons and emotions, serve on awareness training programs and other panels and workshops as needed, keep records, conduct intake interviews (18-20% of investigator time), provide training for student interns, plan and conduct conciliation conferences, receive about 25 information phone calls per week and serve on community agencies and organizations as a representative of the Commission.

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Legal Action

An Assistant Attorney General is assigned to the Colorado Civil Rights Commission by the Attorney General's Office to serve as legal counsel for the Commission and to represent it in court.

In addition to his court appearances and hearings, Assistant Attorney General Jeffrey I. Sandman reviews cases as to legal sufficiency prior to the Director's official finding of probable cause or no probable cause.

During the 1973-74 fiscal year, the Assistant Attorney General also held a public hearing on proposed changes in the CCRC Rules and Regulations. The outcome of the hearings was the adoption by the Commission of the Colorado Rules of Civil Procedure applicable in district courts allowing the Commission staff to file written interrogatory during discovery procedure on cases.

The Assistant Attorney General's office held 14 public hearings on discrimination complaints during the '73-74 fiscal year. The total cost of these hearings was \$17,983, thus the average cost per hearing was \$1,300.

decisions

Two important cases went to the Colorado Supreme Court during 1973-74:

The case of Vallorie McAllister vs. the Department of Institutions, Division of Youth Services (E-212 71-72), resulted in the Court's ruling that the Commission does not have jurisdiction over certified state employees in matters of alleged discrimination in employment. The basis of the Court's decision was that although the Anti-Discrimination Act of 1957 confers jurisdiction of the Civil Rights Commission the Civil Service Commission is authorized and given jurisdiction by the Constitution, which takes precedence. The case is presently pending appeal to the U.S. Supreme Court.

The case of Clayborn Ueberfeld vs. School District #11, Archuleta and LaPlata Counties (A-E-31 70-71) was decided against the Civil Rights Commission on the basis of res judicata. The Colorado Supreme Court ruled that since the teacher tenure panel to which the complainant has appealed had determined no discrimination and since that decision was not appealed, the complainant was barred from bringing his complaint to the CCRC. That case, too, is pending appeal to the U.S. Supreme Court.

hearings

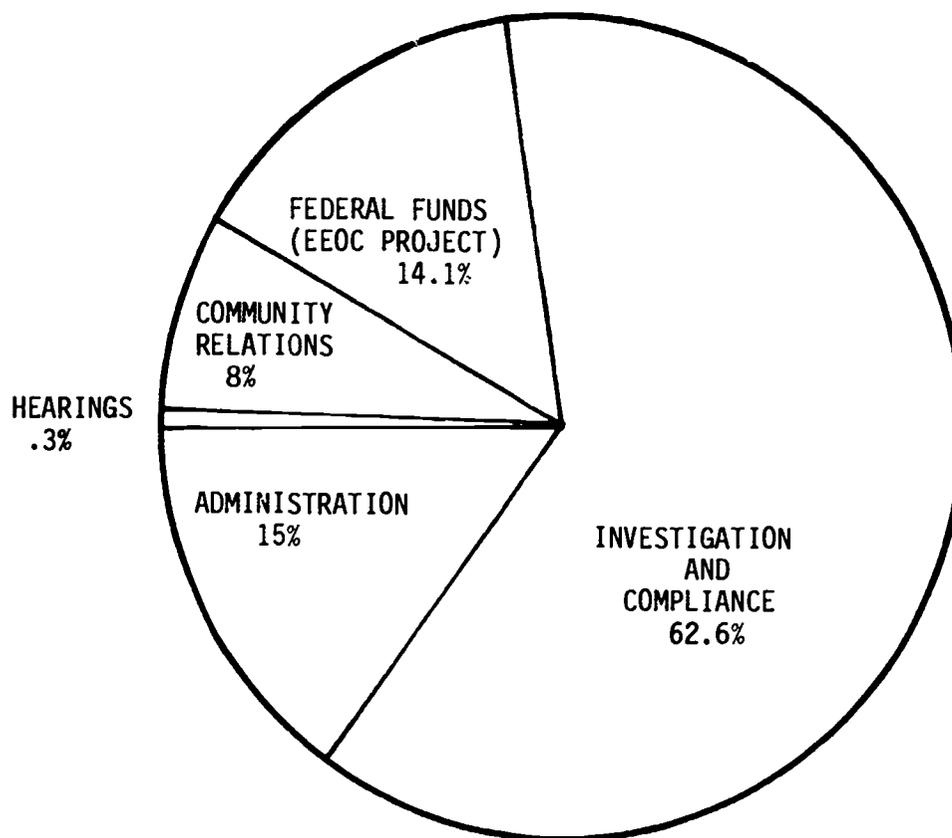
Fiscal Year '73-'74

| <u>Complainant vs. Respondent</u> | <u>Type</u> | <u>Location</u> |
|---|-------------|-----------------|
| Jill Newman vs. Denver Public Library | Employment | Denver |
| Comm. Sisneros vs Woodard Governor | Employment | Ft. Collins |
| Lucas T. & Joseph Sanchez vs. White House Decorating | Employment | Denver |
| Michigan Hill vs. Stella May Wright | Housing | Denver |
| Mary Alice Valdez vs. Denver Public Library | Employment | Denver |
| Ned P. Valdez vs. City of Pueblo Police Dept. | Employment | Pueblo |
| Donald Robinson vs. City of Pueblo Police Dept. | Employment | Pueblo |
| Lloyd Rankin vs. Gates Rubber Co. | Employment | Denver |
| Corine Garcia vs. Tri-County Commissioners Bent, Otero Crowley Counties | Employment | La Junta |
| Dr. Elizabeth Midlarsky vs. University of Denver | Employment | Denver |
| Corine Garcia vs. Gibson Products | Employment | La Junta |
| Maureen Winter vs. Quality Metal Products | Employment | Denver |
| Don Martinez vs. Cutler-Hammer, Inc. | Employment | Denver |

The Budget, 1973-74

| | |
|---|------------------|
| Personal Services | \$308,865 |
| Operating Expenses | 26,834 |
| Travel and Subsistence | 14,006 |
| Capital Outlay | 5,275 |
| Hearings Pursuant to Complaint | 10,836 |
| Hearings Pursuant to Federal Contracts | 7,224 |
| TOTAL | <u>\$373,040</u> |
| General Funds= | 365,816 |
| Federal Funds= | 7,224 |

BUDGET ALLOCATION BY SUBPROGRAM:



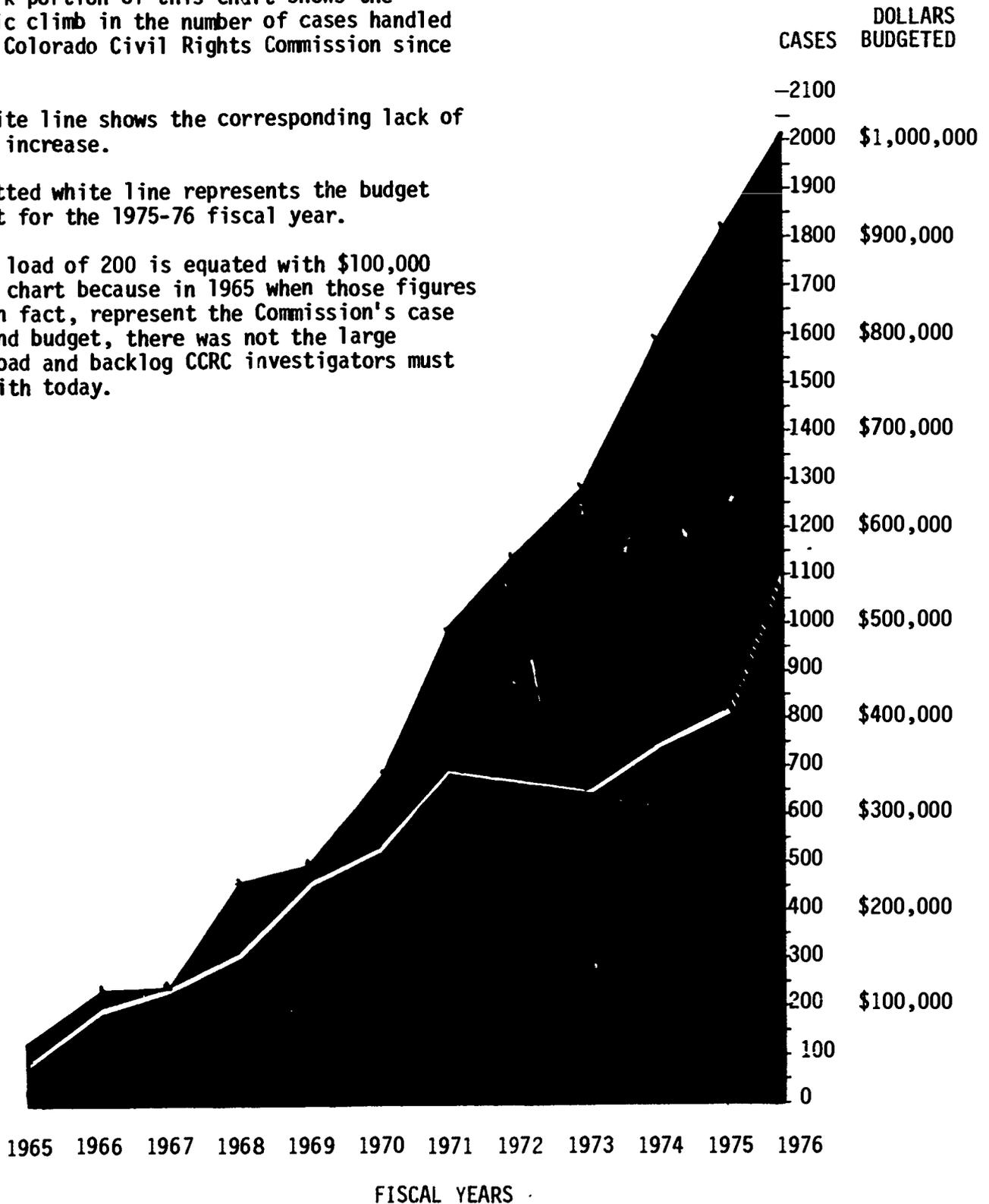
The Budget and The Case Load:

The dark portion of this chart shows the dramatic climb in the number of cases handled by the Colorado Civil Rights Commission since 1965.

The white line shows the corresponding lack of budget increase.

The dotted white line represents the budget request for the 1975-76 fiscal year.

A case load of 200 is equated with \$100,000 on the chart because in 1965 when those figures did, in fact, represent the Commission's case load and budget, there was not the large work load and backlog CCRC investigators must deal with today.



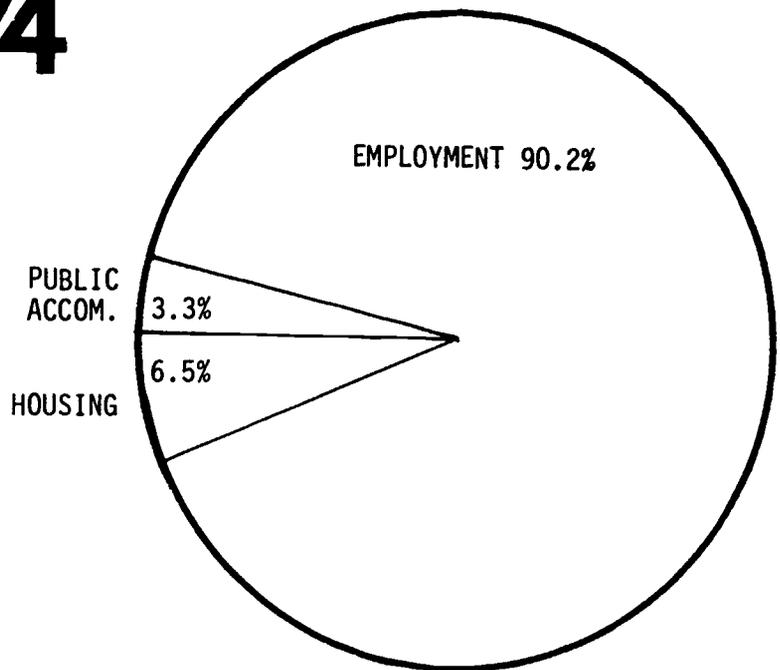
Alleged Discrimination 1973-1974

Total Number Complaints
Filed, 1973-74:
1,579

Employment: 1,424 (90.2%)

Public Accommodations:
52 (3.3%)

Housing: 103 (6.5%)



Group Identity of Complainants
1973-74

Black: 33%

Spanish Surnamed: 29%

Native American: 1.3%

Oriental: .6%

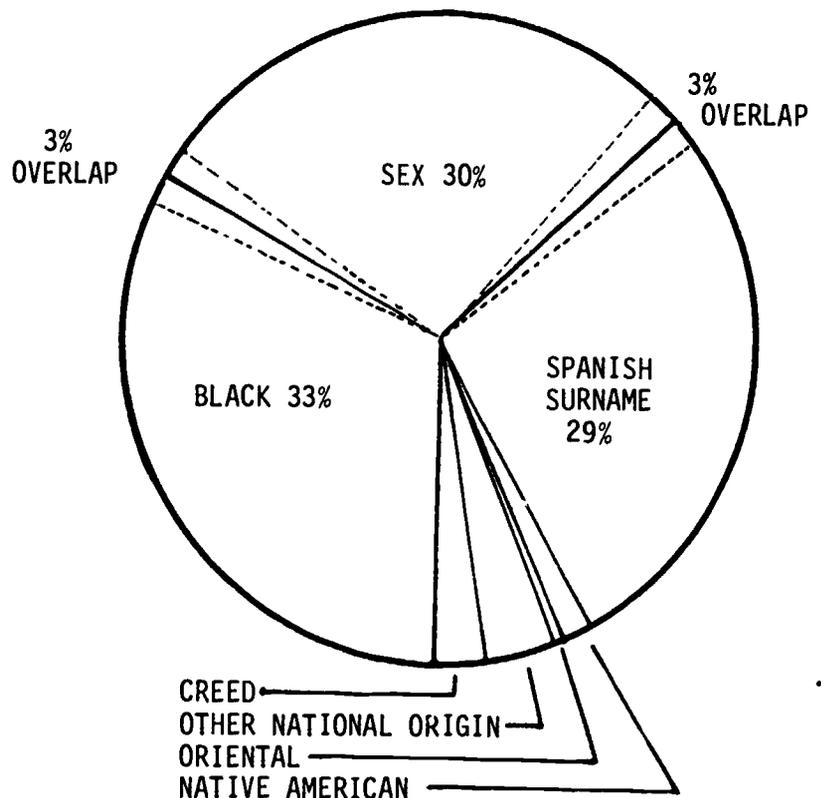
Other National Ancestry of
Origin: 3.5%

Creed: 2.5%

Sex: 30%

Commissioner Complaints: .6%

Overlapping allegations: 6%



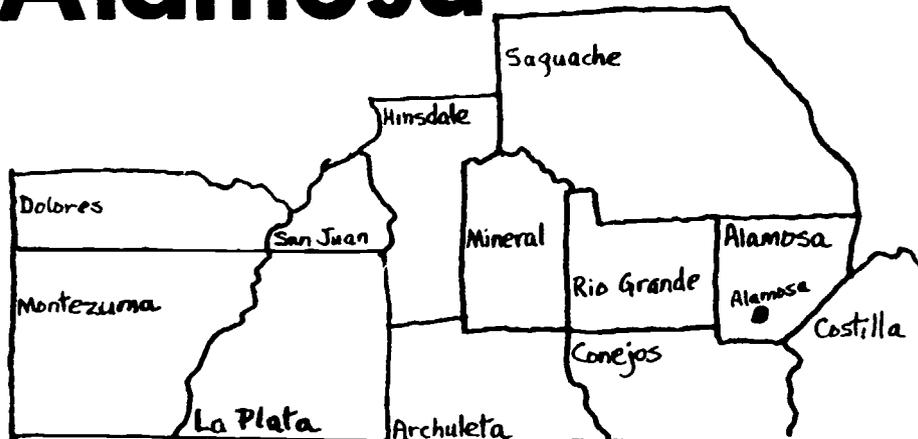
Regional Offices

Although the major administrative functions of the Colorado Civil Rights Commission are handled from the Denver office, CCRC maintains Regional Offices throughout the state to handle complaints, to develop community education programs and to represent the Commission on a local level.

Each of the Regional Offices is staffed with a Branch Manager/Civil Rights Specialist who manages the office, handles the case load and does community work in his area; and a secretary. Because each area in the state differs in its minority profile and in economic and social aspects, each Branch Manager is responsible for developing a program individually suited to that area, under the supervision of Deputy Director Warren D. Alexander.

Boundaries of each area have been drawn up in accordance with the Governor's scheme for State Planning and Management Regions.

Alamosa



Territory covered by the Alamosa Office (Regions 8&9)

Total population: 74,970

Minority population: 26,660 (35.6%)

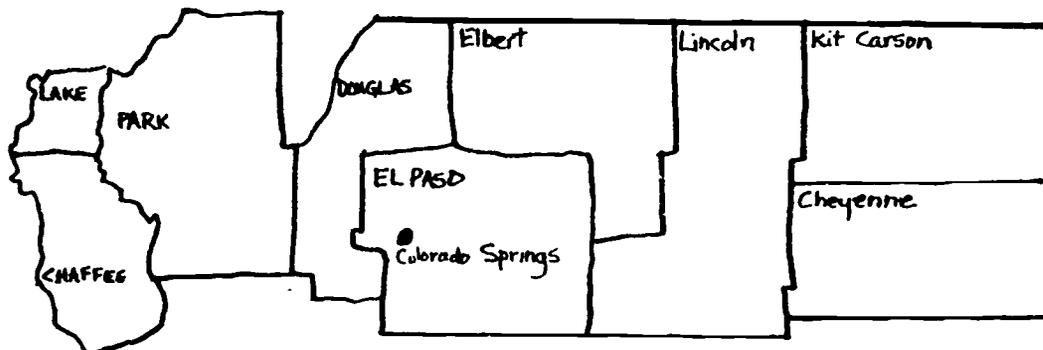
Case Load: 21

Employment: 20

Public Accommodations: 1

There was no Branch Manager for the Alamosa Office until mid-November, 1973. From that time, Branch Manager Victor Navarro worked closely with groups such as Colorado Rural Legal Services, the Area Council of Governments, and other community organizations to become acquainted with the area and its problems. Many of his cases were located in Durango, requiring much time spent in traveling.

Colorado Springs



Territory covered by the Colorado Springs office (Regions 4 & 5)

Total population: 309,114

Minority population: 40,787 (13.2%)

Case Load: 104

Employment: 89

Housing: 10

P.A.: 5

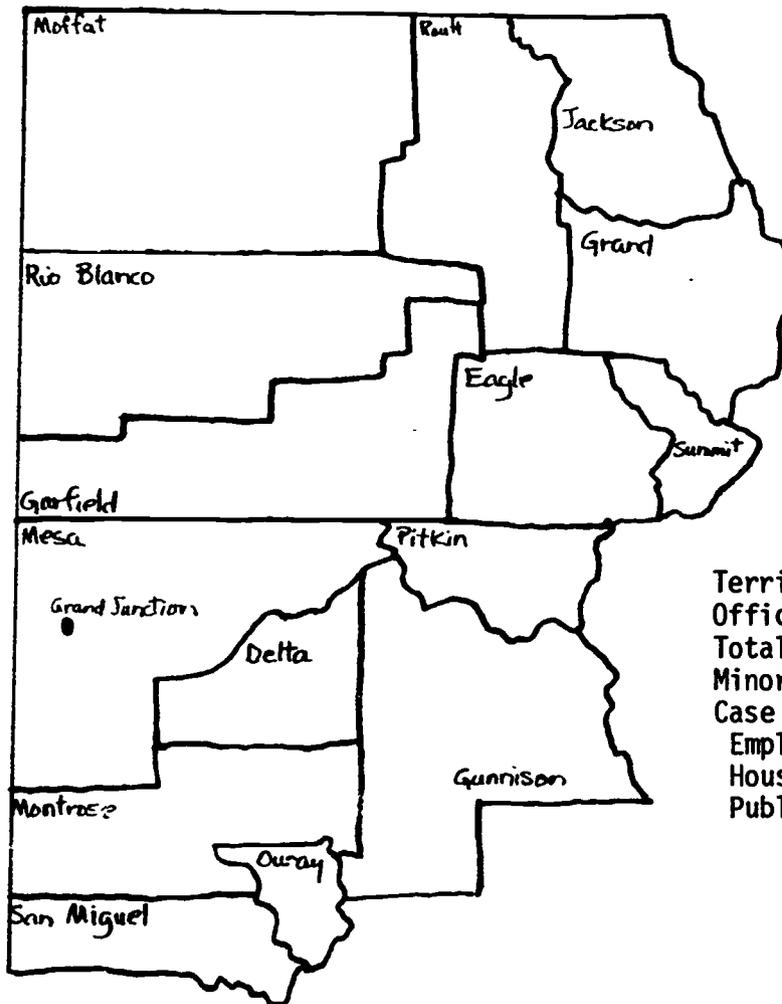
Branch Manager Wendell Phillips' solution to the dilemma of covering 10 Colorado counties is a preventive-education program in which he takes time to become familiar with the communities he serves, learning about the major employers, community leaders and problems.

Then, Phillips says, "I use every opportunity to make contact with these people. I try to educate them about Colorado's anti-discrimination laws and explain what is expected of them in the area of civil rights. If this involves assistance in setting up an employee information service, handling job referrals or helping with an affirmative action program--that's what I do."

Phillips explains that employers seem to appreciate assistance in stopping problems before they start--and although the Colorado Springs office still has an exceptionally large case load, without the preventive program being carried on, it could be much higher.

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Grand Junction



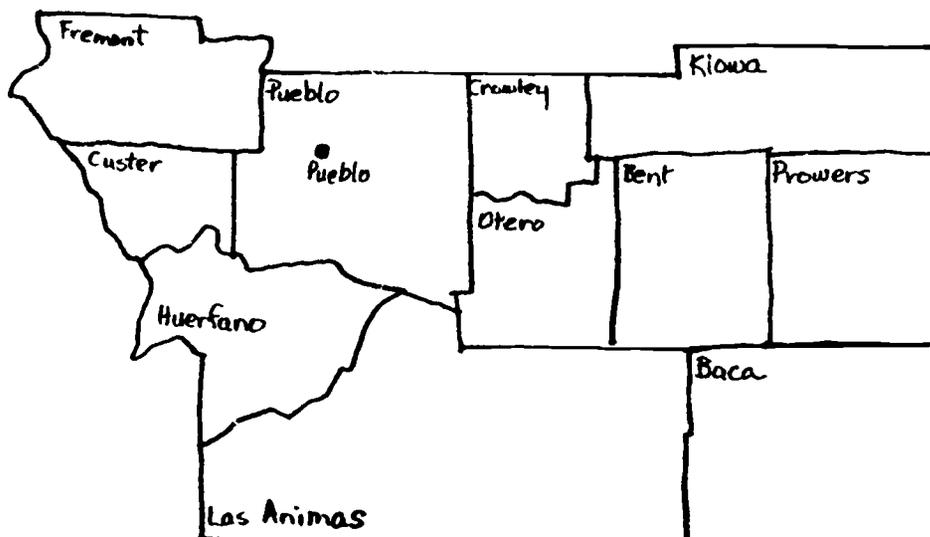
Territory covered by Grand Junction Office (Regions 10, 11, 12)
Total population: 154,181
Minority population: 14,566 (9.4%)
Case Load: 54
Employment: 44
Housing: 6
Public Accom: 4

Handling the largest of the Commission's areas is Branch Manager Jose Cruz, who, like other managers, is the only professional staff member in his region. Because of the vast distances his area covers, Cruz relies heavily on support from various human rights oriented groups and on minority and civil rights-oriented media programming to reach much of his target population.

Among the groups Cruz works with are Mesa College, School District 50, Colorado Rural Legal Services, Colorado Migrant Council, the Department of Agriculture, Mesa County Sheriff's Dept., Advocacy for Children and Youth, Uplands, Inc., the Human Development Corporation, the U.S. Office of Education, United Mexican American Students and the Intra-Cultural Relations Center. In addition, he has produced several radio and television announcements and programs.

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Pueblo



Territory covered by the Pueblo Office (Regions 6 & 7)

Total population: 195,694

Minority population: 62,931 (32.2%)

Case Load: 113

Employment: 108

Housing: 3

Public Accom: 2

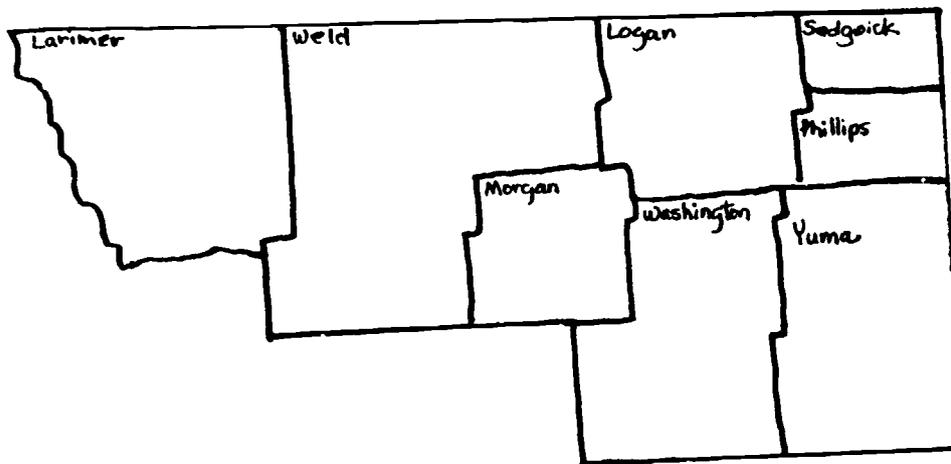
Covering 11 Colorado-sized counties and serving nearly 200,000 people in an area with over 30% minority population would be a big job for a staff of 3 or 4. For CCRC's Branch Manager Felix Tom Duran, the only investigator in the office, at times it seems "just impossible."

Because of his incredible case load, which was over one hundred each month during FY 1973-74, Duran relies heavily on community assistance and in-put in identifying and handling his responsibilities.

A pilot program of Community Advisory Boards, which he hopes will enable him to stay in close contact with the priorities of various communities throughout the area, is in the initial stages with "good response" from citizens.

In addition to this, Duran is heavily involved in various community activities and education programs throughout the area including the G. I. Forum, work with the State Penitentiary in Canon City and the Reformatory in Buena Vista and participation in the Chicano Mobile Institute and Implementation Review Board at Southern Colorado State College. Several times each year he is called upon to speak to classes of local high schools and at Southern Colorado State College.

Northeast Colorado



Territory served by Regions 1 & 2

Total population: 239,784

Minority population: 26,136 (10.9%)

Case Load: (Handled from Denver office) 50

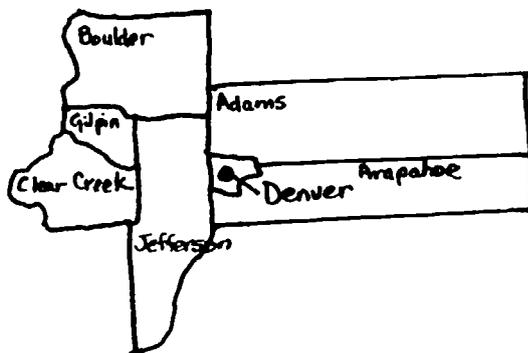
Employment: 41

Housing: 3

Public Accommodation: 6

At the present time there is no office of the Colorado Civil Rights Commission to serve the 239,784 people residing in Regions 1 & 2. A proposal has been submitted to the Joint Budget Committee allowing for funds which would permit for the opening of such an office. Until such time that CCRC opens a Northeast Colorado Branch, however, complaints from that area are served by investigators based in Denver-- at an average cost of \$303.47 per complaint (includes travel, investigator's time, etc.). Figures indicate that the opening of a Northeast Office could reduce this cost to approximately \$240 per case.

Denver



Territory served from Denver Office

Total population: 1,233,520

Minority population: 200,962 (16.3%)

Case Load: 989

Employment: 914

Housing: 50

Public Accom: 25

The smallest area in square miles but one with the densest population is served from the Commission's Denver offices: the Main Office located in the State Services Building and the new Five Points Branch Office at the Five Points Community Center. These offices are staffed with a total of 29 full time employees, including investigators, legal, administrative, community relations, EEOC and support staff. 0021

Community Relations

The Community Relations Department reaches into the community and brings the Commission's programs to the people. The function of this department is to meet with and assist community groups, employers and other agencies dealing with minority problems; to conduct studies that determine priorities in dealing with minority groups and make recommendations based upon these studies; to conduct studies that determine the extent and nature of discrimination; to provide individuals and organizations with information as well as training and resource materials on civil rights and to conduct and arrange for public fact-finding hearings, human relations and historical sessions for employers, communities and community organizations.

This department of the Commission is also empowered to "issue such publications and reports of investigations and research as in its judgment will tend to promote good will among the various racial, religious and ethnic groups of the state which will tend to minimize discrimination because of race, creed, color, sex and national origin or ancestry."

During 1973-74 under the direction of Edna W. Mosley, Community Relations Coordinator, the Department carried on a series of Police-Community Relations public fact-finding hearings throughout the state; assisted several community groups with goals related to those of the Commission; published guidelines on employment, sex, religious and testing discrimination; maintained a resource library for use of the staff and the public; produced a monthly television show dealing with minority problems in Colorado; conducted seven human relations workshops for businesses and organizations in Colorado and coordinated the 125 panel discussions and speeches members of the staff participated in.

Police-Community Hearings

In the past decade the abrasive and often hostile relationship of minority communities and law enforcement agents and agencies has been a source of increasing concern to the Colorado Civil Rights Commission.

In an effort to examine the nature, extent and causes of this conflicting relationship and what remedies should be sought, the Commission held a series of public fact-finding hearings throughout the state. Invitations were extended to Mayors, Chiefs of Police, law enforcement agencies, representatives of minority communities and representatives of the community at large. The following summary is based on material obtained in those hearings.

Hearings were held in conjunction with regularly scheduled Commission meetings in the following population centers: Denver, Colorado Springs, Greeley, Pueblo, Alamosa, Grand Junction and Durango. Although many more interested citizens were in attendance at these public hearings testimony was given by a total of 80 witnesses. There were numerous comments that some persons wishing to testify would not do so in public for fear of reprisals or further harassment.

The testifiers were predominantly Spanish surnamed, followed by Afro-Americans, Anglos and Native Americans.

Several patterns emerged and recurred with consistency throughout the seven month period:

CITIZEN CONCERNS:

Police harassment; false arrest; excessive force; abuse of authority; lack of proper legal counsel for indigents; denial of bail in non-capital offenses; excessive bail; inhumane treatment of illegal aliens; lack of representative number of minority police officers; no effective mechanism for redress of citizen grievances; image of police department as hostile racist force; no confidence in law enforcement personnel as advocates for minorities; poorly trained law enforcement personnel; insensitivity to minority cultural values, lifestyles, socio-economic conditions; and harassment of juveniles.

LAW ENFORCEMENT CONCERNS:

Difficulty in recruiting sufficient numbers of minority candidates; inability to establish rapport with minority communities; lack of sufficient funds for personnel and innovative training programs; reduction of racial tensions and desire to improve relations between police and community.

While some of these concerns are already being addressed, too many remain as continuing problems. Elected officials, civil servants and citizens should join in concerted effort to seek:

- More effective recruitment and training of minority and female personnel
- Increased funding for personnel and "soft ware" needs of law enforcement agencies
- Ongoing human relations and cultural awareness training program for all levels of law enforcement personnel
- An effective mechanism for determining validity of citizen complaints and obtaining redress in those instances where complaints are valid.

A greater understanding and trust between law enforcement personnel and minority communities as well as the larger community would be a step in the right direction; such trust and understanding would greatly enhance the effectiveness of law enforcement agencies as well as improve the quality of life for all Colorado citizens.

E.E.O.C. Project

In 1973-74, in cooperation with the Federal Equal Employment Opportunity Commission (EEOC) the Commission negotiated a \$76,000 contract to establish a special project to work toward reducing patterns of employment discrimination. CCRC's program, which provides funds for seven staff members and for hearings, was instituted to identify and eliminate discrimination patterns and practices in areas of employment, especially hiring and promotions, which have a disparate impact on certain protected groups such as minorities and women. Directing the program is Timothy R. Arnold, Assistant Solicitor General.

The Project was initiated with two major purposes:

- to coordinate the handling of cases deferred to the Commission by EEOC.
- To select and investigate the hiring, recruitment and promotional practices of 25 large employers in the State and to arrive at affirmative action conciliation agreements.

accomplishments:

- *A Compliance Officer, Ms. Sharon Hill, was hired to conduct compliance reviews of companies with whom affirmative action conciliation agreements have been signed and to review all companies with whom individual conciliation agreements have been signed.
- *Legal training was developed and presented to the Investigative Staff.
- *Training was given to seven interns from the University of Denver School of Law. Research projects were completed by the interns which will be used in forthcoming hearings and court cases.
- *Nine pattern and practice cases were completed and three additional ones were filed. Six pattern and practice conciliation agreements were reached and three others are near completion.
- *Four temporary Civil Rights Specialists Trainees were hired to work on the large backlog of cases from 1972-73 and previous years. Over a six month period they completed all of the backlog--completing about 100 cases and reducing the per investigator case load from 50-60 cases to 30-40 cases.
- *Specific guidelines were established for the termination of deferral cases back to EEOC without investigation saving supervisor time. All discharge cases are retained by CCRC unless the CCRC complaint form was not completed correctly.
- *Project attorneys conducted five hearings and worked on five others.

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