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REPORT
of the
GOVERNOR'S COMMISSION
ON THE
STATUS OF WOMEN IN COLORADO
1965



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REPORT
of the
GOVERNOR'S COMMISSION
ON THE
STATUS OF WOMEN IN COLORADO
1965

JOHN A. LOVE, Governor

Mrs. Virginia Neal Blue, Chairman
2338 East Third Avenue
Denver, Colorado 80206

Mrs. Dorothy A. McRae, Vice Chairman
703 American National Bank Building
Denver, Colorado 80202



COLORADO COMMISSION ON THE STATUS OF WOMEN

Miss Jacqueline Dominick, Secretary
State Capitol Building
Denver, Colorado

MEMBERS

Mrs. Julia Adams
Miss Charline Birkins
Mrs. Dorothy P. Buck
Miss Margaret Denny
Mrs. Leora Dick
Mrs. Frances Fairbanks
Miss Margaret Goodrich
Mrs. Zepha Dooley Grant
Miss Mary C. Griffith
Miss Flora D. Goforth
Miss Ruth Graves
Mrs. Carol Gossard
Miss Edna-Jean Hershey
Miss Mildred Hansen
Mrs. Hazel Henderson
Mrs. Marjorie Jones
Miss Ada Kruger
Mrs. Dolores Kiser
Miss Mabel Lanning
Mrs. Kathleen P. Littler
Mrs. Madeline E. Moos
Miss Leota F. Peikrul
Dr. James Perdue
Mrs. Nell Propst
Mrs. Janet Roberts
Mrs. Marie K. Smith
Mr. Amos A. Sanchez
Mrs. Lucille Smith
Miss Elizabeth Sneddon
Mrs. Hestia Wilson

December 10, 1965

The Honorable John A. Love
Governor of Colorado
Denver, Colorado

Dear Governor Love:

The members of the Colorado Commission on the Status of Women are pleased to present this report which represents the complete record of their activities for the period of December 22, 1964, to December 10, 1965.

We appreciate your interest in the status of women in Colorado as evidenced by the establishment of the Commission and the encouragement and support you have given its studies and activities.

Sincerely yours,

Virginia Neal Blue

Virginia Neal Blue
Chairman

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State of Colorado

EXECUTIVE CHAMBERS

DENVER

JOHN A. LOVE
Governor

EXECUTIVE ORDER

COLORADO COMMISSION ON THE STATUS OF WOMEN

WHEREAS, Women constitute an increasingly significant part of the social, political and economic life of the community; and

WHEREAS, Women may suffer various disadvantages in the community because of arbitrary discriminations based solely on sex; and

WHEREAS, It is the duty of the State to insure equal opportunity for all citizens, regardless of sex,

THEREFORE, IT IS ORDERED:

1. That an advisory commission shall hereby be established which shall be known as the Colorado Commission on the Status of Women.
2. That the Commission shall consist of thirty-two members, to be appointed by the Governor, and to serve at his pleasure.
3. That the Commission shall undertake to determine the true status of women in Colorado, in law and in fact, and shall advise the Governor of its findings and any recommendations it may deem appropriate before the last day of December 1965.
4. That the Commission shall cease to exist on the last day of December 1965.

IT IS HEREBY AUTHORIZED, and I do request:

1. That the Commission undertake a comprehensive and systematic study of the economic, social, political and legal status of women in Colorado.

2. That the Commission seek advice from the Interdepartmental Committee on the Status of Women and the Women's Bureau of the U. S. Department of Labor, and any other public or private group with similar interests.

3. That the Commission seek support from existing State agencies as it deems necessary, but not to exceed reasonable agency regulations.

4. That the Commission study the Status of Women with special attention to the following:

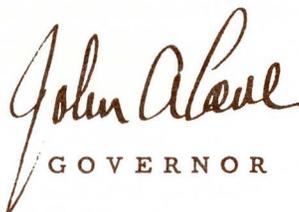
- a. The review of Colorado Statutes pertaining to the status of women to determine whether these laws are achieving their original purpose.
- b. Public and private employment practices and policies within the State.
- c. Legal treatment of women in regard to political and civil rights, taxation, property rights and family relations.
- d. Home and community problems, particularly those encountered by women who are the heads of households, with special emphasis on the problems of the ADC mothers.
- e. Policies and practices with respect to the education of women.

IT IS ORDERED, That the following citizens of Colorado shall be appointed to, and they shall constitute, the Colorado Commission on the Status of Women:

Mrs. Virginia Neal Blue, Denver, Chairman
Mrs. Dorothy A. Mc Rae, Denver, Vice Chairman
Miss Charlene Birkins, Denver
Mrs. Dorothy Buck, Boulder
Miss Margaret Denny, Denver
Mrs. Leora Dick, Pueblo
Miss Margaret Goodrich, Denver

Mrs. Zepha Dooley Grant, Denver
Miss Mary C. Griffith, Denver
Miss Flora D. Goforth, Denver
Miss Ruth Graves, Fort Morgan
Mrs. Carol Gossard, Craig
Miss Edna-Jean Hershey, Denver
Miss Mildred Hansen, Greeley
Mrs. Hazel Henderson, Grand Junction
Mrs. Marjorie Jones, Pueblo
Miss Ada Kruger, Denver
Mrs. Dolores Kiser, Boulder
Miss Mabel Lanning, Denver
Mrs. Kathleen P. Littler, Greeley
Mrs. Madeline E. Moos, Fort Collins
Miss Leota F. Pekrul, Denver
Dr. James Perdue, Denver
Mrs. Nell Propst, Merino
Mrs. Janet Roberts, Boulder
Mrs. Marie K. Smith, Littleton
Mr. Amos A. Sanchez, Denver
Mrs. Lucile Smith, Loveland
Miss Elizabeth Sneddon, Paonia
Mrs. Hestia Wilson, Nucla
Mrs. Frances Fairbanks, Denver
Mrs. Julia Adams, Colorado Springs

GIVEN under my hand and the Executive Seal of Colorado,
this Twenty-second day of December, A. D. 1964.


GOVERNOR

THE COLORADO COMMISSION ON THE STATUS OF WOMEN

By Committees

Executive Committee

Virginia Neal Blue, Denver, Chairman
Dorothy A. McRae, Denver, Vice Chairman
Ruth Graves, Fort Morgan, Secretary
Leota F. Pekrul, Denver, Treasurer

Labor Standards

Leota F. Pekarul, Denver, Chairman
Leora Dick, Pueblo
Ada Kruger, Denver
Amos Sanchez, Denver

Women in Employment

Marie M. Smith, Littleton, Chairman
Margaret Denny, Denver
Zepha C. Grant, Denver
Hazel Henderson, Grand Junction
Mabel Lanning, Denver
Lucille Smith, Loveland

Education

Edna-Jean Hershey, Denver, Chairman
Nell Propst, Merino
James Perdue, Littleton
Hestia Wilson, Nucla

Counseling (Sub-Committee)

Flora D. Goforth, Denver, Chairman
Margaret Goodrich, Denver

Home and Community

Kathleen P. Littler, Greeley, Chairman
Charline Birkins, Denver
Dorothy P. Buck, Boulder
Mildred Hansen, Greeley
Marjorie Jones, Pueblo
Madeline E. Moos, Fort Collins

Women as Citizens

Dolores Kiser, Boulder, Co-Chairman
Janet Roberts, Boulder, Co-Chairman
Carol Gossard, Craig
Ruth Graves, Fort Morgan
Elizabeth Sneddon, Paonia

Women Under the Law

Dorothy A. McRae, Denver, Chairman
Julia Adams, Colorado Springs
Frances Fairbanks, Denver
Mary C. Griffith, Denver

INTRODUCTION

On December 22, 1964, The Honorable John A. Love, Governor of Colorado, by Executive Order created the Colorado Commission on the Status of Women to serve for one year. His order charged this commission of 32 members to undertake a comprehensive and systematic study of the economic, social, political, and legal status of women in Colorado. In compliance with the suggested areas of study, six committees were established: Labor Standards, Women in Employment, Education and Counseling, Home and Community, Women As Citizens, and Women Under the Law.

In order for the study to reflect the contributions as well as the needs of women statewide, three regional meetings were held as follows: May 1 -- Greeley -- "To Consider Educational Opportunities for Women in Colorado"; August 14 -- Grand Junction -- "To Consider the Roles of Women as Citizens"; and September 25 -- Pueblo -- "To Consider the Position of the Colorado Woman in the Labor Force". Attendance and interest in these meetings were most gratifying. More than 500 people, representing a wide spectrum of business and professional organizations, civic and business leaders, state, county and local government officials attended and participated in panel discussions and group hearings.

In addition to the regional hearings, questionnaires were mailed to various individuals and groups throughout the state, existing records were researched, and consultations were held with experienced and knowledgeable people in each field of study.

The condensed version of the report is an indication of the wealth of material compiled by the committees. The members of the Commission believe that this complete report reflects the present status of women in Colorado and that it contains much interesting, valuable, and useful information. It should be noted that in some instances there are areas in which time did not permit as extensive a study as preliminary research indicated would be desirable.

Many of the recommendations are of the type which Colorado women themselves can implement most effectively or which can be handled by existing agencies and organizations. Therefore, the members of the Commission submit the following recommendation for the consideration of Governor Love:

THAT THE COLORADO COMMISSION ON THE STATUS OF WOMEN BE CONTINUED SO THAT IT MAY UNDERTAKE FURTHER STUDY IN CERTAIN AREAS, DISSEMINATE ITS FINDINGS TO THE CITIZENS OF THE STATE, AND PROMOTE THE IMPLEMENTATION OF COMMISSION RECOMMENDATIONS.

The members of the Commission wish to express their appreciation to the various federal, state, and local agencies, representatives of private industry, organizations, and individuals for their cooperation and contributions to the work of the Commission. Special thanks are due Jacqueline Dominick who has served as Secretary to the Commission.

The Commission is also grateful to the following organizations whose financial contributions assisted in the development of the program: the Colorado Division, American Association of University Women; the Business and Professional Women's Club of Denver; the Colorado Federation of Business and Professional Women's Clubs, Inc.; The Colorado Federation

of Republican Women; the Zonta Club of Denver; and the Zonta Club of Englewood-Littleton.

The work could not have been accomplished without the cooperation of Governor Love's office.

Copies of the Summary Report may be obtained free of charge while the supply lasts from the office of Governor John A. Love, State Capitol Building, Denver, Colorado 80202.

A charge of \$2.00 to cover printing costs will be made for the complete report of the Commission, which will be available after July 1, 1966.

THE COLORADO COMMISSION ON THE STATUS OF WOMEN

requests the honor of your presence

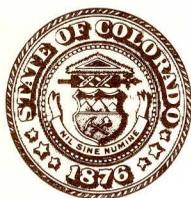
to consider

Educational Opportunities for Women in Colorado

on Saturday, the first of May, 1965

at the Three Gables Inn

Greeley, Colorado



PROGRAM

Regional Meeting - Greeley, Colorado

May 1, 1965

- 9:30 a.m. Meeting convenes
Presiding: Virginia Neal Blue, Chairman
Governor's Commission on the Status of Women
- Welcome: Stanley R. Sutherland, Greeley City Councilman
- Introductions: Members of the Commission
Miss Rhobia C. Taylor, Regional Director of the
Women's Bureau of the U. S. Department of Labor
Robert E. Waggoner, Executive Secretary to Governor Love
- 10:00 a.m. Panel - EDUCATIONAL OPPORTUNITIES FOR WOMEN IN COLORADO
- Moderator: James Perdue, Dean of College of Arts and Sciences,
University of Denver
- Panelists: Anna C. Petteys, Member, Colorado State Board of Education
Howard L. Johnson, Assistant Superintendent for Personnel Services,
Denver Public Schools
Marian P. Woods, Dean of Women, Northeastern Junior College
Eugene E. Dawson, President, Colorado Women's College
Darrell Holmes, President, Colorado State College
J. Stanley Ahmann, Academic Vice President,
Colorado State University
Polly Parish, Director of the Women's Center,
University of Colorado
- 11:00 a.m. Reports of Committee Chairman of the Commission
- 1:00 p.m. Luncheon
- Invocation: Rev. Richard J. Bunge, Pastor, Our Savior's American Lutheran Church
- Speaker: William R. Kendall, President, Association of Governing Boards of
Universities and Colleges, Nappanee, Indiana
- 2:45 p.m. Discussion groups under the direction of Committee Chairmen
- 4:00 p.m. Meeting Adjourns

THE COLORADO COMMISSION ON THE STATUS OF WOMEN



requests the honor of your presence
to consider



The Roles of Women as Citizens in Colorado
on Saturday, the fourteenth of August, 1965
at the Mesa Junior College
Grand Junction, Colorado

PROGRAM

Second Regional Meeting - Grand Junction

August 14, 1965

- 9:30 A.M. Meeting convenes
Presiding: Virginia Neal Blue, Chairman
Governor's Commission on the Status of Women
- Pledge of Allegiance: Hazel Henderson
- Welcome: Roy A. Meachem
Mayor of Grand Junction
- Introductions: Members of the Commission
- 10:00 A.M. Panel - THE ROLES OF WOMEN AS CITIZENS
- Moderator: Sam Russell, Author - Realtor
- Panelists: Ann Love (Mrs John A. Love) - Colorado's First Lady
"As the Wife of His Honor"
- Rhobia C. Taylor, Regional Director of the Women's Bureau
U.S. Department of Labor
"The Woman Worker"
- John C. Patterson, Director, Mesa County Department of Welfare
"The ADC Mother"
- Virgeen Hedgecock, Democratic State Vice Chairman
Eve Homeyer, Republican State Vice Chairman
"Serving a Political Party"
- Ellen Harris, Member International Division, Y.W.C.A.
"As the Volunteer - International Contrasts"
- Hilbert Schauer, Justice of the Colorado Supreme Court
"Their Legal Rights and Responsibilities"
- 11:00 A.M. Reports of Committee Chairmen of the Commission
- 1:00 P.M. Luncheon
- Invocation: Edwin S. Lamm, Bishop, Church of Jesus Christ of Latter-Day Saints
- Speaker: Edith DeBusk, Attorney at Law and Immediate Past President
Altrusa, International - Dallas, Texas
"What's Ahead for Women"
- 2:45 P.M. Discussion groups under the direction of Committee Chairman
- 4:00 P.M. Meeting Adjourns

THE COLORADO COMMISSION ON THE STATUS OF WOMEN

requests the honor of your presence
to consider

The Position of the Colorado Woman in the Labor Force
on Saturday, the twenty-fifth of September, 1965
at the Continental - Pueblo Motor Hotel
Highway 50 By - Pass and North Hudson Ave.
Pueblo, Colorado



PROGRAM

Third Regional Meeting - Pueblo

September 25, 1965

- 8:30 A. M. Registration
9:00 A. M. Meeting convenes
- Presiding: Virginia Neal Blue, Chairman
Governor's Commission on the Status of Women
- Pledge of Allegiance: Marjorie Jones
- Welcome: Ann Love (Mrs. John A. Love) Colorado's First Lady
Georgia E. Farrabaugh, President, Pueblo City Council
- Introductions: Rhobia C. Taylor, Regional Director
Women's Bureau - U. S. Department of Labor
Members of the Commission
- Panel - THE POSITION OF THE COLORADO WOMAN IN THE LABOR FORCE
- Moderator: Julius H. Cohen, Civilian Executive Assistant
Pueblo Army Depot
- Panelists: Albert S. Mangan, Commissioner, Colorado Industrial Commission
"Under Colorado Law and Minimum Wage Orders"
- Robert L. Parmelee, General Personnel Manager,
The Mountain States Telephone and Telegraph Company
"From the Viewpoint of Management"
- Fred Lightner, Employer Relations Representative,
Colorado Department of Employment
"As Effected by Employment Prospects and Unemployment
Compensation"
- Doris M. Drury, Ph.D., Associate Professor of Economics
College of Business Administration, University of Denver
"Factors of Employment for Persons over 45"
- D. L. Frodine, Regional Staff Chairman,
U. S. Department of Labor
"As Effected by Title VII of the Civil Rights Act"
- Neva K. Craig, Director, Training and Education
Denver-United States National Bank
"Her Responsibility as a Worker"
- Coffee Break
- Reports of Committee Chairman of the Commission
- 1:00 P. M. - Luncheon
- Invocation: The Reverend Charles E. Horne, Assistant Chancellor,
Diocese of Pueblo
- Speaker: Karen Sanchez Faircloth, B.A. Wellesley College,
M. S. University of California, Berkeley
"A Young Woman Looks at the Status of Women"
- Discussion groups under the direction of Committee Chairman
- 4:00 P. M. Meeting Adjourns

THE COLORADO COMMISSION ON THE STATUS OF WOMEN



requests the honor of your presence
for the presentation of its report to
The Honorable John A. Love
Governor of the State of Colorado
on Friday, the tenth of December, 1965
The Grand Ballroom - Denver Hilton Hotel
Denver, Colorado
Luncheon at twelve noon

PROGRAM

Presiding: Virginia Neal Blue, Chairman
Colorado Commission on the Status of Women

Presentation of the Colors: Girl Scout Troop 714

Pledge of Allegiance: Mary C. Griffith, Commander, United States Naval Reserve

Invocation: Reverend Noble H. Kime, Pastor of Christ Methodist Church

Introductions

Tribute to Governor Love: Rhobia C. Taylor, Regional Director of the Women's Bureau
U. S. Department of Labor

Summary of Commission Activities: Ruth Graves, Secretary - Executive Committee

Reports of Committee Chairmen:

Labor Standards - Leota Pekrul - Personnel Director, Medical Center
University of Colorado

Employment - Marie Smith - Owner, Marie Smith Employment Service

Education - Edna-Jean Hershey - Director of Personnel Practices and
and Procedures, Denver Public Schools

Counseling - Flora D. Goforth - Owner and Director, Engineering Drafting School

Home and Community - Kathleen P. Littler - Former State Legislator

Women as Citizens - Dolores Kiser - Secretary to Director's Assistant
National Center for Atmospheric Research

- Janet Roberts - Secretary-Treasurer - Colorado
Municipal League, Boulder City Councilwoman

Women Under the Law - Dorothy A. McRae - Former Administrative Assistant to the
late Senator E. D. Millikin

Musical Reminiscing

Presentation of Report to Governor Love

Acceptance: Governor John A. Love

Finale: Pearle Rae and The Music Men present the song
"COLORADO"

Music by Max Di Julio
Words by Max Di Julio and Barry Lorie

Faye Roswell, Piano

Mary Tuttle, Organ

Displays - Courtesy of:

Colorado State Archives

Denver Public Library
Western History Department

State Historical Society
of Colorado

Colorado Federation of
Republican Women

Doors Open 11:45 a. m.
Meeting convenes promptly at 12:00 Noon
Adjournment - 3:00 p. m.

LABOR STANDARDS

This committee was asked to examine:

- (1) Minimum wages;
- (2) Maximum hours;
- (3) Greater flexibility;
- (4) Environmental standards; and
- (5) Workmen's Compensation and Occupational Disease Acts.

In order to set the stage for this report, a few introductory remarks may be in order.

What is the profile of employed women in Colorado?

In 1960 there were 213,000 women workers in Colorado. This number represented 31% of all workers. If this percentage is still valid in 1965, then approximately 235,000 women are employed today.

The median age of women workers in Colorado rose to 39 years in 1965, from 33 years in 1940.

Sixty per cent of women workers were married.

The median number of school years completed by all women 14 years of age and over was 12.1, somewhat above the national median figure of 10.9.

By occupational grouping, 34% of the women employed were in clerical occupations, 17% in services occupations (excluding private household), and 15% in professional, technical, and kindred fields.

By industry grouping 21% were in retail sales, 13% in personal services, and 12% in educational services.

Over half the non-white women were in service or private household

occupations, whereas less than one-fourth of the white women were in these fields.

Median earnings of women increased between 1949 and 1959, but the median earnings of men increased more. One example may illustrate: Median earnings of men who worked 50 to 52 weeks in 1949 increased 70% by 1959, but the increase for women who worked 50 to 52 weeks in 1949 and 1959 was 67%.

In its study of legislation applicable to women workers, the Labor Standards Committee was concerned by a persistent exclusion of domestic and agricultural workers. The legislation establishing the Industrial Commission, CRS, 63, 80-1-3 (4) (d), reads, "This chapter is not intended to apply to employers of private domestic servants or farm and ranch labor . . .". The Workmen's Compensation Act contains a similar exclusion, but permits such employers to elect to accept the provisions of the act. Colorado Minimum Wage and Labor Law for Women and Minors contains a definition of occupation which would appear to include domestic servants and agricultural workers. The Labor Standards Committee believes these exclusions may constitute discrimination against women employed in household and agricultural work.

Minimum Wages:

Colorado Minimum Wage and Labor Law for Women and Minors (CRS, 63, 80-7-1 through 20 and 80-6-1 through 13) establishes the policy: "The welfare of the State of Colorado demands that women and minors be protected from conditions of labor which have a pernicious effect on their health and morals, and it is therefore declared, in the exercise of the police and sovereign power of the State of Colorado, that inadequate wages and

unsanitary conditions of labor exert such pernicious effect" and "It shall be unlawful to employ women in any occupation within the State of Colorado for wages which are inadequate to supply the necessary cost of living and to maintain in health the women so employed. It shall be unlawful to employ minors in any occupation within the State of Colorado for unreasonably low wages. It shall be unlawful to employ women or minors in any occupation within this state under conditions of labor detrimental to their health and morals."

A "minor" is defined as any person of either sex under the age of 18 years, and the word "woman" as used in the act means a female person of or over the age of 18 years. "Occupation" as used in this connection "shall be so construed as to include any and every vocation, trade, pursuit, and industry."

The administration of the law is under the Industrial Commission of Colorado. In fact, the law gives the Industrial Commission authority to make inquiry into wages and to determine rates necessary to carry out the intent. Further, it has power to inspect records of employers. Public hearings may be held and records or persons may be subpoenaed. The Industrial Commission may initiate an investigation at any time on its own initiative. Also, "at the request of not less than 25 persons engaged in any occupation in which women or minors are employed, the Commission shall forthwith make such an investigation as is provided in this article".

Two methods are provided for establishing minimum wages: (1) the so-called direct method by which the Industrial Commission establishes the rates after investigation, and (2) the so-called indirect method which provides for the appointment by the commission of a wage board to determine

conditions of employment and the minimum wage "adequate to maintain in health and to supply the necessary cost of living". The findings of the wage board are reported to the commission which, if it approves any or all of the determinations, orders public hearings. After the hearings the commission in its discretion may make an order.

Throughout the law there are many references to wages needed to supply the necessary cost of living and to maintain in health.

Although the present legislation has been in existence since 1917, with minor amendments in 1937, wage orders issued cover only 50% to 60% of the women working in Colorado. Four industries are covered by wage orders: Laundry, Retail Trades, Beauty Services, and Public Housekeeping. The first orders were issued in 1938, 1939, and 1940 -- more than twenty years after the enactment of the law. These four fields were selected because of the large numbers of women employed and the low wages paid them. In the historical material available to the Labor Standards Committee, the long delay between enactment and enforcement was shown to be due to inadequate appropriations and hesitancy until constitutionality of minimum wage legislation was tested in the United States courts.

The original orders were updated in 1951 and 1956. The Industrial Commission will issue new orders effective January 1, 1966.

The Labor Standards Committee calls attention to the long intervals between updating of wage orders: 11 years, 5 years, and 10 years.

A review of the Consumer Price Index, one measure of cost of living trends, is sufficient to demonstrate that the infrequent reviews may have resulted in the intent of the minimum wage legislation not being met. Although it is true the minimum rates provided in successive wage

orders reflected the trends in living costs, and although significant increases were made in the minimum rates, the committee was concerned with the time intervals between orders.

The Labor Standards Committee asked the Director of the Minimum Wage, Hour, and Child Labor Division and one of the members of the Industrial Commission how the "necessary cost of living" is determined as intended by the law. A budget is used, revised for increased costs of goods, services, income taxes, and other items, based on the relative amounts needed for a single woman. Whether this budget reflects current relationships is questioned by both the commission and our committee.

The Labor Standards Committee is of the opinion that the law establishes a sound state policy and provides adequate machinery to carry into fruition the intent of the law, provided necessary funds are appropriated to employ staff to accomplish this task.

The 1965 Legislative Session saw statutory minimum wage bills introduced providing for a \$1.00/hour or \$1.25/hour minimum for both men and women. Proponents of these bills pointed out that a wage which gave a person working 40 hours a week for 50 weeks a year an income of \$2,000 to \$2,500 was providing for only the "poverty" level. The Labor Standards Committee understands this point of view, but does not agree that a minimum wage at "poverty level" and a wage which provides "the necessary cost of living" are the same. The second may actually be higher!

With the cooperation of the 30 regional offices of the Colorado Department of Employment, a survey was made to determine whether persons were actually being hired at the minimum wages set by the wage orders and, if possible, to determine prevailing rates in the cities where the Department of Employment has offices. The committee recognizes that

its survey cannot be quoted as a definitive study. It can suggest the possible economic impact on a community of an increase in "prevailing" rates whether from federal legislation or Industrial Commission Wage Orders.

The survey data revealed that "prevailing" rates in cities under 5,000 were similar to the pattern of larger cities and supported the elimination of a third zone which will appear in the January 1, 1966, wage orders. Half of the replies on beauty service occupations indicated that earnings were based on a commission arrangement. Twenty-two of the area offices expressed the opinion that the federal minimum wage was affecting rates in their communities.

In proposing action on minimum wages, the Labor Standards Committee recognized that the year 1966, before the next long session of the state legislature convenes in 1967, could be one of activity in determining the current facts on women's wages. Therefore it submits:

RECOMMENDATION NO. 1

- (a) That the Industrial Commission be provided with an appropriation in 1966, preferably before July 1, 1966, so that it can employ additional personnel to survey current wages and working conditions (including agricultural and domestic workers) with the intent that this will provide information for minimum wage orders covering more of the women in the state; i.e., industries or occupations not presently covered by wage orders. The survey should be accompanied by a redetermination of the cost-of-living budget used to determine "adequate wages".

(b) That the Minimum Wage and Labor Law be amended to require a review of any and all existing wage orders for adequacy at intervals of no less than one and no more than three years.

The Labor Standards Committee considered recommending a restudy of the differing maximum work weeks in the four orders. It notes, however, that the 1966 wage orders will achieve a uniform 40-hour week by 1967 for the four fields covered.

The Child Labor Law of 1963 (CRS, 63, 80-6-1 through 13) sets up employment permitted for minors of either sex. "Employment means any occupation engaged in for compensation in money or other valuable consideration, whether paid to the minor or to some other person including, but not by way of limitation, occupation as a servant, agent, subagent, or independent contractor, provided that newsboys and newspaper carriers are not included within this definition." The law enumerates occupations permissible at age 12, occupations prohibited under age 16, and hazardous occupations prohibited under age 18. Hours of work and maximum hours are established. The Industrial Commission is granted powers of enforcement and duties in connection with the law.

The Labor Standards Committee considers the law adequate and has no recommendations.

Colorado has legislation covering payment of wages (CRS, 63, 80-8-1 et seq.). These laws are designed to assure payment of moneys due workers. They were not studied in depth by the committee.

Maximum Hours:

Maximum hours for minors for a day and for a week are set in the Child Labor Law of 1963.

The Women's Eight-Hour Law (CRS, 63, 80-14-10) provides that no female may be employed in any laundry, hotel, or restaurant, or in any manufacturing, mechanical, or mercantile establishment in this state, other than in clerical office positions in such places of employment, for more than eight hours during any twenty-four hours of any one calendar day. In cases of emergency or in conditions demanding immediate action or in processing seasonal agricultural products, a woman may work more than eight hours provided the employer has obtained a relaxation permit from the Industrial Commission. Hours worked in excess of eight are to be paid at time and one-half the employee's regular hourly rate. The law does not provide a maximum work week.

State policy (CRS, 63, 80-14-9) is that, for women, employment in the industries specified above is injurious to health and dangerous to life and limb. The legislature has declared other types of employment to be injurious to health and dangerous to life and limb and has provided for eight-hour days for men. These include mining and allied operations and cement and plaster manufacturing (CRS, 63, 80-14-12 through 14). Presumably any women engaged in such work would also be included.

State employees in the executive branch of government have an eight-hour day and 40-hour week, and overtime may be compensated for by time off or in pay at time and one-half (CRS, 63, 3-3-2 (19)). Exempt from the provisions are state civil service employees in professional, technical, managerial, or administrative classes of positions. The controller can determine the exemption of employees not in classified civil service. Working hours of the state patrol are covered by separate statute (CRS, 63, 120-10-10).

Although the Women's Eight-Hour Law does not establish a maximum work week, the four wage orders of the Industrial Commission do. In the 1956 orders the basic week was: Laundry Industry 44 hours, Retail Trades 48 hours, Public Housekeeping 48 hours, Beauty Services 44 hours. The Industrial Commission has ordered time and one-half payment for work in excess of the basic work week, although the legislature has not declared itself on a maximum work week. The Industrial Commission has also prescribed time and one-half pay over eight hours for employees who might be outside the definition in the eight-hour law: "laundries, hotels, and restaurants, and in any and all manufacturing, mechanical, and mercantile establishments".

The Federal Fair Labor Standards Act of 1938, as amended, provides that no employer covered by the act shall employ any of his employees (men or women) for longer than 40 hours a week unless the employee receives compensation at time and one-half. The 1961 amendments extended the coverage of the act and provided for a step-wise reduction in the work week for newly covered employment: 44 hours during the third year from the effective date of the 1961 amendments to 42 hours during the fourth year and finally to 40 hours the fifth year and thereafter. The federal law contains a long list of exemptions from maximum hours (Sec. 13).

The Labor Standards Committee was struck with the problem an employer might face in determining what law or regulation was applicable; even more so the employee who is not aware of the overlapping of the laws and regulations which apply. Further, the Women's Eight-Hour Law does not clarify what constitutes an "emergency". Employers under federal law would still be required to obtain a relaxation from the state law in the event of an "emergency".

There is some indication that the state law is operating to the disadvantage of women seeking managerial and executive positions and of those seeking employment in professional occupations. Conversely, the employer may exclude qualified women from consideration for managerial and executive positions because of the premium pay. Not all such positions would come under the clerical exemption. The Labor Standards Committee submits:

RECOMMENDATION NO. 2

- (a) That the Women's Eight-Hour Law be amended, (1) to cover all women workers, (2) to incorporate a maximum work week of 48 hours decreasing in 2 to 4 years to 40 hours and providing time and one-half for hours worked in excess of the maximum work week, (3) to provide for exemptions, for example, of professional, managerial, technical and executive employment or agricultural and domestic work.

The Industrial Commission could be given power to issue regulations to achieve the purpose of the legislation.

- (b) That a study of the several laws be made with the objective of combining the several eight-hour laws into a single piece of maximum hour legislation applicable to both men and women.

Legislation applicable to all workers would have the advantage of uniform legislation regarding hours, would avoid possible exploitation of either sex by unconcerned employers, and possibly would create jobs, particularly in unskilled or semi-skilled fields. (It is cheaper to hire another employee than to pay time and one-half.)

Environmental Standards:

The Committee investigated three questions:

(1) Do accident or death frequency statistics suggest safety standards are needed? (2) Does the state have recommended standards for rest rooms and drinking fountains? (3) Are there standards to eliminate communicable diseases such as tuberculosis, typhoid fever, hepatitis, and venereal disease from service occupations?

Technical staff of both the State Department of Health and the Industrial Commission were consulted. Data on accident frequency included both women and men and were not available by sex. The reports of the National Safety Council reinforce the warnings by safety workers that it is dangerous to be complacent.

The Director of the Industrial Commission of Colorado's Department on Safety Devices and Methods wrote, "The Industrial Commission has been attempting in each legislative session to promote laws to bring about safety standards. The last session brought about a new boiler inspection revision, which is a step in the right direction. It is the accident severity and frequency records of the various concerns that point up the need for safety standards in many areas".

The Industrial Commission has the power, jurisdiction, and authority under Section 11 (80 - (2), (3), (4), and (5) :

"(2) To inquire into and supervise the enforcement, as far as respects relations between employer and employee, of the laws relating to child labor, laundries, stores, factory inspection, employment of females, employment offices and bureaus, mining, both coal and metalliferous, fire escapes and means of egress from places of employment and all other laws protecting the life, health, and safety of employees in

employments and places of employment.

"(3) To investigate, ascertain, declare and prescribe safety devices, safeguards or other means or methods of protection best adapted to render safe the employees of every employment and place of employment, as may be required by law.

"(4) To ascertain and fix such reasonable standards and to prescribe, modify and enforce such reasonable orders for the adoption of safety devices, safeguards and other means or methods of protection to be as nearly uniform as possible, as may be necessary to carry out all laws relative to the protection of the life, health, safety and welfare of employees in employments and places of employment.

"(5) To ascertain, fix and order such reasonable standards, duties or regulations as provided by law, for the construction, repair and maintenance of places of employment, as shall render them safe."

The Division of Occupational Health and the Factory Inspection Division work closely with the Industrial Commission and also work with management to promote safety in industry. Statistics about all types of accidents are filed with the Industrial Commission. Management is required to file, and so is the physician who treats the injured employee. Only extremely minor injuries would not be reported.

There were 403 fatal accidents to women in Colorado in 1964; these are the most recent statistics. One hundred sixty-six were caused by motor vehicles, 130 occurred in the home, and 128 were from falls. The analysis as to place of occurrence suggests that there are at most only about 9 that might relate to working situations:

Farm	3
Industrial place	1
Mine or quarry	1
Public building	4

(Judging from the number of home accidents -- 130 -- the Commission on the Status of Women might advocate a far-reaching educational effort to increase protection at home. Accidental deaths due to falls, particularly in the age group of 70+, would emphasize the need to educate for safety.)

In the law on Occupational Disease, Sec. 12, item (5) Willful Misconduct or Willful Self-Exposure, is the following statement: "An employee shall not be entitled to compensation if he shall willfully fail to use safety devices provided by the employer or where the occupational disease results from the intoxication of the employee." It would appear that the law encourages employers to maintain safety programs.

Does the state have recommended standards for rest rooms and drinking fountains?

The Colorado State Department of Public Health has a Technical Plumbing Code which covers both and was effective October 28, 1953, most recently amended October 9 and November 13, 1961. It is also referred to as Laws, Rules, and Regulations of Plumbing, and is issued by the Colorado State Department of Public Health.

The Code was discussed with State Health Department personnel to determine whether or not it covered adequately all types of facilities, not only new construction but also facilities in use over the years. Although inspections revealed inadequacies, the Health Department has been able to work on these problems effectively with the Division of Sanitation. The

standards as set are adequate. Perhaps the most limiting factor is the very few men that the State Health Department has available to cover the entire state. The state extends its usefulness through local health departments and in this way enhances its effectiveness.

Are there standards to eliminate communicable diseases from service occupations -- diseases such as tuberculosis, typhoid fever, and hepatitis?

A senior industrial hygienist of the Occupational and Radiological Health Division has this to say:

"As to standards to eliminate communicable diseases from service occupations, this is a broad question. Certainly, in many of the service occupations such as the food service industry, attempts are made to eliminate these diseases by enforcement of certain regulations. Other applicable laws pertaining to communicable disease control would also be used in specific instances where spread of disease was found to be a possibility. Standards for sanitation are enforced in many of the areas that offer the threat of spread of disease such as water and sewage regulations, and also standards for milk and food sanitation. All of these areas involve the worker to some degree. Again, to get full information regarding these regulations, the Division of Environmental Health should be contacted."

In its investigation of environmental standards, there were repeated references to manpower needs. Both the Industrial Commission and the Department of Health expressed concern that they were not adequately staffed to perform the duties prescribed in the law. Therefore, the Labor Standards Committee proposes:

RECOMMENDATION NO. 3

That the people of the State and their elected representatives support with adequate funds the State and local departments charged with the responsibility for establishing safe and healthful working environments and that citizen groups study the work of these agencies.

Workmen's Compensation and Occupational Disease Acts:

These two laws are designed to protect the worker from loss of income due to on-the-job accidents or to any of 48 occupational diseases. The first workmen's compensation legislation was enacted in 1915. The acts are administered by the Industrial Commission (CRS, 63, 81-1-1 et seq.).

The acts require that employers, as defined, must carry insurance against employees' loss of income due to accident, loss of member, loss of life, and medical and hospital expenses arising from any accident. The employer may insure with the State Compensation Insurance Fund or with a commercial carrier, or may self insure. Both acts cover men and women equally. The exceptions are employers of private domestic servants or farm and ranch labor, and employers of fewer than four persons; these employers are not required to be covered, but may elect to accept the provisions of the acts.

At the present time the law as amended in 1965 provides for \$3,500 in medical and hospital benefits for an injury. The injured worker is entitled to a weekly benefit beginning from the eighth day of time loss equal to two-thirds of his average weekly wage but not exceeding \$49.00 per week. The 1965 amendments increased both the maximum and the minimum weekly benefit. If the disability lasts longer than three weeks the

weekly benefit is paid from the day the injured employee leaves work. In case of death, the dependents are entitled to compensation equal to two-thirds of the deceased's average weekly wage not to exceed \$49.00 per week for a period not to exceed six years. (Amounts paid the employee before death are deducted.) The weekly benefit is increased if there are totally dependent children. Minimums and maximums are set by law.

The 1965 session of the General Assembly established a Medical Emergency Fund which will be available for serious accidents involving long and expensive medical care. Time and experience will tell whether this law (SB 271) will be adequate.

The Labor Standards Committee was unable to obtain statistics on the number of employees, both men and women, who have protection under workmen's compensation legislation from economic loss due to on-the-job accidents. If it is assumed that the number of persons employed in work covered by unemployment compensation is of the same order of magnitude as the number under workmen's compensation (Unemployment Compensation Insurance is paid on any payroll of four or more persons paid on each of 20 days during the calendar year) then about 40% of the workers may have no workmen's compensation protection. Therefore the committee submits:

RECOMMENDATION NO. 4

That a study be made by an appropriate agency of (1) the true extent of lack of protection from economic loss due to on-the-job accidents, (2) the frequency and severity of accidents and of deaths in uncovered employment, and (3) the possibility of extending protection similar to Workmen's Compensation to all workers.

The Occupational Disease Act lists 48 diseases which are compensable.

Although the act is heavily weighted with inorganic poisonings, legislative additions have recognized the impact of organic compounds and ionization radiation in the work environment. In an age of rapid technological changes, it is unrealistic to attempt to list specifically all those substances and hazards which may lead to disability. The committee suggests:

RECOMMENDATION NO. 5

That the Occupational Disease Act be amended to cover all diseases which bear a causal relationship to identifiable causative agents in the occupation and/or working environment.

No formal arrangement now exists between the State Office of Rehabilitation and the Industrial Commission for rehabilitation of those individuals who will no longer be able to return to their former employment. Therefore, the Labor Standards Committee submits:

RECOMMENDATION NO. 6

That a Division of Rehabilitation be established within the Industrial Commission to provide for early planning for rehabilitation and coordination of professional rehabilitation agencies.

Under the present law, the injured employee must receive his treatment from a physician designated by his employer. In some cases this designation may be made without regard to qualifications or competence. The Labor Standards Committee proposes:

RECOMMENDATION NO. 7

That the employee be free to choose a physician from a panel of well-qualified physicians in each of the medical specialties, such panel

to be developed by the Industrial Commission in cooperation with appropriate medical societies.

Maximum unemployment payment is now \$51.00 per week as opposed to \$49.00 per week for injured workers. It appears to this committee that an employee who is denied wages through disability as a result of industrial injury should be entitled to more compensation than one who is unemployed.

The committee therefore submits:

RECOMMENDATION NO. 8

That the Workmen's Compensation and Occupational Disease Acts be amended so that in case of temporary partial disability or permanent partial disability the employee shall receive 66 2/3% of average weekly wages during the continuation of the disability.

In case of death of a covered worker, the dependents (as defined in the law) of the deceased are entitled to a weekly benefit, related to the worker's wage, for a period not to exceed six years from date of death. Amounts already paid the worker are deducted from the maximum payment permitted by law. These weekly death benefits "terminate upon the happening of any of the following contingencies and shall thereupon survive to the remaining dependents, if any: (1) Upon marriage; (2) Upon the death of any dependent; (3) When a son or brother of the deceased reaches the age of eighteen (18) years, except as otherwise provided in section 81-11-2". (Section 81-11-2 refers to children over age 18 or listed blood relatives wholly or partially supported by the deceased and who are incapable of or actually disabled from earning their own living.)

The Labor Standards Committee questioned whether the six-year limit and/or the provision regarding remarriage might be operating to the detriment

of minor children, and therefore offers:

RECOMMENDATION NO. 9

That a study be made to determine whether the sections of the Workmen's Compensation and Occupational Disease Acts providing for payments to surviving dependents are working to the detriment of minor children and to suggest possible remedies.

General Recommendations:

The matter of pregnancy leaves was brought to the attention of the Labor Standards Committee. Time did not permit a thorough study. A cursory investigation revealed that some employers consider pregnancy as a "reasonable" reason for granting leave. On the other hand, some hold the philosophy that the reasons for granting leaves should be the same for men and for women and that therefore pregnancy leaves should not be granted. The health and safety of mother and child are involved in this question, as well as the economic impact on both employee and employer.

The committee recommends:

RECOMMENDATION NO. 10

That a study be made of the matter of pregnancy leave, including but not limited to such factors as maternal and child health and safety, present practices and philosophies relating to pregnancy and adoption of children, the economic impact on the woman worker and her employer.

The 1960 census reveals that the labor force in Colorado is made up of 31% women. By law the three industrial commissioners represent the worker, the employer, and the public. The next appointment to the Industrial

Commission will be in 1967, when the appointee must meet the legal requirement of one member "who by reason of his previous vocation, employment, or affiliations can be classed as a representative of employers".

The Labor Standards Committee proposes:

RECOMMENDATION NO. 11

- (a) That the Governor appoint a qualified woman to the Industrial Commission of Colorado.
- (b) That a Women's Section or Division be established within the Industrial Commission of Colorado.

In suggesting the appointment of a woman this committee in no way impugns the dedication of any of the members of the Industrial Commission. The interest of all women's groups, including women in organized labor, might be enlisted to recommend the names of several qualified women to the Governor.

The Industrial Commission is charged by law with administration of a variety of laws affecting men and women as well as those primarily concerned with the woman worker. The proposed women's section could include among its duties administration of minimum wage and eight-hour laws, handling of investigations and complaints from women, and investigation of working conditions affecting women.

This committee also finds there is a need to expand the research and statistical services available to state agencies and ultimately to the state legislature. Because of the many duties assigned to the Industrial Commission, this would appear to be a logical department of state government for such a service.

WOMEN IN EMPLOYMENT

The Committee on Women in Employment was asked to review:

- (1) Equality in private employment, including equal pay;
- (2) State employment and private employment under state contract;
- (3) Unemployment compensation;
- (4) The professional woman.

The committee has endeavored to collect and evaluate facts and informed views on employment policies and practices current in the state of Colorado. Employers, unions, working women, women's organizations, management consultants, counselors in the Colorado State Employment Service, private employment agencies, personnel specialists, and various minority groups and agencies were consulted for facts and opinions.

Equality in Private Employment

In 1955, state legislation was passed providing "No employer shall make any discrimination in the amount or rate of wages or salary paid or to be paid his employees in any employment in this state solely on account of the sex thereof" (CRS, 63, 80-3-2). In the definition of employment, household and domestic servants and farm and ranch laborers are excluded. The Industrial Commission was given responsibility for administering the law.

In a survey conducted by this committee in 1965, most respondent employers indicated that men and women received the same rates when doing identical work. Four of nineteen unions which responded to the survey

commented that women in the industries they represented were assigned to lesser paid classes of employment.

State Employment and Private Employment

State Employment:

As of mid-1965, the Colorado Civil Service Commission reported classified Civil Service employees by job classification groupings as follows:

I. Administration, Financial, Staff, and Allied Services			
Total number of employees:	737	(Male 614, Female 123)	
II. Clerical and Allied Services			
Total number of employees:	2,799	(Male 449, Female 2,350)	
III. Domestic, Custodial, and Personal Services			
Total number of employees:	1,258	(Male 637, Female 621)	
IV. Educational Information Series			
Total number of employees:	198	(Male 128, Female 70)	
V. Engineering and Allied Services			
Total number of employees:	1,279	(Male 1,268, Female 11)	
VI. Mechanical, Construction, and Trade Services			
Total number of employees:	1,756	(Male 1,735, Female 21)	
VII. Medical Health and Allied			
Total number of employees:	2,667	(Male 739, Female 1,874)	
VIII. Natural Resources			
Total number of employees:	566	(Male 563, Female 3)	
IX. Regulatory and Legal Services			
Total number of employees:	924	(Male 907, Female 17)	
X. Social Welfare Rehabilitation and Correctional Services			
Total number of employees:	<u>1,429</u>	<u>(Male 1,128, Female 301)</u>	
Total all groups	13,613	(Male 8,222, Female 5,391)	

The current pay plan, as established by the Colorado General Assembly, is attached as Appendix 1.

Women Workers in Colorado:

A study by the Denver Regional Office of the Bureau of Labor Statistics of the number of women employed by manufacturing industries in Colorado for the five-year period from mid-1959 to mid-1964 shows an increase of 18.6%. In that period, the number of men placed in new jobs in manufacturing increased by only 5.3%.

Colorado manufacturing employment increased by 6,200 jobs during the five-year period, for a total of 91,000 in mid-1964. Of these 6,200 new jobs, 2,400 or 39% were filled by women. This increase brought the total of women working in manufacturing industries in July, 1964, to 15,500. Employment of men in these five years increased by 3,800 to 75,500.

The biggest increase in the employment of women came in the textile, apparel, and leather industries, where employment increased 152.8%, and in the electrical machinery manufacturing field, where female employment went up 149.8%. Ironically, the employment of women in food processing dropped 6.7%, while employment of men increased by 2%.

The textile, apparel, and leather industries appeared to be a significant source of jobs for women. Fewer than 900 women were employed in these fields in mid-1959; at the time of the study, 2,200 women were working in these industries. The electrical machinery industry, which was second in amount of increase in employment of women, also showed the largest job opportunity for men; 31% more men were added to these payrolls.

Increasing employment opportunities for women were shown in fabricated metal products (40.5%), transportation equipment (57.2%), and ordnance and accessories (55.2%).

Colorado's annual total employment for both men and women in 1964 was 722,500. In the eight-month period January 1, 1965, to September 1, 1965, total employment increased to 725,300 persons, of whom 231,000 were women. Thus women represented 31.8% of persons employed in Colorado. This is typical of the national picture.

In August, 1965, Carl Q. Roberts, Principal Economist, State Department of Employment, presented the following distribution of women workers in the Denver metropolitan area.

120,000 women employed in industries in Denver metropolitan area:

10,550 in manufacturing (6,200 in non-durable goods;
4,350 in durable goods);

850 in contract construction;

6,450 in transportation, communications, public utilities;

31,150 in wholesale and retail trade;

12,250 in finance, insurance, real estate;

34,550 in services and miscellaneous fields;

24,200 in government service (6,900 federal, 17,300 state).

The Federal Bureau of Labor Statistics had no listing of women's occupations showing median earnings.

In July, 1965, the Women in Employment Committee mailed 1,235 questionnaires to business firms, schools, universities, hospitals and clinics, banks, governmental agencies, retail and wholesale outlets, seeking information on personnel policies affecting women. A sample is attached as Appendix 2. From these, 512 (41.5%) replies were received, and conclusions were summarized as follows:

(1) Technological changes have increased the opportunities for

women, especially in banks and in hospitals and clinics. On the other hand, city government respondents more frequently indicated reduced opportunities.

(2) Men and women were hired for identical positions with equal pay at banks, hospitals and clinics, and governmental agencies.

(3) Women participated 100% in the training programs given by governmental agencies. Most firms offered programs to train women for promotion. Of the retail sales firms, 3.4% did not sponsor training programs.

(4) Few situations in the operations of businesses worked against promotions for women. Where such factors did exist, they were identified as physical requirements, need for extensive travel, possibility of transfer, and lack of mechanical or technical knowledge.

(5) Most firms reported that women would accept changes in position or promotion which entailed additional responsibilities if the opportunity were offered them.

(6) Opinions differed as to whether women make good supervisors of men, but the majority believed that women could very well supervise other women.

(7) Most oil companies set 65 as the compulsory retirement age for both men and women; 7.1% set compulsory retirement at 70. Retirement age for men in governmental agencies was 70; for women, 72.2% of agencies replying required retirement at age 68, and 5.5% at age 70. No compulsory retirement age for either men or women was reported by 50% of the retail sales firms, 68% of wholesale outlets, 73.2% of banks, and 53.9% of hospitals and clinics; the remainder of replies from this type of employers reported compulsory retirement at age 65.

(8) Only 30% of the replies gave information about voluntary retirement. Most employers indicated age 65 for voluntary retirement of both men and women, but a few indicated voluntary retirement for both men and women at age 55.

(9) Pension or retirement plans were widely available for both men and women, although replies from organizations employing fewer than fifty people reported no such plans. Variance between plans for male and for female employees was shown in 43.3% of the retail sales firms, 32% of the wholesale outlets, 42.1% of the banks, 30.8% of the hospitals and clinics, 5.5% of the governmental agencies, and 7.2% of the oil and gas companies.

(10) Few employers had educational reimbursement plans for their employees.

(11) Most employers reported that it cost more to employ women than men. Reasons given in the replies included:

- (a) Training expenses are high when replacing women who leave for family reasons, such as marriage, pregnancy, or husband's transfer;
- (b) According to the experience of one respondent, women under 30 cost more to employ; women over 50 cost less;
- (c) In the hotel industry, the Women's Eight-Hour Law added to costs;
- (d) Excessive tardiness and absenteeism added to employer cost, particularly for the woman who was obliged to employ a babysitter;

- (e) Women worked only long enough to earn money for some specific goal, then had to be replaced;
- (f) Better rest room and lounge facilities were necessary when women were employed;
- (g) Physical requirements of the job had to be satisfied;
- (h) Insurance premiums were higher with women employees.

(12) A majority of the respondents did not find that the provisions of Colorado labor laws applicable to women (eight-hour day, rest periods, facilities not required for men, etcetera) affected their employment of women.

(13) Fringe benefits provided were essentially the same for men and for women:

- (a) Paid holidays were allowed for all employees;
- (b) Virtually all firms had paid vacation plans for both male and female employees, varying from one week to three weeks according to length of service;
- (c) Sick pay benefits ranked third in the fringe benefit plans for most firms;
- (d) Almost all firms carried life and medical insurance on the same terms for employees of both sexes;
- (e) Very few firms paid bonuses to employees.

(14) About half of the respondents did not answer the question seeking information on average length of service of male and female employees. Replies indicated a shorter average length of service for women employees.

(15) As to educational requirements specified in replies from 110 manufacturers, the majority indicated no minimum educational requirement for production workers, but some experience was required. High school graduation was the predominant requirement for the clerical worker; the employer with fewer than 50 workers required some college for clerical positions. Most employers preferred college education for their supervisors, administrative employees, and technical workers; a few required degrees. Few of these respondents employed part-time or temporary workers except clerical workers once or twice a month or at tax time.

Women Represented by Unions

A questionnaire similar to the one sent to employers was mailed to 135 labor organizations. A sample of the questionnaire will be found as Appendix 3. Thirty-nine replies (28.9%) were received. Nineteen of these reported having women members. In the 18 unions reporting local membership, there were 5,368 women members and 6,408 men. (The nineteenth gave membership on a national basis.) Tabulation of the replies indicated:

(1) Provisions for retirement were similar to those reported by employers.

(2) Essentially the same reasons were given why women were not eligible for promotion, but the physical demands of promotional opportunities were more prominent in the union replies.

(3) Fringe benefits, paid holidays, vacations, sick leave, seniority, etcetera, were the same for men and for women in all cases.

(4) Eleven of the 19 unions responding indicated that technological changes were reducing opportunities for women.

(5) All 19 responding unions indicated that technological changes were not increasing opportunities for men.

(6) Four of the 19 unions reported that differences in wages were principally because women were assigned to lower paying jobs.

(7) Some respondents commented that the state agency responsible for checking on rest room facilities for women could be more diligent, since some of these facilities were in a condition repugnant to women members.

Minority Group Women

Major Occupational Groups (1960 Census Data for Colorado)

	<u>White</u>	<u>Non-White</u>	<u>Non-White as % of Total</u>
Total employed women	196,542	6,929	3
Professional, technical, kindred workers	30,448	652	2
Farmers, farm managers	959	11	1
Managers, officials, proprietors (except farm)	10,150	100	1
Clerical, kindred workers	67,118	1,264	2
Sales workers	16,307	104	1
Craftsmen, foremen, kindred workers	2,195	44	2
Operatives, kindred workers	13,606	423	3
Private-household workers	11,716	1,612	12
Service workers (except private-household)	32,027	1,938	6
Farm laborers, foremen	1,473	35	2
Laborers (except farm, mine)	735	68	8
Occupation not reported	9,808	678	6

It will be seen that 6% of Colorado non-white women were engaged in white collar or professional work in 1960; this percentage has probably increased by 1965. However, private-household and service work claimed

the largest number of non-white women (non-white does not include Spanish-named women).

Statistics in the 1960 census show that the civilian labor force included 11,431 Spanish-named women (median 1959 income \$1,129), 7,406 non-white women (median 1959 income \$1,393), and 193,474 white women (median 1959 income \$1,349).

A survey by the Colorado Civil Rights Commission November 1, 1965, showed the average grade level in Colorado for Negro and Spanish-named women at grade 7, for others at grade 12.

Counseling authorities say there is definitely a need to aid minority group women to become more skilled in work abilities.

The Colorado Antidiscrimination Act (CRS, 63, 80-21-1 et seq.) prohibits discrimination because of race in employment and on-the-job training. The law is applicable to employers of more than six persons. The procedure whereby complaints can be handled is set up by law. The Colorado Civil Rights Commission reported that from July 1, 1964, to March 1, 1965, it had considered a total of 106 cases of discrimination in employment. Of these, 69 were from male complainants, 37 from female. Of the 37 female complainants, 21 were Negro, 12 were Spanish-named, and the remaining 4 were classified as Others (mixed marriages, etcetera).

The Professional Woman and the Working Woman's Attitude Toward Her Position

The Women in Employment Committee surveyed by questionnaire 256 working women throughout Colorado. The survey covered family responsibilities, educational background, age, and experience necessary, and invited general comments from the women respondents. The questionnaire is attached as Appendix 4. This questionnaire went to .1% of the estimated number of

women working in Colorado in July, 1965. One hundred twenty replies were received. The sampling included both professional and non-professional workers.

Included in this mailing were 40 women of minority groups (Negro, Spanish-named, Oriental, American Indian). Because replies were anonymous and ethnic information was not requested from respondents, the committee was not able to ascertain how many women from minorities were represented in the replies. Names of working women throughout the state were obtained through the cooperation of women's organizations whose membership included professional and/or minority women. Through this source, 153 names of minority women were received. Among the Negro women were several in professional occupations: library supervisor, engineer, social worker, research chemist. Some 47 Spanish-named professional women (field of profession not given) were listed. Among the Orientals were physicians, educators, a Buddhist priest, a travel agent, a real estate broker. Only four American Indian women workers (two factory workers and two clerical workers) were reached by the method used.

The 120 replies were from women working in the following categories (business and clerical and production workers represented about one-fourth of the replies):

Medical and Allied Fields --- Osteopath, surgeon, veterinarian, dietitians, hospital pharmacist, medical librarian, dental hygienist, x-ray technicians, occupational therapist, laboratory technicians, social service workers.

Legal -- Self-employed attorneys, partner in a law firm.

Certified Public Accountants -- Self-employed, staff member.

Engineers -- Architectural, self-employed; radio with F.C.C.; computer and programming specialists, design, structural, drafting, estimator.

Educators -- (a) Academic: adult education administrators, college administrators, department head, junior high and elementary teachers, junior high school dean, elementary school coordinator;
(b) Music: self-employed, as head of music school or instructor.

Business and Clerical Workers -- Office managers and administrative assistants, key punch operators, IBM operators, bookkeepers, typists, PEX operators, secretaries, stenographers.

Production Workers -- Inspector of sewing, head waitress, electronics assembler, supervisor.

Self-Employed -- Owners of businesses or co-owners with husbands: wholesale grocery, book store, drug store, engineering service, garage, funeral home, newspaper, welcoming service, radio station, collection agency, ranch, restaurant, real estate office.

Unemployed -- All temporarily unemployed by choice, for personal reasons.

The trend among these workers was toward the mature woman. Of the 120 replies, 30 were from women in the 21 to 35 age group, 79 from women in the 36 to 65 age group, 2, both self-employed, from women over 65, and 10 not reporting age group.

Education has been recognized as a necessity by these working women; only 4% had not finished the twelfth grade, and 65% had gone beyond high school. However, 50% of the production workers had not finished high school.

Salaries are high only in the top management category and in the professional field. Of the 120 reporting, 50% had incomes of less than \$5,000 and 50% were in the range from \$5,000 to \$10,000. Of the 13 self-employed women, two-thirds were making less than \$5,000 per year. In the office and clerical category, 58% had salaries less than \$5,000, and 42% were in the \$5,000 to \$10,000 group. Among workers in the scientific field, 45% earned less than \$5,000 (two were part-time employees) and 55% received \$5,000 to \$10,000. The educators, administrators, nurses,

engineers, public accountants, attorneys, and doctors reported that 31% earned less than \$5,000 per year, 50% between \$5,000 and \$10,000, and 10% over \$10,000; 9% did not give income information. One of the women in the professional group estimated her education had cost \$10,000, a figure low by today's standards.

Most of the women in this sample were married.

The questionnaire asked these women their attitudes toward their positions, and whether they thought other women should be encouraged to qualify in their fields. Among replies were:

- (1) Engineer: "If one has to support a family, it is just as easy to work as an engineer as to work behind a dime-store counter. The work can be part-time or it can be done at home. Engineering provides a very stable and rewarding career. On graduation from college, one can expect to start at \$500 to \$700 per month."
- (2) Another engineer: "There is such a shortage of engineers that women are most welcome to enter the field. The monetary and professional reward is gratifying. Wouldn't trade it for another profession."
- (3) Another engineer: "Keeps the mind young. Each job demands research. Does not require brute strength, just mental concentration."
- (4) Another engineer: "Have had college but lack degree. Am sole support of family. Have been on job eight years. Have not received a promotion, but did have a raise in past two years. Earnings \$5,000 to \$10,000 bracket."
- (5) Architectural engineer: "I believe there has been discrimination in Denver against hiring women in this field in the past. If a woman is interested in the architectural-engineering combination, then I think she should follow this profession. I feel that high school counselors fail to mention this particular field to their students. To the scientifically, mathematically, aesthetically, humanistically oriented person, architectural engineering is challenging."
- (6) Senior analyst: "I think a woman is often better suited to detail work than a man."

- (7) C.P.A.: "I went into business because I was appalled at both the salaries and the opportunities for women in Denver. The employers would not pay me a decent wage, mainly because I was a woman and working in this field. I went into my own office and have found no problem of discrimination. Almost all of my clients are men and they think it is very good that I have struck out for myself."
- (8) Educator: "There is a constant challenge to self-improvement. Lots of prestige. When you are raising a family, it is possible for you to work part-time. In the school system, it is possible to have the hours coincide with school hours and family vacations."
- (9) Registered nurse: "There is a real demand for nurses, but if there were more economic security perhaps more students could be brought into the field. There are good fringe benefits, but salaries are too low."
- (10) Laboratory technician: "The odd hours you are expected to work are okay when your husband is at home with small children, or when your children are older. This presents a family situation. You must be on call at any hour for the hospital."
- (11) Another technician: "Anyone physically unable to be a medico has a good thing in becoming a lab technician."
- (12) Computer operator: "It is fine for anyone interested in machine work. But I have found the suburban companies will not pay the same as the city employers."
- (13) Another computer operator: "In order to get ahead, you must be on the executive level -- the top woman in the bank."
- (14) Administrative assistant: "I had had many years of work in private and government employment. I found that I might work hard and the person next to me might do just what was necessary, but both of us would receive the same salary. I have been on my present job now less than five years and I love it. I am dealing with the public."
- (15) Telephone operator: "I like my job because I find that this is a job for the older woman. There is no problem of clothes budgeting. I can usually work the hours I want."
- (16) Abstract title clerk: "The company I am with is a small one. I do find that men with less experience or with less responsibility are paid more than I am. The larger companies seem to pay better, have better retirement benefits. I have not had a pay increase for the past five years and I have been here a long time."

- (17) Social worker: "There is a need for social workers, but they must have Master's degrees. There are jobs for case workers with only the B. S. degree."
- (18) Production worker: "I earn approximately \$4,400, and have been on my job for five years. I had only an eighth grade education. There are many fringe benefits on the job where I am, and it is a nice company to work for."
- (19) Another production worker: "I had been with the company for over three years, and had been advanced thirty cents per hour. Then there was a layoff and a lot of overtime and I was kept on during this period. But after the layoff I was put back to my first salary rate."
- (20) Waitress: "The waitress has many bosses -- the customer, the boss, the cook, the bus boy, the bartender -- and often she gets the blame for something for which she is not responsible. I feel we should be entitled to periodic raises the same as others receive. We are the last to see a raise, if ever! But I guess I will always be a waitress."
- (21) Eye surgeon: "Cost of special training for work I now pursue is \$25,000 (college, medical school, and post-graduate training). Put in 55 to 60 hours per week. I feel strongly that Ophthalmology is a fine specialty for a woman and I think more women should consider it as a specialty in Medicine. There is enough diversity in the practice to avoid monotony. The work can be very demanding, but is such that one can schedule it fairly easily and thus allow some time away from the office."
- (22) Physician: "Put in between 60 and 72 hours per week. A woman now has no handicap in most branches of medicine. Surgery is the only field where women are not wholly welcomed, and most women are not inclined toward surgery anyway. If the woman shows that she will accept responsibility and carry her load of work in the medical school, in residency, and in practice, the men often gallantly open doors professionally." She added . . . "This is a secret!"
- (23) Another physician: "I would not change this occupation for any other. A medical education is a very strenuous one. It requires a minimum of seven years and a heavy outlay of money. I think women are well fitted to be physicians, and America needs more. Russia has many women physicians, and they are assisted in their education. I think we should do the same."
- (24) Owner of garage and auto parts store: "This is a very challenging field, as it is a man's world. I have had to learn a lot about cars and component parts. My business experience and my husband's practical experience have made our business a success."

- (25) Veterinarian: "I think this field offers just as many opportunities for the woman as for the man."
- (26) Owner of funeral home: "This is one of the most Christian services given to families in life's most trying time."
- (27) Rancher: "I am my very own boss. I like to compete with men. I would not advise other women to qualify, but we could use women hay hands, if the whole crew were female, with a male overseer."
- (28) Collection agency owner: "This work is very dull. There are a lot of decisions to make and much psychology to be employed in handling people. Collectors are usually men, but women can use a different approach -- the lady's approach. How can a man get mad when he is dealing with a woman who is not being antagonistic?"
- (29) Secretary: "There is a definite need for typists and secretaries who have good skills. The schools should encourage both shorthand and typing for the female student."

Aids for Women Seeking Employment

Bulletin WB-65-224, dated March, 1965, from the Women's Bureau of the United States Department of Labor, points out that "today we have approximately 26,000,000 women in the work force; by 1970 it is estimated there will be 30,000,000. One of every three workers is a woman; almost three-fifths of these are married. In 1964, the average woman worker was married and 44 years old. It is estimated that eight or nine out of ten girls today will be gainfully employed at some time during their lives".

Where, then, can these women find employment?

Besides answering newspaper advertisements, women can use the Colorado State Department of Employment, private employment agencies, the Federal Civil Service Commission, the Colorado Civil Service Commission, and the following new agencies created to take care of the applicant, either male or female, who needs additional training:

National Skills Bank. Industrial and business leaders, the National Urban League, and the Rockefeller Brothers Fund have been engaged in a study to determine the best method by which the employment of skilled Negroes can be accelerated. Out of this study has come the establishment of a National Skills Bank, a central clearing agency operated by the National Urban League to bring qualified Negro and other minority-group job-seekers into contact with prospective employers throughout the nation. The Skills Bank has created a nation-wide reservoir from which can be drawn a broad range of qualified minority-group workers to help meet the manpower needs of the country. If a qualified registrant cannot be placed locally in his field of ability, his request is forwarded to national headquarters, where it is matched against the "pool file". Registrations for the National Skills Bank were conducted at two centers in Denver on April 29 and 30 and May 1, 1965, by 25 volunteers and two Urban League staff members. Representatives of 52 companies attended one or more of the series of four meetings for briefing on the National Skills Bank. Forty-four of these firms listed job orders with the Urban League. Seventeen employers hired 63 individuals. Of these 63, 42 were female. In Denver, registrations had been made by 359 persons, 150 male and 209 female. Of these 209 women, 26 had less than high school education, 57 had finished high school, 101 had education beyond high school, and 25 had been graduated from college. Twenty-two women were under age 20, 79 were between 20 and 29, 54 were between 30 and 39, 34 were between 40 and 49, and 20 were over 50. Persons interested in further information may inquire or register at the National Skills Bank, Care of Urban League, 1375 Delaware Street, Denver.

Denver to acquaint female students with the employment needs in their communities, the basic requirements for the positions, and the education required for those employment opportunities.

- (b) That high school counselors orient students in the tenth grade on educational requirements in fields the students hope to follow.

Private Employment Agencies

During 1964, private employment agencies interviewed 101,641 job applicants. There are 111 private licensed agencies in the state; of these, 49 are members of both the Colorado State and the National Employment Agency Associations. The Colorado State Industrial Commission reports that one license was suspended during the 1964-1965 term, and two requests for renewal of licenses were refused. A Code of Ethics was adopted by the commissioners of the State Industrial Commission on August 11, 1965, which had become a part of the enforcement measures of Chapter 80, Revised Statutes of 1963, governing private employment agencies.

Clarification is needed regarding temporary white collar or blue collar placement services. It is not clear whether these services come under private employment as defined in CRS, 63, 80-9-3. Such placement agencies should be included in the definition of private employment agencies, since they supply personnel to the client even though the employed applicant is paid by the agency, which in turn is paid by the client for this service, through the medium of a difference in rate between the salary paid the employee and the amount paid by the client to the temporary agency.

RECOMMENDATION NO. 13

- (a) That the section of the Industrial Commission Law defining

private employment agency be amended to include temporary blue or white collar employment agencies.

- (b) That all employment agencies, whether presently established or newly established, pass a certification examination to be administered by the Industrial Commission of Colorado.

It is envisioned that the certification program be administered jointly by the Colorado State Employment Agency Association and the Colorado Industrial Commission.

Colorado Fair Employment Practices Legislation

The Colorado Antidiscrimination Act of 1957 (CRS, 63, 80-21-1 through 8) prohibits discrimination on account of sex in its provision for apprenticeship and on-the-job training. However, it fails to include prohibition of discrimination because of sex in its provision on job discrimination.

There is now federal civil rights legislation which includes prohibition of discrimination because of sex. Under Title VII of the Federal Civil Rights Act of 1964, discrimination because of race, color, religion, sex, or national origin is prohibited. The law in 1965 covered (1) employers with 100 or more employees, (2) labor organizations operating hiring halls or with 100 or more members, (3) employment agencies, public or private, (4) joint labor-management committees for apprenticeship or training. The number reduces by 25 each July 2 until 1968. The act will not apply to employers of fewer than 25 workers, or with some exceptions, to labor organizations with fewer than 25 members. Coverage under the act is also limited to industries engaged in interstate commerce.

The Women in Employment Committee and the Women Under the Law Committee agree in Recommendation No. 37, in order to provide that complaints under the Federal Civil Rights Act shall be handled initially by the Colorado Civil Rights Commission.

Unemployment Compensation

The Unemployment Compensation Division of the Colorado State Department of Employment provided the following summary of the claims filed in 1964-1965:

<u>Initial Claims Filed</u>	<u>1964</u>	<u>1965</u>	<u>Increase</u>	<u>Decrease</u>
Total	87,221	81,228		5,993
Male	70,370	66,535		3,835
Female	16,851	14,693		2,158
<u>Continuing Claims Filed</u>				
Total	388,668	383,279		5,389
Male	280,638	295,840	15,202	
Female	108,030	87,439		20,591
<u>Average weekly benefit</u> for fiscal year 1965				\$42.78
for first six months of 1965				43.15
<u>Average weekly benefit</u> for fiscal year 1964				\$40.85
for calendar year 1964				41.42

Reasons for leaving employment by female claimants:

(1) Lack of work	4
(2) Lack of work due to flood	1
(3) Failure to conform	2
(4) Strike	1
(5) Incompatibility with supervisor	1
(6) Dissatisfaction with pay or bonus	5
(7) Violation of company rules	2
(8) Pregnancy	24
(9) Dissatisfaction with work assignment and conditions	4
(10) Dissatisfaction with employer or manager	2
(11) Leaving town with husband and/or family.	9
(12) Moved to another area.	6
(13) Personal reasons	2
(14) Excessive absenteeism and time off	4
(15) Dissatisfaction with work conditions	5
(16) Not meeting job requirements	1

- (17) Took time off without authorization 1
- (18) Negligence of job performance 2
- (19) Quit to stay home 1
- (20) Dissatisfaction with hours 1
- (21) Quit to be married; also moved 3
- (22) Quit -- no babysitter 1
- (23) Quit for a better job, which did not last 1
- (24) Insubordination -- discharged 2
- (25) Home duties 1
- (26) Discharged; did not follow supervisor's instructions. . 1
- (27) Discharged -- theft 1
- (28) Lack of transportation to get to work 1
- (29) Discharged -- assault of co-worker. 1
- (30) Excessive tardiness 1
- (31) Walked off job 1
- (32) Quit to join military; did not join 1
- (33) Failed to report to work; no notification 2

Occupations of female claimants:

16 sales clerks, 8 waitresses, 8 secretaries, 8 stenographers, 8 general office clerks, 5 clerk-typists, 4 maids, 3 receptionists, 3 nurses' aides, 3 bookkeepers, 3 file clerks, 3 cashiers, 3 telephone operators, 2 cooks, 2 stock clerks, 2 laundry workers, 2 laundry pressers, 2 PBX operators, 1 payroll clerk, 1 machine operator, 1 accounting clerk, 1 packer, 1 baker, 1 house mother, 1 typist, 1 dental technician, 1 wool presser, 1 posting clerk, 1 IBM operator, 1 key punch operator, 1 marker.

Age groups of female claimants:

36 ages 18 through 25; 21 ages 26 through 35; 36 ages 36 through 50; 3 ages 51 through 60; 1 over 60.

Women in Top-Level Appointive Positions

The number of women serving in elective and appointive positions at all levels of government has been surveyed by the Women As Citizens Committee.

The Women in Employment Committee believes more positions could be held by women if their qualifications were known and accessible to those with appointing power in Colorado government.

RECOMMENDATION NO. 14

That a roster of qualified women throughout the State be maintained by an appropriate agency, kept current and made available to those who have appointive powers to top level, policy making, administrative, executive, and professional positions; that this roster be kept in two sections -- those who are able to travel and leave their homes, and those who are able to accept short term assignments.

The Women in Employment Committee also recommends the appointment of a qualified woman to the State Industrial Commission and the establishment of a Women's Section or Division within the State Industrial Commission. These recommendations are embodied in Recommendation No. 11 of the Labor Standards Committee.

WOMEN IN EMPLOYMENT COMMITTEE

Appendix 1

Colorado Civil Service Compensation Plan as of January 1, 1960

(Steps 1 through Longevity)

Grade 1	Range	\$ 215 - 288	Grade 20	Range	\$ 543 - 727
Grade 2	Range	226 - 302	Grade 21	Range	570 - 764
Grade 3	Range	237 - 317	Grade 22	Range	598 - 802
Grade 4	Range	249 - 333	Grade 23	Range	628 - 842
Grade 5	Range	261 - 350	Grade 24	Range	660 - 884
Grade 6	Range	274 - 367	Grade 25	Range	693 - 928
Grade 7	Range	288 - 386	Grade 26	Range	727 - 975
Grade 8	Range	302 - 405	Grade 27	Range	764 -1023
Grade 9	Range	317 - 425	Grade 28	Range	802 -1075
Grade 10	Range	333 - 447	Grade 29	Range	842 -1128
Grade 11	Range	350 - 469	Grade 30	Range	884 -1185
Grade 12	Range	367 - 492	Grade 31	Range	928 -1244
Grade 13	Range	386 - 517	Grade 32	Range	975 -1306
Grade 14	Range	405 - 543	Grade 33	Range	1023 -1372
Grade 15	Range	425 - 570	Grade 34	Range	1075 -1440
Grade 16	Range	447 - 598	Grade 35	Range	1128 -1512
Grade 17	Range	469 - 628	Grade 36	Range	1185 -1588
Grade 18	Range	492 - 660	Grade 37	Range	1244 -1667
Grade 19	Range	517 - 693	Grade 38	Range	1306 -1750
			Grade 39	Range	1372 -1837

Salary increments are at one-year intervals, except that:

Advancement from Step 1 to Step 2 in Grades 1 through 11 is granted after six months of satisfactory service.

Advancement to Step 6 is achieved after two years of satisfactory service or one year of above-average performance.

Advancement to longevity step requires five years of additional service at Step 6 under conditions specified in the Rules and Regulations of the Civil Service Commission.

Appendix 2

GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

QUESTIONNAIRE

1. Type of industry or business _____
2. Approximate number of employees (male & female) _____
3. Approximate number of workers employed in:

	<u>Male</u>	<u>Female</u>		<u>Male</u>	<u>Female</u>
General Factory Work	_____	_____	Technical	_____	_____
Clerical	_____	_____	Administrative	_____	_____
Supervisory	_____	_____			
4. What are your minimum educational requirements for:

	<u>Minimum for Male</u>	<u>Minimum for Female</u>
General Factory Work	_____	_____
Clerical	_____	_____
Supervisory	_____	_____
Technical	_____	_____
Administrative	_____	_____
5. If you have had technological changes in your operations, has this affected the opportunity for employment of women?

	Reduced <input type="checkbox"/>	Increased <input type="checkbox"/>
--	----------------------------------	------------------------------------
6. Have technological changes referred to above curtailed opportunities for women but created more jobs for men?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------

 If yes, what is the reason? _____

7. In your industry do men and women perform identical tasks?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------
8. Are women eligible for employee training programs which can prepare them for advanced positions?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------

 If no, why in your opinion? _____

9. Are there factors in your operation which make women less eligible for promotion?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------

 If yes, please explain _____

10. Are your women employees willing to accept changes in positions or promotions which require additional responsibilities?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------
11. In your experience do women make effective supervisors of:

(a) Male employees	Yes <input type="checkbox"/>	No <input type="checkbox"/>
(b) Female employees	Yes <input type="checkbox"/>	No <input type="checkbox"/>
12. Do you have a collective bargaining agreement?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------

 If so, do women have the same promotional opportunities as men under this agreement?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------
13. Does your operation require the part-time services of any highly skilled or specially trained women?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------

 How many? _____
 How often? _____
 What skills or specialities? _____
14. Do you have a compulsory retirement age?

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
--	------------------------------	-----------------------------

 If yes, men at _____ years of age.
 women at _____ years of age.

15. At what age are employees eligible for voluntary retirement?
 Men at _____ years of age.
 Women at _____ years of age.
16. Do you have a pension or retirement system? Yes No
 Is it applied in the same manner to male and female employees? Yes No
 If no, please explain _____

17. In addition to the above, what other fringe benefits are provided for:
 Men _____ Women _____

 Are these benefits equal in all instances? Yes No
 If no, what is the variation? _____

18. If your firm has an educational reimbursement plan, is it open to women? Yes No
 If no, why in your opinion? _____

19. Estimate the average length of service for:
 Male employees? _____ years
 Female employees? _____ years
20. Does it cost your company more to have women rather than men in your employ? Yes No
 If yes, please explain _____

21. How do the following provisions of the Colorado Woman's Labor Law affect the employment of women in your business?

	<u>No Effect</u>	<u>Adverse Effect</u>
Hours limitations	_____	_____
Facilities required that are not required for men, e.g., seats, lunch rooms, separate rest rooms, etc.	_____	_____
Meals or rest periods	_____	_____
Restrictions on type of work	_____	_____

 (The reverse side may be used for comments or outline of specific problems relating to this or any of the other questions.)

 Signature (Optional)

 Title

 Company Name (Optional)

Appendix 3
GOVERNOR'S COMMISSION
ON THE
STATUS OF WOMEN
QUESTIONNAIRE

1. Type of employees represented by your union _____
2. Approximate membership of your union _____.
Approximate number of female members _____.
3. If there have been technological changes in the industry you represent, how has this affected opportunities for employment of women?
Reduced Increased
4. Have technological changes referred to above curtailed opportunities for women but created more jobs for men? If yes, what is the reason? _____
Yes No

5. In your industry do men and women perform identical tasks? Yes No
6. Do men and women receive equal pay for equal work? Yes No
7. Are women eligible for employee training programs which can prepare them for advanced positions? If no, why in your opinion? _____
Yes No

8. Are there factors in the operation of your industry which make women less eligible for promotion? If yes, please explain _____
Yes No

9. Are women employees willing to accept changes in positions or promotions which require additional responsibilities? Yes No
10. Does your collective bargaining agreement make any distinction between male and female members in the following areas:
Hours Yes No
Wages Yes No
Working Conditions Yes No
If yes, please explain _____

11. Is there a compulsory retirement age? Yes No
If yes, men at _____ years of age.
women at _____ years of age.
12. At what age are employees eligible for voluntary retirement?
Men at _____ years of age.
Women at _____ years of age.

13. Do you have a pension or retirement system? Yes No
Is it applied in the same manner to male and female members? Yes No
If no, please explain _____

14. In addition to the above, what other fringe benefits are provided for:

Men _____ Women _____

- Are these benefits equal in all instances? Yes No
If no, what is the variation? _____

15. How do the following provisions of the Colorado Woman's Labor Law affect the employment of women in your organization?

	<u>No Effect</u>	<u>Adverse Effect</u>
Hours limitations	_____	_____
Facilities required that are not required for men, e.g., seats, lunch rooms, separate rest rooms, etc.	_____	_____
Meals or rest periods	_____	_____
Restrictions on type of work	_____	_____

(The reverse side may be used for comments or outline of specific problems relating to this or any of the other questions.)

Signature (Optional)

Title

Union (Optional)

Appendix 4

QUESTIONNAIRE OF COLORADO COMMISSION ON THE STATUS OF WOMEN

Please complete and return via enclosed stamped envelope to Margaret P. Pandy
1407 E. 10th Ave. Denver 80218 by
October 17, 1965

Are you in (1) private employment? _____ Type of Business _____
(2) public employment? _____ Department & Branch _____
(3) self-employed? _____ Type of Business _____

Age group? 21-35 _____ 36-65 _____ over 65 _____

Number of children? _____ Ages? _____

Number of dependents? _____ Explain _____

Sole support of family? _____ Partial support? _____

Range of current earnings under \$5,000? _____ \$5,000-\$10,000? _____
over \$10,000? _____

Educational background Highest grade completed 1-12? _____

Junior College degree? _____ College degree (s)? _____

Certificate from specialized school Business? _____ Technical? _____

Specify, if other _____

Estimated total dollar cost of special training for work you now pursue _____

Estimated percent of training-cost assumed by employer _____

Employed since _____ Self-employed since _____ Unemployed since _____

If unemployed, retired? _____ receiving unemployment compensation? _____

How many hours per week does your work require? _____

If you are in private employment, please answer these questions:

What is your title? _____ What are your duties? _____

Have you had any salary increases within the past 2 years? _____ the past
5 years? _____ Did corresponding changes of title or status accom-
pany these increases? _____ Do you receive special benefits
within your company? _____

If you are in public employment, please answer these questions:

What is your title? _____ What are your duties? _____

How are your increases determined -- merit, examination, special training,
or other? _____

What is the percent of earnings increase between salary floor and ceiling of
present classification? _____ Other information? _____

If you are self-employed, please answer these questions:

What is your title? _____

Are there more female or male proprietors in your type of business? _____

What influenced you to go into your own business? _____

What factors do you like about your work that make you think other women
should be encouraged to try to qualify in this field?

(Remarks are welcomed; use reverse side of this sheet.)

EDUCATION COMMITTEE

Since the field of education is so broad, the committee found it necessary to limit its investigation to the educational opportunities provided for students who are beyond, or who have dropped from, the schools whose programs normally cover grades 1 through 12. This report does not cover educational offerings of organizations and individuals whose efforts cannot be strictly classified as school-connected. Thus excluded, for example, are the first aid classes available through the American Red Cross, the square dancing classes sponsored by the city recreation departments, and the specialized training provided by business and industry in upgrading and aiding its employees. Consideration of such aspects of learning might preferably be included in the applicable reports of other commission committees.

Detailed study has been made of the subject offerings available to Colorado women in light of their varied academic, cultural, civic, homemaking, professional, technical, and vocational goals and interests. The study has considered women's many levels of educational preparation, experience, age, and abilities.

Colorado Educational Requirements and Attainments

In accordance with the Colorado School Attendance Law of 1963, children who have attained the age of 6 and who are under 21 are entitled to attend the public schools (grades 1 through 12) in the

school district in which they reside, but children who have attained the age of 7 and who are under the age of 16 are required to attend school for 172 days during each school year except for specifically provided exemptions. Pre-school programs and kindergartens may be provided by school districts, but are not required by law.

At the age of 21 adulthood is considered to have been attained. The 1965 Statistical Abstract of the Census Bureau indicates that 48% of Colorado adults had less than a high school education; an additional 29% did not continue their education beyond that level; 12% completed one to three years of college; and 11% had attained at least a baccalaureate degree. Colorado led the 50 states in percentage of college graduates. The educational median for the state was 12.1 years of schooling (11.9 years reported for men; 12.1 years for women), as compared to the national median of 10.9 years. Colorado's median attainment was equaled by five other states and exceeded by only one state with a median of 12.2 years of completed schooling.

Education of Women

Enrollments:

The number of women attending non-compulsory school programs during the 1964-1965 school year as compared to the number attending five years ago (1959-1960) was considered in this study to be an important factor.

Undergraduate Women Enrolled in Colleges and Universities. In the 1964-1965 school year, Colorado had 15 public and private four-year colleges and universities. Enrollment statistics are not included for the United States Air Force Academy, which does not admit women. The day division of Regis Collage was omitted for the same reason, but statistics were included for its evening division, which does admit women. Two colleges, Colorado Woman's College and Loretto Heights College, admit women only. Women comprise less than 1% of the student body at the Colorado School of Mines.

Three of the nine junior colleges which existed in 1959-1960 have since become four-year institutions: Colorado Woman's College, Fort Lewis College, and Pueblo Junior College, which changed its name to Southern Colorado State College. Thus, for comparative purposes, the enrollments of the two-year colleges and the four-year colleges have been combined.

The twenty Colorado colleges admitting women in 1959-1960 reported 13,971 women enrolled, or 36.6% of total enrollments. In the 1964-1965 school year, enrollments rose to 23,314 women, or 39.7% of total enrollments, an increase of 66.9%. During this same period of time, enrollment of men students rose 46.4%.

A new two-year institution, Metropolitan State College at Denver, came into being in September, 1965. Early October enrollment figures showed 270 women, 23% of total enrollment. Another new junior college is expected to open at Littleton in the fall of 1966, to serve Arapahoe School District No. 6 and School District No. 2 (Sheridan). Two additional junior college districts have been approved by the State Department of Education. The one proposed to serve all of Jefferson

County and School District No. 1 of Park County was defeated at the polls in October, 1965. The second, to serve a five-county area (Eagle, Garfield, Lake, Pitkin, and Summit) with campuses at Glenwood Springs and Leadville, won approval at the polls in November, 1965, and is expected to begin classes by the fall of 1967. Other junior college districts are in the planning stage, but formal requests have not as yet been presented to the State Board of Education.

Graduate Women Enrolled in Colleges and Universities. During the same five-year period, seven of the colleges and universities reported 1,455 women enrolled in graduate school in 1959-1960 and 2,221 in 1964-1965, both representing slightly over 31% of total enrollment. The increase in the number of women in graduate programs during the five-year period was 52.6%, compared to a 52.8% increase in the number of men.

Women Enrolled in Religious Schools and Colleges. One school of religion, St. Thomas Seminary, admits men only and was therefore not included in the enrollment study. The six replying coeducational schools of theology and religion reported 110 women enrolled for the 1959-1960 school year, and 132 women for 1964-1965, representing one-fourth of total enrollments for both time periods. The number of women increased 20% during the five-year period, compared to an 18.8% increase for men.

Women Enrolled in Proprietary School Programs. Almost without exception, the proprietary schools which train for technical jobs in the industrial field do not admit women; they are therefore not included in the compilation below. Technical schools that do admit women report that the number is small. For example, women comprise less than 5% of

enrollments in the Engineering Drafting School; they comprise less than 1% of enrollments in the National Camera Repair School. Conversely, the proprietary schools which do admit women train primarily for the occupations and interests which attract women almost entirely (cosmetology, nursing and other health service occupations, schools of charm and poise) or which attract women in approximately the ratio of two to one (business schools).

Only 23 of the 36 replying proprietary schools admitting women reported enrollment figures for both 1964-1965 and 1959-1960. Women enrolled in 1964-1965 in these 23 schools numbered 3,077, representing 68.9% of enrollments, as compared to 2,498 in 1959-1960, or 70.6% of enrollments. The number of women increased 23.2% during this five-year interval; the number of men increased 33.5%. The greatest growth was in the business schools, possibly because of the increased use of automated equipment.

Women Enrolled in Adult Education and Community Programs. Although the four-year colleges sponsor non-credit courses, lectures, and other educational events, separate enrollments for such programs were included by only one of them. The junior colleges, on the other hand, consider adult and community educational activities to be among their main functions. For 1959-1960, the present six junior colleges reported 749 women enrolled in classes, 53.6% of the total; for 1964-1965, they reported 1,043, representing 54.4% of the total. The rate of increase during this period for women was 39.3%, compared to a 34.5% increase for men.

Of Colorado's 184 school districts, only 21 reported scheduling an adult education program. For the 1964-1965 school year these 21 districts reported 24,979 registrations by women, 58.5% of the total.

These figures do not include registrations in the indentured apprenticeship programs (women not eligible) whereby men working at a trade during the day attend school a specified number of hours per year for related training to gain journeyman status.

Enrollment figures for the 1959-1960 school year were reported by so few of the school districts that comparative statistics are not meaningful. General comments by directors of such programs indicate, however, that the number of women has increased during the five-year period.

This review of enrollments indicates that many Colorado women take advantage of opportunities for educational improvement. However, comments at open hearings of our committee indicate that women would like to further their educations to a greater extent, but are unable to do so because of the unavailability of the desired educational programs within their immediate environs or because of their inability to leave their home communities for any extended period of time because of home responsibilities or financial problems.

Funds made available to school districts and to junior colleges through recent federal legislation -- Manpower Development Training Act, Area Redevelopment Act, Economic Opportunity Act of 1964, Elementary and Secondary Act of 1965 -- would help to make inauguration of new academic and vocational programs financially possible. In addition, ways might be explored for the inauguration of a wider use of television instruction with examinations for credit courses given at a number of convenient locations; inauguration of credit courses through correspondence at the graduate level such as are now available in some instances at the

undergraduate level; a greater number of itinerant professors working with community groups to fulfill specific needs; and experimentation with instruction via telephone hookup when itinerant instruction is not feasible.

RECOMMENDATION NO. 15

- (a) That more school districts be alert to ways of developing and expanding their services in behalf of the academic, cultural, civic, homemaking, vocational, and technical needs and interests of adults in their communities.
- (b) That colleges, working with community leaders throughout the state, explore ways whereby they may extend the scope of their services.

Areas of Study:

Using catalogs, brochures, and other material furnished by the participating educational institutions, this committee charted the kinds and locations of educational opportunities available during the 1964-1965 school year to women of varying backgrounds, interests, and needs, in terms of:

- ° Areas of study leading to baccalaureate and advanced degrees,
- ° Areas of study leading to associate degrees or other evidence of completion of two years or less of college work,
- ° Areas of pre-professional study applicable to professional study at the advanced undergraduate or graduate level.

- ° Areas of study offered by schools of religion and theology leading to certificates, diplomas, and degrees,
- ° Offerings of proprietary schools leading to certificates and diplomas, and qualifying students, where applicable, for required pre-employment examination by state or association authorities,
- ° Adult, community, or continuing education programs provided by school districts and junior colleges which may carry high school credit or may be taken for non-credit purposes.

The following paragraphs summarize these tabulations in terms of broad areas of learning.

Academic Education. Basic education classes offered by school districts and junior colleges are the best source of help for women who wish to complete the eighth grade for personal or vocational reasons. Major emphasis is placed on reading and other English skills and on fundamentals of arithmetic. Basic English classes are also available through school district and junior college adult education programs; these are aimed at enabling the foreign-born to read and write simple English as part of the qualifying examination for American citizenship.

The following avenues are open to women seeking to complete high school education:

- ° Dropouts eligible to re-enter the regular high school are being urged to do so by school personnel, and special efforts are being made to encourage and help them to complete the necessary courses.

- ° A wide variety of classes is offered by school district adult education programs for interested adults and for dropouts not eligible for or unable to return to the regular school program. In some of the adult programs (the Emily Griffith Opportunity School, Denver, as a notable example), a limited number of high school credits may be earned through examinations based on past work, homemaking, and other experiences. Acceleration is another means of aiding adults whereby they may complete courses in less than the usual semester span of time required of regular high school students.
- ° Supervised high school correspondence study courses are offered through the University of Colorado, providing opportunities for adults and qualified younger women to earn high school credits. The University staff directs the program of study, supplies books and special materials needed, corrects and grades papers submitted, and certifies earned credits to the high school through which the student is sponsored. The student, in turn, must be supervised and helped by a public school administrator, counselor, or teacher.
- ° Satisfactory completion of five two-hour General Educational Development tests qualifies eligible applicants for the high school equivalency certificate issued by the State

Department of Education under the auspices of the American Council on Education. Applicants must be United States citizens, at least 20 years of age, and residents of the state for six months or more immediately before taking the tests, which cover English and spelling, social studies, natural sciences, literature, and mathematics.

At present there are 14 official test agencies or centers, located as follows: Adams State College (Alamosa), Colorado College (Colorado Springs), Colorado State College (Greeley), Colorado State University (Fort Collins), Emily Griffith Opportunity School (Denver), Fort Lewis College (Durango), Lamar Junior College, Mesa Junior College (Grand Junction), Northeastern Junior College (Sterling), Otero Junior College (La Junta), Southern Colorado State College (Pueblo), Trinidad State Junior College, University of Denver, and Western State College of Colorado (Gunnison). Test agencies must re-apply and be approved annually by the State Department of Education.

If an applicant desires a brush-up course, she may enroll in a refresher course available through an adult education program, or she may study independently the recommended prompter book entitled "High School Equivalency Tests", published by the Arco Publishing Company, 219 Park Avenue South, New York City, New York 10003 (1962 edition, 1960 copyright, 310 pages), and usually available through book stores.

All the junior colleges and most of the four-year colleges and universities offer a wide choice of academic programs leading to associate and baccalaureate degrees. The junior colleges often include

the major academic areas under the over-all title of general education, humanities, or liberal arts. Some of the four-year colleges also carry the humanities or liberal arts title, but most of them list specific majors in such areas as English, mathematics, science, and social sciences. These may be studied for their own value to the individual, in conjunction with cultural pursuits, or in preparation for various occupations. Advanced work in the academic areas is also available to Colorado women, with seven colleges offering master's degrees and four offering doctoral programs.

Cultural Education. Closely allied with academic preparation are cultural areas of learning which may be developed for personal use and enjoyment, as a worthwhile hobby for enhancing the home, and for furthering a career.

The four-year colleges are the most complete source of such instruction, offering undergraduate and graduate degrees in art, dance, languages and literature, music, and dramatic arts. Sacred music instruction is included by two of the four-year colleges, and two of the schools of religion also offer bachelor's degrees in this subject.

The Fine Arts Center in Colorado Springs serves in a dual capacity -- as the location for the art division of Colorado College and as a non-credit source of art instruction for other interested residents of the community.

The junior colleges usually include their cultural offerings -- primarily art, music, languages, and literature -- in their liberal arts

and humanities programs.

Formal instruction in the theater arts (acting, drama, and the dance) was reported by two proprietary schools, with programs ranging in length from a few weeks to four years. The Perry-Mansfield School of the Theater and Dance of Stephens College offers credit classes at Steamboat Springs during the summer months.

Short courses in charm, poise, and grooming, offered by a limited number of proprietary schools, may also be considered cultural in nature. Several of the business schools also include this aspect of training as part of their instruction.

Development of artistic abilities is also included by many adult education centers. Classes are scheduled in painting, drawing, sketching, crafts, weaving, ceramics, jewelry making, and lapidary skills. Sculpturing may be offered when sufficient interest and suitable facilities exist. Music appreciation and instruction are provided by a few school-district adult education programs, as are social dancing and dancing for performance purposes. Hobby classes in photography and woodworking, also taught as adult education programs, are worthy of mention because of the artistry involved in each.

Civic Education. The many courses in history, political sciences, psychology, and other social studies offered by the colleges and universities, and similar classes scheduled by adult education centers, can be construed as foundations for better civic understanding and responsibility. Studies dealing with cultural and international relations, taught primarily at the college level for degree purposes, also contribute to a broader understanding of people of other races and cultures living within

the United States and in other countries.

The University of Denver offers bachelor's and master's degree programs in public administration. School districts and junior colleges present Americanization and citizenship classes for the foreign-born in their adult education centers. Educational television also presents current civic problems and responsibilities; a notable contribution was the presentation this spring by ETV Station KRMA, Channel 6, of a program dealing with candidates for the Denver School Board.

Homemaking Education. The most prolific source of help for developing homemaking skills is the state's adult education programs. Of greatest interest are the classes in clothing construction, food purchasing, and home decoration. Parent education classes and pre-school programs under the auspices of adult education centers throughout the state are of special help to the younger mother in understanding the development and growth of the child.

Two of the junior colleges offer both terminal and transfer courses in general homemaking. At the senior college level, Colorado State University is the primary source of homemaking education, with a number of degree programs not only for prospective homemakers but also for those seeking careers in fields based on home economics, such as dietitian, home economics teacher, industrial home economist, or textile technologist. In addition to undergraduate programs, the University offers one-year and two-year homemaking courses, a master's degree program, and a doctorate in the field of nutrition.

Homemaking skills such as sewing, cooking, child care and development, have been successfully taught for a number of years by ETV Station KRMA, Channel 6.

Other areas of learning (notably the academic and cultural) are also important facets of the homemaker's total education in helping her to be a more resourceful, interesting, perceptive, and inspiring wife, mother, and individual in her own right.

Occupational and Professional Education. Preparation for earning a living is stressed by all Colorado educational institutions, but the degree to which women take advantage of such instruction is extremely varied. Contributing factors include the following:

- ° The amount of academic preparation required before specialized training and education can be undertaken.
- ° The degree of interest on the part of women themselves.
- ° The extent to which women who have ability and aptitude are made aware of job possibilities and are encouraged to seek the needed education.
- ° The degree to which educational institutions at any level create a favorable climate and atmosphere for women enrolling or seeking to enroll.
- ° The extent of employment opportunities upon course completion.

Of these factors, only the level of academic background required for various occupational categories is specifically included in the following paragraphs.

Business training for office occupations is widely available throughout the state. Although high school completion is not necessarily an academic prerequisite, chances for successful employment and promotion are closely related to the amount of academic preparation, particularly in English and

mathematics. Individual business subjects, such as typing, various systems of shorthand, bookkeeping and accounting, office machines, business English, and business mathematics, are taught in virtually all the adult education programs. Nine proprietary schools of business offer both well-rounded programs and short brush-up courses for general office, secretarial, and accounting positions, with data processing skills (automated equipment) growing in importance. All of the junior colleges and two of the four-year colleges offer one-year and two-year terminal business programs, as well as transfer courses acceptable in a four-year college with a business department. Two of these colleges offer varied business programs, including office management and business administration, which lead to bachelor's degrees; four of them offer advanced work leading to the master's degree; two offer work at the doctoral level. Management and supervisory training courses are also offered by several junior colleges and school district adult education centers.

Instruction in retailing and marketing is given at the college level with associate and baccalaureate degrees awarded, along with specialized courses in such areas as insurance and real estate. As the need arises in a community, adult education centers offer short unit courses to prepare women for selling jobs and to upgrade those so employed. Instruction in modeling techniques is given by two Denver proprietary schools.

A degree program in hotel and restaurant management is available through the University of Denver. The Denver adult education school offers classes, and a proprietary school offers a resident and correspondence course in apartment house and hotel-motel management. Another Denver proprietary school provides classes and a correspondence course in bartending.

Adult education centers teach restaurant cooking in Denver and Longmont, and waitress training is given in Denver and Fort Collins.

In the transportation field, a proprietary school prepares young women for passenger service, public contact, and operations work in the airline industry, and a junior college offers airline hostess training. At least high school graduation is prerequisite to such training. The University of Denver offers a degree program centered around various kinds of transportation (highways, airways, waterways, and railroads). The Emily Griffith Opportunity School at Denver offers non-degree courses for those employed in various areas of transportation work.

In the area of mass communications, creative writing courses are offered by six adult education centers. A Denver proprietary school offers a correspondence course in writing for magazine publication. Journalism instruction leading to an associate, bachelor, or advanced degree is provided by one of the junior colleges and by four of the four-year colleges. Writing and/or announcing courses for radio and television careers are offered in Denver by the University of Denver, by a proprietary school, and by the school district's adult education center.

The principles of advertising are offered by four of the adult education centers. Courses in commercial art and advertising design are available at the adult education, proprietary school, and college levels.

The health services field offers a wide choice of occupations, with instruction available through hospitals, junior colleges, some of the four-year colleges, and school district adult education programs. Many of the specialties in this field require a pre-employment licensing examination administered by an appropriate state board or national association.

Nursing instruction covers a wide range of opportunities: short courses for nurses' aides, one-year training for licensed practical nurses (at least tenth-grade academic requirement), two-year pre-professional nursing courses at the junior college level, three-year diploma nurse programs largely through hospital schools and junior colleges, four-year graduate nurse training at the university level, and specialized training leading to the master's degree.

Specialized areas include occupational therapy and physical therapy, both leading to the bachelor's degree. Hospitals, junior colleges, and some four-year colleges offer X-ray technology and medical technology programs, some of which lead to degrees. A degree may also be earned in pharmacy through the University of Colorado.

All of the junior colleges and four of the higher colleges offer pre-medical courses. Professional medical education in many specialties is available through the University of Colorado School of Medicine, the most complete source of health services education in the state. Specialization in the area of veterinary medicine is offered by Colorado State University. Although four junior colleges and four senior colleges offer pre-dental courses, there is no dental school in the state. The University of Colorado School of Medicine has been authorized to establish such a school whenever the legislature approves the necessary funds.

Short unit courses for medical and dental office assistants are taught by some of the junior colleges and adult education programs.

In the trade, industrial, and technical areas, cosmetology is widely taught throughout the state. Students in this field need not be high

school graduates, but at least a tenth-grade education is desirable because of certain technical aspects of the instruction. The primary source of such training is the 13 proprietary schools of beauty culture, with one adult education center (Denver) and one junior college also offering such instruction. Barber training, also available at the Denver adult education center, attracts women in limited numbers. Graduates must pass the licensing examination given by the appropriate state board before they may be employed as cosmetologists or barbers.

Instruction in power sewing machine operation is given at the Denver adult education school. This is a trade which women with limited academic preparation can enter.

Drafting and design instruction is offered by two of the junior colleges, the one technical proprietary school which admits women, and eight adult education centers.

Although equipment repair courses, such as auto mechanics or radio repair, are open to women, few are enrolled in this field. This type of instruction is offered widely by the junior colleges and by adult education centers. In the electronics field, women are preferred as students in the area of electronic assembly because of their greater finger dexterity.

Another area of somewhat limited appeal to women is that of land management and conservation. Agriculture and kindred areas of instruction are offered by several of the junior colleges for both terminal and transfer purposes, Colorado State University being the most extensive source of such instruction leading to a bachelor, master, or doctoral degree. A farm-business management course is taught by two of the junior colleges

and a proprietary school located in farming areas. Programs in forestry and range management, leading to baccalaureate and advanced degrees, are also available at Colorado State University.

The State Department of Education has approved 12 colleges and universities for teacher training. In addition to basic and general course requirements, specialization in subject matter areas required at the secondary level is approved by the State Department of Education in accordance with each college's major departments: fine arts, health and physical education, languages, mathematics and sciences, social sciences, and vocational and practical arts. Six colleges are authorized to prepare students in the area of special education (both elementary and secondary) for the mentally and physically handicapped. Six colleges and universities are also approved to offer preparation in one or more of the following additional educational positions: school counselor, school nurse, school psychologist, school social worker, and various types of school supervisors and administrators. All these colleges preparing teachers are authorized to grant bachelor's degrees, seven of them are authorized to grant master's degrees, and three of them to grant doctorates in the field of education. Several colleges also grant professional or specialist degrees in education which are beyond the master but less than the doctorate. The State Department of Education, in turn, certifies those who are eligible to teach in the schools.

Preparation for professional careers as librarians and as social workers follows completion of a basic four-year college program. The University of Denver is the only college in the state offering a master's

degree in these professions.

At least three years, and often four years, of basic college are required before entering law school. Both the University of Colorado and the University of Denver maintain law schools.

A professional career in religion and theology requires at least two years of basic college preparation before specialization is undertaken. Bachelor's degrees in various areas of religious service are offered by five of the six theological schools which admit women. A master's degree in religious education is offered by both the Conservative Baptist Theological Seminary and the Iliff School of Theology. Iliff also offers a master's degree in sacred theology and a doctorate in theology. Shorter courses (two or three years in length) are offered by several schools for those wishing to engage in missionary work or in other areas of Christian education.

Pre-professional engineering courses are taught by four of the junior colleges, with professional training leading to baccalaureate and advanced degrees available through four colleges and universities. Of these, the Colorado School of Mines offers the widest range of engineering specialties. Although qualified women may enroll in engineering schools, few do.

A school of architecture was added a few years ago by the University of Colorado, but only a few women are enrolled. At least two years, and preferably three years, of pre-training are required before admission to the professional course.

Specialization in science leads to professional employment in a

variety of industrial and service research laboratories dependent upon those trained in chemistry, physics, or one of the biological, physical, earth, or space sciences. Field positions, as contrasted to laboratory positions, are less frequently open to women (geology as an example), although many women with science backgrounds are employed in industrial areas related to various phases of home economics.

It is evident that a wide variety of educational opportunities is available to Colorado women if location, cost, and other factors allow them to take advantage of such opportunities. Favorable as the educational picture is, the Education Committee submits the following:

RECOMMENDATION NO. 16

- (a) That colleges consider changes in residency requirements and liberalize the transfer of credits so that capable adults within a highly mobile society may have greater opportunity to secure the degrees they so desire.
- (b) That more of the schools offering high school level work for adults and more of the colleges consider the possibility of granting a maximum number of credits through examination based on past experience.
- (c) That schools and colleges which do not now have accelerated programs consider such programs for qualified undergraduates and adults to complete credits at a more rapid pace.
- (d) That schools and colleges work more closely with business, industry, and the professions so that as employment opportunities expand, the abilities of trained women may be utilized to a much greater extent.

- (e) That women take greater advantage of the educational opportunities available to them and be willing to assume responsibility in developing their fullest potentials.

Approval, Licensing, and Accreditation:

Women contemplating enrollment in Colorado schools should inquire and check the approval and accrediting statements made by schools before signing any form of contract or paying tuition. Most Colorado schools will be found to be worthy institutions, but reports have been made concerning schools not operating in an ethical manner.

School catalogs and other publications often list approval by various state and federal agencies, such as the State Department of Rehabilitation, the United States Department of Justice for the Acceptance of Foreign Students, the United States Veterans Administration, and the Colorado Commission on Veterans Education and Training. Such approval statements should be checked directly with the agency or agencies named to verify that approval is still in effect.

Accreditation goes beyond approval, and is based on strict standards set up by the accrediting agency. Colorado school districts, junior colleges, and four-year colleges and universities are accredited by the North Central Association of Colleges and Secondary Schools. The institutions participating in this study do have such accreditation or are working toward it (length of time in operation is a factor in full accreditation).

Among the religious institutions, the Iliff School of Theology is accredited by both the American Association of Theological Schools and the American Association of Schools of Religious Education. The Western

Bible Institute reports that it has taken steps leading to accreditation by the Accrediting Association of Bible Colleges. The other four religious institutions may also be accredited, but information received from them does not mention their status in this regard.

Schools specializing in nursing services are accredited by the National League for Nursing, the State Board of Nursing, and/or the State Board of Licensed Practical Nurse Examiners. Licensing examinations required of students who complete training for certain health occupations are given to protect the public, and are apart from accreditation. These examinations are also given by the State Board of Nursing or the State Board of Licensed Practical Nurse Examiners, as well as by other appropriate agencies such as the American Registry of Radiological Technicians, the Registry of Medical Technologists, and the American Society of Clinical Pathologists.

Four Colorado business schools are accepted by the Accrediting Commission of Business Schools, which is officially recognized by the United States Office of Education. These are Central Business College, Denver, a one-year business school, and three two-year schools: Barnes School of Commerce (Denver), Blair Business College (Colorado Springs), and Parks School of Business (Denver). Most business schools in the state belong to one or two business associations which expect members to provide quality instruction and to possess suitable facilities, but which have no accrediting powers.

Schools of beauty culture and barbering are not under the jurisdiction of an accrediting agency, but their students must pass the licensing examination administered by the State Board of Cosmetology or by the

State Board of Barber Examiners as a means of protecting future patrons.

Accreditation is not known to exist for other types of proprietary schools. Quality of instruction, suitable facilities, and ethical operation, however, are matters of deep concern to members of the Colorado Private School Association, whose members head proprietary technical, trade, and business schools. This organization, working closely with state officials, is proposing that its member schools be identified by, and in effect controlled by, two state-wide committees. One committee, composed of representatives of large and leading Colorado employers, would work with member schools to help set curriculum content and performance standards. The other committee, representing the public interest, would be composed of representatives from organizations and agencies such as the State Board for Vocational Education, the State Rehabilitation Office, the State Department of Educational Guidance and Counseling, the Denver Chamber of Commerce, the Business and Professional Women's Clubs, the American Association of Training Directors, and the Colorado Association of School Administrators.

RECOMMENDATION NO. 17

That research and planning be undertaken in preparation for enactment of a law which will require proprietary schools enrolling students within the State of Colorado to be bonded and their sales representatives licensed.

Such a law would apply both to schools and their representatives located within the state and to the representatives of out-of-state schools soliciting Colorado students.

Consolidated Information on Educational Offerings:

As the Education Committee has gathered and charted information concerning educational offerings for Colorado women, it has come to realize that these efforts have counseling, as well as educational, value. The committee therefore further recommends:

RECOMMENDATION NO. 18

That appropriate agencies under the jurisdiction and direction of the State Department of Education prepare periodically in chart form the major areas of instruction available to Colorado residents (men and women) who have left the full-time school and include in such charts the names and locations of the schools offering such instruction.

Included would be the offerings of proprietary schools, as well as the offerings of junior colleges, four-year colleges and universities, and adult education centers under the jurisdiction of school districts.

Such educational charts should be distributed widely throughout the state to school administrators and counselors, libraries, adult education associations, chambers of commerce, welfare agencies, churches, and others interested in the educational welfare of Colorado citizens.

Further Educational Study:

Although the Education Committee has been zealous in its efforts to discover and to include proprietary schools in this year's study, a number of such schools may have been inadvertently overlooked. In all fairness to them, further study might well be advisable.

COUNSELING AND GUIDANCE SUB-COMMITTEE

The Sub-Committee on Counseling and Guidance was appointed in August, 1965, to supplement the work of the Education Committee in this field.

The report of the President's Commission on the Status of Women in 1963 says: "Improvement in American education as it has been in the past is not enough. Its framework must be enlarged to include adult education as an integral part of the structure . . . adult education is now a major undertaking . . .

"The new range of opportunities must be diversified, comprehensive, and flexible; it must have counseling as its center. In an evolving culture, education and vocation are inextricably combined. Each contributes to the other to an extent only slowly becoming understood. The proportion of time that an individual gives to education and to other activities at any given moment depends on many factors, among them age, capacity, and current responsibilities. But flexible opportunities to pursue lines of interest to higher levels, or to branch out into new lines, should be at hand."

Dr. Kenneth Hoyt of the University of Iowa defines counseling as "a process of helping an individual understand himself (or herself) and his environmental opportunity; of helping him make choices, decisions, and adjustments based on this dual kind of understanding; helping him accept responsibility for the decisions he has made, and helping him formulate plans for putting these decisions into effect".

The need for counseling must be considered in the whole program of an individual's life. "Widening the choices for women beyond their doorstep does not imply neglect of their responsibilities in the home. Modern life is demanding, and most of the time and attention given to it comes from women. At various stages, girls and women of all economic backgrounds should receive education in respect to physical and mental health, child care and development, and human relations within the family." In a democracy offering broad and ever-changing choices, where ultimate decisions are made by individuals, skilled counseling is an essential part of education. Public and private agencies should join in strengthening counseling resources. States and school districts should raise their standards for state employment counselors and school guidance counselors. Institutions offering counseling education should provide both course content and ample supervised experience in the counseling of females as well as males, adults as well as adolescents." Both these quotations are from "American Women", mentioned above.

Various types of counseling, other than the necessary medical, psychological, psychiatric, and family counseling with which this sub-committee is not primarily concerned, are found in the federal, state, and school programs and in private counseling facilities.

Under federal programs, counseling is available in Colorado to special groups, such as veterans, military personnel, and government employees.

In state agencies, counseling is provided by educational and vocational counselors employed by the State Department of Employment, the State Department of Rehabilitation, and other state departments

which have counseling positions, such as prisons, pre-parole facilities, the state-supported schools at Ridge and Grand Junction, and the mental health center at Fort Logan.

In order to maintain higher standards for educational counselors, the State Department of Education has authorized six colleges and universities to prepare counselors for the junior and senior high schools. Preparation requirements for counselors in the elementary schools are being drafted. To be eligible for the standard counselor endorsement stamped on the teaching certificate by the State Department of Education, a teacher must have completed a master's degree program in counseling and guidance and have been successfully employed as a full-time teacher for at least two years with some counseling responsibilities assigned; completion of the required course work and satisfactory performance on the job must be attested to in writing by the preparing college and by the employing superintendent. The endorsement has continuing validity and is renewable with the teaching certificate. A five-year provisional non-renewable endorsement may also be obtained upon completion of 18 semester hours of graduate work in guidance and related training.

In addition, high school counselors must be qualified by the North Central Association of Colleges and Secondary Schools as follows:

1. Those counseling at least two-thirds of the time: Completion of 10 semester hours of counseling and guidance courses (8 of which must be on the graduate level) plus 5 semester hours of closely related course work, graduate or undergraduate.
2. Those counseling less than two-thirds of the time: Completion of 5 semester hours of counseling and guidance courses (3 of which must be on the graduate level) plus 5 semester hours of closely related course work, graduate or undergraduate.

By the fall of 1966, it is expected that all counselors will be required to meet the more stringent requirements regardless of how much or how little is assigned to them.

A 1965 report from the Division of Guidance Services, Colorado State Department of Education, states that "each school district defines its secondary level in terms of its own organization pattern. Therefore, this report includes grades 7 and 8 that are organized as secondary schools but does not include those grades if they are in elementary schools".

The following table from the State Department of Education shows the number of counselors, guidance time, and counselor-pupil ratios by size of secondary school enrollment in 1964-1965. Numbers of qualified counselors are listed under (a); not-qualified counselors under (b).

Secondary Enrollment by District	Number Counselors		Total	Full-time Guidance Equivalency			Counselor-Pupil Ratio	
	(a)	(b)		(a)	(b)	Total	Qualified	Total
1-99	2	24	26	.64	5.01	5.65	1:5597	1:634
100-199	7	15	22	3.79	5.91	9.70	1:1277	1:499
200-299	5	10	15	4.38	4.99	9.37	1: 965	1:451
300-399	13	6	19	9.08	2.83	11.91	1: 582	1:443
400-999	42	15	57	35.45	9.66	45.11	1: 499	1:392
1,000-4,999	122	26	148	110.01	17.53	127.54	1: 437	1:378
5,000-9,999	97	7	104	86.85	4.60	91.45	1: 337	1:320
10,000-19,999	80	24	104	64.89	13.44	78.33	1: 329	1:272
20,000-49,999	<u>198</u>	<u>521</u>	<u>719</u>	<u>131.84</u>	<u>117.75</u>	<u>249.59</u>	<u>1: 460</u>	<u>1:243</u>
Totals	566 46.6%	648 53.4%	1214	446.93 71.1%	181.72 28.9%	628.65	1: 436	1:310

Qualified Counselor-Pupil Ratio using total number of students in schools with qualified counselors (169,343) 1:379

Counselor-Pupil Ratio using total number of students in schools with qualified and not-classified counselors (185,823) 1:296

The recommended ratio of full-time guidance staff members to secondary school students is 1:300. To meet this goal for accredited schools of the North Central Association of Colleges and Secondary Schools, the following ratios have been set:

Beginning fall of 1965-1966: Each Colorado North Central Association school must have a counselor-pupil ratio no larger than 1:425.

Beginning fall of 1966-1967: Maximum counselor -pupil ratio will drop to 1:400.

Beginning fall of 1967-1968 and thereafter: Maximum counselor-pupil ratio will drop to 1:300.

In November, 1965, of the 194,937 secondary school students in such organized schools, 9,114 had no counselors. Thus it is shown that only some of the seventh and eighth grade students in Colorado have counseling in understaffed programs. The Colorado State Department of Education has confirmed that there is very little counseling or guidance in the elementary schools, though plans are being made toward this goal.

If there were not unique problems and characteristics of women, there would be no need for the Status of Women Commission. "The Potential of Women" is a series of papers, given at a symposium at the University of California Medical School in San Francisco in 1964, which dealt with the psychological and physiological differences between men and women. This pointed up the need for further education to enable counselors to recognize the specialized form of such counseling.

Adult education courses are sponsored by some of the 185 school districts. Thirty districts having such programs were sent questionnaires about their courses and the counseling available. Of the 23 which replied

to the question on counseling, the statements varied from "director counsels" to "no counseling", including the following: teachers do any counseling necessary; administrative staff counsels; full-time counselor for MDTA program; director would make special arrangements for counseling if any necessary; high school counselor counsels; some counseling for selection of courses for high school credit; adult homemaking coordinator counsels women informally concerning homemaking courses; group guidance by teachers in parent education groups and programs; parents counseled only when their children run into difficulties and need help.

In adult education programs associated with junior and senior colleges, the pattern is for the director to do some counseling and, when indicated, to refer the student to regular counseling services in the college.

Men counselors do not recognize that women do have unique characteristics as readily as do women counselors who can provide or design programs which encourage young women toward educational and vocational commitments in line with their own unique characteristics and abilities. Such counselors can stimulate confidence in Negro girls and women especially to enter new fields of endeavor, as they are aware of the changing trends in marketable skills. Employed women approaching retirement and women with grown families should be able to find occupations that give good use to their newly acquired leisure time.

Repeatedly in the open meetings of the Commission on the Status of Women in Greeley, Grand Junction, and Pueblo we heard the plea "counseling and guidance should begin in the elementary school", not only in vocational work but in the educational field, for "the child who cannot

read well by the fourth grade will drop out by the eighth". Such statements as these support the argument that in many ways it is almost too late at the college level to do preliminary counseling, because by then a girl should have some concept of definite future plans.

"Imaginative counseling" can guide an attitude toward searching out ways of presenting new ideas for future goals. Beginning in the grades, groups of children can be taken to visit specific vocational areas so that a realistic picture of the activity can be obtained. This plan would help to establish "model" ideas in young minds. Examples are the Red Cross Junior Volunteer program where children actually spend hours in the hospitals assisting doctors and nurses in various routines, the programs where others work as copy boys in newspaper offices, and innumerable other opportunities.

A survey is being made in Colorado on the characteristics of dropouts and graduates from Colorado dropout project schools, identifying male and female, reasons for leaving, grades at the time of leaving, months in which the dropout occurred, ages, major incidents preceding the dropout, academic ability, achievement level, most recent reading test result, grade placement, emotional disturbances, emotional maturity as shown by disciplinary record, days absent in the school year preceding the dropout, social adjustment by extracurricular activities within and outside school, close friends in and out of school, acceptance by other pupils, socio-economic conditions, parental attitudes, and physical disabilities. The data are now being analyzed in an effort to develop an automated system for use in identifying educationally deprived students. A report on the findings of these analyses will soon be available.

Pupils in the 90 to 110 I. Q. group, a fairly high intelligence standard, though not necessarily reflecting college ability, may not be receiving vocational counseling related to jobs they can deal with successfully after high school graduation. It seems that the dropouts, boys and girls, are not getting a glimpse of what jobs they can do, what jobs there are to be filled with which they can associate themselves.

It is suggested in "American Women" that "public and private non-profit employment counseling organizations should be adequately staffed to provide comprehensive and imaginative counseling services to high school girls, not only in their senior year but also in their earlier years. Too little is currently known about instruction in homemaking skills. For many high school youngsters, discussions on the management of money, selection of food and clothing, and care of younger brothers and sisters can start from responsibilities they already exercise at home. Girls who drop out of school are likely to do so because they must assume responsibilities beyond their years either in the homes from which they come or in homes of their own. School-age girls who drop out because of pregnancy are extreme cases of those for whom special instruction is necessary."

Special counseling must be set up along with goal-setting educational commitments or vocational plans, plus a great deal of personal counseling to help these people deal with problems which originally caused them to drop out of school.

Experience dictates and emphasizes that personal counseling cannot be separated from educational counseling. About 250 women have been

interviewed through the Women's Center at the University of Colorado, and inevitably personal relationships have been explored to provide adequate counseling in vocational and educational matters. The importance of vocational training to parallel academic courses is attested to by the fact that "an increasing number of women are going to college and almost 70% of women college graduates work for part of the second half of their lives . . . the opportunity to obtain advanced skills to match national scarcities is clear from the very names of the courses: electronics, plastics, nucleonics", as "American Women" puts it.

One student has been quoted as saying to her counselor, "Father does not approve of my taking these courses; how can I make him see that these are essential to my getting where I want to go?"

A "Review of Existing Special Programs for Mature Women", an excerpt from "Continuing Education of Women", published by Ohio State University, gives summaries of programs available in several colleges and universities in this country aimed at encouraging women to avail themselves of programs and courses along various lines, and counseling with those trained personnel who know of such facilities. Every institution which has opened the door to this type of program has been deluged with individual and group requests. The University of Minnesota was one of the first to start such a center on receipt of a Carnegie grant. Several years of experience proved the need, and an additional grant was given to continue the projects.

At the Greeley meeting of the Commission on the Status of Women in Colorado, Miss Pauline Parish said, in discussing the University of Colorado Women's Center, "It seems to me that the state and its educational

institutions have a major responsibility to provide opportunities for all women to be educated, contributing members of society. To do this, we must search for new ways of taking education to the women rather than denying them this opportunity because of geographical distance and arbitrary, traditional, academic policies. In addition, we must be supportive by providing counseling services, financial aid, vocational assistance, and the willingness to accept them as people rather than as women."

RECOMMENDATION NO. 19

- (a) That guidance programs should be extended throughout Colorado's public school systems, and the State of Colorado should encourage public school systems to employ qualified counselors as soon as possible for elementary schools.
- (b) That professional counseling in all levels of educational institutions should include a special emphasis on the personal, educational, and vocational counseling of women and girls.
- (c) That State institutions of higher education should be encouraged to develop special training programs for school and university guidance personnel. The training programs should include inter-disciplinary training in the behavioral sciences with emphasis on those physiological and psychological differences between men and women which have special implications for the personal, educational, and vocational counseling of women.
- (d) That school systems, including those in higher education, should be encouraged to employ women who will be responsible

for the counseling programs for women students.

- (e) That special programs which will provide vocational information to young women be arranged on the elementary, junior and senior high school levels. It is strongly urged that as many women as possible be used for these programs in an effort to provide models for the young women.
- (f) That special counseling programs be provided on the high school level for women who have not received a diploma and who wish to continue their education.
- (g) That special counseling programs be provided in State institutions of higher education for mature women who wish to begin or continue their formal education. In addition, course work should be provided for those who need refresher training or wish enrichment programs in various fields.

With the diverse needs of this complex society, people seem to become more easily discouraged than did their ancestors. To combat this reaction, the District of Columbia and areas in New York State are experimenting with the neighborhood center concept of counseling facilities along lines of medical centers, to centralize counseling where a woman can find answers to her many questions pertaining to educational, vocational, mental health, school, and family needs.

From information gathered on Colorado Civil Service requirements for counselors, the sub-committee found that several categories of positions are now operating. Those pertaining to educational and vocational counseling only are titled Rehabilitation Counselor I, II, III;

Employment Counselor Trainee; Employment Counselor; and Employment Officer.

The "employment standards" for Rehabilitation Counselor I read: "Graduation from college, preferably with major work in rehabilitation counseling, education, guidance and counseling, the social and behavioral sciences, or closely related fields. Exceptional rehabilitation experience may be substituted on a year-for-year basis for a bachelor's degree".

The "employment standards" for Rehabilitation Counselor II read: "Any combination of training and experience equivalent to graduation from college with a master's degree in rehabilitation, education, guidance and counseling, the social or behavioral sciences, social work, counseling or closely related field. Exceptional rehabilitation experience may be substituted for the educational requirements on a year-for-year basis, provided that at least two years of such experience shall be necessary to substitute for the master's degree requirement".

The "standards" for Rehabilitation Counselor III are being revised at this time and are not available.

The "employment standards" for Employment Officer read: "Any combination of training and experience equivalent to graduation from college with major work in psychology, sociology, public, business, or personnel administration, industrial relations, economics, or related field, and one year of experience with the Colorado Department of Employment in a Junior Employment Officer or equivalent class".

The "employment standards" for Employment Counselor Trainee read:

"Graduation from college with major course work in psychology, education, personnel, public or business administration, industrial relations, or other social sciences; and acceptance of the conditions of the required training program, including advanced college courses directly related to counselor preparation. Employees in this class must satisfactorily complete a formal training program approved by the Civil Service Commission which will include on-the-job training in employment service functions and advanced college courses in guidance or other fields directly related to counselor preparation. A minimum of 15 semester hours will be needed to satisfy the latter requirement, including any taken prior to appointment".

"Employment standards" for the position of Employment Counselor read: "Any combination of training and experience equivalent to graduation from college with major course work in psychology, education, personnel, public or business administration, industrial relations or other social sciences, and either completion of a formal counselor training program in the Colorado Department of Employment or two years of experience as a junior employment officer or employment officer, or in comparable positions in which vocational counseling and guidance constituted a major portion of the duties. Employees in this class must satisfactorily complete a minimum of 15 semester hours in advanced college courses in vocational guidance or other fields directly related to counselor preparation. Courses taken prior to appointment may be applied to satisfy this requirement".

In Colorado at this time (November, 1965) 57 rehabilitation counselors are employed, of whom seven are women. These counselors work

in the State Department of Rehabilitation's six districts and three institutions. The district headquarters are in Denver, where two of the 18 counselors are women, and in other offices in Colorado Springs, Southern Colorado District (in Pueblo), Western District (in Grand Junction, San Luis Valley (Alamosa), and in Greeley. There are seven adjudicators on the staff, two of whom are women. The Division of the Blind has one full-time counselor (male) and seven teacher-counselors, four of whom are women.

There are approximately 96 positions in the employment counselor and trainee categories. The trainee is "on probation" for a year, with the understanding that in-service training will be taken, providing apprenticeship type experience in various aspects of counseling work and study. Most of the employment officers (104 men, no women) are in the Youth Opportunity offices, testing and counseling programs in schools, primarily working with the non-college-oriented. They are available to students during the year to determine training necessary for the individual if he has an aptitude for work in a particular area in which he will need additional preparation.

RECOMMENDATION NO. 20

- (a) That the State of Colorado assist in establishing experimental neighborhood centers which would include all State and community services relating to family needs. It should include educational, vocational, legal, and mental health counseling with a special emphasis for women.
- (b) That all State employment offices be staffed with professionally trained vocational counselors with special skills in the vocational counseling of women.

David Riesman, author of "The Lonely Crowd", in a presentation at a Columbia University Conference of the Inter-Collegiate Conference on the Superior Student in May, 1964, was concerned with the "superior woman". His point was that in schools and colleges there were few models after whom young women could pattern themselves. There were innumerable men for models, but in some fields, even when such fields were those in which their abilities lay, young women were discouraged because they did not see women in the key posts. A "model" also serves as a symbol of success, a person with whom one can discuss one's own goals.

RECOMMENDATION NO. 21

That schools and colleges be encouraged to appoint qualified women to key administrative positions and their women employees be encouraged to obtain the education necessary to qualify for these positions.

The President's Commission emphasized the need nationally for professional counseling, with particular emphasis on counseling for women in considering the life role problems which they face and the utilization of talents and abilities. Participants at the hearings of the Colorado Commission on the Status of Women at the open meetings in Greeley, Grand Junction, and Pueblo were quoted in the minutes of those meetings:

They indicated they would like to be able to talk to counselors about their educational goals and personal concerns.

They asked about the availability of financial aid for furthering their education, especially for those who have family responsibilities to consider.

They asked if it were true that scholarship aid and loans remain unused, either because women are fearful of obligating themselves for the repayment of loans or because women do not know about them.

They stated that many girls marry during the high school age bracket and many others are not college material, and asked where these women could go for counseling.

They cited the need for women's centers for counseling and guidance in rural areas, and suggested junior colleges as likely places for such centers.

At the Pueblo open meeting, one said "Counselors should consult with business as to what their requirements are for positions to be filled; inform the students or potential employees what is expected by industry. Also at 'career days' give a fuller picture of college life, the less pleasant aspects as well as 'the fun of it', starting as early as junior high school.

Good vocational counseling cannot be accomplished at any level without basic information. At present, Colorado has no center for this type of information. Mountains of statistics have been compiled, and with the increased use of computers such an information program would not be difficult to establish. New York State has begun such a program, using computers to tabulate needs and abilities.

With the present drive in Colorado for new industry, there will be a wide need for all combinations of accomplishments, aptitudes, and abilities of people. For instance, the new space age needs people with engineering and medical training, a difficult combination at best, yet undoubtedly there are individuals with this combination of aptitudes. Superior vocational and educational guidance and counseling are essential now and in the future to ascertain the requirements of industry and to expand the facilities of this state to attract people and industry.

A directory of vocational and educational counseling facilities in the state would call attention to the availability of existing agencies

and would project opportunities for improved and additional phases of education. It would also be a means of answering many questions concerning the areas which can supply needed counseling. Referrals are frequently necessary, and a specific name referral is obviously preferable.

RECOMMENDATION NO. 22

- (a) That an appropriate agency be designated to study the employment fields in terms of (1) the kinds of employment opportunities currently available, and (2) the kinds of future job opportunities and training needed as a result of technical and scientific advances. This information should be furnished to all state agencies where counseling facilities exist and should instruct the personnel to encourage women and to provide them with the opportunity of employment or future training in any field.
- (b) That a directory of all state and local agencies in Colorado which provide counseling services be compiled and distributed to counselors.

The yellow pages of the telephone directories throughout the state list the following private counseling facilities:

Marriage and Family Counseling -- 35 separate entries;

Educational Services -- 14 separate entries;

Private Vocational Guidance -- 4 entries.

It has been suggested in "American Women" that "Many counselors do not meet recommended standards of either the United States Employment Service or the professional associations in the field. Far too few have had supervised practice in counseling women. Counseling based on

obsolete assumptions is routine at best; at worst it is dangerous". Particularly, some evidence should be available that marriage and vocational counselors have received minimum training related to this field. The state will have to set the standards and require that all such counselors be educationally qualified.

RECOMMENDATION NO. 23

That all persons who practice privately as professional counselors should be licensed by the state.

Expressed needs have been voiced at the regional meetings, conferences at the University of Colorado, and national meetings, thus bringing to the attention of this sub-committee two important topics which have been briefly mentioned. As they are of utmost importance to the field of counseling and guidance, further study is recommended.

RECOMMENDATION NO. 24 (For further study)

- (a) That an appropriate agency study and consider the possibility of providing counseling services (educational, vocational, and personal) to all persons interested, through existing counseling facilities in any state institution. This would necessitate the expansion of existing facilities but would be far cheaper than establishing new agencies.
- (b) That a continuing study be made to avoid duplication with federal, state, local, or private programs in the field of counseling.

HOME AND COMMUNITY

In the report of the President's Commission on the Status of Women, the following statements appeared:

"The Commission recognizes the fundamental responsibility of mothers and homemakers and Society's stake in a strong family life. If the family is to continue to be the core institution of Society . . new and expanded community services are necessary.

"Women can do a far more effective job as mothers and homemakers when communities provide appropriate resources, and when they know how to use such resources for health, education, safety, recreation, child care, and counseling."

The Governor charged the Committee on Home and Community to study four areas in this field with this goal in mind:

- (1) Child care and family services;
- (2) Problems of women who are heads of households, with special emphasis on problems of ADC mothers;
- (3) The household employee; and
- (4) Volunteer activities of women.

The study of child care and family services was combined with the problems of ADC mothers in one sub-committee; the household employee was studied by another sub-committee; and women as volunteers became the subject of a third sub-committee.

All three sub-committees used the questionnaire method of gathering information, and, in addition, a group of ADC mothers who represented six ADC mothers' groups helped gather information which is incorporated in the report.

Numerous individuals, women's organized civic groups, church groups, political organizations, extension home agents, and other groups, as well as state, county, and private employment services and county welfare directors were contacted and helped us in obtaining information. We are indebted to all of these for their assistance.

Child Care and Family Services

In today's complex and competitive society, children need more than ever to have adequate home life, education, and job training. In our urban-type society, the day is gone when the deprived and under-educated person can hope to achieve success and fulfill his responsibility as a citizen. Children must grow up with the feeling of security; this comes only when they live in homes where they receive proper early training and are not constantly faced with deprivation, insecurity, abuse, and neglect.

Today's pattern of family breakdown due to a high rate of divorce and an ever-increasing rate of separations and desertions results in children being torn apart emotionally by their parents and in children being reared in homes where the mother is the head of the household.

In Colorado, according to the 1960 census, there were 616,843 women 14 years of age and over, of whom 212,997 were employed, 89,732 of these being considered heads of households. Of the total number of women, 139,733 were fully employed; of these 16,230 had children in the home.

Several thousand other women were away from the home a part of each week because of part-time employment. Many other women who had the major responsibilities as heads of households were unable to work because they were not educationally or vocationally able to obtain employment which would provide sufficient income to meet their monthly living expenses and also pay for proper day care and supervision of their children.

Child Care

Day Care Centers. In May, 1965, for purposes of this study, a questionnaire was submitted for joint consideration to each county welfare director and home agent, to identify areas of service and gaps in services to children. This survey of child care facilities in the 63 counties revealed that only 31 counties have day care homes where mothers can take their children for proper care during the mothers' working hours.

There were 491 licensed day care homes, 312 in Denver County and 179 in the other 30 counties. Only 19 counties considered that there were adequate facilities for day care for children of working mothers. Most counties reported that the rates charged were not excessive for the care given, but were too expensive for the low-income families. Therefore, many children are left without supervision while mothers work. This committee therefore submits:

RECOMMENDATION NO. 25

That licensed day care centers, either public or private, be established in each county with fees that are flexible to permit low income mothers to use the centers.

Protective Services. Fifty-seven counties reported protective programs in the County Welfare Departments, but several claimed they need more trained staff for this service. Eight counties indicated that most cases of neglected or battered children had been reported. Some stated that hospitals and doctors do not report such cases to the proper legal authorities unless the situation is severe or critical; this would prohibit a good program of protective services, since families do not receive attention until a critical situation develops.

A law entitled "Reporting of Non-Accidental Injuries Inflicted" (CRS, 63, 22-13-1 et seq.), requiring that all cases of potential physical abuse be reported, was passed in the 1963 session of the legislature. It is possible that this law did not receive proper publicity, and that therefore not all medical facilities, doctors, and interested citizens know the procedure.

RECOMMENDATION NO. 26

That adequate publicity be given to the law covering the reporting of non-accidental injuries to children under the age of 12 years so that all physicians, hospitals, and citizens are aware of the law and will report situations of abuse and neglect to the proper legal authority.

Family Services

The area of family services should receive considerable attention in Colorado. Only nine counties have private family service agencies. Although each county has a Public Welfare Department, the services are available only to assistance recipients, and many of the counties reported that the services given by the Welfare Departments were very limited.

Homemaker Services. Homemaker services to children are available in 12 counties in Colorado through the Public Welfare Departments. There is one private homemaker service in metropolitan Denver, available to four counties. Most of the services available are for families with small children and are provided only when the mother is ill or temporarily out of the home. There is a definite need to develop more homemaker services to supply substitutes who can go into homes to train in home management or to work in households when the parents are temporarily absent. Since only nine counties provide this service, it is obvious that there are situations in the other counties where such a service would be beneficial. Also, there is a definite need to develop homemaker services for aged and disabled persons so that they may remain in their own homes instead of being moved into nursing homes or other institutions for custodial care.

Marriage Counseling. Fourteen counties reported some type of marriage counseling service available, by ministers, doctors, judges, district health or mental health clinics, or by welfare departments. There is no established agency with trained counselors where marriage counseling is given on a well-planned basis. Six counties reported a genuine need for this service. No county indicated that the existing services were adequate to meet the need. One of today's most serious problems is that of family breakdown, as evidenced by the high rate of divorces and separations, delinquency because of weak family ties and discipline, mounting family tensions due to poor use of credit, and many parents' indifference to their children's activities. Marriage counseling could serve as a preventive measure to strengthen family life.

Home Management Advisory Services. The study revealed that welfare departments give home management counseling on a very limited basis to welfare recipients. In most counties such counseling services are also provided by the Colorado State University Extension Service home agents. Answers to the questionnaire revealed that home agents give much more concentrated home management counseling than the welfare departments give, but that they reach only limited audiences. Many people in each community are not aware of the services, or are of the opinion that home agent counseling is available only to farm groups or extension clubs. It is obvious from the report that all these services are not meeting the needs of Colorado families; in some counties no home agent services exist or these services are reported to be inadequate. Replies to the questionnaire are tabulated as follows:

<u>Type of Service</u>	<u>Number of Counties Reporting Some Service Available</u>	<u>Number of Counties Indicating Available Service Not Adequate</u>
1. Family counseling on infant care and parent-child relationships	27	13
2. Counseling in nutrition and meal planning	36	No answers
3. Counseling in family budgeting	33	13
4. Family debt counseling	18	12
5. Consumer information	32	10
6. Information on use of credit	23	14
7. Information on care of home and housekeeping methods	36	13

RECOMMENDATION NO. 27

- (a) That the Colorado State University Extension Service, or another existing agency, establish and be funded for a Family Life Specialist who can develop programs and implement these services through extension home agents or other specialists in each Colorado county. Each county should have the services of one or more extension home agents to provide these services or to assist in the development of counseling services.
- (b) That County Welfare Departments, which in many counties are the only service agencies, should make such family services available to low income families, as well as assistance recipients. Also voluntary agencies should be developed so as to extend their services to low income families who cannot afford the usual fees for such counseling.
- (c) That marriage counseling service should be provided through some agency in every county so that when crises occur, low income and indigent families have a resource for advice in solving their marriage problems.
- (d) That all district courts or domestic relations courts be encouraged to establish a marriage counseling service, in accordance with the existing law.

RECOMMENDATION NO. 28

That homemaker services be developed in each Colorado county.

This service should include:

- (a) services in homes when the mother is temporarily out of the home for medical reasons so that the children may remain in their own home with proper supervision;
- (b) homemakers to provide training to assist low income families in good homemaking practices and skills; and
- (c) minimum household services to enable the aged or disabled individuals to manage in their own homes and thus delay the necessity for institutional placement.

RECOMMENDATION NO. 29

- (a) That all counties provide adequate legal service through the public defender system or direct appointment to insure the proper legal rights of indigent persons.
- (b) That legal counseling be made available in each county to assure professional advice to the indigent.

Problems of Women Who Are Heads of Households,
With Special Emphasis on Problems of ADC Mothers

As of September, 1965, 11,443 families in Colorado were receiving Aid to Dependent Children grants. In these families there were 34, 553 children where the mother was the head of the household and responsible for their care and supervision. Everything possible should be done to ensure that these children have good homes, training, and educational opportunities to prepare them to assume their role as future citizens.

Community attitudes have created a negative public image for these mothers and their children. The general public seems to demand a different standard for mothers receiving Aid to Dependent Children assistance, since they are supported by tax funds. These mothers are frequently criticized for behavior that is unnoticed in self-supporting families. Experience has shown that not only is the mother ostracized or criticized, but also the children suffer in their own communities because they are considered different. However, most ADC mothers are vitally interested in the well-being and future of their children, and are deeply concerned because they are not in a position to be self-supporting or to live independent lives. Their status and reputation are tarnished by the few ADC mothers who are constantly in the public eye because of unacceptable social behavior.

In functioning as head of a household, these women are faced with many problems:

1. Low standard of income from assistance payments;
2. Lack of work experience or skills;
3. Inability to meet school fees and costs of their children so that they can participate regularly in school activities;
4. Inability of the mothers to participate in school and community affairs because of lack of funds;
5. Inadequate knowledge of or resources for proper medical care;
6. Lack of money, because the type of work available to these women is not in a salary range that permits them to earn enough to support their families fully;

7. Lack of regular resources to obtain support, legal separations, or legal advice. In many areas, support given by court order is not sufficient for the mother to live on, or the order is not enforced, so that the mother receives no financial support from the husband. These women cannot afford attorneys to pursue the court provisions. Provision has been made (CRS, 63, 39-21-1 et seq.) for a public defender system which would enable low income families to have some legal counsel, but very few counties have adopted this plan.
8. Inadequate resources for consumer education and home management counseling, especially need for debt and credit counseling; and
9. Living in very poor neighborhoods and in sub-standard housing, because of low income.

RECOMMENDATION NO. 30

- (a) That the Colorado Legislature pass a law to permit the State to take advantage of the Federal law which would allow assistance to needy families, including the husband, so that families can be kept together.

(Since this recommendation was approved by the Commission, arrangements have been completed to implement ADC for unemployed families on January 1, 1966, through use of Federal funds. Legislation may be indicated as a result of the experience with the new program during this next year.)

- (b) That sufficient funds be appropriated to permit assistance payments that meet the minimum standards that have been set by the State Department of Public Welfare.

(c) That the Aid to Dependent Children Law be reviewed and the recovery section be strengthened to provide more effective recovery in cases where improper payment has been made.

The Household Employee

Household employees in Colorado are not a very large group as compared to other fields in which women are employed. It would seem that the demand for domestic help is small in this state. One placement director said:

"Domestic workers are not paid well enough to attract women. Also very few high school girls are interested in this work. On the other hand, the employers, who are largely working mothers, are not able to pay adequate wages. As a result, job openings in this field are hard to fill."

Another commented:

"There is less demand for household employees, but those who are willing to work at this can find work."

Questionnaires were sent to eight state employment offices in the larger cities throughout the state and to fifteen private employment services. A study of household employees is being made in Denver at this time, by the Women's Bureau of the United States Department of Labor, and information will be gathered from the employee rather than from the placement services. Any continuation of the work of this Commission should work with local groups engaged in this study.

The following information regarding household employees is based on a questionnaire sent to eight state employment offices in the larger

cities in Colorado and to fifteen private employment services. The return on the questionnaire was 100% from the state offices and about 25% from the private agencies.

Number of household workers placed last year. Household employees placed last year by the eight state employment agencies numbered 3,911, in the following categories: day workers, part time; housekeepers, with and without cooking responsibilities; cooks; and babysitters on a permanent basis. The private agencies reporting did not give the numbers placed.

Code of Ethics: There is no standard Code of Ethics for domestic workers in Colorado, but the majority of state employment services recommended that there should be. Most respondents stated that employers take advantage of employees because there is no such code.

Job Training. The majority of those answering the questionnaire stated that no job training was needed except as the employee trained on the job. One answer indicated that both employee and employer need such training.

Job Placement. All but one answer stated there was no need to increase the placement service; because of lack of applicants this seemed to be no problem.

Benefits. Room and board and Social Security payments seem to be the only benefits received by household employees. Only one area in the state reported that Social Security was being paid by the employers; it seems almost impossible to get an accurate check on employers' payments for the domestic worker. The law specifies that any employee earning \$50.00 or more in any quarter of the year is entitled to Social Security payments. Local Social Security administrators do not have enforcement

authority, and unless a case is brought to their attention they have no way of checking on employer payments.

Safety Laws. No one knows of any special safety laws that are being applied, although one area does report that health cards are required by some employers.

Wages and Hours. Wages and hours vary, depending on the area. No wage or hour law is being enforced. One answer to our questionnaire stated: "Domestic workers experience a wide range of pay and hours worked. There are no standards to apply to this occupation in this area. Employers usually set the hours of work, and when an applicant has accepted the job on these terms the employer infringes on the employee and asks her to work additional hours or irregular hours."

The wage range is as follows:

Dayworkers, part time -- \$.90 to \$1.50 an hour, with carfare
and lunch. Average \$1.00 to \$1.25/hour.

Housekeeper, permanent basis, no cooking --
\$.90 to \$1.25 an hour; \$15.00 to \$35.00
a week. One area paying \$85.00 per
month, with room and board.

Housekeeper, with cooking responsibilities --
\$25.00 to \$40.00 per week; \$100.00 to
\$125.00 per month, with room and board.

Cook --- \$25.00 to \$40.00 per week

Babysitter, permanent basis -- \$.50 to \$1.00 an hour, \$2.00 to
\$4.00 a day, and \$10.00 to \$25.00 a week.

There is no standard on adhering to the forty-hour week. The irregularity of hours seems to depend on the type of work; babysitters and those living in the home have irregular hours, others do not.

Status and Dignity. Everyone who answered the questionnaire was strong in the opinion that the status and dignity of this field should be increased. As one person put it: "It would seem reasonable that any increase in the status and dignity of this type of work would improve the existing supply or new entrants of workers into the field."

Summary. A general observation indicated by these facts would be that if household workers in this state are decreasing in number because of low wages, irregular hours, lack of status and dignity of work, and automation in the home, women need to get training in lines in which there is a demand, or training courses for household skills should be abolished.

RECOMMENDATION NO. 31

That a Code of Ethics, including a job description, fringe benefits, and information on the Social Security law, be written for household employees and their employers for general distribution in Colorado, including private and public employment agencies.

Women As Volunteers

Women spend a great deal of time doing volunteer work, and have done so down through the years. They give unstintingly of their time and energy to better the life of the community. They enjoy working in groups and individually to provide service and often financial support to many organizations and aid and comfort to those in need.

The type and importance of volunteer work has changed as time has elapsed. Each new situation, such as the two World Wars, the Depression, and now the War on Poverty, in its various aspects, has led to new organizations in which volunteers, men and women, have become involved.

The Colorado Volunteer Worker. More than 300 questionnaires were sent to women in all the major cities in Colorado, and 162 returns came in. They were from women who are married and have school-age children, married without school-age children, and a few single and widowed women. A very small percentage of those answering are employed full-time or part-time. The women mentioned membership in the following organizations most frequently : P.E.O., hospital auxiliaries, educational groups, P.T.A., church organizations, both political parties, health groups, mental health organization groups, organizations to fight heart disease and cancer, youth groups, Girl Scouts, and den mothers for Boy Scouts. Replies indicated that the majority of women volunteers in Colorado are under 50 years of age, are married with school-age children, are not employed outside the home, and are in the \$10,000 or over annual income bracket.

Why Women Engage in Volunteer Work. Reasons listed included a desire to give to others, interest in the work, need for important work to be done, a sense of duty, and a need for companionship.

Many women answered that volunteer work fills a need in their own lives, it is a source of information, the work provides incentive and satisfaction not found in homemaking, it broadens one's interests, it fulfills a responsibility to the community, it helps their children to obtain outlets of interest and recreation, and it gives personal satisfaction.

The amount of time spent appears to average about 30 hours per month. Many women stated it was impossible to say how much time was spent, because there are seasonal rushes in volunteer work, too.

In What Categories Do Women Volunteer? The four largest categories in which women work are civic, church, educational, and political. Others listed were hospital work, recreational, social service, youth groups, public health, welfare work with foreign students, work with migrant workers, work with senior citizens, and welfare.

Most volunteers fall into the category of those who carry out programs under a leader, either paid or herself a volunteer. However, most women said they were involved also in administrative and advisory capacities. As one said: "Aren't people who are involved in more than one thing wearing different hats in different projects at different times?" Since most of those who answered the questionnaire said they were doing volunteer work in three or more organizations, there is ample opportunity to fit into all three categories.

Church Work is one of the most popular forms of volunteer work. Many women who can give time to only one outside activity choose church work. They have done valuable work as Sunday school teachers, in religious youth groups, and by their money-making projects have furthered their churches both at home and in foreign fields. Some replies expressed the opinion that church group leaders should be very careful to keep the work worthwhile and creative; "busy work" does not satisfy the intelligent woman.

Education is another popular outlet for volunteer workers. Mothers

of school children naturally become involved in all manner of educational work. Many such mothers indicated that their interests followed along the lines of their children's interests and talents. As the children progress in school and their interests change, so the interests of the parents change. Mothers feel this is a very satisfying field of endeavor because it makes them better parents and broadens their interests. Here, too, "busy work" should be kept at a minimum.

Youth Group Work, including Cub Scouts, 4-H Clubs, Home Demonstration clubs, and the like, is a popular outlet for volunteer workers.

Miscellaneous Volunteer Work includes all types of hospital work, politics, and the organizations which deal with mental health, heart disease, cancer, and retarded children.

What Limits Contributions of Volunteers? Most often mentioned was the lack of training for the work of the organizations to be served, although it was pointed out that some organizations, such as Red Cross and United Fund, do an excellent job of training their volunteers. Others listed limitations because of lack of good leadership, apathy, the fact that women accept too much and therefore leave it partly undone or poorly done, the difficulties of women whose husbands will not permit hours necessary for completion of projects, lack of confidence in their own ability and consequent shyness about offering their help, the prevalent feeling that one must be invited to join a volunteer group, babysitting problems and home responsibilities, lack of transportation, and lack of publicity as to what volunteer work is available.

Difficulties of Directing Group Work. The same questionnaire, adapted to heads of organizations rather than to the individual volunteer,

was distributed to a broad cross-section of women in one county. The difficulties of those directing volunteer women, according to this sampling, include lack of funds for adequate staff, competition for members among organizations, overlapping programs, and the difficulty of sustaining interest in programs. Directors' opinions of what limits contributions by volunteers were the same as those voiced by the individual study. The politically oriented groups advocated more concern for problems relating to government; social service groups suggested promoting more interest in the work of social agencies by acquainting women with community needs.

What Can Improve Volunteer Usefulness? Suggested improvements in volunteer services can be summarized as follows:

1. Organization of a local community planning council to create interest in the composite needs of the community which can be met by volunteer services and to serve as a clearing house for the organizations needing service and the women who wish to offer services;
2. Inclusion of experienced, competent women on the policy-making boards of groups depending on volunteer services;
3. Intensive training for volunteers, not only within the limits of a specific organization project but also directed toward the over-all picture of local opportunities for volunteer services;
4. A standardized program of awards, based on specific services, for the volunteer who maintains excellent performance.

What Can Improve Volunteer Usefulness? There seemed to be a feeling there should be more concentrated effort on prevailing services before expansion.

Other suggested fields for volunteer workers were:

- Help in school libraries;
- Use of women's talents in government at all levels;
- Work with retarded and underprivileged children;
- Work with mothers on welfare to teach cooking, sewing,
and child care;
- Teen-age codes of ethics;
- Training courses for party politics;
- "Big Sister" type work for girls;
- Help in dental and eye clinics;
- More ways of involving women of minority groups;
- Service to migrant workers;
- United Fund work;
- Social action committees to help with community needs.

The image of the volunteer should be improved. Women should not be made to feel guilty about doing volunteer work. Although it is true some women become involved to the disadvantage of their children, it is also true that children profit immeasurably from having mothers who life in and understand the world and who keep their abilities alive.

RECOMMENDATION NO. 32

- (a) That local councils be set up to coordinate and form clearing houses for all volunteer activities. Such locations could be at Chambers of Commerce, City Halls, etcetera.
- (b) That organizations set up training programs to make maximum use of volunteer skills.

WOMEN AS CITIZENS

From the days of the early gold strikes in the Rocky Mountains, Colorado women have played an important part not only in the economic and cultural life of the state but also in its political life. As one of the first states to grant women the right to vote, Colorado offers its women today unlimited opportunities to take their place by the side of men in running the political affairs of the state. How well they have availed themselves of the opportunity is another story.

Voting Rights

In 1892 Colorado became the first state to amend its constitution to grant suffrage to women. The constitutional amendment passed that year instructed the General Assembly "to extend the right of suffrage to women of lawful age", and the ratifying legislation was adopted in 1893. Equal suffrage had been defeated in the Constitutional Convention in 1876, but an amendment approved at that time provided that the General Assembly be given the right "to extend the right of suffrage to persons not herein enumerated". The women began campaigning for the vote soon thereafter. In 1877 the question was presented to the voters and was defeated by 20,000 votes to 10,000. A campaign of education resulted in a bill in the legislative session of 1893 providing that the question of woman suffrage be submitted to a vote of the people. The bill squeaked by the House of Representatives, was passed in the Senate by a two-thirds

majority, and was signed by Governor Davis H. Waite. The campaign was on. Most newspapers gallantly endorsed the measure, and in the close election that followed suffrage won by 35,698 to 29,461. (Colorado Governmental Annual, 1964-1965). Only Wyoming Territory (1869) and Utah Territory (1870) preceded Colorado, and it was not until 27 years later that the United States Constitution was amended to guarantee to women throughout the country the right to vote.

Election laws today in Colorado make no distinction between male and female voters. Indeed, the statutes carefully explain " . . . male includes female . . . all references to the male elector include the female elector, and the masculine pronoun includes the feminine" (Colorado Election Code of 1963, Article I, Section 2).

The only exception that this committee can discover is a provision undoubtedly intended to be a chivalrous concession to the alleged vanity of women: in the registration of electors, certain statements of fact concerning physical features are required of potential voters, but a female elector is granted the unusual privilege that she need only " . . . state that she is 21 years of age or over in answer to all questions pertaining to her age" (Section 37, Article IV). Trivial as this point may be, our committee feels that women should make it clear that they neither want nor expect to be spared the acknowledgement of the passage of years!

RECOMMENDATION NO. 33

That the election laws of Colorado be amended to delete the statement " . . . state that she is 21 years of age or over" pertaining to female electors.

Women in Public Office

Historical Review:

The year 1894 brought Colorado women the right to vote, and vote they did as a door-to-door campaign for registration was conducted in the major cities. Mrs. J. L. Routt, wife of Governor John L. Routt, was the first woman in the state to register. Preceding the election, several local newspapers gave complete instructions on the voting procedures so that women would be informed on election day. At least one local paper cautioned the ladies about hot tempers and carrying grudges after election.

Three women were elected to the state legislature at that first election for women, and Mrs. Angenette J. Peavy (R) was elected the first woman Superintendent of Public Instruction. According to the History of Colorado, Vol. 3, published by the Colorado Historical Society, the party conventions of 1894 decided that women should have the job of Superintendent of Public Instruction, but they should not try for other state offices because that might be used against the enfranchisement of women. (See list of Superintendents of Public Instruction, Appendix 1.)

Apparently this warning did not include the legislature, or the women ignored it. It is true, however, that after the election of 1892 no man was ever elected Superintendent of Public Instruction. Mrs. Nettie S. Freed, the last holder of the office, became the first appointed Commissioner of Education under a newly formed elected State Board of Education composed of five members. At present, three of the five members of this board are women, but this is the first time women have

held a majority on the board. Four women have served on this board, which was established in 1950. (See list, Appendix 2).

Analysis of the records shows that several of these women were elected time and time again. They were capable in their field and worked intelligently for better education for Colorado's children. Helen Grenfell (R, 1899-1905) was responsible for the program of leasing school lands for revenue instead of selling these lands. Mary C. C. Bradford (D, 1923-1927) developed the Colorado plan of school standardization, accepted as a model by educators.

That education was of concern to women is demonstrated by the number of women candidates for the Board of Regents of the University of Colorado. Except for the 1930's and very recent years, almost every ballot listed a woman candidate. However, no women were available for nomination or election from the two major parties in the years 1948-1952 and 1960-1964. (See list, Appendix 3.)

No women have been candidates from the major parties for the offices of Governor, Lt. Governor, Secretary of State, State Auditor, or Attorney General. Women do appear as candidates from the minor parties: in 1924, 1926, 1930, and 1936, a woman was a candidate for Lt. Governor, and women also appear from time to time as candidates for Governor and for membership in the United States Senate and in the United States House of Representatives.

Two women from the major parties have been candidates for the United States Congress. Mrs. Elizabeth E. (Betty) Pellet (D) was a candidate in 1942 in the Fourth District, and Mrs. J. Ramsay (Ellen) Harris (R) was a candidate in 1954 in the First District. Mrs. Harris

faced a primary, defeating her male opponent by a margin of three to one, but lost in the general election. No woman has served in either the United States Senate or the House of Representatives.

Women have been more successful in being elected to the State Legislature. The Senate has been more difficult for women candidates than the House of Representatives, but even so seven women have been elected to it. Of these, four had previously been members of the House. Since the election of the first woman senator in 1912, these women have served one term each, or at most six years having been appointed to the office to fill a vacancy. These seven women senators represented five areas of the state. An interesting sidelight is that no woman has been elected to the Senate from Pueblo County, although this county has frequently elected women to the House. During the years 1920-1940, 1946-1958, and 1962-1964, no women served in the Senate. (See list of women in the Senate, Appendix 4.)

Some 47 women have served in the House of Representatives in Colorado. These records are somewhat harder to analyze because of the switching of party labels in the early days (it was similar to changing hats at times!). No doubt this is confusing today, but it was a matter of principle based on party philosophy and platform in the first years of Colorado's women's suffrage. Therefore, figures from 1920 on have been used to study a breakdown of service by county. Thirty-one women from 13 legislative districts have served since that time, the largest number (15) coming from Denver. Boulder County is the largest one which has never elected a woman to the House; although one woman was appointed to fill a vacancy, she did not seek election at the end of her term. (See list of women elected to the House, Appendix 5.)

The period of service provides interesting analyses. No women served from 1902 to 1908, and in 1930 only one woman was elected. No women served in the House from 1932 to 1936. Before 1930, three to four women served in each session, dropping to one or two in the late 30's, climbing back to seven in 1954 and eight in 1956, and dropping back to four at the 1964 election. Many served several terms, and four were successful in their bids for the Senate.

Occupations show the same wide range as men members: law, education, mining, ranching, life insurance, newspaper work, and so forth, with the added occupation of housewife. A comparison of economic conditions, wars, and depressions with abstracts of vote leads to a tentative conclusion that women are more inclined to run for office when the pressures of home and family cause the least conflict. If times are hard, more of a woman's energy apparently is directed to holding the family together or holding down a job to furnish basic needs for herself and her family. When more affluent times come or when she is battling for a principle (national suffrage, for example), a woman appears to be more interested in seeking office. Thus during the '20's, women were successful candidates. During the depression of the '30's and the war years of the '40's, few women were candidates and few of these were elected. A climb upward began in 1952, and the '50's and '60's have seen more women elected than ever before.

While the total number of elected women officials is small, it would be a mistake to attribute this to any factor except the women themselves. It appears that women have the same proportionate chance for success as men have. The limitation is more in the number of women willing to serve and capable of serving as candidates and office holders. Relatively

few women are willing to offer themselves as candidates, and very little is done to encourage women to seek office. Facing the future, the doors appear to be open for women of ability and with good political skills to present themselves for public office. The record of their predecessors proves that women can be elected and, more important, they can be re-elected if they do a good job and are willing to work.

Present Picture:

At the present time women are serving in many positions in Colorado government, both elective and appointive, but again not in proportion to their numbers and qualifications. Positions at all levels -- state, county, city, school district -- are occupied by women, but some political jobs seem to be more readily available than others.

Thus, at the county level, many of the state's 63 counties are served by women as county clerks (29) and treasurers (23). Even greater numbers of women are serving in the office of county superintendent of schools, also an elective office. Forty-nine of Colorado's 63 county superintendents are women. One is led to speculate whether women, as the mothers of children, are more than ordinarily interested in school affairs, but any such tentative conclusion is rapidly dissipated by a glance at the composition of elected school boards in the state. These non-salaried positions are dominated by men: of the 1,035 school board members in Colorado's 188 districts in 1964, only 78 were women. In four districts, however, women were serving as school board presidents. An interesting sidelight is the relationship of the pupil population of the school district to the number of women serving as school board members. Over half (43) of the women board members were in districts with fewer than 500 students.

There is no record of a woman serving as a county commissioner. There are seven women assessors, six county judges, and two county coroners.

In appointive office at the county level, county and district court clerks are often women (46 and 43 respectively). Of the nine public trustees in the first and second class counties, four are women (the treasurer serves in other classifications). In the 63 counties, 39 women serve as administrators of Departments of Public Welfare. Among the many appointees by the various elected officers are several women deputy sheriffs.

Some members of county advisory boards are women. Sixteen women hold places on county health boards; 37 women in nine counties serve on library boards, three counties reporting that their boards consist entirely of women; but only two counties report women serving on the County Planning Commission. Other reports are so scattered as to be of little value, but some interesting bits of information are gleaned. Women serving in individual counties include a civil defense director, hospital administrator, matron of a county farm, and a janitor.

In elective office, the same pattern -- the less populous the area the greater the opportunity for women to serve in office -- shows up clearly when we look at elective offices in municipal government. The most recent figures available (1964 and 1965) indicated that 67 women were serving as members of town or city councils. Of these, 52 were in communities with populations of fewer than 500; only two were in cities of over 50,000 population. However, it is only fair to note that only four cities in Colorado fell in this category in the 1960 census -- Denver,

Pueblo, Colorado Springs, and Aurora -- and only six others exceeded 25,000. The president of the Pueblo City Council at present is a woman, and a woman serves on the Council in Colorado Springs. In Denver, the only elective positions held by women are on the school board. However, a woman was elected in 1910 to serve on the Denver Election Commission.

In all the municipalities of Colorado in 1965, only six women were serving as mayors (not including the Pueblo Council President). Five of these were in towns of less than 2,000 population. The sixth, mayor of a city in the 10,000 to 25,000 category, recently resigned and was replaced by a man.

Occasionally, in very small towns, women dominate the rosters of councils. In Rosedale, Weld County (population 70), four of the five council members are women; the same number have been elected in the town of Ward, Boulder County (population 9); and in the town of Hooper in Alamosa County (population 60), the mayor and all four members of the council are women, as well as the clerk and the treasurer.

As in county government, the offices of clerk and treasurer are often held by women. There are 128 female clerks and 108 female treasurers, with many serving in dual capacity, especially in less populous communities.

The pattern of opportunity for women in public office at the local level is underlined by a survey of those presently serving in appointive positions as postmaster. There are 457 post offices in Colorado. In the 42 first-class districts, only one woman has been appointed as postmaster; 17 of the second-class post offices are directed by women, 65 by men; in the 169 third-class post offices, 76 women hold the top position; and of the 164 fourth-class post offices, 132 are operated by women.

Women in the Present State Legislature:

Despite Colorado's early start in electing women to its state legislature, no permanent trend is apparent in 1964 toward greater representation at the state level. The number of women presently serving in the General Assembly is the lowest it has been for many years. In the last session (1965), four women served in the House, one in the Senate. Of these, three were Republican, two Democratic.

Out of sheer curiosity as to how these successful women candidates had first become involved in active politics, what their experience had been, and what they found to be the burdens and rewards of office, our committee invited the five to a luncheon. All five accepted, and in the course of the discussion, more personal questions were asked. This is by no means a scientific sampling, and it is extremely selective, since it reflects views of successful candidates only. Nevertheless, a casual resumé of our interview may be of interest to other women who may have given more than a fleeting thought to seeking public office.

Events leading up to their candidacies were varied and colorful. One was approached by a prominent organization of women who didn't even know her party affiliation, but knew only that she was highly qualified. Another, who had long been interested in the state legislature, notified her county chairman that she would seek nomination the following year "if the time were ripe". Another was asked by the party; another had been politically active all her life and "never knew any better". Another, because of a series of circumstances, felt she must rebuild her life.

All of them emphasized the need for hard personal work, as well as for party support and help from family and friends, in order to be elected.

These women believed that most of the opposition to women in politics comes from other women, and for varied reasons. "Women's place is in the home", and "Politics is dirty business" are comments frequently heard even yet. One said, "Women generally won't vote for you; they think you're having fun while they're bored to death and are envious of you!" All felt that being an office-holder is most broadening of perspective, and the over-all result is a great deal more tolerance.

These successful women believe that more women should enter politics, learn more about the state, get in at the grass-roots level. Political parties are begging for workers; there is an unestimated opportunity for women. Political activity will make them more interesting as women, as wives, as mothers. It was agreed that the higher the educational level of the community, the greater the acceptance of women in public life. Candidates must have the highest integrity, be able to take criticism, be feminine, but must not attempt to take advantage of their femininity.

Except for the General Assembly, no women hold state office at present except on the State Board of Education, where three of the five members are women. None of the Regents of the University of Colorado (a constitutionally prescribed board) is a woman, although five women have served in the past. (See list, Appendix 3.)

In appointive office, state advisory boards present an interesting picture. Of the 85 boards examined, 27 have women as members. Some 305 women (with some possible duplication of names) are serving in the appointive capacities. This committee has become aware that the greatest barrier to

the appointment of women to state advisory boards is the unavailability of up-to-date comprehensive lists of qualified women of both political parties. If such lists were readily available to the Governor and his advisors, many more women would be given the opportunity for public service to state government. Although many of these boards are extremely technical, there should be many qualified women available, particularly for such boards as Abstract Examiners, Accountancy, Division of Commerce and Development, Banking, Commission of Higher Education Facilities, Highway Legislative Review, Insanity Laws Study, Medical Examiners, Uniform State Laws, Veterans Affairs, and many others.

The Committee on Women as Citizens concurs in Recommendation No. 14 as submitted by the Women in Employment Committee.

Political Opportunities for Women:

The relative scarcity of women holding public office in government can certainly not be attributed to legal or political barriers. Other inhibiting factors must be prevailing -- perhaps a greater reluctance to enter a competitive and often controversial arena, a greater sensitivity to criticism, lack of self-confidence, or the social attitudes of both men and women toward women's overt activity in political affairs. A much more sophisticated study of these attitudes would be necessary before one could safely do more than speculate. However, the opportunity for public service is clearly there, if women care to avail themselves of it.

A dramatic demonstration of the political success which can be achieved by women was provided in 1959 by the small Colorado town of Walsenburg. Once a prosperous coal-mining community on the southeastern

plains, Walsenburg had fallen on hard times. The mines had closed down, unemployment was a serious problem, both population and tax base had been declining.

Against this backdrop of economic misfortune, a group of women representing all the women's clubs and P.T.A.'s became concerned, in the summer of 1959, about the high rates charged at the municipal swimming pool. They were convinced that many of the children of lower income families, who most needed such recreational opportunities, could not afford to swim in the city pool. Visits to meetings of the Utilities Board and the City Council to ask for lower rates and to offer their services in helping to defray operating costs brought only frustration. The councilmen were indifferent and frankly skeptical that a group of women might have any understanding of governmental problems, let alone a solution to offer. The women's offer of help fell on deaf ears, although some months later the councilmen did adopt their proposal.

From this initial venture into political action grew an awakened interest in the town's problems. The women met and studied their local government. The need for jobs and industry became more and more obvious to them. Intending at first merely to become an informed and objective group who could encourage and support good candidates for office in the upcoming city election, the women finally decided to run their own slate. Thus was born the United for Walsenburg Party.

Seven women declared as candidates. Their campaign promised that they would serve without pay and would work tirelessly toward jobs, industry, and better and more economical city government. Dozens of

women volunteers worked for their election; sound trucks touring the city urged people to vote for the women, "Voten por las mujeres!"

When all the returns were in, Walsenburg had the first woman mayor in its history, three councilwomen, and women as city clerk and as city treasurer. Only one of the seven candidates failed in her bid for office, and she lost by only five votes.

The women were as good as their word. They returned their salaries as officeholders to the city treasury, and some of the men followed suit. They launched an aggressive program of city improvement. Two years later, in 1961, the women of the United Party, including the mayor, easily won re-election to a second term.

The story ends in 1963. Satisfied that they had accomplished what they set out to do, the women retired from the active political scene. But the object lesson they provided will not soon be forgotten. The opportunities for qualified women to serve in public office are many and varied; the essential ingredients for success are organization, determination, and hard work.

Responsibility of Women As Citizens

Greater involvement of women in political activity is one of the purposes of the Colorado Coordinating Council of Women's Organizations. Organized in 1948, with 14 state-wide women's groups represented, the council affords the opportunity for coordination of efforts so essential for success. Its membership now represents 19 state-wide groups and four associate-member organizations. Among its purposes are: To encourage qualified women to seek and accept public responsibility; to maintain

lists of the appointments to be made by the Governor; to send to the Governor lists of women qualified to serve on such boards and committees.

Perhaps the most active program to promote qualified women for public service is carried on by one of the members of the council, the Colorado Federation of Business and Professional Women's Clubs, Inc., which maintains a bi-partisan program at club, district, and state levels to encourage qualified women to seek election and/or appointment.

The Colorado League of Women Voters, also a member of the council, has developed an intensive program of gathering information, educating its members and the community, and taking legislative action in order to accomplish its main objective, which is to encourage active and informed participation of citizens in government.

To find out what efforts were being made by other women's organizations to educate women to their responsibilities and opportunities, this committee sent a questionnaire to the 23 members of the Coordinating Council. Fourteen groups responded with detailed information. All the respondents declared the goal of citizenship responsibility to be a part of their general purposes. Action to accomplish this goal included legislative activity on many subjects, citizenship courses, promotion and encouragement of the advancement of women, support of qualified women candidates, various types of political activity, public affairs discussions, and development of recognition of importance of women serving in governmental capacities.

All respondents maintain active programs to encourage women to vote and to study issues, particularly constitutional amendments, and provide opportunities for candidates (bi-partisan except for the two political

organizations) to appear. Ten of the groups reported a total of 51 women serving on state boards and bureaus. Names frequently recurred on the various lists, suggesting that such women are often members of several organizations. One group observed: "Organizational activity led to interest in assuming further responsibility by working through the party for political and/or public office". Most women who became active in party politics began at the precinct level, frequently becoming involved because their husbands were candidates.

To the question concerning possible prejudice against women in governmental or political posts, representative responses were: Women as a group do not support women candidates . . . Really qualified women are too busy ... to seek office ... Men favored due to long established practices . . . Difficult to find women willing to accept heavy responsibility . . . Can be overcome by women themselves doing a good job . . .

When questioned about the attitude of organization members concerning political activity, the respondents commented: . . . Individual matter, but we encourage . . . Great enthusiasm . . . Should be active in one party or the other to preserve democracy . . . If a woman is not affiliated (with a party) she soon learns why it is important to do so . . . The president of one state-wide organization who had polled the members said, "Each has become more aware of the need for women in political action because of this questionnaire". A minority group added, "We wish we had the opportunity to serve, to accept, and to implement rights as citizens".

This comment points up a problem which is recognized as a real one by women of both political parties: the involvement of women from racial

or ethnic groups in public affairs. Often such women take little or no part in the political life of their communities. The reasons vary from group to group. For example, a strong cultural conviction among Mexican-American families that public affairs should be handled only by the men often discourages the women from attempting to become active. In other instances, the barriers which seem to be operating are lack of confidence, lack of educational opportunity, and fear of being rejected by the dominant group.

Both political parties welcome participation by minority groups, and some efforts have been made to involve women from these groups in the work of the parties. In one section of the state during the 1962 election campaign an effort was made to work with the Mexican-American group through one of their well-liked and highly respected community leaders. Special invitations were issued through him, urging attendance at rallies, and so forth, and he was much in evidence on election day to take his people to the polls and assist them to vote. This was not done in 1964, although it is recommended that it be repeated regularly if it is to be effective. No special work was done for the women, and few of them voted.

Perhaps the political parties are not the best agents to encourage minority groups to take a more active part. In the atmosphere of partisan politics, minorities are often fearful of being exploited for their votes. A different approach was tried in Denver with moderate success during the 1964 campaign, and may serve as a pattern for future efforts. A sorority of Negro women made a drive to get other Negro women to register and vote.

Information on how to register and on election issues was provided by the Denver League of Women Voters, and the Y.W.C.A. and a neighborhood church group lent support. Cooperative ventures of this sort at the community level may help in the future to overcome this problem.

An indication of the political effectiveness of women's organizations was provided in 1965 by a graduate study undertaken in the political science department of the University of Colorado. Investigating the politics of non-partisan at-large elections to the City Council in Boulder between 1949 and 1964, the researcher, Leonard Stitelman, unearthed some interesting information. In his interviews with 86 candidates, both successful and unsuccessful, he asked them to evaluate the support of various organized groups. The candidates agreed that women's organizations were among the most valuable allies in waging a successful campaign.

RECOMMENDATION NO. 34

- (a) That women's clubs in each community organize a local council similar in nature and purpose to the Colorado Coordinating Council, in order to pool their information and resources in the important task of encouraging women to fulfill their responsibilities as citizens. Lists of available qualified women, prepared by such groups, would be particularly valuable in filling non-partisan appointments at all levels of government.
- (b) That women citizens of Colorado, through their organizations and as individuals, undertake whenever possible a vigorous recruitment program for qualified women as candidates for public office at all levels of government.

This committee notes that the Committee on Employment was also concerned about bringing the talents of qualified women into government. See Recommendation No. 14.

Training in Political Participation

Other groups and agencies in the state are working toward the same end. The American Legion and its Auxiliary have for many years sponsored annual state-wide conferences, the well-known Boys' State and Girls' State. High school students from all over the state, carefully selected as delegates, meet for several days to participate in a model government session. They receive practical experience in the actual workings of government at both state and local levels, and hear lectures by informed and qualified people with governmental experience.

The curriculum of the public schools also includes some training for participation in government. In general, the planning of the public school is the responsibility of the local school board. There are no rules set by the State Department of Education, but two years of social sciences are required for graduation. In most schools in Colorado, elementary students receive instruction in local government through trips to city hall, for example, and visits to local police and fire departments. In the eighth and ninth grades, courses in civics and citizenship are offered. In some areas, political organizations are formed in the high schools, with active groups representing the two major parties, and at times a third party organization has come into being. These groups are active particularly during election campaigns. Some schools schedule trips to the state legislature when it is in session and other visits of similar nature.

In some cities, particularly the more populous ones, the city and school administrations cooperate in staging a "Local Government Day", when high school students elected as councilmen, mayor, manager, attorney, and department heads by their fellow students spend some time studying the detailed operation of the city government, and then for one day actually move into city hall and work with their counterparts in handling the real affairs of the city.

Outstanding among programs for adult education are the Practical Politics courses sponsored by local Chambers of Commerce throughout the state. Spot surveys in representative localities show that more women than men take these courses. Many participants later go into partisan politics. In several instances, candidates for elective office have come from these groups. One group found this opportunity so valuable that it continues to meet weekly for breakfast to discuss current issues, even though the course has long since been completed. More men than women have become candidates from these groups, although women are willing to be called for further services. Women leaders state that participation in these courses has helped them to become more vocal on issues, has intensified their party interest, and has increased their willingness to accept appointment if offered. It is noted, however, that these women do not seek appointment to governmental committees and the like, but prefer to wait for the office to seek them.

Although we commend the efforts being made to train girls as well as boys in the responsibilities of citizenship, this committee believes that much more needs to be done, particularly in the public schools.

RECOMMENDATION NO. 35

- (a) That the social studies curriculum at all levels of our educational system be re-examined to encourage teachers to place more emphasis on educating students as to the importance of the franchise and the role of the political parties.
- (b) That information on party structures be included in the high school curriculum. Women's groups could cooperate by providing party leaders as speakers and obtaining educational films for the schools.
- (c) To stimulate student interest, that school authorities encourage more mock elections, contacts with political figures, educational field trips, and actual political experience through such programs as Local Government Days, Boys' State and Girls' State.

Women and the Political Parties

Historical Review:

Enfranchisement of women in 1894 brought many changes to the political parties of the state, not all of them sudden, but all destined to change the structure built up since statehood. Records of these early days are sparse and incomplete; unfortunately, minutes for the Democratic party were lost in 1955 when party headquarters were moved from one location to another. Fortunately, however, newspapers, fascinated with this new element in politics, devoted a fair share of space, both news and editorials, to women -- their vote and their politics.

In June, 1894, the National Republican League Clubs held an annual convention in Denver, and Mrs. Frank Hall was designated to form a Colorado unit. That same year, a Democratic Club was organized by Anna Marshall Cochran and Mrs. Mary C. C. Bradford. Thus women found a way to begin working within their political parties.

In 1904 both parties declared themselves in favor of precinct committeewomen, to be selected at the same time and place and in the same manner as committeemen. This was the beginning of actual intensive organization of party committees throughout the state, and was called the Colorado Plan of Organization; it was recommended to all other states. In 1910 the provision that committeemen and committeewomen be elected on the primary ballot at every general election became effective.

Because of the scarcity of records, the early years are hard to trace accurately for women serving as party officials. One of the earliest references to a vice chairman of a State Central Committee appears in 1904, Mrs. Ina R. Thompson (R). It is probable that there was also a Democratic woman vice chairman at that time. About 1916 to 1918, records begin listing the election of a woman vice chairman at the same time as the election of a state chairman for each of the parties.

As the political parties were charged with statutory responsibilities for selection of candidates, etcetera, the election code also provided the statement "a state vice chairman who SHALL be a woman". Revision of the election laws in 1963 changed the phrase to "MAY be a member of the opposite sex". Republican records show that no man was ever elected as state vice chairman, and comments from long-time Democrats lead to the conclusion that the same is true for their party. One reason for this may

be that both parties place the vice chairman in charge of women's activities within the party.

Available records do not show any woman serving as chairman of the State Central Committee for either major party, although a few women have served as County Central Committee Chairmen.

The position of secretary is regarded differently by the two parties in recent years. In the Republican party, men held the position, sometimes by election and sometimes by appointment, until 1956, when Mrs. Charlotte Wiggins of Longmont was elected. She was followed by Mrs. Anne Thompson of Rocky Ford and Mrs. Betty Chronic of Boulder. As far as can be determined, no woman has held the office in the Democratic party, and currently both parties have men serving in the position.

Membership on the National Committee of both major parties was on the basis of "a member from each state", with that member a man, until the period of women's suffrage nationally. In January, 1918, the Democratic National Committee adopted a resolution creating the office of National Committeewoman, these women to be appointed by the National Committeeman for that state until the states could act for themselves. Mrs. Gertrude A. Lee of Weld County has the distinction of being the first woman in the United States to receive such an appointment.

The Republican party organized somewhat differently at first, but soon doubled its national organization. Mrs. Anna Wolcott Vaile served as the first Republican National Committeewoman from Colorado. The first Republican minutes mentioning election of a woman are those of April 16, 1928. Thus it appears the first national committeewoman in both parties were appointed.

As women became more active in their parties, their names began appearing on the list of presidential electors. The first women so nominated were listed in 1904. Since that time women have been selected at every presidential election except 1948, when neither party nominated a woman.

Women have a long history of service to the party of their choice in our state. With the position of national committeewoman written into party rules and state statutes, women have equal representation with men on national party committees.

Rules and Regulations:

The rules and regulations of the two parties are essentially as prescribed by statute (Election Laws of the State of Colorado, 1964, Section 73, "Party Committees"). The actual rules adopted are the same for both parties; in some cases the wording is exactly the same, in others the wording is similar without a change in meaning. Neither document contains any designation regarding the sex of the officers, although it is specified that the vice chairman "shall be a member of the opposite sex" from the chairman.

In the party rules, all officers are referred to by the masculine pronouns "he" and "him" except the vice chairman, for whom the feminine pronouns "she" and "her" are used, implying that the chairman is a man, the vice chairman a woman. This is the only place in which discrimination is indicated.

Discrimination does not exist in the selection of members of the Central Committees. Of the additional members allowed by the first ten thousand votes cast in a county, it is specifically designated that of the two "one shall be a women", and the same designation is made for the

additional two members allowed by the second ten thousand votes. Nor does discrimination exist in the county precincts: a committeeman and a committeewoman are elected.

RECOMMENDATION NO. 36

- (a) That both political parties include a clause in their rules stating that there shall be no discrimination against either sex in the selection of officers.
- (b) That Section 2 of the Election Laws of the State of Colorado be included in the rules of both parties: "Male includes female, and the masculine pronoun includes the feminine".
- (c) That when the rules are revised, pronouns be omitted wherever possible. Enumerating the duties of each officer in the form of a list would eliminate the use of pronouns.

WOMEN AS CITIZENS COMMITTEE

Appendix 1

Superintendents of Public Instruction

1895-1897	Angenette J. Perry (R)
1897-1899	Grace Espey Patton (D)
1899-1905	Helen L. Grenfell (R)
1905-1909	Katherine L. Craig (R)
1909-1911	Katherine M. Cook
1911-1913	Helen M. Wixon
1913-1921	Mary C. C. Bradford (D)
1921-1923	Katherine L. Craig (R)
1923-1927	Mary C. C. Bradford (D)
1927-1931	Katherine L. Craig (R)
1931-1947	Inez Johnson Lewis (D)
1947-1949	Mrs. Nettie S. Freed (R)

WOMEN AS CITIZENS COMMITTEE

Appendix 2

Members of State Board of Education, Established 1950

1951 -	Mrs. Anna Petteys (R)	Member at Large
1951 - 1960	Mrs. Allegra Saunders (D.)	First District
1960 -	Mrs. Bernice Frieder (D)	First District
1964 -	Mrs. Jeanne Bender (D)	Second District

WOMEN AS CITIZENS COMMITTEE

Appendix 3

Women Elected to Board of Regents for the University of Colorado

1910 - 1916	Mrs. Anna Wolcott Vaile (Elected as Miss Anna L. Wolcott)	Denver
1914 - 1920	Mrs. Minnie L. Harding	Canon City
1930 - 1936	Mrs. Joseph D. Grigsby	
1947 - 1953	Mrs. Alberta Pike Boyd	
1953 - 1959	Mrs. Virginia N. Blue	Denver

WOMEN AS CITIZENS COMMITTEE

Appendix 4

Women in Colorado State Senate

Helen Ring Robinson (D)	Denver 19th and 20th General Assemblies 1913 - 1917
Agnes L. Riddle (R)	Adams, Arapahoe, Morgan 21st and 22nd General Assemblies 1917 - 1921
Eudochia Bell Smith (D)	Denver 33rd, 34th, 35th General Assemblies 1941 - 1947
Mrs. Hestia Wilson (D)	Montrose, Ouray, San Miguel, Dolores 41st, 42nd, 43rd General Assemblies 1957 - 1963
Mrs. Allegra Saunders (D)	Denver 42nd and 43rd General Assemblies 1959 - 1963
Mrs. Rena Mary Taylor (R)	Mesa 42nd and 43rd General Assemblies 1959 - 1963
Mrs. Ruth Stockton (R)	Jefferson 45th General Assembly 1965 -

WOMEN AS CITIZENS COMMITTEE

Appendix 5

Women in Colorado House of Representatives Beginning 1894

Party affiliation and county are listed the first time a name appears. No party affiliation can be given when such affiliation has been omitted from source documents.

Election of 1894 10th General Assembly	Clara Cressingham (R) Arapahoe (included Denver) Frances S. Klock (R) Arapahoe Carrie C. Holly (R) Pueblo
Election of 1896 11th General Assembly	Evangeline Heartz (Populist) Arapahoe Mrs. Olive C. Butler (R*) Arapahoe Mrs. M. A. B. Conine (R*) Arapahoe (* nominated as Silver R., elected on fusion ticket)
Election of 1898 12th General Assembly	Dr. Mary F. Barry (Teller Silver R) Pueblo Mrs. F. S. Lee (D) Denver-Arapahoe Mrs. H. G. R. Wright (Populist) Arapahoe
Election of 1900 13th General Assembly	Evangeline Heartz (Populist) Arapahoe
Election of 1908 17th General Assembly	Alma V. Lafferty Denver
Election of 1910 18th General Assembly	Louise U. Jones Denver Louise M. Kerwin Denver Alma V. Lafferty Denver Agnes L. Riddle (R) Adams, Arapahoe, Elbert
Election of 1912 19th General Assembly	Frances S. Lee Denver Agnes L. Riddle
Election of 1914 20th General Assembly	Evangeline Heartz (D) Denver
Election of 1916 21st General Assembly	Evangeline Heartz
Election of 1918 22nd General Assembly	Mabel Ruth Baker (R) Denver Dr. May T. Bigelow (R) Denver

Election of 1920 23rd General Assembly	Mabel Ruth Baker Josie J. Jackson (R) Denver Minnie C. T. Love (R) Denver Mrs. T. C. Wilson (R) Victor
Election of 1922 24th General Assembly	Mabel Ruth Baker Mrs. W. O. Patterson (D) Pueblo Mrs. T. C. Wilson (R) Victor
Election of 1924 25th General Assembly	Josie J. Jackson Martha E. Long (R) Denver
Election of 1926 26th General Assembly	Mae Carroll Fry (R) Denver Martha E. Long Annah G. Pettee (R) Denver Kittie Brighton (D) Trinidad
Election of 1928 27th General Assembly	Kittie Brighton Hattie A. Mead (R) Pueblo Helen Beatty Noland (R) LaPlata Annah G. Pettee
Election of 1930 28th General Assembly	Kittie Brighton (D) Trinidad
Election of 1936 31st General Assembly	Florence H. Kramer (D) Denver Eudochia Bell Smith (D) Denver
Election of 1938 32nd General Assembly	Florence H. Kramer Eudochia Bell Smith
Election of 1940 33rd General Assembly	Elizabeth E. Pellet (D) Dolores, Montezuma, San Miguel Florence H. Kramer
Election of 1942 34th General Assembly	Dorothy Hendee (R) Denver
Election of 1946 36th General Assembly	Mrs. Montana F. Smith (D) Gunnison, Saguache, Hinsdale
Election of 1948 37th General Assembly	Shirley M. Kramer Elizabeth E. Pellet Montana F. Smith
Election of 1950 38th General Assembly	Rena Mary Taylor (R) Mesa Elizabeth E. Pellet
Election of 1952 39th General Assembly	Eleanor Carr (R) Denver Elizabeth E. Pellet Rena Mary Taylor

Election of 1954
40th General Assembly

Sara L. Fischer (R) El Paso
Blanche Cowperthwaite (R) Denver
Rena Mary Taylor
Lucile Beck (D) Denver
Ruth E. Clark (R) Larimer
Elizabeth E. Pellet
Betty Kirk West (D) Pueblo

Election of 1956
41st General Assembly

Ruth B. Clark
Lela S. Gilbert (D) Denver
Elizabeth E. Pellet
Anne M. Thompson (R) Crowley, Otero
Betty Kirk West
Jane Woodhouse (D) Denver
Lucile Beck
Rena Mary Taylor

Election of 1958
42nd General Assembly

Ruth B. Clark
Madge Gaylord (D) Pueblo
Lela S. Gilbert
Elizabeth E. Pellet
Anne M. Thompson
Betty Kirk West
Jane Woodhouse

Election of 1960
43rd General Assembly

Jean K. Bain (R) Denver
Ruth B. Clark
Lela S. Gilbert
Kathleen P. Littler (R) Weld
Elizabeth E. Pellet
Ruth Stockton (R) Jefferson
Betty Kirk West

Election of 1962
44th General Assembly

Jean K. Bain
Ruth B. Clark
Kathleen P. Littler
Elizabeth E. Pellet
Ruth Stockton
Betty Kirk West

Election of 1964
45th General Assembly

Jean K. Bain
Betty Miller (D) Jefferson
Betty Kirk West
Ruth B. Clark

WOMEN UNDER THE LAW

The Executive Order of the Honorable John A. Love of Colorado, dated December 22, 1964, setting up the Colorado Commission on the Status of Women, authorized and requested study of the status of women in Colorado with specific attention to five areas, including:

" (c) Legal treatment of women in regard to political and civil rights, taxation, property rights, and family relations", and to make recommendations where deemed appropriate.

Two committees were named for these areas -- the Committee on Women Under the Law to study civil rights, taxation, property rights, and family relations in Colorado, and the Committee on Women as Citizens to study political rights of women in Colorado.

The Committee on Women Under the Law submits its findings, with general and specific recommendations.

Civil Rights

Jury Service:

Our Colorado Constitution, Art. 11, Sec. 23, provides that the right of any person to serve on any jury may not be denied or abridged on account of sex. Exemptions permitted are the same for women and men.

Colorado Law on Discrimination in Employment Because of Sex:

Although there may be some overlapping in committee jurisdiction on the subject of discrimination in employment because of sex, our committee took a look at the provisions of Colorado's Fair Employment Practices Act (the Antidiscrimination Act) and found that while the act

forbids discrimination on account of sex in apprenticeship and on-the-job training programs, the law does not include "sex" in its provisions on job discrimination. In view of the federal law now in effect (limited at present to employers and labor unions of a certain size) requiring that complaints first go through state agencies where they exist, our committee believes Colorado law should be amended for two reasons: (1) for the convenience of any Colorado complainant, and (2) so that, wherever possible, matters affecting Colorado citizens are at least considered first by Colorado agencies rather than being handled exclusively at the federal level.

RECOMMENDATION NO. 37 (Submitted by both Women Under the Law Committee and Women in Employment Committee)

That the Colorado Fair Employment Practices Act be amended to include prohibition of discrimination in employment because of sex.

Domicile:

Domicile generally is determined by intent, or that place where the individual intends to reside permanently. Under Colorado procedure, in the absence of affirmative evidence to the contrary, the wife's domicile is presumed to merge in that of her husband. She is presumed to live with her husband in his home. (Colorado Fuel & Iron Co. v. Industrial Commission (1933) 93 Colo. 188, 24 Pac. (2d) 1117).

Certain questions arise as to what "affirmative evidence" covers. For instance, does it cover cases where a man and wife are separated (not divorced) for cause, or by acquiescence or by mutual agreement? Do married women living apart from their husbands lose their basic rights and obligations of citizenship (that is, voting, running for public office, or jury service) because they lack the required domicile?

According to information furnished by the Women's Bureau, United States Department of Labor (March 6, 1963), only four states recognize a woman's right to acquire her own domicile, independent of her husband, for all purposes, without limit; 43 states permit a married woman to acquire an independent domicile for all purposes if she is separated from her husband by mutual consent or if her husband has acquiesced to the separation. All states permit a married woman to establish a separate domicile for purposes of instituting divorce proceedings. There are various state statutes dealing with domicile for voting purposes only, jury service only, taxation only, and probate only. There undoubtedly is some difference of opinion as to the equity of establishing by law a married woman's right to an independent domicile.

RECOMMENDATION NO. 38

That an appropriate legislative committee evaluate the effect of according a married woman the same right as a married man to establish an independent domicile for all purposes.

Legal and Property Rights

Following are digests of major provisions of Colorado law covering premarital requirements, rights of married women to their own property and their own earnings, contractual powers, ownership of joint property acquired after marriage, family relations, disposition of property by separate will, and inheritance rights in deceased spouse's estate.

Premarital requirements:

Certain types of marriages are void (CRS, 63, 40-94 and 46-3-3). In Colorado, boys must be 21 years old or over and girls must be 18 years old or over to marry without parental consent. If the male is

under the age of 21 years or the female is under the age of 18 years, a license to marry may not be issued unless the written consent, verified under oath, of the parent or guardian of the person under age is filed as part of the application for the license. Such application must show the actual ages of the parties to the intended marriage if either is under the age of consent. A physician's certificate based upon a prescribed examination and standard serological test given within 30 days prior to the date the license is issued must be attached to the marriage license. A marriage is prohibited if either party is under 16 years of age; any such marriage is void unless approved by a court decree. (CRS 63, 90-1-4).

When a license has been refused by the clerk and extraordinary circumstances are shown to exist which justify a waiver of statutory requirements, the court may order a license to be issued (CRS 63, 90-1-11).

Married woman's own property:

The property, real and personal, which any woman in Colorado may own at the time of her marriage, and the rents, issues, profits, and proceeds thereof, and any real, personal, or mixed property which shall come to her by descent, devise, or bequest, or the gift of any person except her husband including certain types of gifts from her husband, remain her sole and separate property, notwithstanding her marriage, and are not subject to the disposal of her husband or liable for his debts (CRS 63, 90-2-1).

Earnings of a married woman:

The earnings of any married woman from her trade, business, labor, or services are her sole and separate property, and may be used and invested by her in her own name. Her property acquired by trade, business,

and services, and the proceeds thereof, may be taken on any execution against her (CRS, 63, 90-2-3).

Contractual powers of a married woman:

A married woman may bargain, sell, and convey her real estate and personal property, and enter into any contract in reference to the same, as if she were male (CRS, 63, 90-2-9).

Any woman, while married, may contract debts in her own name and upon her own credit, and may execute promissory notes, bonds, bills of exchange, and other instruments in writing, and may enter into any contract as if she were sole. Execution or other legal process under judgment against her may be enforced against her as if she were unmarried. (CRS, 63, 90-2-10).

Loss of consortium:

In all actions for a tort by a married woman, she shall have the same right to recover for loss of consortium of her husband as is afforded husbands in like actions (CRS, 63, 90-2-11).

Property acquired by joint efforts of husband and wife:

Such property belongs to the husband by rule of common law unless the parties have provided for joint ownership.

The services of a married woman as a housewife belong to her husband, and she is not entitled to any monetary compensation for them (Denver & Rio Grande R. R. Co. v. Young (1902) 30 Colo. 349; 70 Pac. 688).

It is interesting to note that in elections where only taxpaying electors are permitted to vote, often a woman finds herself ineligible to vote simply because the property is in the husband's name only; the same situation applies to a husband where the property is in the wife's name.

Of course, joint title would permit both husband and wife to vote.

The pros and cons of community property laws in the eight states where they exist (Arizona, California, Idaho, Louisiana, New Mexico, Nevada, Texas, and Washington) have been researched. Each varies, but there is recognition of the economic partnership involved in marriage. While our committee recognizes that regulation of matrimonial property rights is extremely complex because of interrelation with other laws, the committee does suggest:

RECOMMENDATION NO. 39

That comprehensive studies be made in an attempt to find equitable conclusions for legislation which would recognize the economic partnership in marriage and the financial contribution of the wife who works only in the home and would safeguard either spouse against improper alienation of property by the other.

Family Relations

A married woman may contract in her own name and upon her own credit, and is liable under such contracts as if unmarried. However, her capacity as a feme sole does not affect the husband's statutory liability for necessities purchased by her (Hardenbrook v. Harrison (1887), 11 Colo. 9; 17 Pac. 72).

The expenses of the family and the education of the children are chargeable upon the property of both husband and wife, or either of them, and in relation to such liability they may be sued jointly or separately. (CRS, 63, 43-1-10).

A married woman is the joint guardian of her children with her husband, and has equal powers, rights, and duties to them (CRS, 63, 153-17-3).

Colorado law provides certain prohibitions against assignments of future wages of either spouse without joinder and signature of the other spouse and acknowledgement before a proper official, also against sale or mortgage of household goods used by the family unless written instrument is executed by the spouses jointly.

Generally, in divorce and separate maintenance actions, it is within the discretion of the trial court to provide for alimony and maintenance of the wife and minor children. Such court may require security for such payment, may assign custody, and may decree a division of the property of the parties. See CRS 63, Chapter 46, for grounds for divorce, statutory requirements as to residence and citizenship, and other specific provisions dealing with the subject; also to alimony, separate maintenance (divorce from bed and board), and annulment.

Disposition of separate property by will:

Every person of sound mind and memory who is at least 18 years of age may dispose of his or her real and personal property or any interest therein by will.

A will is revoked by, and only by, the subsequent marriage of the testator, or by burning, tearing, or obliterating the will by the testator himself or in his presence and by his direction and consent, or by some other will or codicil in writing, or other writing declaring such revocation, executed, declared, and attested as provided in CRS, 63, 153-5-2 (Requisites of Will).

In the event of subsequent divorce of the testator, all provisions in the will in favor of the testator's spouse so divorced are revoked, but the effect of the revocation shall be the same as if the divorced

spouse had died at the time of the divorce.

Annulment of the testator's marriage has the same effect as a subsequent divorce.

However, a will which by its terms is executed in contemplation of the marriage or divorce of the testator, or in contemplation of the annulment of an existing marriage, to or from a person named in such will, shall not be revoked by said marriage, divorce, or annulment, if the will expressly so provides (CRS, 63, 153-5-1, 2, 3).

Inheritance rights in deceased spouse's estate:

Dower and tenancy in curtesy are abolished.

Neither husband nor wife has any share in the estate of the other upon the death of one intestate (without a will) except that provided by statute. Under the statute, one-half the real and personal property of an intestate person who leaves a surviving husband or wife descends and is distributed absolutely, after payment of debts, to the spouse, and the residue to any surviving children or their descendants. If no children or their descendants survive, the living spouse takes the entire net estate absolutely. This section also defines further descent and distribution to children and other relatives if no children or descendants survive (CRS, 63, 153-2-1).

Notwithstanding the provisions of a testator's will, the surviving spouse may accept the provisions of the will or take the amount to which the spouse would be entitled under intestate succession, which is one-half of the real and personal estate. If he or she rejects the will, such election must be filed with the court in written form within six months

from the time testator's will is admitted to probate. However, if the surviving spouse or his or her personal representative or special fiduciary shall file with the court a petition at least 30 days before the six months expire to make a prudent determination of the advantages or disadvantages of election, the court upon finding the allegation to be true may extend the period within which an election can be made by one six-month period (CRS, 63, 153-5-4).

Joint tenancies in real or personal property are not destroyed by will, codicil, or other testamentary disposition (CRS, 63, 153-15-1).

Taxation

Inheritance Tax:

The original inheritance tax law was adopted in 1901. There have been many amendments, Supreme Court interpretations, and attorney general's rules and regulations, interpretative of the law and establishing certain procedures. Briefly stated, the tax is imposed on the succession of real or personal property, or, in other words, on the privilege of receiving real or personal property.

There are four classes of beneficiaries (Classes A, B, C, and C), with different exemptions and tax rates. Class A beneficiaries are father, mother, husband, wife, child, adopted child, or grandchild. Class B beneficiaries are wife or widow of son, husband or widower of daughter, grandparent, brother, sister, mutually acknowledged child. Class C beneficiaries are uncle, aunt, niece, nephew, or lineal descendant of same. Class D includes strangers and all others not exempt.

INHERITANCE TAX CALCULATION TABLE
 Net Estate
 (Passing to Individual After Allowing Exemption)

CLASS	EXEMPTIONS	FROM	TO	BLOCK	RATE	TAX ON BLOCK	TOTAL TAX	TOTAL NET ESTATE
A	Widow . . \$20,000 Others . . 10,000 in each Class	1	50,000	50,000	2	1,000	1,000	50,000
		50,000	75,000	25,000	4	1,000	2,000	75,000
		75,000	100,000	25,000	5	1,250	3,250	100,000
		100,000	150,000	50,000	7	3,500	6,750	150,000
		150,000	500,000	350,000	7.5	26,250	33,000	500,000
		Over 500,000		Remainder	8			
B	\$2,000 each	1	10,000	10,000	3	300	300	10,000
		10,000	20,000	10,000	5	500	800	20,000
		20,000	50,000	30,000	7	2,100	2,900	50,000
		50,000	100,000	50,000	8	4,000	6,900	100,000
		100,000	200,000	100,000	9	9,000	15,900	200,000
		Over 200,000		Remainder	10			
C	No exemptions if transfer exceeds \$500. If transfer is \$500 or less, all is exempt.	1	2,500	2,500	4	100	100	2,500
		2,500	5,000	2,500	5	125	225	5,000
		5,000	10,000	5,000	6	300	525	10,000
		10,000	15,000	5,000	7	350	875	15,000
		15,000	20,000	5,000	8	400	1,275	20,000
		20,000	30,000	10,000	9	900	2,175	30,000
		30,000	40,000	10,000	10	1,000	3,175	40,000
		40,000	50,000	10,000	11	1,100	4,275	50,000
		50,000	250,000	200,000	12	24,000	28,275	250,000
		250,000	500,000	250,000	13	32,500	60,775	500,000
		Over 500,000		Remainder	14			
D	No exemption if transfer exceeds \$500. If transfer is \$500 or less, all is exempt.	1	2,500	2,500	7	175	175	2,500
		2,500	5,000	2,500	8	200	375	5,000
		5,000	10,000	5,000	9	450	825	10,000
		10,000	15,000	5,000	10	500	1,325	15,000
		15,000	25,000	10,000	12	1,200	2,525	25,000
		25,000	500,000	475,000	14	66,500	69,025	500,000
Over 500,000		Remainder	16					

Some figures on gross inheritance tax collections may be of interest:

<u>Year</u>	<u>Amount</u> (Millions)
1955-1956	\$3.7
1958-1959	4.6
1960-1961	5.3
1962-1963	7.5
1963-1964	7.4
1964-1965	6.7

Source: State of Colorado

Note: Refunds totaling from \$100,000 to \$300,000 a year are made on application, making the net inheritance tax collections somewhat less than reported above.

It has been impossible in the time allowed to go through every provision in this act, but the following items present a few of the problems in terms of the effect upon women, primarily surviving wives, who perhaps bear the burden of these taxes.

1. Colorado law has a presumption that a transfer is made in contemplation of death if made two years before death but no conclusive presumption against a transfer, so that any transfer made by one spouse to the other spouse during lifetime may be scrutinized and taxed in a spouse's estate if the state determines the spouse had a death motive for making the gift.

2. Total survivors' benefits payable under a husband's qualified retirement plan to his wife are taxable.

3. The lump sum Social Security benefit which might be payable to the wife is taxed by Colorado.

4. Under the Commissioner's interpretation, if a husband dies owing a federal gift tax such tax is not deductible for Colorado purposes.

5. Powers of appointment area of Colorado tax law is complex. For instance, it is very common in estate plans for the husband to give to his wife property in trust, providing her with a life income and a testamentary power of appointment over the remainder which she can exercise at death. Under this arrangement, when the husband dies a life estate is taxed to the wife for Colorado inheritance tax purposes, but the remainder interest is not taxed at the husband's death because it can not be determined whom the wife may appoint in her will. All of the trust property is taxed to the wife when she exercises or fails to exercise her appointment at her death. It is our information that Colorado now taxes the remainder interest subject to the power of appointment when the husband dies, even though it is uncertain who will inherit the property. Colorado likewise taxes the property in the wife's estate at her death. The tax is levied on the husband's estate on the power of appointment property on the basis of those the wife will probably appoint. When the wife dies and actually makes her appointment, there is no adjustment for the tax previously paid at the husband's death. Some credit may be obtained, but see #6 below.

Colorado does have a statute which provides that a tax may be delayed until the appointees are determined and then levied at that time, but it provides 10% interest running from the husband's death to the payment of the tax in most cases, which makes the procedure burdensome. A recent Supreme Court case has indicated that the Commissioner's tax

approach on these powers of appointment transfers may be incorrect. This provision is now, and has been, under study to arrive at some equitable solution.

6. Prior tax credit procedures are restricted in Colorado to a term of three years with full 100% credit, but can be taken only on property which can be traced from a husband's estate to a wife's estate. For example, if an asset is taxed in the husband's estate and converted to cash and distributed to the wife, no credit is available if the assets cannot be traced, even though husband and wife died within a three-year period.

7. Colorado law does provide for an alternate value of property held in an estate, that is, value of an estate one year after death if it is lower than value at date of death. But if the lower value is used, the 5% discount allowed under Colorado law for the payment of tax within six months is lost. Also the 10% Old Age Pension Fund tax is levied, based on value at date of death rather than on lower alternate value. Also, Colorado authorities have determined that alternate value will not apply to joint property held in such an estate.

8. If overpayments are made on a tax and a refund is paid at a later date, no interest is received on the overpayment, but if an underpayment is made and a deficiency is paid after one year of the decedent's death, 10% interest is due on the underpayment.

9. Real or personal property held in joint tenancy with right of survivorship is held a taxable transfer upon the death of one of such joint tenants, and taxable interest is determined by dividing the value of the property by the number of joint tenants. However, the taxable

value of government securities registered in the alternative, with the right of survivorship, and of bank accounts held jointly or in the alternative, with right of survivorship, is determined by the corresponding amount of contribution of funds made by the decedent.

The proof of contribution rule is an extremely difficult one, since it is hard to prove contribution. Therefore, if a bank account was created entirely from the funds of the wife and held in joint tenancy, on the husband's death a Colorado inheritance tax would be paid one one-half of that account unless it could be proved that the bank account consisted entirely of funds of the wife.

When husband and wife hold all of their property in joint tenancy, as is very common in smaller estates, and the husband dies, the deductions allowed for Colorado inheritance tax purposes are greatly restricted. The only deductions allowable are a portion of the real estate taxes and any mortgage which may be attributable to property which is included for tax. If the wife pays the expenses of last illness, the funeral expenses, and the various debts that the husband may have owed at death, a deduction is denied for these items.

10. The wife does receive a \$20,000 exemption while others in Class A receive only \$10,000 exemption, and other classes vary from \$2,000 exemption to no exemption (Class D) if transfer exceeds \$500.

In this connection, it is interesting that in 1927, when the above exemptions were enacted, the consumer price index was 60.5%; in June of 1965 the consumer price index (1957-1959 equals 100%) was 109.6%. Source: Statistical Abstract of the United States 1964 (Department of Commerce) June 1965 Survey of Current Business. The consumer price index

is even higher in unofficial figures for both July and August, 1965. Thus it would appear that the value of the exemptions granted in 1927 has decreased considerably.

Art. XXIV, Sec. 2 of the Colorado Constitution states that moneys allocated to the fund include, among other sources of revenue, "all inheritance taxes . . . appropriated under 101-2-2 to 101-2-4, both inclusive, Colorado Revised Statutes, 1953, for old age pensions". "Fund" as used here, means the Old Age Pension Fund.

CRS, 63, 101-2-2 includes, among other specified fees, charges, and impositions, an assessment and collection of "(d) Ten per cent additional upon the amount of any tax payable under the provisions of the inheritance tax laws of this state".

Art. XXIV, Sec. 5 of the Colorado Constitution, added November 3, 1956, amended November 6, 1956, titled "Revenues for Old Age Pension Fund, Continued", includes the following:

"The excise tax on sales at retail, together with all license fees levied by the provisions of sections 138-6-1 to 138-6-42, both inclusive, Colorado Revised Statutes, 1953, and amendments thereto, are hereby continued in full force and effect beyond the date on which said taxes and license fees would otherwise expire, and shall continue until repealed or amended; provided, however, that no law providing revenue for the old age pension fund shall be repealed, nor shall any such law be amended so as to reduce the revenue provided for the old age pension fund, except in the event that at the time of such repeal or amendment, revenue is provided for the old age pension fund in an amount at least equal to that provided by the measure amended or repealed during the calendar year

immediately preceding the proposed amendment or repeal."

(Note: Sections 138-6-1 to 138-6-42, Colorado Revised Statutes 1953 have been renumbered as 138-5-1 to 138-5-42 in Colorado Revised Statutes 1963.)

It appears that any changes in the inheritance and successions tax laws since 1956 have been confined primarily to differences in interpretation where loss of revenue was not involved. There has been some interpretation to the effect that if any changes were made decreasing those taxes and license fees allotted to the old age pension fund, it would be necessary to replace such revenue loss.

Until ascertainment of revenue loss, if any, can be determined on some of the above-mentioned items, it is not considered advisable to make specific recommendations at this time. However, the Committee on Women Under the Law suggests that the Inheritance Tax Division handling inheritance and succession taxes and gift taxes prepare an updated publication on these laws, rules, and regulations, together with Supreme Court interpretations, to be available to Colorado citizens, at cost if necessary. The last such publication was dated October 1, 1958, and the supply is exhausted.

The following general recommendation is submitted:

RECOMMENDATION NO. 40

That consideration be given to:

- (a) Establishment of a conclusive presumption against a transfer being in contemplation of death where made prior to two years.
- (b) Clarification of power of appointment provisions to eliminate possibility of double taxation of remainder interest subject to such power of appointment.

(c) Elimination of taxation of social security lump sum payment when made to the spouse.

(d) Extension of Colorado rule of taxing joint tenancy property in proportion of decedent to joint tenants to include government securities and commercial bank accounts held jointly or in the alternative.

Colorado Income Tax:

The Colorado General Assembly in 1964, in implementing Section 19 of Art. X of our Constitution (state income tax laws in reference to United States tax laws), declared the purposes of such implementation to be:

1. To simplify preparation of state income tax returns;
2. To aid interpretation of the state income tax law through increased use of federal judicial and administrative determinations and precedents; and
3. To improve enforcement of the state income tax laws through better use of information obtained from federal income tax audits.

Under this constitutional amendment, the whole concept of filing Colorado tax returns has changed. No longer does the law spell out what constitutes income or what particular items may be claimed as deductions. Income and deductions are based upon the amounts reported on the taxpayer's federal income tax return. With individual taxpayers, the starting point for the Colorado return will be the adjusted gross income as stated for federal income tax purposes. This figure will then be adjusted either upward or downward by modification of items taxed by Colorado but not by the federal government and vice versa, to ascertain Colorado adjusted gross income. After the Colorado adjusted gross income has been determined, the individual may determine the Colorado tax by using tax tables, or by

application of personal exemptions with standard deduction plus allowable federal income tax, or by using itemized deductions claimed on the federal return with certain modifications.

Under this new concept of income tax collection, a number of items formerly allowable under Colorado income tax law will increase the tax, but more items now allowable should decrease such tax collections.

A. Among the items of interest to women which formerly were allowable deductions and could now increase the tax are:

1. Expense of going to and from work not allowed;
2. Federal excise taxes not allowed;
3. Part of car license disallowed;
4. Medical expense deduction limited to dollar amounts in federal return;
5. Sick pay exclusion reduced;
6. Alimony received taxable;
7. Capital loss limited to \$1,000 instead of \$2,000.

B. Among items of interest to women which enter into federal adjusted gross income, thereby reducing Colorado income tax are:

1. Long-term capital gains will be allowable on securities held more than six months;
2. Capital loss carry-over will be permitted without time limit;
3. Loss on assets used in trade or business will be allowed in full as ordinary loss;
4. Annuity payments will be taxed on a smaller amount;
5. Dividends of \$100 per individual or \$200 on joint return are excluded from income;

6. Gain on sale of residence by persons over 65 will be tax free in certain cases;
7. Contributions limit will be higher;
8. Stock purchased under employees' stock option will not be taxed until sold and then as capital gain at 50%;
9. Dependents' exemptions allowed will be more liberal;
10. Unemployment compensation will not be taxed;
11. Child care deductions, within certain limits, will be allowed.

RECOMMENDATION NO. 41

That after operation under the new procedures, additional studies be made by a continuing Commission.

Women Sentenced to Colorado Reformatories

Shortly after the Commission on the Status of Women was created, problems were brought to its attention relating to the lack of adequate facilities and rehabilitation programs for women sentenced under state jurisdiction to the so-called Colorado Reformatory with terms varying in length and commensurate with the crime. To point up the difference in procedures as to men and women in the field of criminal law and administration, including correction, the following are our findings:

1. Males of any age whose sentence is less than death or life imprisonment may be incarcerated at the Reformatory at Buena Vista, where extensive facilities and educational and job training programs are provided. For women in the same category, very little is presently offered.
2. At least three county jails are used to house women sentenced

to the non-existent Colorado Reformatory for Women.

3. An unusual number of women have been so incarcerated in the past two years. Only custodial care is provided, actually no rehabilitation programs.

4. There is a pre-parole center for men released from prison, but nothing comparable for women.

5. The Colorado General Assembly in 1963 appropriated \$10,000 for initial planning for a Women's Prison, and in 1964 and 1965 appropriated a total of \$960,000 for its construction. The Department of Institutions expects it will require approximately another \$138,000 to complete and equip the institution at Canon City. The Women's Prison now under construction is expected to care for women sentenced to the Colorado Reformatory as well as to the penitentiary. Present estimate of completion is eighteen months (September 1965 statement by Director David A. Hamil).

6. Mrs. Gettrude A. Davis, Supervisor, Women's Division, Colorado State Penitentiary, through Director Hamil, has provided us with a proposed program, if and as finances permit, for what appears to be a plan for an educational and seemingly adequate rehabilitation program which can be put into operation as soon as construction of the building is completed.

The Committee on Women Under the Law submits the following:

RECOMMENDATION NO. 42

- (a) That the Governor and Director of Institutions expedite construction of the planned Women's Prison including support of the proposed program for education and rehabilitation as tentatively outlined by the Supervisor of the Women's Division

of the Colorado State Penitentiary.

(b) That women's service organizations be made aware of ways they may assist women now incarcerated in county jails.

(c) That a study be made of the possibility of adequate district jails.

(d) That humane and sanitary quarters and a suitable rehabilitation program be furnished women with less than a one-year sentence.

(e) That consideration be given to establishing a pre-parole center for women as now provided for men.

Survey Regarding Discrimination in Obtaining Home Loans

At the Commission's first regional meeting, in Greeley, the suggestion was made that there may be different requirements for single women (and men) or widows (with or without children) in obtaining loans for the purchase of homes.

This committee addressed inquiries to the Colorado regional directors of the Federal Housing Administration and the Veterans Administration. The director of the Federal Housing Administration stated that for the period May 31, 1964-1965, 15,193 cases were processed, and of that number 5,000 were insured. He further stated: "The requirements of the Federal Housing Administration for loan qualifications are equally applied to all applicants, whether couples or single persons, and our only determination is whether the applicant is financially capable of carrying the amount of loan he wishes to assume with respect to the mortgage transaction". The director of the Veterans Administration stated: "It is the policy of the Veterans Administration to approve loan applications without regard to the marital status of the applicant and

without considering whether the applicant is a single woman or a single man".

Most of the questionnaires sent to a selected group of mortgage, loan, and insurance companies were returned. In response to the inquiry as to whether requirements were different for home loans to single men and women or widows, with or without children, over 60% of the replies indicated "none".

Various comments were added to the replies to this inquiry, to the effect that, while there was no difference in requirements and there were no additional requirements, (1) Age had something to do with granting the application relating to possible future child-bearing because the future husband would not normally be liable for the loan; (2) Loans are made more difficult to place for single men and women who have no apparent motive for home ownership; (3) Applications from single people are more carefully scrutinized than those from families with children because their need to maintain ownership of the home in times of stress would not seem so great; (4) Rules and regulations set by the government (FHA and VA) indicate stricter requirements; (5) Marital status and whether male or female would be an underwriting factor; and (6) Satisfactory over-all pattern is required regardless of the personal status of the applicant.

From the above, it would appear that the marital status of the applicant is one of the factors considered in granting conventional loans.

Under an official interpretation of the Colorado Fair Housing Act of 1959, dated August 5, 1965, the prohibition against discrimination in the acquisition of financial assistance and in the terms, conditions, and privileges in obtaining such financial assistance includes "sex".

Know Your Rights and Responsibilities

At the May meeting of the Commission, in Greeley, there was discussion of the desirability of high school students knowing their basic legal rights and responsibilities. The committee recommends:

RECOMMENDATION NO. 43

That school districts be encouraged to establish high school courses on basic legal rights and responsibilities under Colorado law.

Governor Love in his Executive Order of December 22, 1964, authorized and requested "that the Commission seek advice from the Interdepartmental Committee on the Status of Women and from the Women's Bureau of the United States Department of Labor".

In connection with the studies of the Committee on Women Under the Law on the legal status of women in Colorado, inquiry was made of the Women's Bureau, United States Department of Labor, as to the possibility of updating its Bulletin 157-5, entitled "Legal Status of Women in Colorado". This has been done, and the revision is now in the process of editing and printing. The bulletin presents a digest of the state constitutional and statutory provisions affecting the legal status of women in Colorado, including pertinent statutory changes up to July 1, 1965.

RECOMMENDATION NO. 44

That the Colorado Commission on the Status of Women be authorized to obtain sufficient copies of Bulletin 157-5, "Legal Status of Women in Colorado", U. S. Department of Labor, for distribution to interested women and women's organizations in Colorado.

APPENDIX A

COMMISSION CONSULTANTS

Sub-Committee on Counseling

- Dr. Kenneth B. Ashcraft, Section Head, Guidance Services,
State Department of Education, Denver
- Dr. Libbie S. Burke, Chief Psychologist, State Home and Training
School, Grand Junction
- Mrs. Blanche Cowperthwaite, former President, Denver Branch,
American Association of University Women, and State Legislator,
Denver
- Mrs. Daisybelle Dorcas, Counselor, Lakewood Junior High School.
Denver
- Mr. Jay Johnson, Owner, Parks School of Business, Denver
- Miss Barbara Mertz, Dean of Students, University of Denver
- Miss Polly Parrish, Dean of Women and Director of Women's Center,
University of Colorado, Denver
- Miss Marjorie A. Rust, Department Assistant in Sociology, and Youth
Counselor, University of Colorado, Boulder
- Miss Esther S. Schuricht, Counselor, Amily Griffith Opportunity
School, Denver
- Miss Mildred S. Springer, Placement Director, Colorado Woman's
College, Denver

Women As Citizens Committee

- Mrs. Virgeen Hedgecock, Democratic State Vice-Chairman, Boulder
- Mrs. Eve Homeyer, Republican State Vice-Chairman, Aspen

Research by:

- Miss Betty Chronic, Boulder
- Mrs. Marguerite Peyton Thompson, Boulder

Women Under the Law Committee

Mr. O. J. Puckett, Trust Officer, Colorado National Bank, Denver

Women's Bureau, United States Department of Labor, Washington, D. C.

APPENDIX B

BIOGRAPHICAL SKETCHES OF MEMBERS OF THE
COLORADO COMMISSION ON THE STATUS OF WOMEN

- ADAMS, Mrs. Julia Occupation: Owner with husband of excavating business, bookkeeper for firm
Res: 2317 Afton Way Education: High school graduate
Colorado Springs 80909
Tel. 632-1032
Ofc: Same
Organizations: Past President Colorado Springs League of Women Voters; various offices in P.T.A.; Member Citizens Planning Committee for El Paso Detention Home for Delinquents; Member Citizens Committee on Economic Opportunity of El Paso County
- BIRKINS, Miss Charline Occupation: Director of Welfare, City and County of Denver (since 1950)
Res: 1280 Albion St., #26 Education: Two years graduate training in social work, University of Denver
Denver 80220
Tel. 322-6525
Ofc: 777 Cherokee St. Organizations: Has held offices in Colorado and National County Welfare Directors Association and American Public Welfare Association
Denver 80204
Tel. 222-9345
- BLUE, Mrs. Virginia N. Occupation: Realtor
Res: 395 Albion St. Education: B.A., University of Colorado
Denver 80220
Tel. 322-6576
Ofc: 2338 East Third Ave. Organizations: Member Board of Directors, Child Research Council, 1952, Secretary 1960; Member Board of Trustees, Christ Methodist Church, 1959-1962; Member Board of Regents, University of Colorado, 1952-1958; President Association of Governing Boards of State Universities and Allied Institutions, 1958-1959; Vice Chairman 1960 White House Conference on Children and Youth, 1958-1960 (one of 15 appointed by President Eisenhower); Member Status of Women Committee

(National), American Association of University Women, 1957-1961; Past President Denver Branch American Association of University Women, 1950-1952; Denver City Panhellenic, 1951; University of Colorado Alumni, 1951; Listed In Who's Who in Colorado, Who's Who of American Women, Who's Who in Education.

BUCK, Mrs. Dorothy P.

Occupation: Writer

Res: 3131 Eleventh St.
Boulder
Tel: 442-4008

Education: B.A., M. S. (Home Economics and Journalism)

Ofc: Publications Service
University of Colorado
Boulder
Tel: 443-2211

Organizations: National Federation of Business and Professional Women; Colorado and National Press Women; American Home Economics Association.

DENNY, Miss Margaret

Res: 1407 East 10 Ave.
Denver 80218
Tel. 825-2785

Past Occupations: Faculty Smith College, English Department, 1931-1943; Faculty University of Rochester (N.Y.), 1943-1959; Registered Representative of New York Stock Exchange with Bosworth, Sullivan & Co., 1959-1963.

Education: Smith College 1927, M. A. 1929; Graduate work University of Chicago, 3 summers, Columbia University, 1 year.

Organizations: Member American Association of University Women; Member American Association of University Professors; Member Modern Language Association, Secretary and Chairman History of Science Section, Member Advisory Council, Member American Literature Section; Member National American Studies Association, Regional Representative on Council.

DICK, Mrs. Leora

Occupation: Director of Nursing, Colorado State Hospital

Res: 922 Lake St.
Pueblo
Tel. 545-2018

Education: R.N., Good Samaritan Hospital School of Nursing, Phoenix; M.A. in Education 1950, Arizona State University

Ofc: Colorado State Hospital
Pueblo
Tel. 543-1170

Organizations: Member Colorado Nurses' Association; Member Colorado League for Nursing; Member American Nursing Association; Various offices in National League for Nursing; Past President

Colorado Board of Nursing; Governor's Advisory Committee on Mental Health; Kappa Delta Pi, national honorary society; Listed in Who's Who of American Women

FAIRBANKS, Mrs. Frances

Res: 1300 East 28 Ave.
Denver, 80205
Tel: 623-8028

Occupation: Housewife

Education: High schools, religious

Organizations: Vice President Zion Baptist Missionary Society; Chairman Leadership Education, Denver United Church Women; Member Steering Committee of North East Area Y.W.C.A.; Member Finance Committee, Tremont Y.W.C.A.; President Whittier Area Property Owners' Association; Member National Writers Club, and various activities in workshops; Vice President Columbine Federated Women's Club of Denver

GOFORTH, Miss Flora D.

Res: 846 Elati St.
Denver 80204
Tel: 534-6356

Occupation: Owner and Director, Engineering Drafting School

Education: B.A., Special training in textiles, hand weaving, and other crafts

Ofc: Same

Former Occupations: Public school teacher; Supervisor in Education; Government supervisor in training, production, and sale of artcrafts (Indian) 13 years; Specialized training, developing and directing Engineering Drafting School.

Organizations: American Society of Training Directors; Secretary Specialty Oriented Student Research, Inc.; Secretary Colorado Society of Engineers; Denver Chamber of Commerce; Denver Better Business Bureau; Society of Women Engineers

GOODRICH, Miss Margaret

Res: 1255 Ash St.
Denver 80222
Tel: 333-3348

Occupation: Post Librarian, Fitzsimons General Hospital

Education: Graduate University of Wyoming; Graduate Columbia University School of Library Science

Ofc: Fitzsimons General
Hospital
Denver
Tel: 366-5311,
Ext. 23226

Organizations: Wyoming Library Association (President); Texas Library Association (District Chairman); Zonta Club of Denver; Business & Professional Women's Club; Adult Education

Education Council of Metro Denver; Pi Beta Phi; American Library Association; Colorado Library Association

GOSSARD, Mrs. Carol

Res: Box 636
Craig
Tel. 824-6462

Occupation: Ranching business; housewife; community volunteer. Past occupation: Medical technologist

Education: Stephens College; University of Michigan; Boston University; Methodist-Episcopal Hospital Laboratory, Indianapolis

Organizations: American National Red Cross, local, county, state, and area levels; National TB Boards, local, state, and national

GRANT, Mrs. Zepha C.

Res: 2814 Humboldt St.
Denver 80205
Tel. 255-5323

Ofc: Denver Public Library
1314 Acoma St.
Denver
Tel: 266-0851
Ext. 259

Occupation: Book Reviewer, Denver Adult Education Council, 5 years

Education: Graduate Manual High School, Denver; Cosmetology graduate Emily Griffith Opportunity School; University of Colorado Extension, Psychology and Speech; Book Review Training Course; private instruction

Organizations: Whittier P.T.A., Vice President, 1936-1939; Member Opportunity School Advisory Board, Cosmetology Department, 3 years; Member Speakers' Bureau and Individual Member, Adult Education Council, Metro Denver; Wesleyan Service Guild; Scott Methodist Church

GRAVES, Miss Ruth

Res: Route #1
Fort Morgan
Tel: 534-8695 (Denver)

Ofc: Fort Morgan
Tel: 825-2537 (Denver)

Occupation: Secretary to President and Director of Equitable Savings & Loan Association (eight branches in northeastern Colorado towns) and Director of Farmers Realty Co., Brush and Denver

Education: B.A., Colorado State College, Greeley

Organizations: Past President, Colorado Federation of Business & Professional Women; Member Governor Love's Local Affairs Study Commission, Metropolitan Committee; Listed in Who's Who of American Women

GRIFFITH, Miss Mary C.

Occupation: Attorney

Res: 1820 East Colfax Ave.
Denver 80218
Tel: 333-2580

Education: B.A., University of Colorado;
L.L.B., University of Colorado, 1941

Ofc: 611 Midland Savings Bldg.
Denver 80202
Tel: 222-5676

Organizations: President, Altrusa Club, 1957-1958; Chairman, Constitution & By-Laws Committee, Altrusa International, 1961-1963; Business & Professional Women's Club of Denver; Trustee, Denver Bar Association; Member, Legal Aid Executive Board; various activities during service in U. S. Navy and veterans' groups; Listed in Who's Who in Colorado, Who's Who in the West, Who's Who of American Women

HANSEN, Miss Mildred

Occupation: Publisher, Greeley Tribune

Res: 2014 Eighth Ave.
Greeley
Tel: 352-2712

Education: A. B., Colorado State College;
Business, Armstrong Business School, Berkley

Ofc: Greeley Tribune
Greeley
Tel: 352-0211

Organizations: Board, Greeley Salvation Army; Past Matron Eastern Star; Past President Altrusa, two terms; Past President Greeley Concerts Association; Member Colorado Press Association; Listed in Who's Who of American Women

HENDERSON, Mrs. Hazel

Occupation: Employed by United States Atomic Energy Commission, Grand Junction

Res: 612 Gunnison Ave.
Grand Junction
Tel: 242-5705

Organizations: Governor-elect of Six-State District, Altrusa International; Member Advisory Board, Mesa College, for rehabilitation of secretarial help under Manpower Development and Training Act; Advisor to Beta Sigma Phi; Spearheaded organization of Women's Division, Grand Junction Chamber of Commerce

Ofc: U.S. Atomic Energy
Commission
Grand Junction
Tel: 242-8621

HERSHEY, Dr. Edna-Jean

Occupation: Director of Personnel Practices and Procedures, Division of Personnel Service, Denver Public Schools

Res: 837 South Columbine St.
Denver 80209
Tel: 777-5748

Education: A.B., University of Denver; M.E. in Vocational Education, Colorado State University; Ed. D. in School Administration, University of Denver

Ofc: Denver Public Schools
414 Fourteenth St.
Denver 80202

Tel: 266-2255
Ext. 261

Organizations: Mortar Board; President of Alumnae Group; National Council of Administrative Women in Education, former National Membership Chairman and Board Member; Colorado Association Public School Adult Educators, former secretary and Board member; Zonta International

JONES, Mrs. Marjorie

Occupation: Newspaper reporter; homemaker

Res: 1916 Greenwood
Pueblo
Tel: 544-5426

Education: B.A., Colorado College

Organizations: American Association of University Women, Pueblo Branch; Pueblo Council of Churches; Pueblo Welfare Council; Chapter F, P.E.Ω.; Served on White House Conference on Children and Youth (Washington), Gov. Walter Johnson's Conference of Citizens' Committee on Public School Finance, Gov. Ed Johnson's Committee on Colorado Commission on Old Age Pensions; Appointed by Pueblo County Judge Hubert Globber to Board of Visitors (a lay advisory body attending juvenile delinquency hearings)

KISER, Mrs. Dolores

Occupation: Assistant to Special Projects Officer, National Center for Atmospheric Research, Boulder

Res: 540 Maxwell
Boulder
Tel: 443-9261

Ofc: National Center
for Atmospheric
Research
1420 Thirtieth St.
Boulder
Tel: 443-1960

Organizations: Business & Professional Women's organization, many offices; Altrusa Club of Boulder; Boulder Society for Crippled Children and Adults, Inc.; Boulder Chamber of Commerce; Baptist Church; Listed in Who's Who of American Women; Women of West, South, and Southwest; International Dictionary of Biography; former occupation, office manager and agency liaison, Congressman Brotzman

KRUGER, Miss Ada

Occupation: Assistant to Area Medical Administrator, United Mine Workers of America Welfare and Retirement Fund

Res: 3027 South Cook St.
Denver 80210
Tel: 756-8676

Education: Public Health Nursing

Ofc: 2727 East Second
Ave.
Denver 80206
Tel: 377-8861

Organizations: American Public Health Association; Group Health Association of America; American; Zonta International

LANNING, Miss Mabel

Res: 1090 Lafayette St.
Denver 80218
Tel: 244-2398

Ofc: 931 Fourteenth St.
Denver 80202
Tel: 266-8284

Occupation: Assistant to Vice President,
Personnel, Mountain States Telephone Company

Education: Two years college, one year
business college, Conference leadership

Organizations: Past member Zonta International;
Member Executives' Secretaries, Inc., former
vice president, president, national treasurer

LITTLER, Mrs. Kathleen P.

Res: 1940 Nineteenth Ave.
Greeley
Tel: 352-7900

Occupation: Housewife. State Representative
from Weld County for four years

Education: Bachelor of Religious Education,
Boston University; Master's Degree, Columbia

Organizations: President, American Association
of University Women, two years; Board of
Weld County Mental Health Center; Colorado
Mental Health Association; State Child Welfare
Advisory Committee; Listed in Who's Who of
American Women

McRAE, Mrs. Dorothy A.

Res: 1357 Williams St.#209
Denver 80218
Tel: 322-5839

Ofc: 703 American National
Bank Building
Denver 80202
Tel: 534-4818

Occupation: Vice President, D. A. Shale, Inc.
Former Occupation: Administrative Assistant
to late Senator E. D. Millikin, 15 years

Education: Huff's Business School, Kansas
City, Mo.

Organizations: Past President, U. S. Senate
Secretaries' Association; Past President,
Zonta Club of Denver; Member, Denver Business
& Professional Women's Club; Member, Traffic
Safety Committee, Metropolitan Safety
Council

MOOS, Mrs. Madeline E.

Res: Box 911
Fort Collins

Occupation: Home Economist (Home Management
Specialist), Colorado State University
Extension Service

Education: B.S., New York State College for
Teachers; Master of Business Education,
University of Denver; B.S., Home Economics,
Colorado State University

Organizations: American Home Economics Association; Congregational-Unitarian Church; Toastmistress of Colorado; White Shrine; Colorado Mountain Club

PEKRUL, Miss Leota F.

Res: 3756 Raleigh St.
Denver 80212
Tel: 455-1384

Occupation: Personnel Director, Medical Center, University of Colorado (since 1950)

Education: B. A. cum laude, University of Colorado; M. A., University of Colorado

Ofc: 4200 East Ninth Ave.
Denver 80220
Tel: 394-7491

Organizations: Member International Association of Personnel Women; Mortar Board; Public Personnel Association; Past Secretary, Zonta International, 1962-1964; Phi Beta Kappa; Alpha Phi; President of Denver Personnel Club, 1955-1956; Listed in Who's Who of American Women

PERDUE, Dr. James E.

Res: 5811 South Sherman Way
Littleton
Tel: 798-1224

Occupation: Dean, College of Arts and Sciences, University of Denver

Education: A.B., Nebraska State Teachers College; A.M., Colorado State College; Ph.D., Stanford University

Ofc: University of Denver
Denver
Tel: 753-1964

Organizations: Member American Conference Academic Deans; Phi Beta Kappa; Pi Gamma Nu; Member Colorado Advisory Committee on Higher Education

PROPST, Mrs. Nell

Res: Bar Three Ranch
Merino
Tel: 663-2001

Occupation: Rancher's wife, homemaker

Former Occupation: Teacher in high schools and junior colleges

Education: B.A., Speech and English, Howard College, Birmingham; M.A., Theater, University of Denver

Organizations: Member Merino Methodist Church; Colorado Cowbells; active in Colorado Farm Bureau activities

ROBERTS, Mrs. Janet

Res: 1829 Bluebell Ave.
Boulder
Tel: 442-7446

Occupation: Housewife; Member Boulder City Council; Served on Boulder City Planning Board, Boulder County Regional Planning Commission, Governor's Local Affairs Study Commission

Education: B.A., Wheaton College, Norton, Mass.

Organizations: League of Women Voters since 1948, President Boulder League 1950; P.T.A. since 1948; Boulder Business & Professional Women; Colorado Municipal League, secretary-treasurer 1964

SANCHEZ, Mr. Amos

Res: 693 South Clay St.
Denver 80219
Tel: 935-1755

Occupation: Commercial Residence Salesman, Public Service Company of Colorado (30 years)

Education: Hastings College, Hastings, Nebraska; University of Denver

Ofc: 550 Fifteenth St.
Denver 80202
Tel: 244-7511

Organizations: El Jebel Shrine; North East Optimist Club; Member Board and Secretary, Boy Sponsors, Inc.

SMITH, Mrs. Lucille

Res: 416 Lincoln St.
Loveland
Tel: 667-1072

Occupation: Travel Agent

Education: Fort Morgan High School; University of Denver; Colorado State College, Greeley; Barnes Business College, Denver

Ofc: Address same
Tel: 667-0343

SMITH, Mrs. Marie M.

Res: 6460 Southwood Drive
Littleton
Tel: 794-7624

Occupation: Employment Service owner

Education: University of Nebraska; graduate of business college; special courses at Opportunity School; University of Denver; I.A.S. course

Ofc: Room 2121
1700 Broadway
Denver 80202
Tel: 244-5436

Organizations: Member Zonta International, Englewood-Littleton Club; Member National Secretaries' Association, Inc.; Chairman, Council 2, Toastmistress Club

SNEDDON, Miss Elizabeth

Res: Paonia
Tel: 527-3665

Occupation: Fruit grower and operator of
gift fruit business in Paonia. Teacher, Gunnison.

Education: B.A., University of Colorado;
M.A., Columbia University Teachers College

Organizations: American Association of
University Women; Delta Kappa Gamma
(President)

WILSON, Mrs. Hestia

Res: Nucla
Tel: 864-7956

Occupation: Retired
Former teacher 17 years; business 20 years;
State Senator 5 years

Education: B.A., Mills College, California;
Graduate study, University of Colorado

Organizations: National Council Teachers of
Mathematics; President local P.T.A.;
President Community Education Association;
Member Chamber of Commerce; Member National
and Colorado Educational Associations

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