The Grand Junction Report:

Issues of Equality in the Mesa Valley

Colorado Advisory Committee to
the U.S. Commission on Civil Rights

April 2003

The United States Commission on Civil Rights

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Letter of Transmittal

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the U.S. Commission on Civil Rights

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Attached is a summary report based on a public forum convened by the Colorado Advisory Committee in May 2001, and supplemental research conducted by staff of the Rocky Mountain Regional Office. It provides a demographic overview of Grand Junction and Mesa County, a summary of the transcript of the Advisory Committee forum, and summary observations and recommendations.

The document also provides a survey of the employment characteristics of selected public institutions in the region: Mesa County, City of Grand Junction, Mesa County Valley School District 51, and Mesa State College. The survey is based on equal employment opportunity statistical data provided directly by the institutions to our office.

The Advisory Committee approved this report by a unanimous vote of 13 to 0. It is our sincere hope and expectation that it will be used as tool for the leadership of Grand Junction and Mesa County in addressing issues of equality and civil rights in the region. As noted in the document, the Committee believes that the human resources and capability exist locally to deal effectively with problems of racial and ethnic tensions, disparities in education and income, and the general socioeconomic divide that pervade the community. The region is blessed with many natural resources and is a vibrant and dynamic growth area of Colorado.

There is much reason for optimism. At the same time, the report documents that the gap separating the affluent and those struggling to survive has not narrowed. The socioeconomic divide has been persistent. Additionally, persons of color have not been full participants and beneficiaries of the political, educational, business, and civic institutions in Mesa County. Minority youth, in particular, are very much at risk and this is confirmed by the alarming achievement gap in the public schools and attendant overrepresentation of minorities in the juvenile justice system. The factors of low wages, insufficient affordable housing, and absence of family support services merely reinforce the cycle of inequality.

The report calls for the implementation of a "dramatic and concerted set of policies, initiatives, and programs . . . to break the cycle and achieve vastly different and more positive outcomes in the future." It calls on elected officials, and civic, educational, and business leaders to accept this challenge.

The Colorado Advisory Committee wishes to express its gratitude to the many individuals, organizations, and institutions in Grand Junction and Mesa County who cooperated with our work. We trust that this report will be of value to the community.

Sincerely,

Leo K. Goto, *Chairperson*
Colorado Advisory Committee

Colorado Advisory Committee to the U.S. Commission on Civil Rights

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John F. Dulles, Regional Director, supervised the project and wrote this summary report. Essential research, production, and support services were provided by Malee Craft and Evelyn Bohor, also of the Rocky Mountain Regional Office.

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CHAPTER 1

Background of the Project

As a part of its responsibility for monitoring civil rights issues, the Colorado Advisory Committee to the U.S. Commission on Civil Rights convened public forums in Fort Collins (1997), Pueblo (1999), and Grand Junction (2001). The purpose of these forums was to obtain information and a diversity of perspectives on the status of race relations in each of these Colorado communities, which serve as regional centers, Fort Collins (north), Pueblo (south), and Grand Junction (west).[1] The meetings were designed to solicit participation by elected officials, law enforcement agencies, educational institutions, civic and business interests, and community organizations. Each of these forums was well attended, received good media coverage, and was considered to be a significant undertaking. All three communities exhibited a high degree of civic pride and some viewed the Advisory Committee's visit with apprehension. However, with very few exceptions, the level of voluntary cooperation was excellent, as in each community, the institutional and community leadership came forward to make significant contributions to the work of the Committee. University presidents, mayors and city councilpersons, county commissioners, police chiefs and sheriffs, school superintendents, attorneys, businessmen, and grassroots leaders all helped to make the forums representative of a broad spectrum of interests, and ensured substantive transcripts. These transcripts were made public, and in Pueblo and Fort Collins, follow-up meetings were scheduled with key elected officials to discuss concerns of the Committee.[2] The Pueblo forum, held in May 1999, helped to reinforce the efforts of community leaders to promote the establishment of an official city-county human relations commission, a goal that was finally realized in July 2001.

The purpose of this report is to summarize for the Advisory Committee the testimony presented at the Grand Junction forum, which was convened on May 7–8, 2001, at the Adams Mark Hotel. This document will also provide a brief demographic overview of Grand Junction and Mesa County, and summarize employment data provided by educational institutions and the county and city governments.

[1] Colorado Advisory Committee to the U.S. Commission on Civil Rights, Project Proposal, 1996.

[2] Colorado Advisory Committee to the U.S. Commission on Civil Rights, transcripts of community forums held in Fort Collins (Mar. 27, 1997), Pueblo (May 14–15, 1999), and Grand Junction (May 7–8, 2001).

CHAPTER 2

Historical and Demographic Overview of Grand Junction and Mesa County

The Grand Junction Metropolitan Statistical Area (total population 116,255) includes the incorporated communities of Grand Junction (41,986), Fruita (6,478), and the town of Palisade (2,579).[1] It is the fifth largest MSA in Colorado and the 12th fastest growing in the southwestern United States.[2] The western slope of Colorado has seen a continuous population growth during the 1990s due primarily to in-migration.

The area was first settled in 1881 at the confluence of the Gunnison and Colorado rivers. Irrigation turned the valley into a productive agricultural region, inspiring rich orchards, farms, and ranches. Major population growth was spurred by the arrival in 1887 of the Denver and Rio Grande Railroad.[3] Valuable dinosaur fossil bones were discovered throughout the region in the early 1990s. Following World War II, Grand Junction became a focal point for uranium resources that were required to fuel the nation's newly important nuclear power plants. Although this activity eventually declined, Grand Junction continued to grow. In the 1970s, the area experienced another boom, this time due to a great interest in the development of oil shale created by a national energy crisis. Rich and abundant supplies of this natural resource were to be found on the western slope. This boom turned to bust in 1982, causing significant economic dislocation.[4] However, the region recovered to become a major trade and service center for western Colorado and eastern Utah. According to Grand Junction city planners, "The area's recovery from the economic slump of the mid-1980s has now passed and both population levels and economic indicators currently exceed the highest levels experienced during the boom period of the late 1970s and early 1980s."[5] The population of the city of Grand Junction increased 44.6 percent between 1990 and 2000, due to in-migration, family size increase, and annexation.[6] The population for the Grand Junction MSA has more than doubled in 30 years, from 55,287 in 1970 to 116,255 in 2000.[7]

Surrounded by red rock canyons, mesas, mountains, and lakes, the area's beautiful natural setting and quality of life continue to attract tourists, retirees, and outdoor enthusiasts. One study concluded that

[1] Grand Junction Economic Partnership, Grand Junction MSA, Colorado 2002 Profile, <www.gjep.org>.

[2] Ibid.

[3] City of Grand Junction, Community Development Department, 1999 City of Grand Junction/Mesa County Data Book.

[4] Ibid.

[5] City of Grand Junction, 2001 Five-Year Consolidated Pan, June 2001, adopted by Resolution of City Council, June 6, 2001, p. 14.

[6] Ibid.

[7] Grand Junction Economic Partnership, Grand Junction MSA, Colorado 2002 Profile, <www.gjep.org>.

tourism accounts for 17 percent of the jobs and 11 percent of the income in Mesa County.[8] It also found that tourists pay directly or indirectly one-third of the sales taxes generated in the region.[9]

Once dependent on mining and agriculture, Grand Junction's economy has become more diversified. Its role as the region's trade, services, transportation, and health care hub continues to expand. Because of its excellent location on Interstate Highway 70, it is also a key distribution center. Grand Junction has a regional airport with commuter flights to several major cities and is served by Amtrak's East-West passenger service.

Major employers are the public schools (Mesa County Valley District 51) with 2,402 employees, St. Mary's Hospital (1,948), City Markets (1,229), and Mesa State College (1,163).[10]

While the region has continued to grow, more than 52 percent of its jobs are now concentrated in lower-paying sectors, such as retail trade and services.[11] A high level of underemployment also characterizes the labor force.[12] The unemployment rate in December 2001 was 4.2 percent.[13]

According to city planners, the city of Grand Junction and Mesa County lack an adequate supply of affordable rental housing and the current housing stock is not meeting the needs of low- and moderate-income households. Many families pay more than half of their monthly gross income for housing.[14] Nonetheless, developers continue to concentrate their efforts on supplying more expensive homes.[15]

In the city's analysis of barriers to affordable housing (2000 Consolidated Plan/Community Development Block Grant), the city noted, "There has been little development of affordable housing," and cited cost as the major barrier to affordable housing.[16] It also noted that another barrier to affordable housing is "the inability of people to pay for housing because of low paying jobs."[17] It further explained that low-wage and/or part-time jobs offer limited benefits and limited affordable day care. In August 1999, the city adopted its Analysis of Impediments to Fair Housing and listed low wages, land development costs, lack of transitional housing (particularly for the homeless and mentally ill), the "not in my backyard syndrome," and lack of affordable housing units as among contributing factors.[18]

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[8] Consolidated Plan for 2000, Annual Update and Action Plan, Community Development Block Grant Program, May/June 2000, p. 11.

[9] Ibid.

[10] Grand Junction Chamber of Commerce, Major Employers, September 2002, <www.gjchamber.org>.

[11] Consolidated Plan for 2000, Annual Update, p. 3.

[12] Grand Junction Economic Partnership, Grand Junction MSA, Colorado 2002 Profile, <www.gjep.org>.

[13] Ibid.

[14] Consolidated Plan for 2000, Annual Update, p. 3.

[15] According to Grand Junction city planners, "Representatives of first-time, buyer-assistance programs in Grand Junction report that while many low- and moderate-income families qualify to purchase a home in the $60,000 to $85,000 range, very few homes in this range are available." City of Grand Junction, 2001 Five-Year Consolidated Plan, June 2001, p. 53.

[16] Ibid., p. 5.

[17] Ibid., p. 4.

[18] Ibid.

In its 2001 Five-Year Consolidated Plan, the city of Grand Junction elaborated on issues of housing and poverty affecting the community:

> Population growth in Grand Junction has significantly exceeded growth in the number of affordable housing units. Waiting lists for the limited number of existing assisted housing units are a year or more. . . .
>
> In Grand Junction, housing costs have increased as much as 207 percent while wages have increased only 46.3 percent in the last ten years to an average of $22,355 in 2000. Over half of all workers in Mesa County are employed in the Retail and Service sectors, historically among the lowest paying jobs in Mesa County.
>
> One of the most disturbing indicators of need is the estimated poverty level in Grand Junction, which grew from 29.3 percent of the total population in 1993 to 45.4 percent in 1997 (the most recent figures available). . . . Over 23 percent of the local workforce is considered "low-income" or "in poverty" while working 40 hours per week.[19]

The five-year plan notes that low wages, rising housing costs, and the high percentage of individuals and families without health insurance benefits are contributing to an increase in homelessness, which it refers to as "a growing challenge to Grand Junction."[20]

The city of Grand Junction has devised an anti-poverty strategy with a stated objective to "provide opportunities for all citizens to realize increased stability and increased household income."[21] Its specific strategies include activities that will increase local pay rates (living wage); increase the employability of recipients of public benefits; attract higher-paying employers to Grand Junction; increase access to employment by expanding public transportation and affordable quality child care services; foster increased household stability; and provide essential health care to the uninsured.[22]

The Mesa County Commission in its May 2001 Strategic Plan set as its number one goal "to increase average wage and benefit packages in Mesa County."[23] The plan also calls for improving regional transit service; "increased efforts at providing education in parenting to parents of at-risk youth";[24] and providing Mesa County families with "access to needed support services, such as mental health services, parent training education, child care, and public health."[25]

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[19] Ibid., p. 7.

[20] Ibid., p. 29.

[21] Ibid., p. 59.

[22] Ibid., pp. 59–61.

[23] Mesa County Strategic Plan, May 2000, p. 5.

[24] Ibid., p. 14.

[25] Ibid., p. 19.

Census Information

Of a total Mesa County population of 116, 255 in 2000, the racial/ethnic distribution is as follows:

White (non-Hispanic)	101,110	87%
Hispanic or Latino	11,651	10%
Black or African American	537	0.5%
American Indian and Alaska Native	1,059	0.9%
Asian	618	0.5%

Source: U.S. Census Bureau, Table DP-1, Profile of General Demographic Characteristics: 2000, Mesa County, Colorado, p. 2.

The Census Bureau estimates that the population of Mesa County increased by 2.6 percent, to 119,281 in 2001.[26]

The Mesa County Hispanic population of 10 percent in 2000 compares with a Colorado statewide figure of 17.1 percent.[27] In 1990, the total county population was 93,145, of whom 7,563 were Hispanic (8.1 percent).[28] Due to the influx of seasonal and migrant farm workers needed for agriculture, there is a high probability that the official census statistics represent an undercount of Hispanics in Mesa County. It is also revealing that approximately 14.6 percent of all students enrolled in the public schools are Hispanic.[29] This would suggest that the Latino population is young and growing.

According to the census, 32.5 percent of all Mesa County households had incomes of under $25,000 in 1999. This compares with a statewide figure of 23.1 percent. The median household income in Mesa County was $35,864, compared with $47,203 for the state of Colorado.[30]

Also, according to the census, 7 percent of all families in Mesa County were below the poverty level (statewide, the figure was 6.2). For families with related children under 5 years, this percentage jumped to 16.8 percent (12.2 statewide). For families with female householder (no husband present), the poverty rate was 27.3 percent (20.6 statewide). For those with related children under 5 years, the poverty rate was over 50.6 percent (38.9 statewide). The census also estimated that 13 percent of all persons in the county were below the poverty level (10.2 percent statewide); the figure for children was 18.3 percent (14.6 statewide).[31]

The median age of the metropolitan area is 38.1, which is higher than the Colorado average of 34.3. This reflects the number of retirees who have moved to Grand Junction.[32]

[26] U.S. Census Bureau, State and County Quick Facts, Mesa County, Colorado, p. 1.

[27] U.S. Census Bureau, Table DP-1, Profile of General Demographic Characteristics: 2000, Colorado, p. 2.

[28] U.S. Census Bureau, Table DP-1, General Population and Housing Characteristics: 1990, Mesa County, Colorado, pp. 1–2.

[29] Colorado Department of Education, Data Summary Report, 2000, Mesa County Valley 51, 2001–2002 Student October Report No. 3, District Summary of Pupil Counts by Grade, Racial/Ethnic Group and Gender.

[30] U.S. Census Bureau, Table DP-3, Profile of Selected Economic Characteristics: 2000, Mesa County, Colorado, p. 3.

[31] U.S. Census Bureau, State and County Quick Facts, Mesa County, Colorado, p. 1 (based on percentage, 1997 model-based estimate).

[32] Grand Junction Economic Partnership, Grand Junction MSA, Colorado 2002 Profile, <www.gjep.org>.

Clearly, many persons moving to the area are affluent, as reflected in the region's higher-end new home construction and cost of housing in general. Therefore, it would appear that there is a socio-economic divide in Mesa County, as poverty and low wages take their toll on the region's ability to promote the well-being of all its residents.

CHAPTER 3

Summary of the Grand Junction Forum

The Colorado Advisory Committee to the U.S. Commission on Civil Rights convened its public forum on civil rights issues in Grand Junction and western Colorado on May 7–8, 2001. This chapter will highlight selected information provided by the presenters.

Community Leadership Panel

Dan Robinson, Member of the Mesa County School Board and Director of the Grand Mesa Youth Services Center

Dan Robinson observed that the civil rights forum was of some historic significance, observing that nearly everyone in the room had a grandparent or great grandparent who was an immigrant. Most of them were laborers and people of little education and would not have had this opportunity to address issues of human relations. He noted that there has been great advancement in the achievement of civil rights in the past 100 years. In Grand Junction, there has been a female and a gay mayor, as well as a Hispanic female, and most recently, an African American elected to city council. While noting progress, Mr. Robinson quoted Robert Frost by saying, "We still have miles to go before we sleep and a lot of promises to keep."

The door to opportunity is through education, he observed, and "sadly, in Mesa County, many young people can only peek through the keyhole of that door to see what opportunities might exist." He recalled a recent school board meeting where it was reported that more than 600 students were being lost between ninth grade and high school graduation. Estimates were that half of these were Hispanics typically from low-income households. Mr. Robinson called this loss heartbreaking and a disappearance of the hopes and dreams that most young people enter school with. He then cited a gap of up to 30 percent in the third-grade achievement scores between Anglos and Hispanics. It is not surprising, he continued, that the so-called low-performing schools have the poorest children in the county in them.

Mr. Robinson told the Committee that the Mesa County school district is the 10th largest in the state, yet is the most poorly funded. He added that Colorado remains one of four states with the lowest overall school funding.

He then shared with the Committee statistics reflecting the region's rapid growth, noting that most people are employed in lower-paying service and retail jobs, and that the per capita income is considerably lower in Mesa County than in Colorado as a whole.

Mr. Robinson told the Committee that poor people are not afforded the same degree of protection of their civil rights as those with greater economic means. He said that poor people's civil rights are always compromised, and observed that as a white male, he is afforded certain privileges that do not

extend "to a black man or Hispanic man or an immigrant with limited-English ability." The discrimination, he observed, is not blatant but subtle and difficult to address.

Mr. Robinson concluded that Mesa County is a wonderful community and cited the hugely successful Cinco de Mayo festival as a testament to the celebration of diversity. He talked about how the community had come together to rebound from the oil shale bust experienced in the 1980s. Once again stressing the link between education and economic success and civil rights, he pondered:

> In an era when we can project through computer models all sorts of trends statistically . . . you would think we could apply a similar model to addressing human rights and human relations issues.
>
> When a citizen is arrested at a town council meeting (in Palisade) for not standing for the Pledge of Allegiance . . . when a group of developmentally disabled citizens are not allowed to move into a group home without criticism . . . when half the Chicanos don't graduate from high school; when the gap widens between Anglo and Hispanic students on test scores, when almost all the kids doing poorly in school are also poor kids economically, we need to stand and take notice.

He was emphatic in telling the Committee that the focus in Mesa County needs to be on educating poor kids. "That has to be our priority," he said.

In response to Committee questions, Mr. Robinson stated that he knows of only one minority person who has ever served on the school board and that the participation of minorities in the political process is very low. He also said the school district is not competing effectively for qualified Hispanic teachers. Part of the problem lies with noncompetitive salaries; however, he conceded that other strategies such as using the Home Grown Teachers program also need to be aggressively pursued.

Mr. Robinson emphasized that the priority for the school board at this time is to address the achievement gap.[1]

Dolores Pitman, Educational Diversity Expert and Representative of the Latin-Anglo Alliance Foundation

Dolores Pitman began by telling the Committee that Grand Junction is "clearly divided along class and race lines in all aspects: housing, employment, education, judicial, health care . . . city and county services." She told the Committee that certain areas of the community receive more services and resources than others and that the underserved areas are predominantly minority and low income. She gave as an example: the Riverside neighborhood, which is separated by physical barriers, including railroad tracks, a river, and a thoroughfare. She did note that this community is finally getting some attention after years of neglect.

Ms. Pitman stated that decisions in the area are largely made by white males, with little input by minorities. White females have fared better than minorities, she added, in decision-making positions. The community has a long history "of control and decision making by . . . the good-old-boy network." With few exceptions, she noted, minorities are absent from boards, councils, commissions,

[1] Colorado Advisory Committee to the U.S. Commission on Civil Rights, community forum, "Civil Rights Issues in Grand Junction and Western Colorado," Grand Junction, May 7–8, 2001, transcript (hereafter cited as Transcript of Proceedings), Volume 1, pp. 10–20, 36–46.

and committees throughout the Mesa Valley. She told the Committee that Realtors play an important role in determining where new residents live and what schools their children attend. She reinforced Mr. Robinson's view that Hispanics have a high dropout rate in public schools. At the same time, she continued, minorities also have low enrollment rates at Mesa State College (in Grand Junction) and other institutions of higher learning.

Ms. Pitman told the Committee that she has seen and experienced inequities in hiring, promotions, and retentions in many agencies, including education, the judicial system, and larger business concerns. She further said that few agencies have bilingual personnel, primarily human service agencies. This makes it difficult for limited-English residents to access needed services.

Ms. Pitman addressed a variety of other civil rights concerns in the Mesa Valley. She noted that migrant farm workers provide essential services yet face discrimination and cannot afford housing; minority youth are overrepresented in the criminal justice system and lack opportunities for recreational and extracurricular educational activities; and discriminatory treatment is common in stores, where minorities are either closely followed or ignored. While many forms of discrimination are subtle, she said, there are examples of blatant bigotry such as the recent spate of hate material distributed on the campus of the local college.

Ms. Pitman concluded by telling the Committee that there is "limited meaningful, continuing interactions across racial groups," and this results in misunderstandings, misperceptions, and miscommunication. She has observed at least three phenomena that will have an impact on race relations in the region: increasing diversity including high numbers of immigrants, primarily from Mexico; an influx of newcomers from areas that are used to interacting with diverse groups and support multiculturalism (including support for a new dual-language school); and another group of newcomers who have left large urban communities and are attracted to communities with fewer minorities (typical of white flight). However, she noted, "We are here and we are growing."

On questioning by members of the Committee, Ms. Pitman said she was disheartened by the fact that while there are approximately 35 schools in the district, there is only one minority principal and two minority assistant principals.

With respect to closing the achievement gap, she expressed concern that until "we get to the core" of "the very difficult discussions that center around the impact of race, class, gender bias" and their impact on teaching and learning, the gaps will continue. She did express encouragement that the new superintendent has committed to placing more resources into schools with high poverty and low achievement levels.

On the subject of increasing diversity in the political process and in decision-making positions, she challenged institutions that talk about "wanting to diversify their staffs or boards" by asking, "What are their actions that support this?" Oftentimes, she elaborated, their actions "aren't congruent with what they say they want to do in terms of diversifying." Outreach, mentoring, support, and sharing information about rules and how things work are required to make this effort succeed, she observed.[2]

[2] Transcript of Proceedings, Volume 1, pp. 20–35.

Panel of Local Elected Officials

Doralyn Genova, Member of the Mesa County Commission

Commissioner Doralyn Genova began by telling the Committee that Mesa County does not have a "great ethnic mix." Ninety percent of the population is white, she said, although during the summer there is an influx of farm workers that come to harvest the crops that are "very important to our community." Ms. Genova stated that the commissioners are committed to a level playing field for all the county's citizens, "whether they're temporary or otherwise." She commented that the commission has become aware of a financial gap between the "haves and have-nots" and is working hard to bring up the lower salaries "so that everyone has a fair deal." She also told the Committee that the commission is working with the Mesa County Economic Commission to attract businesses to the area that support a wage level of approximately $10 per hour, "which we feel is very, very important for our workforce."

The commissioner noted that the county's personnel policies provide a grievance procedure for employee complaints of civil rights violations, and that these protections are built into all federal, state, and other intergovernmental contracts.

Ms. Genova told the Committee that her family had a cross burned in front of their home during World War I because their name was Brodak and some people thought they were German. Researching county archives, she also found that the board of commissioners had passed a law forbidding anyone to speak German in the courthouse during that time.

The county, she said, was required to build a new jail as a result of civil rights violations. Nonetheless, she concluded that there has been much progress in the last 12 years she has served on the commission with respect to ethnic minorities, the elderly, people with disabilities, "and those less fortunate than ourselves." While proud of its accomplishments, she added that the commission would be willing to improve based on suggestions from the public.[3]

Cindy Enos-Martinez, Member of the Grand Junction City Council

Cindy Enos-Martinez, a member of the Grand Junction City Council, began her presentation by acknowledging that civil rights violations occur daily in Grand Junction. "People look at Grand Junction as a small town where everything seems to be quiet, but as we all know, there are problems with housing, employment, education, a number of things that people face every day as far as their civil rights and being discriminated against. So it has not gone away, and it will never go away." Elected officials, she added, try to minimize it as much as possible.

Ms. Enos-Martinez recalled that a Minority Action Council was established in the early 1990s to handle discrimination complaints. Not many people came before the city council to complain—some because they did not feel they spoke well, others for fear of retaliation. The vast majority of the complaints that came to the Minority Action Council at that time, she told the Committee, dealt with the lack of minorities as teachers and counselors in the school system, and the high minority dropout rate.[4]

[3] Transcript of Proceedings, Volume 1, pp. 47–51, 64.

[4] Transcript of Proceedings, Volume 1, pp. 52–54.

Trinidad Silva, Member of the Fruita City Council

Trinidad Silva, a member of the Fruita City Council, recalled that his family moved to the area from New Mexico after the federal government took away their land (now Carson National Forest). They were sheepherders, and because of education, were able to make a good living in Mesa County. He attributed much of his personal success to athletic ability: "I was the fastest little Mexican that ever grew up in Mesa County," he said. He also had mentors (coaches and a teacher) for whom he expressed deep gratitude. He first was elected to a four-year term on city council in 1988 and was reelected for another term in 2000. Hispanics are "underrepresented in this valley and always have been." Mr. Silva attributed this to language discrimination. He alleged that most people "do not want Mexicans or people from South America or Spain . . . to speak Spanish in this country. Why else are we an English-only state?"

Despite this discrimination, he emphasized the patriotism of the Hispanic community, noting that it was the most decorated group in World War II. Most of his family, Mr. Silva told the Committee, has served in the armed services and he has one relative who won the Medal of Honor. "In fact, the first Medal of Honor ever won was a Silva," he said proudly.

He concluded by describing a new public transit service that has been established in Mesa Valley to help low-income and disabled people, and others in the community. This is a vital service, he observed, and one that public officials are trying to publicize extensively.[5]

Follow-up Discussion

This panel engaged in a follow-up discussion with members of the Advisory Committee that primarily addressed minority recruitment. Ms. Enos-Martinez observed that the city has minority employees, however, they are largely in the public works area and not in upper management. She told the Committee that in her second term on the council, she intends to address this issue. Both Ms. Genova and Ms. Enos-Martinez described programs available in both the city and county to provide training and continuing formal education for employees seeking upward mobility. Mr. Silva commented that sometimes minorities do not apply for positions for fear of being rejected.

The elected officials all stated that they were unaware of any minority person who has ever been elected to a countywide office in Mesa County. In closing, Ms. Enos-Martinez and Mr. Silva expressed support for the establishment of an official government-sponsored human relations commission. Ms. Enos-Martinez said she "would be more than happy" to suggest it to the city council; Mr. Silva said, "It is something we could really start immediately"; and Ms. Genova stated that she also would "have no problem" considering such a proposal, possibly working through the human services department.[6]

Steven Ausmus, Executive Director of the Mesa County Economic Development Council

Steven Ausmus described the council as a private, nonprofit organization that recruits employers to the community to provide jobs for local residents. Operating expenses are derived from private sector investors, while incentive packages are funded by local and state governments. Since its inception in 1985, approximately 34 employers have been recruited, providing nearly 1,800 or 1,900 primary jobs and an equivalent number of indirect jobs. Mr. Ausmus stressed that his organization focuses on en-

[5] Transcript of Proceedings, Volume 1, pp. 54–60.

[6] Transcript of Proceedings, Volume 1, pp. 65–81.

vironmentally clean jobs that require high skill levels. "Our whole goal is to raise the earning power of the local wage earner." The businesses that decide to locate in the area with the incentives must agree that 75 percent of the employees will be local hires.[7]

Kelly Arnold, City Manager for the City of Grand Junction

Kelly Arnold had served as city manager of Grand Junction for eight months at the time of the forum. He described the city's affirmative action efforts, saying, "We are doing a good job of attempting to reach our affirmative action goals, but . . . we can continue to make improvements." In recruiting new employees, the city is using the Internet to expand its search efforts. Internally, city government is encouraging promotions and transfers to help meet its affirmative action goals. The city government also has an internship program that brings in five to 10 college students, and efforts are made to incorporate them into the organization on a long-term basis. The city has also, for the first time, created a training-coordinator position. Part of the training to be offered will focus on "cultural diversity, tolerance-type training." Mr. Arnold noted that the city is recruiting both a new chief of police and community development director. He told the Committee that community input (including minorities) has been sought in this process, especially for the police chief position.[8] "The chief must be sensitive to minority issues," he explained. Mr. Arnold stated that he had most recently been city manager in Laramie, Wyoming, and that "the unfortunate murder of Matthew Shepard . . . taught me the lessons of diversity, what we need to do to continue to teach tolerance in this community."

An Advisory Committee member pointed out that a report supplied to the members reflected that only 21 Hispanics were employed by the city, of a total of 394 municipal employees. Mr. Arnold responded that he could not "specifically identify rates," adding, "but I am satisfied we are making a good effort." He concluded by saying that the city council could make the remedying of disparities in employment a priority, "and then I am directed to attain it."[9]

Panel of Mesa State College Students

Angelina Otero, Director of the Cultural Diversity Board

Angelina Otero began by relating to the Committee the recent challenge to the Cultural Diversity Board created by the distribution of racist and hate materials on the campus of Mesa State College. The first incident occurred in January and targeted the La Raza Club, an on-campus Hispanic organization. Attached to one of its posters announcing a meeting was a crude depiction of "a Mexican with grease running down his face, that had racist comments and stated that Mexicans hated and wanted to kill INS officers." Two weeks later, she continued, many more materials were distributed that targeted the Black Student Alliance. The first piece of literature "was a booklet of African American achievements that consisted of four blank papers," implying that African Americans had not achieved anything. During the following two weeks, other derogatory literature was found on campus, including drawings of swastikas with statements that race mixing was genocide. Other posters distributed in school parking lots included warnings "for white women on what was on the mind of an African American man at Mesa State College. Some of these things . . . rape, malt liquor, fried chicken, things of that nature, murder, things like that." Ms. Otero told the Committee that this shocked and upset members of the Diversity Board and scared many students, who were in fear of what might happen next.

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[7] Transcript of Proceedings, Volume 1, pp. 81–90.

[8] Both positions were subsequently filled by white males.

[9] Transcript of Proceedings, Volume 2, pp. 401–15.

The Cultural Diversity Board set up a task force to make scheduled rounds of the campus and remove the offensive materials, Ms. Otero told the Committee. They also set up an escort service for those afraid to walk to the library or their car after dark. The situation was discussed with the dean of students and the president of the college, and in consultation with them, the student leaders decided not to publicize these troubling incidents. A campus officer was assigned to work with the Diversity Board. The group decided to promote their organizations instead, and to focus on their efforts to promote cultural awareness. Nonetheless, she continued, "since that two-week lesson in Racism 101, we have received two more pieces of colorful literature, one targeted again at the Black Student Alliance, and another inferring that the white race is diminishing, asking for a call of action to help stop race mixing and regain a strong white race."

(Ms. Otero recalled an incident about five years ago where several African American students were "walking along North Avenue . . . to watch a high school game . . . and a car full of people drove by, threw things at them, called them the 'N' word, and asked them to leave." Two of the students left the following semester, she said.)

Ms. Otero concluded that despite "these people with their moronic drawings," the Cultural Diversity Board continues its efforts to educate the faculty and staff, as well as the entire community, about the importance of cultural diversity.[10]

Brian Williams, President of the Black Student Alliance

Brian Williams told the Committee that in addition to serving on the Cultural Diversity Board, he was also vice president of the martial arts club, a member of the Polynesian club, and a Spanish tutor. In the years that he has been at Mesa State, beginning in 1998, he has seen racist materials, especially in February during Black History Month. In his view, the racist propaganda is directly proportionate to the outreach and effectiveness of the cultural diversity programs. This year, the Black Student Alliance has sponsored many activities and "this is the time where this racist literature has come out." At the same time, he added, "We have also received more positive feedback from the community."

Mr. Williams said that his experiences at Mesa State have been positive. He has experienced stares on campus, not intended to "inflict harm," but because of "curiosity . . . some people have never seen a black person before."

He concluded his remarks by suggesting that not asking questions, but instead making assumptions, creates division between people.[11]

Donald Crespin, President of the Native American Council

Donald Crespin told the Committee that he is a lifelong resident of the area, and when he was 6 years old, his family had a cross burned in front of their home. He said that he has been called a "spic" and a "wetback" all his life and that he still gets those types of comments.

He stated his belief that members of the community, and not students, distributed the hate materials on campus. He alleged that there are white supremacist organizations active in the community. He recounted his experience working "side by side with a card-carrying KKK member as an electrician."

[10] Transcript of Proceedings, Volume 1, pp. 91–95, 124.

[11] Transcript of Proceedings, Volume 1, pp. 95–98.

"I worked with this guy for seven years. Finally, one day he pulled out his card and said: 'you know, you're the first Mexican I ever got along with.' "[12]

Follow-up Discussion

After their opening statements, the student leaders engaged in dialogue regarding the racist materials that have been circulated on campus. Ms. Otero said that in her opinion the response to these events has been inadequate. While the Diversity Board agreed with the administration not to publicize the incidents in order to minimize their impact, Ms. Otero told the Committee that similar events at Colorado State University resulted in that institution's president making a strong, public statement denouncing the distribution of racist materials on campus.

Some students at Mesa State had not previously experienced discrimination, and they were afraid. The Diversity Board was asked to stay calm. Ms. Otero said that she felt that the administration should have made a statement to make all students aware of the situation. Mr. Crespin noted that there had been more law enforcement presence on campus since the incidents; however, he described this as "a presence instead of a complete investigation."

He also showed the Committee a racist flyer that was attached to a locker and was discovered by a member of the Native American Council, who is also employed as a custodian for the college. Mr. Williams advised the Committee that the administration's attitude was: "We'll take care of it. Please don't spread this around. We're on the situation. Please try not to make it worse." Aside from the presence of more officers, he also shared the opinion that "no real action . . . was being taken."

In response to Committee questions, the students agreed that Mesa State is a good educational institution, but that there are too few courses offered that deal with issues of race, culture, and ethnicity. Retention is a problem and some students come to the college, do not feel comfortable, and move on. Recruitment of students is often targeted to athletic programs instead of academics. The students also agreed that there are very few minority professors; and that the institution is failing to adequately recruit, hire, and retain faculty members of color.[13]

Panel of Educators

Michael Gallagher, President of Mesa State College

Michael Gallagher delivered a PowerPoint presentation to the Committee that described the history and growth of the college, originally established in 1925. By the mid-1960s the college had an enrollment of 2,000. In 1974, the state legislature added baccalaureate programs to its mission, and enrollment increased to more than 4,000 during the 1980s. The first MBA degree was conferred in 1999. Enrollment in the fall of 2000 was 5,210. "In 1999, Mesa State scored the highest point total among all colleges and universities, four-year schools in the state, for the nine Colorado Commission on Higher Education quality indicators," Dr. Gallagher told the Committee. He then described efforts to expand educational opportunities by providing night classes, offering courses in Montrose, and providing distance and off-campus programming. The college targets metropolitan Denver and Las Vegas, Nevada, for special student recruitment activity, in addition to recruiting students throughout Colorado.

[12] Transcript of Proceedings. Volume 1, pp. 99–101, 116.

[13] Transcript of Proceedings, Volume 1, pp. 102–37.

The biggest struggle has been budgetary. Mesa State is the fastest growing school in Colorado, according to Dr. Gallagher. However, the college receives "the lowest reimbursement of tuition and appropriation in the state, 40 percent below the state average." The average faculty salaries are the lowest in the state, he continued.

Dr. Gallagher stated that while the Hispanic population in Mesa County is 8.4 percent, the college has a 7.2 percent Hispanic enrollment. For all other racial/ethnic categories, the college exceeds the equivalent percentages. Overall, minorities compose between 12 percent and 15.8 percent of enrollment (approximately 200 students do not specify their background, he explained).

Dr. Gallagher described the multicultural activities on campus, including support for the Cultural Diversity Board, made up of student organizations that promote diversity. The institution provides paid scholarships to the board's officers and also allocates office space. Other efforts include financial aid workshops and targeted minority recruitment.

Dr. Gallagher expressed satisfaction with the diversity achieved in executive staffing at Mesa State College. However, with regard to the hiring of minority faculty, he noted, "We do not have large pools of applicants who are minorities . . . That makes it extremely difficult to recruit minorities."

"It is our belief that the way to promote diversity is through education," Dr. Gallagher asserted. Upon questioning, he said that the college's history as a two-year institution has adversely affected its offering of curriculum, which is "extremely limited." The lack of financial support (compared with institutions such as the University of Colorado-Boulder) also creates an unfair situation for Mesa State students that needs legislative attention. He took exception to a Committee member's statement that more courses intended to achieve cultural competence, including ethnic studies, might enhance educational outcomes for all students, not just minorities. He responded: "I think you're dead wrong if you think you're going to do that with a course in any ethnic studies, because basically what happens in those courses is you have Hispanics taking Hispanic studies, blacks taking black studies."[14] He further said, "I would say to you that I think it's far more important to have a strong math department and a strong English department than it is to have a strong ethnic studies department."[15]

Bob Moore, Superintendent of Mesa County Valley School District 51

Bob Moore told the Committee that he is still "relatively new to the community" and was surprised at the low number of minority students in the district. As he looked at test scores, Mr. Moore realized that "we've got a long way to go, especially with our minority students. Our white students are scoring about twice—their scores are about twice as high . . . as our minority students. So that's a tremendous problem." He noted that in Texas, the accountability system is based on the performance of the lowest performing students. "If you take care of those kids, all scores are going to accelerate," Mr. Moore observed. He stressed the need for role models in the school system's staffing. While Hispanics make up nearly 13 percent of enrollment, he said, they represent only 4.1 percent of certified teachers. He expressed the most concern with "the very top leadership positions," where minorities are not present.

[14] Advisory Committee member Gwendolyn Thomas, a professor at Metropolitan State College in Denver, noted that she has taught Afro-American Literature for about 40 years, and her students in this course have been overwhelmingly white.

[15] Transcript of Proceedings, Volume 2, pp. 415–28, 441–51.

Last year, Mr. Moore continued, 81.7 percent of white students graduated, while only 68 percent of Latinos did so. The dropout rate was 3.5 percent for white students and 4.8 for Latinos. The dropout rate for Native Americans was an alarming 7.9 percent, he added. His major concern focused on the state Colorado Student Assessment Program (CSAP) test scores, where minority students scored "really very, very low compared to what our white students are scoring." He stated that "our top goal in the school district is to close the achievement gap . . . That's unacceptable to have the wide gaps in achievement that we have now between our white students and our poor kids."

Looking at data for 1999–2000, Mr. Moore said that Hispanics had a 16.9 percent suspension rate and a 17.6 expulsion rate. (Hispanics make up about 12.9 percent of total enrollment.) However, since that time, "We've had an increase in our Latino population in terms of expulsions to 28.7 percent and that's a shift from 16.9 percent last year." He called this "an ugly thing."

In special education, blacks are overrepresented, as are Hispanics, although the disparity for Hispanics is less significant. In programs for the "gifted," however, Hispanics make up only 6.4 percent of enrollment, less than half of their representation in total enrollment. This is an area that the district will work on, according to Mr. Moore.

He advised the Committee, "We have had some threats that were racial in nature . . . I do know of some . . . white students that made threats to minority groups that resulted in expulsion."

Mr. Moore reminded the Committee that Colorado ranks 49th in the nation in terms of funding for education, and Mesa County Valley District 51 ranks number 178 for funding in Colorado, out of 178 school districts. The needs of the district to close the disparities are significant and the state has a responsibility to ensure at least the "minimal resources" necessary to meet the new accountability standards, he concluded.[16]

Disability Issues Panel

Nancy Conklin, Center for Independence

Nancy Conklin began by stressing the positive advancements that have been realized under the Americans with Disabilities Act (ADA).[17] In the 11 years since the act was passed, "we've seen a lot of improved access, physical, architectural access, and a shift, person by person, business by business, and agency by agency, to greater access and inclusion of people with all types of disabilities." She noted that persons with disabilities are working more and engaging in many activities in the community, including shopping, cultural events, education, and recreation. There is a greater awareness of disability issues and acceptance of people with disabilities, she added.

Rural areas have not done as well in providing access, Ms. Conklin said. Smaller businesses still need education on tax credits and technical assistance to remove barriers. She recalled that when the Mesa Developmental Services tried to put two new group homes in residential neighborhoods, there was resistance, reflecting an attitude of "not in my back yard." Attitudes about persons with developmental or mental illness problems still reflect discrimination.

[16] Transcript of Proceedings, Volume 2, pp. 428–54.

[17] Pub. L. No. 101-336, 104 Stat. 327 (codified as amended at 42 U.S.C. §§ 12101–12213 (2001)).

The largest problem affecting the disability community continues to be employment, as some employers are reluctant to hire people with disabilities. It is difficult to document this because "most of the time, you don't know why people are not hired for jobs, why they do not get called back for interviews," Ms. Conklin told the Committee. She also noted that people who are deaf do not always receive sign language interpreters, despite the ADA requirement that such service be provided by the business and professional community. Finally, Ms. Conklin has observed a backlash against the ADA: "Rather than viewing the ADA as basic civil rights legislation, some business owners see it as another burdensome regulation the federal government is forcing on them, which will ultimately put them out of business."[18]

Melissa Boyette, Western Colorado AIDS Project

Melissa Boyette described her agency's goals of serving persons with HIV/AIDS and also educating the community on this subject. While the client population is small, the geographic area served is very large, she told the Committee. She stated that HIV itself has a stigma attached, "but so do behaviors that lead people to become infected with HIV." She observed, "Grand Junction is not an easy place to be gay." And because of ignorance about HIV/AIDS, her clients have less access to benefits and are sometimes denied Medicaid and Social Security benefits. In consulting with a lawyer in Denver who works for an HIV legal project, she was advised that the most serious problem affecting people with the disease statewide is employer ignorance and employment discrimination. She also said that those with the disease are subject to much discrimination after they disclose their condition. This is true not only of employers, but also landlords and potential landlords. She concluded her remarks by stating that because treatments are now available that allow victims to survive what used to be considered a fatal disease, "no one has quite figured out how to handle these folks."[19]

Joseph O'Connor, Colorado West Mental Health

Joseph O'Connor works with chronically mentally ill children and adults. He came before the Committee to advocate for two policy changes. The first involves the public school system, which, he advised the Committee, must provide educational services to persons until they reach the age of 21. He recommended that this be changed to age 25, or not be limited at all. In his experience, many clients he sees cannot read or write at age 17, and due to their special needs and circumstances, providing services only to age 21 is insufficient.

The second of his recommendations was for "continued support from vocational rehabilitation of the state of Colorado" in providing sheltered workshops that allow disabled persons to have more transitional work opportunities. His agency supports two sheltered workshops that provide work for about 35 people. But, he added, state rules are too stringent. They do not allow sufficient opportunities for disabled persons to participate in transitional sheltered work programs. These programs provide sheltered work and "job hardening" before disabled persons move into mainstream workplaces. State laws need to be liberalized to expand such efforts, Mr. O'Connor concluded.[20]

[18] Transcript of Proceedings, Volume 1, pp. 138–47.

[19] Transcript of Proceedings, Volume 1, pp. 147–64.

[20] Transcript of Proceedings, Volume 1, pp. 165–69.

Criminal Justice and Legal Issues Panel

Nick Massaro, State District Judge

Judge Nick Massaro began his remarks by observing that Mesa County, like probably many other jurisdictions in the state and nation, "locks up more minorities" than other groups. In Mesa County, this means almost exclusively Hispanics, and they are incarcerated "in disproportionate rates to their population." Judge Massaro cited a study released in September 2000 that addressed minority overrepresentation in the criminal justice system.[21] The research was made difficult, he told the Committee, because of problems in determining the baseline minority youth population. For example, the census does not provide a precise breakdown of persons aged 10–18, which is the age group targeted by the researchers. The high dropout rate of Hispanics is also not taken into account. The report found declines in minority overrepresentation in the last two years surveyed. (Judge Massaro said that the volunteer group looking at the problem "took some solace" that its intervention efforts were having a positive impact.) He noted, however, that in the current year the numbers reflect an increase in minority youth overrepresentation in the criminal justice system. "And so the disproportion still exists," the judge concluded.

The judge stated that the advisory group addressing the problem had "tried to raise the sensitivity of all the agencies that deal with this problem, with varying degrees of success, quite frankly." He also discussed related issues, such as the high correlation between school attendance and delinquency. "As Hispanics drop out, they're going to be more disproportionately represented in the criminal justice system. So that's certainly a problem that has to be addressed," Judge Massaro told the members of the Committee. He added that the lack of Spanish-speaking therapists to assist victims of domestic violence, combined with the absence of any minority lawyers in either the public defender's office or the district attorney's office, is a significant problem. He said that the probation department has done a good job of attracting minorities, with eight of a total of 19 officers being members of minority groups.

In response to Committee questions, the judge said that while the research study did not address the issue, other studies have indicated that inability of minority youth to hire qualified counsel contributes to the problem. Furthermore, in both the public defender's and district attorney's offices, "there has been a history of not putting the best or most seasoned lawyers on juvenile cases." He also emphasized the importance of economics, noting the correlation between poverty and crime.

"I have to tell you," the judge stated emphatically, "there's not a unified commitment on the part of the community to address this. The interest waxes and wanes." He suggested that more outreach to

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[21] *Report on Racial/Ethnic Minority Representation in the Juvenile Justice System in Mesa County, 1993–2000.* Grants from the Colorado Division of Criminal Justice led to the formation of an advisory committee that became known as the Mesa County Minority Overrepresentation Committee (MCMOR). One of its major tasks was to collect, analyze, and monitor data indicating trends regarding minority youth in locked facilities and to develop solutions to reduce the disparity. The MCMOR also sponsored cultural training for those involved in detention and commitment decisions. Meetings were held with judges, deputy district attorneys, probation officers, deputy public defenders, and school officials. The group also sponsored a community forum to gather public input. Grant money was also used to hire staff and support multicultural and youth activities. In its report, the Committee recommended improved data collection, finding that ethnicity is not tracked at the state level within the juvenile justice system. It also recommended that more minorities be hired in the Mesa County juvenile justice system, and called for support and prevention services and community-based alternatives to detention and commitment. Acknowledging data problems and some recent reduction in the overrepresentation of minorities in the last two years studied, the report nonetheless concluded, "The problem of minority youth being overrepresented in locked facilities still persists in Mesa County."

other sectors of the community was necessary to solving the problem, "partly because its such a large elephant."

He told the Committee that when he is sentencing juveniles, he tries to look at many facets of their life, including whether they are in school. If they are not, "then it's very much a strike against them." While that should be race neutral, he added, in application it is not because of the high minority dropout rate. He also attributed racism, poverty, parental issues, and education as contributing to the juvenile justice dilemma.[22]

Panel of Attorneys

Andrew Nolan, Colorado Public Defender in Grand Junction

Andrew Nolan began by discussing racial profiling issues. He noted that a 1996 U.S. Supreme Court decision, *Whren v. U.S.,*[23] has made it more difficult to address this problem. The decision, he related, upheld the right of police officers to make traffic stops regardless of intent, as long as a reasonable officer under the same circumstances could legitimately make a traffic stop and constitutionally detain the person for the purposes of a stop. This has made it easier for officers to stop a person for any traffic violation, even if the underlying intention might be the belief that drugs, weapons, or undocumented aliens might be involved. The stop can then be used to conduct a search, if the circumstances allow. This means that any traffic violation, however minor, can serve as a justifiable basis for a stop. Mr. Nolan alleged that one sheriff's deputy, in particular, is assigned to interdict narcotics on Interstate 70, and that patterns in the stops of this officer include Arizona and California license plates, eastbound traffic only, and a disproportionate number of minorities.[24] In a study of traffic citations filed in county court in October and November 2000, Mr. Nolan told the Committee that of 1,535 cases, this particular officer had filed only three traffic citations. Of the three, two were issued to Hispanics and both consented to a vehicle search. The third citation was issued to a white person, and the court files do not reflect that this individual was asked for consent to search his vehicle. The Supreme Court decision, Mr. Nolan contended, has made it easier for law enforcement officers to engage in racial profiling. He told the Committee that absent a statistical study, however, it would be extremely difficult to prove that minority group members are stopped disproportionately on the highway.[25]

Ed Nugent, Attorney in Private Practice

Ed Nugent advised the Committee that his experience has confirmed the views of Mr. Nolan. He expressed serious concern that persons are detained and their vehicles searched "in plain view," and that they are not cited for any offense: "They haven't done anything wrong." He also conceded that while, "You can see it, you just can't prove it, because that's a whole different issue and a much more difficult issue to attack." He agreed that research is necessary to pursue this issue.

Mr. Nugent told the Committee that as he walked into the meeting room, he thought: "If the commissions that study so many other things in our community looked like the people in this room and this commission [Advisory Committee], we might be getting some different answers. We might be get-

[22] Transcript of Proceedings, Volume 1, pp. 187–201.

[23] Whren v. United States, 517 U.S. 806 (1996).

[24] *See* response of Riecke Claussen, sheriff of Messa County, on p. 22.

[25] Transcript of Proceedings, Volume 1, pp. 202–21.

ting some different ideas about what is really going on in our community. And, really, that's the problem that we face."

He then discussed concerns about underrepresentation of minorities in the legal community. Noting the discretionary powers entrusted to the district attorney's office, Mr. Nugent told the Committee that the last person with a Hispanic surname to serve in that office was in 1979. "If there's nobody in that office that's ever lived the life or can even understand the life of the people that they're making decisions about, those are, at best, just abstract decisions."[26] In contrast, he noted that the probation department has aggressively recruited minority employees, and been successful in doing so.

In conclusion, Mr. Nugent called for equal representation at all levels in the legal system. "We don't have it, and we're a long way from it," he observed.

Roberta Nieslanik, Colorado Alternate Defense Counsel Program

Roberta Nieslanik opened her remarks with the observation that in Colorado, a resident can take the driver's license exam in Spanish; however, the learner's booklet is available in English only. She was advised that it was on the Internet in Spanish but noted that this population has the least access to the Internet. She further observed that as jury pools are drawn from voter registration and driver's license rosters, minorities do not get called for jury duty in sufficient numbers.

She then told the Committee that pretext stops by law enforcement officers disproportionately affect persons of color. She gave several examples of reasons for these stops: cracked windshields, obstructed windshields, dirty license plates, weaving into bike lanes, following too closely, and insufficient tread on tires. She also said that since there are very few Spanish-speaking law enforcement officers in the community, monolingual Spanish-speaking persons are more likely to give consent for searches.

Ms. Nieslanik described the drug interdiction efforts of law enforcement at the Grand Junction bus terminal. She said that all passengers have been told to get off the bus, and that dogs would then be sent in to sniff the interior and all the luggage for drugs. Sometimes people would be arrested and almost all of them were "mules," she observed. All the people affected were persons of color. Ms. Nieslanik alleged that in the past four years, there have been no white persons arrested during drug interdiction activities at the bus depot. By contrast, she said that no similar law enforcement operations are undertaken at the Grand Junction airport or the Amtrak railroad station.[27]

Frank Daniels, District Attorney for Mesa County

Frank Daniels told the Committee that he had been a prosecuting attorney for over 18 years and had served as the district attorney for seven and a half years. He said that his office has a juvenile division that screens all juvenile cases, and some of these are diverted out of the criminal justice system and handled in house. The division handles many cases involving juveniles; however, violent crimes, or those involving weapons, are not diverted. About half of all juvenile cases are diverted, according to Mr. Daniels.

[26] Transcript of Proceedings, Volume 1, pp. 222–30.

[27] Transcript of Proceedings, Volume 1, pp. 230–46.

In 1999, his office handled 874 juvenile cases, involving 750 youth, aged 10 to 17. The racial/ethnic breakdown was as follows: blacks, 21; Hispanics, 139; and white non-Hispanics, 586. Of these totals, 14 blacks, 55 Hispanics, and 277 whites were placed in diversion; of those prosecuted, Mr. Daniels continued, were 43 percent of the blacks, 50 percent of the Hispanics, and 47 percent of the white youths. The district attorney told the Committee that these figures reflect "fairly even-handed consideration." He concluded by saying that his office "makes every attempt to treat everyone fairly in this jurisdiction, regardless of their background, ethnicity [or] race."

When questioned by members of the Committee, Mr. Daniels said that his office has only one attorney of color, "one fellow who has American Indian ancestry." Of the office's total staffing of 37, he noted that two persons are Hispanic and two are of American Indian ancestry. He commented that there are very few minority attorneys in the community.

Mr. Daniels was also asked whether his office had been involved in investigating the distribution of hate literature on the campus of Mesa State College. He responded that he had not seen the materials and had not been contacted by the college concerning this matter. He further commented that it would be difficult to prosecute such activity under the state's ethnic intimidation law in the absence of bodily injury or property damage.[28] Upon being shown examples of the materials by Committee members, Mr. Daniels said, "That's extraordinarily offensive material, obviously."[29]

Panel of Law Enforcement Officials

Martyn Currie, Acting Chief of Police for the City of Grand Junction

Acting Grand Junction chief of police Martyn Currie provided a brief overview of his department. The police department has 139 positions, 82 of which are sworn officers. The department handles the countywide 911 program, and has a school resource program and a crime lab. "We're pretty well versed in delivering a lot of police services," Mr. Currie observed. He told the Committee that the search for a new chief is underway, and that the position should be filled in July or August.

Mr. Currie, in response to information given by another presenter on an earlier panel, told the Advisory Committee that he had checked the records for drug arrests made at the local bus depot from 1999 to the present, and these reflected that there were 20 blacks, 17 Hispanics, and 22 whites arrested during this two and one-half year period. He also noted that the train scheduled through Grand Junction stops for only about 10–15 minutes, which is insufficient time for any type of interdiction

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[28] The Colorado Ethnic Intimidation statute, C.R.S. 18-9-121 (2002), provides as follows:

"(2) A person commits ethnic intimidation, if, with the intent to intimidate or harass another person because of that person's actual or perceived race, color, religion, ancestry, or national origin, he or she:

(a) Knowingly causes bodily injury to another person; or

(b) By words or conduct, knowingly places another person in fear of imminent lawless action directed at that person or that person's property and such words or conduct are likely to produce bodily injury to that person or damage to that person's property; or

(c) Knowingly causes damage to or destruction of the property of another person.

(3) Ethnic intimidation as described in paragraph (b) or (c) if subsection (2) of this section is a class 1 misdemeanor. Ethnic intimidation as described in paragraph (a) of subsection (2) of this section is a class 5 felony; except that ethnic intimidation as described in said paragraph (a) is a class 4 felony if the offender is physically aided or abetted by one or more other persons during the commission of the offense."

[29] Transcript of Proceedings, Volume 2, pp. 454–68.

effort. At the airport, he said that interdiction efforts are employed at the point of flight origination. Local interdiction efforts have not been successful at the airport, he added.[30]

Riecke Claussen, Sheriff of Mesa County

Mesa County Sheriff Riecke Claussen told the Advisory Committee that "patterns of racial bias can sometimes be difficult to identify and address." He cautioned that the "solution to the problem will only be obfuscated by mindless demagoguery." After stating that 70 percent of all drugs are coming from Mexico and "in many instances being distributed by Mexican drug dealers," Chief Claussen told the Committee that racial profiling is "obviously wrong"; however, of equal concern is how an individual is treated by an officer during the contact. He noted that it is insufficient to merely rely on feedback from the minority community to address this problem. Mr. Claussen asserted that law enforcement "must be proactive in attempting to assure that officers are not hired who have such bias." These agencies must, in addition to conducting standard testing, ensure the applicants' suitability from a psychological perspective. In addition to psychological testing, applicants must take a polygraph test and be subjected to a "fairly intense background investigation . . . with the goal of eliminating people with behavioral bias problems."

Mr. Claussen noted that his department has sponsored a 12-week citizen's academy for several years, which provides an opportunity for citizens to receive hands-on training from various law enforcement agencies. He told the Committee that the goal of the academy is to dispel misperceptions about law enforcement methods, "which will hopefully counteract some of the sensationalism portrayed by the media and the misinformation spread by those who would be perceived as champions of civil rights."

In response to information presented by a previous presenter, Sheriff Claussen stated that he checked the records for the deputy cited and "found that slightly more than 25 percent . . . of the people he contacted were Hispanic on the interstate."[31] The populations for the states that border this highway are over 29 percent Hispanic, he added.[32]

Lowell Richardson, Police Chief of Fruita

Chief Lowell Richardson of Fruita emphasized the value of civilian oversight of law enforcement. In Fruita, the police commission reports directly to the city council and the mayor concerning all police matters, he told the Committee, and "this process sustains the credibility of the police commission and its effectiveness to serve the citizens of Fruita." Chief Richardson concluded, "The importance of civilian oversight of police departments is another tool that enhances the credibility of a police department, ensuring they operate consistently within their communities."[33]

Michael King, District Commander for the Colorado State Patrol

Commander Michael King discussed the Colorado State Patrol's efforts to recruit more women, whom he acknowledged are underrepresented in the department. There have been excellent results in recruiting from the military, and women's colleges are now being targeted. Mr. King said that he is

[30] Transcript of Proceedings, Volume 2, pp. 472–73, 528–31.

[31] This information was provided in response to an allegation made by Andrew Nolan, Colorado public defender (*see* p. 19). The sheriff's reference is to the specific deputy cited by Mr. Nolan.

[32] Transcript of Proceedings, Volume 2, pp. 474–79, 535–36.

[33] Transcript of Proceedings, Volume 2, pp. 479–81.

aware of several states that are under court order for hiring "certain percentages of people of different ethnic backgrounds," adding, "we absolutely don't want to do that. . . . We would much rather do that on our own and do the very best job we can."

He noted that the chief of his department is an officer of the International Association of Chiefs of Police, which has adopted a resolution condemning racial and ethnic profiling. Mr. King then told the Committee of a recent federal court case in Eagle County that involved racial profiling.[34] Of the $2.2 million mandated to be paid by the county, $320,000 was set aside by the federal judge for the purpose of training law enforcement officers in Colorado. The Colorado Police Officers Standards and Training Organization (POST) has put together a training package, and every officer in his department will receive this in the next year. In addition, Mr. King noted that mandatory in-service training has been provided in the last year for all supervisors in the area of racial profiling awareness. In September 2000, Governor Bill Owens issued an executive order mandating the prohibition of racial profiling, Mr. King told the Committee.[35] And legislation recently enacted by the Colorado legislature, referred to as the racial profiling bill, requires the Colorado State Patrol and Denver Police Department to collect data.[36] The problem, said Mr. King, is how to evaluate the extensive data when it becomes available and determine what it means. The bill also requires every law enforcement agency in the state to develop written policy on racial and ethnic profiling. It also mandates that all certified peace officers in the state issue a business card to all persons who are not issued a citation or warning as a result of a contact.

He concluded by telling Committee members that his department is a traffic enforcement agency, and much of its work involves speeding. When a car is clocked speeding, he noted, there is no way of determining what color the person in the car is.[37]

Catherine Malapanes, Supervisory Special Agent for the Immigration and Naturalization Service (INS)

Agent Catherine Malapanes of the INS described the functions of the Grand Junction office, which was expanded as a result of the Quick Response Team program. This program grew out of congressional initiatives to beef up INS presence in many communities. U.S. Representative Scott McInnis (R-CO) was instrumental in this, Ms. Malapanes told the Committee. The two top priorities of the INS and her office are as follows: (1) identifying and removing criminal aliens; and (2) disrupting smuggling operations and the trafficking of aliens. The Quick Response Team program calls for the INS to respond to calls for assistance from other law enforcement agencies. The agent told the Committee that this applies in two situations: (1) when local law enforcement has made an arrest and filed charges (not immigration related); and (2) when local law enforcement conducts a legal stop and has reasonable suspicion that a felony under immigration jurisdiction has occurred. The primary such felonies are alien smuggling and re-entry after deportation.[38]

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[34] On February 23, 2001, U.S. District Court Judge John Kane gave final approval of a $611,000 racial profiling education and training plan involving the implementation of the decision in Whitfield v. Board of County Commissioners, 837 F. Supp. 338 (D. Colo., 1993). The plan called for some $300,000 to be allocated to the Peace Officer Standards & Training Board for training purposes. For more information, see the press release of February 23, 2001, from the Colorado attorney general at <http://www.ago.state.co.us/PRESREL/presrl2001/prsrl22.stm>.

[35] For more information, see the press release of September 11, 2000, from the Colorado governor at <http://www.state.co.us/owenspress/09-11-00b.htm>

[36] H.B. 01-1114.

[37] Transcript of Proceedings, Volume 2, pp. 482–98.

[38] Transcript of Proceedings, Volume 2, pp. 498–507.

Scott Weber, Acting Director for Investigations for the INS District Office in Denver

Scott Weber told the Committee, in response to a question, that in the field of law enforcement, "it doesn't take long for our agents to learn that there's no physical description for American citizens or for someone who's not a citizen of the United States." He added that INS agents do not key on ethnicity or language. "We key on place of birth. That's about the only concrete tool we can use to determine whether someone is a citizen of the United States or not."[39]

Leticia Calzada, Consul General of Mexico in Denver

Consul General Leticia Calzada briefly addressed the Advisory Committee and announced that in the near future, the Mexican Consulate (located in Denver) would be sending a "roving consulate" to Grand Junction to provide direct services to Mexican citizens. "It's my intention to be close to the Mexican communities," she said, and added that the new service was inspired by the many people living and working in rural communities. Ms. Calzada expressed her pride at the recent elections in Mexico that "have enforced safe democracy" and shared her nation's support and respect for the principles of human rights.[40]

Community Perspectives

The following section summarizes presentations made by numerous community leaders during the course of the two-day forum. They provide a wide range of perspectives that reflect upon race relations in the Mesa Valley. Please note that the Advisory Committee was not in a position to evaluate or verify all the information offered by presenters.

Jose Chavez

Jose Chavez is a parent of two children in the public schools. He chairs a Latino theater group in Grand Junction. Mr. Chavez told the Committee that, in his experience, minorities are not encouraged to play prominent roles in drama presentations in the local schools. "Mexicans don't do Shakespeare," he observed. Rather, the few that are selected are relegated to minor parts. Furthermore, he alleged that high school honors programs include instructional staff that have reduced expectations for Latino students and do not encourage their attainment of high academic goals. Mr. Chavez also commented that he has a child with dyslexia who had difficulty receiving special services at the middle school level because the schools did not want to spend the necessary funds. Employed as a juvenile parole officer, Mr. Chavez said that reports provided to the courts often recommend that young white offenders be placed on probation, while incarceration is recommended for minorities. Mr. Chavez suggested that cultural bias plays a part in this apparent disparate treatment.

Upon Committee questioning, Mr. Chavez criticized the Advisory Committee for not holding public officials, appearing at the forum earlier, accountable for their responses to questions addressing underrepresentation of minorities in public sector jobs. He alleged that public officials encourage minorities to apply for menial positions, but overlook the need for their representation in positions with authority and decision making.

Mr. Chavez also asserted that the majority often blames minorities for the failure of efforts to improve their status in the community. He noted that with no power to effect change, these efforts are

[39] Transcript of Proceedings, Volume 2, pp. 513–15.

[40] Transcript of Proceedings, Volume 2, pp. 543–45.

unsuccessful but do not reflect that minority leaders have given up: "We have not given up, or we would not be here today," he concluded.[41]

Ed Scott

Ed Scott, an education consultant, was teaching a course at Mesa State College titled "the African American Experience." He brought before the Committee a complete Ku Klux Klan outfit, which he said was obtained from a friend and had been used during cross burnings years ago in Grand Junction. Upon observing the garments, Advisory Committee member Gwen Thomas commented, "This meeting shall go down in history." Dr. Scott noted that Einstein's definition of insanity is "to continue to do things the same way and expect a different result."

He told the Committee that we must stop the insanity now. He said that when he came to Grand Junction in 1976, the minority dropout rate, "or the push out rate," was high, and he said that it has not changed "and we are still talking about it." Dr. Scott commented that he "is saddened that people who have been oppressed for so long . . . have no desire to fight." He expressed concern that those responsible for institutional leadership are not held accountable. He told the Committee that he was retained by Mesa State College to investigate the racist flyers distributed on that campus. He stated that he does not know where they are coming from, but is concerned that the perpetrators "go to the places they are invited to . . . they put the literature on campuses they are invited to. Grand Junction is the ideal place for this kind of activity."[42]

Juanita Trujillo

Juanita Trujillo is the community service coordinator for Mesa County Partners, a program that provides community service opportunities for youth offenders. She expressed concerns that neither the sheriff nor police department has a single African American officer on patrol. More aggressive recruitment is required, she told the Committee. She further observed that minorities are not represented in diversion cases. Youth from prominent families often get more than one chance at diversion, even after having committed several offenses, including significant felonies. Based on a review of her files, she noted that "very few minority youths" are getting diversion. This needs closer monitoring, she added.

Upon Committee questioning, Ms. Trujillo noted that the minority underrepresentation task force (set up to investigate the juvenile justice system) had little participation by representatives of the district attorney's office. She also said that cultural competency training provided by the police department did not incorporate persons that were known and trusted in the minority community.[43]

Shirley Romero Otero

Shirley Romero Otero, a longtime community activist, is the parent of four daughters, two attending Mesa State College, and two in high school. She told the Committee that her passion is youth. She observed that the community has had numerous visits by both state and federal civil rights agencies, and that she was coming forward again to record problems that "have been going on for decades, for generations." She started by discussing the Colorado Student Assessment Program (CSAP). This is the program by which public school systems in Colorado will be evaluated for their ability to educate

[41] Transcript of Proceedings, Volume 2, pp. 258–64, 285–86.

[42] Transcript of Proceedings, Volume 2, pp. 264–73, 278–79, 291–92.

[43] Transcript of Proceedings, Volume 2, pp. 273–76, 282–84.

students. If, after four years, students are not obtaining the necessary proficiency, "the state will come in and take over our schools," Ms. Otero said. She expressed her concern that this is an effort to promote a school voucher program, which she opined would hurt minority students. Nonetheless, she expressed approval that the schools are now driven by data and that accountability is tied to funding. She noted that juvenile judges have said that prisons "are warehoused by our students," and that these young people have low levels of reading ability. The gap, she told the Committee, begins in the third grade, widens in middle school, and by the time students arrive in high school, "it is too late." She told the Committee that her observations make clear that minority youth are overrepresented in the justice system, and that while it costs taxpayers $5,000 per student to educate a student, it costs from $40,000 to $60,000 to warehouse these same kids in prisons. She concluded by telling the Committee that these problems are 30 years old and that "people who have power . . . and resources are not going to give that up, unless the government steps in, because I don't see the masses of the people coming forward. We have been pacified, we are tired, we no longer know who to turn to . . . yet our children are the ones who are hurting more than anyone else and the only people profiting are those that are building the prison systems."

Ms. Otero was critical of Mesa State College for not encouraging the training of "homegrown" teachers and not ensuring cultural competency of future teachers. "Mesa State does a very, very poor job in their teacher education program," she concluded. Yet, one-third of the Latino population is under 18 and Latinos represent 12 to 15 percent of student enrollment in the public schools. She also criticized the state of Colorado for not counting tests scores of students who take the CSAP test in Spanish, and do very well. "That makes absolutely no sense," she said.[44]

Josephine Dickey

Josephine Dickey, an African American leader, was the first black employee of the public schools and was involved with the NAACP. She told the Committee that parents are failing in their responsibilities to their children and then blaming teachers and the schools for their failures. She added that the many efforts of "good decent" people are largely overlooked.[45]

Jose Lucero

Jose Lucero is a private Realtor who has been in Grand Junction since 1973. He noted that between 50 and 60 percent of all Spanish-speaking students are dropping out, or being pushed out, of school. He said that it has taken 25 years for a school superintendent to admit to the reality of the alarming dropout rate for minorities. He said it is simple: of the students entering the first grade, 50 percent or less graduate. Mr. Lucero advocated for voucher programs and/or private schools, including dual-language schools. Currently, he said, teachers and parents do not work together to bring about solutions.

Mr. Lucero told the Committee that he recalled a banker telling him "that there would never be a Mexican of substance in this community." He also said, "The majority of the town still does not hire minorities." Low education and low pay, he said, make it difficult for minorities to qualify for home loans. Affordable housing is a problem, he added. He told the Committee that he has seen much discrimination in employment, housing, and law enforcement. Mr. Lucero affirmed that "steering" does occur in the real estate industry, and that obtaining financing to purchase homes in certain neighborhoods would be very difficult. Many real estate companies ignore Hispanic clients, who often do not

[44] Transcript of Proceedings, Volume 2, pp. 304–12, 325, 335–37.

[45] Transcript of Proceedings, Volume 2, pp. 312–15.

qualify for loans, he added. He also expressed concern with "reverse discrimination" challenges, which do not equate to "what American society has subjected minorities to in this country."[46]

Harry Talbott

Harry Talbott is a fruit grower who also packs and ships Colorado fruit. Mr. Talbott cited a recent report that reflects a 60 percent increase in the Hispanic population in the United States. He cited the Immigration Reform and Control Act of 1986 (IRCA) as responsible for a worsening of the "problem of alien workers."[47] The law led to the creation of a "documents industry," he alleged, and there are now five to eight million alien workers in the United States, many with invalid documents. The cost in terms of policing the borders and providing services is very high and the IRCA is largely to blame, Mr. Talbott told the Committee. He advocated for a guest-worker program that would "ensure that farmers had a dependable workforce," that the workers were "legal," and that "they would go home and not become part of our welfare system." The temporary workers would have protection and rights and health care "and then go back to their families in Mexico."[48]

Christine Mok-Lamme

Christine Mok-Lamme, representing Child and Migrant Services in Palisade, shared with the Committee the plight of migrant farm workers in the region. She cited the need for not only physical, but also mental health care services. Migrant workers suffer from isolation, as they are often separated from their families for nine or 10 months per year, and are also isolated from society as a whole: "They live here, we need them to work here, but they don't have a sense of belonging."

Ms. Mok-Lamme said that she is not aware of any government funding for farm worker mental health services. She then discussed the topic of "safe journeys," noting that some workers have died of thirst as they walked across the desert, others have been shot at by ranchers, and many have been victims of accidents that claimed lives and caused severe injuries.

She also talked about the lack of basic rights for migrant farm workers. "When an undocumented farm worker breaks a law of this country, what kind of rights does he or she have?" asked Ms. Mok-Lamme. She asked what it must be like sitting in jail, not knowing the language, not having anyone visit because of fear, and "thinking you probably don't have any rights at all." She concluded by telling the Committee that while not undocumented, she too was an immigrant to this country of "freedom, beauty, and hope" but also a nation that "struggled to treat each and every person equally under the law."[49]

Gene Kinsey

Gene Kinsey, former mayor of Grand Junction, had just completed his four-year service as an elected city official. He expressed pride in what he described as the equal distribution of "activities and policies" throughout the city. Over the past four years, public works and capital development projects have been well distributed throughout the city, "neighborhoods are not slighted or favored, and money is put where money is needed." He further noted that the city has spent its federal community

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[46] Transcript of Proceedings, Volume 2, pp. 315–22, 330–32.

[47] Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359 (2001) (codified in scattered sections of 8 U.S.C.)

[48] Transcript of Proceedings, Volume 2, pp. 349–63.

[49] Transcript of Proceedings, Volume 2, pp. 363–70.

development block grants "on people, and in a very real way." He also said that the city has supported the concept of community policing, where the police "really are a part of the community."[50]

Carlos Pinedo Bonilla

Carlos Pinedo Bonilla chaired the committee that studied the representation of minorities in the juvenile justice system. He spoke of his own personal experiences, noting that at one time his mode of dress called unwanted attention by law enforcement. He also recalled having been targeted for racial slurs, but told the Committee he now believes the community "is pretty open." He indicated he has been involved in getting people to register and vote and this effort has received the support of the county clerk.

As chair of the justice committee, he noted with satisfaction that "things are changing" and issues are being addressed. He stated that there has been a decline in minority representation in the juvenile justice system, and that "it is refreshing that these numbers are declining." Mr. Bonilla expressed concern that the school district is providing high school diplomas to students "based on just attending," and he fears that those receiving these diplomas will have difficulty securing good employment and will be paid less for having an "attendance diploma" instead of a "performance diploma." He expressed concern that the schools are not making an effort to integrate all students into the mainstream curriculum.[51]

Marilyn Wounded Head

Marilyn Wounded Head is an art professor at Mesa State College. She began her remarks by noting her concern with the headline of an editorial in the local newspaper titled "Rights Commission Is on Wrong Warpath" (*The Daily Sentinel*, May 3, 2001). "Warpath?" she exclaimed.

Professor Wounded Head described her concern with "stereotypical attitudes" in the public school systems. "My daughters have often been referred to as squaws," she related. In classrooms, the clichés of "too many chiefs . . . too many Indians, not enough chiefs," were used by teachers. She expressed pride that her daughters were now challenging these offensive comments by their teachers.

She told the Committee that she grew up on an Indian reservation in South Dakota and is familiar with discrimination, hate, and isolation. "I'm used to every negative thing that's probably there." She said, "Within a native culture, you have to have humor." She concluded by saying that she provides a great deal of information on the Lakota culture and stresses the positive aspects of this culture. She is hopeful that student organizations on the college campus, such as the Native American Council, will be helpful in informing people concerning the many Indian tribes and help to overcome stereotypes and discriminatory attitudes.

Professor Wounded Head told the Committee that she had just been notified of her tenure and promotion to associate professor. She indicated that it took a long time to achieve this, and that some people believe that she was hired only because she is a minority. "A certain population always asks me to show my degrees," she commented, "and I'm happy to . . . because then they have to sit through . . . all the universities I attended."[52]

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[50] Transcript of Proceedings, Volume 2, pp. 370–75.

[51] Transcript of Proceedings, Volume 2, pp. 375–81.

[52] Transcript of Proceedings, Volume 2, pp. 546–55, 571–72.

Joseph Higgins

Joseph Higgins is director of the Partners Program, a nonprofit agency that provides mentoring services for youth and operates restitution and community service work programs for juvenile offenders. It includes a Minority Family Advocacy project. In working with the Mesa County Overrepresentation Committee, Mr. Higgins heard that minority youth were underserved, lack parental and family support, and do not have bilingual or minority professional staff to assist them. Access to youth employment opportunities did not appear to be equal, and there were insufficient family liaison advocates. The dropout rates for minority youth were high and graduation rates low. As a result of this assessment, the Partners Program began to focus on providing more services to minority families, particularly the Hispanic community. Mr. Higgins told the Committee that they discovered that most youth sent to his program for diversion were white, while minority youth were sent through probation. "The minority youth were being filed upon, and the white youth were being diverted . . . so we kind of came to the conclusion . . . maybe we're not giving the kids all equal chances," he observed.

The agency's staff was increased from 12 (including two minorities) to 18, with eight minority bilingual staff members. The agency found it difficult to recruit minority professionals with the necessary college degree, and therefore began hiring persons and assisting them with their higher education goals. "We are more culturally competent than we were five years ago," he concluded.

He credits involvement with the Mesa County Minority Overrepresentation project for prompting these changes. Mr. Higgins further stated that they have embarked on an incentive program, wherein the youth set their own goals and have a major say in how they are treated. "I think that's really working," he said.

Mr. Higgins then introduced two young persons who are in the Partners Program, James Torres and Fidel de Arian. Both youths told the Committee that they had benefited greatly by participating in this program and they described some of their activities. Mr. Torres stated, however, that at the high school he attends, "we feel lost in our classes, because our teachers don't fully describe the courses or the activities that we're going to do, and that can become a barrier for us." Mr. De Adrian told the Committee that there is a need for more advocates for youth to serve as positive role models. He also alleged that most law enforcement agencies "pick on us [Hispanics and black youth] more . . . for whatever reason that they have." Mr. Torres, however, felt that law enforcement had treated minority youth with respect.[53]

Linda Villa

Linda Villa is president of the Riverside Task Force. She told the Committee that she works with many Hispanics that come from Mexico. She served as coordinator for the Catholic Immigration Project during the amnesty program, which she said provided amnesty but very little in the way of services, education, and job opportunities. Ms. Villa expressed sadness that after six generations, her community is still living in poverty. And the education provided to the youth "is not the best . . . that there is available." She expanded on this: "I don't believe that our kids are failing. I believe that we are failing our children by not providing the support to keep them within our schools. And that's not only the school system, it's got to be parents, community, and our school system. We all have to work together."

[53] Transcript of Proceedings, Volume 2, pp. 575–89.

Ms. Villa described her efforts to help the Riverside community, a neighborhood she had grown up in. At that time, she noted, it was not a "rundown community." But upon returning years later, she found that things were different. The school had been shut down, children were playing in the streets with no supervision, and houses were run down. The city had not maintained the neighborhood. Ms. Villa organized the community and the Riverside Task Force helped bring about many improvements with the assistance of the city. She continues her work to "upgrade, improve, and restore pride back into . . . the neighborhood and families" in Riverside, she told the Committee.

Upon questioning, Ms. Villa told the Advisory Committee she had run twice for city council and in both cases "lost by a couple of votes." She further said that the Hispanic community wants to get involved, but in the past "they just haven't been allowed."[54]

Open Session

Following the scheduled presentations on the agenda, approximately 15 additional persons were given the opportunity to briefly address the Advisory Committee. Many of these individuals addressed specific situations that they considered to be violations of their civil rights. They were offered staff assistance and appropriate referrals to enforcement agencies, where applicable.

However, several persons raised broader concerns about civil rights in Mesa Valley. One person, an insurance agent, commented that the Department of Motor Vehicles does not print the drivers' instructional manuals in Spanish; and that immigrants with international driver's licenses who have purchased auto insurance are nevertheless subsequently ticketed (for not having a Colorado license).

Several persons alleged racial profiling, selective enforcement, and disparate treatment by law enforcement agencies. Others raised concerns with inadequate services for people with disabilities and lack of compliance with disability rights laws; lack of affordable housing; discrimination and unfair treatment of migrant workers; discrimination and bigotry against Native Americans; and discrimination and disregard for those in poverty. Several persons expressed concern that various agencies and officials in Grand Junction are insufficiently engaged in addressing issues of poverty, inequality, and discrimination. One individual told the Committee that he is Jewish and in his entire life has never experienced any problems with prejudice or discrimination. He said he "was sad to hear the things that were being mentioned . . . by these people who have discussed today their problems."[55]

[54] Transcript of Proceedings, Volume 2, pp. 556–67.

[55] Transcript of Proceedings, Volume 2, pp. 598–672.

CHAPTER 4

Summary Observations and Recommendations

The Colorado Advisory Committee is grateful to the leadership and all citizens of Grand Junction and Mesa County for their cooperation with its fact-finding efforts. During its two-day visit to the Grand Mesa Valley in May 2001, the Committee was fortunate to hear from many community members. A broad spectrum of views, interests, and opinions was brought before the members of this advisory body. The Committee confirms the positive and optimistic outlook of civic leaders who are justifiably proud of their vibrant, dynamic, and progressive region. Grand Junction and Mesa County are well positioned to continue their energetic efforts for achieving even greater prosperity and success.

Despite this encouraging outlook, it is important to note that the socioeconomic divide in the region has been persistent, and as measured in the demographic overview provided in this report, continues to cast a shadow over the state of equal opportunity in the region. Indeed, the gap that separates the affluent and those that struggle to survive is not being narrowed. This is a finding that demands the full attention of political, economic, and civic leaders in the community; for it portends severe problems that will place increased pressures on social services, housing, education, employment, health services, the criminal justice system, and public services in general.

The Advisory Committee is convinced that this region has the resources and capability to deal effectively with problems of racial and ethnic tensions, disparities in education and income, and the general socioeconomic divide that so obviously affects its population. However, it will require commitment, dedication, and a concerted and ambitious plan of action that is not yet in place.

Grand Junction is not unique in struggling with issues of social and economic justice. However, it does have an opportunity to set itself apart by acknowledging the dimensions of the problems and working in a collaborative manner to overcome these difficult realities.

The issues of race and discrimination are a constant in America today, and Mesa County is not excluded from these considerations. The region has a significant and well-established minority community (largely Hispanic) that has been in the area for many generations. New immigrants moving into the area to fulfill necessary needs for labor in agriculture and other industries augment this population. The growth of the Hispanic community presents a challenge to the traditional white leadership base in Grand Junction and Mesa County. If the minority population, both longstanding and newer immigrants, can be incorporated into the economic, civic, and political leadership of the community, this can only enrich the entire community. Conversely, if dominant white attitudes are allowed to prevail, perpetuating exclusionary practices and behaviors (individually and institutionally), the region will likely be left behind in terms of economic advancement; for the future of Colorado and the nation are dependent on embracing, not resisting, demographic changes that are creating nothing less than a sea change in the fabric of our nation. Diversity is not a matter of choice, but in fact a reality that will grow exponentially in the years to come. The challenge can be met with fear and resistance, or it can be embraced and celebrated. Every growing community in America must make that decision.

What the Committee heard during its two days of public testimony in Grand Junction was disturbing. There was consistent information presented that provided a general perception that minority youth are not being well served in public education and the criminal justice system. Because of poverty, low wages, inadequate housing, health care, and educational attainment (possibly complicated by discrimination) many minority households are not able to provide the climate of support necessary to ensure that their children will not suffer the same adversity in their own lifetimes. So the cycle may continue, unless a dramatic and concerted set of policies, initiatives, and programs is instituted to break the cycle and achieve vastly different and more positive outcomes in the future.

This will certainly require financial resources; however, that is only part of the solution. Equally important is the recognition by elected officials and civic, educational, and business leaders that this challenge exists and is worthy of their full attention and devotion to ensure dramatic reforms and changes. This Committee believes that Grand Junction and the Mesa Valley are equal to the challenge.

Among those policy considerations that we recommend are the following:

1. The County Commissioners of Mesa County and City Council of Grand Junction should, without delay, establish an official city-county human relations commission.

This commission should be appointed from a wide cross section of the community and should accurately represent the region's diversity. The membership should be composed of individuals who have a demonstrated concern, commitment, and history of working to improve community relations in Mesa County. The commission should be an official governmental advisory body, and it should be supported with staff and a limited budget. Its primary purpose will be to advise elected officials, governmental bodies, and public institutions; and to make appropriate recommendations.

The commission should be charged with examining issues relating to race relations, the disabled community, youth, seniors, women, migrant farm workers, and indeed all residents of the Mesa Valley. The commission should collect data, undertake surveys, studies (and other research), and conduct public meetings to obtain views, perspectives, and information on matters under its jurisdiction.

Successful models for human relations commissions are available within Colorado, and in other states and communities. Technical assistance is available to assist in the planning and execution of such a body, and this Committee pledges its assistance and support.

2. Based on the consistent testimony of persons appearing before the Advisory Committee, including school officials themselves, it is apparent that the matter of public education is at the heart of any realistic plans to address social, economic, and racial disparities in the Mesa Valley. Data revealing the alarming gaps in student achievement, supplemented by other statistics on discipline and graduation rates, confirm that these issues have been persistent over a long period of time, and that effective solutions have yet to be implemented.

For this reason, the Colorado Advisory Committee urges that a task force be established by the school board to address this crisis in educational equity.

a. The task force should be diverse and include leaders from the minority community (the Latin-Anglo Alliance should be called upon to be a full partner in this endeavor). Minority staff within the district, and concerned parents and students, should be included as well.

b. The task force should include representatives of leading community institutions, including Mesa State College, business and economic development interests, and county and city governments, all recognizing the importance of public education to the future of the Mesa Valley. The objective of providing quality education for all students is critical to the future growth and prosperity of this region.

3. Mesa State College represents a valuable asset to the community and to the region. Not only does it provide degree programs, it also has the capacity for institutional research and community outreach. This leadership role should be enhanced. Additionally, since the college recruits students extensively in metropolitan areas, it has a vested interest in making Grand Junction a welcoming environment for students of all backgrounds. This Committee urges Mesa State College's governing body, its president, and other faculty and administrative leaders to accept this challenge as a mission for this important higher education resource. It should also consider broadening its curriculum to include more courses that emphasize multiculturalism.

4. All significant employers in the region need to examine their recruitment and employment practices, and more aggressively promote diversification in the workforce. Those agencies, institutions, and businesses (public and private) that provide services directly to consumers and the public must set a priority of ensuring cultural competency in the provision of these services. (Federal, state, and local government agencies, educational and health care providers, the justice system and law enforcement are included.) This requires training of current staff, recruitment of bilingual personnel, and affirmative action in hiring and promotions. It is critical that minorities and women are represented at all levels of an organization, including management and policy positions.

All significant employers should conduct an analysis of their workforce and identify areas of underrepresentation. Based on this, priorities and specific action plans should be established. The Mesa County Commissioners, City Council of Grand Junction, Mesa State College, and Mesa County Valley School District 51 should take the lead and set an example for other employers.

5. The Committee heard many presentations alleging problems in the criminal justice system, including racial profiling, selective enforcement, and disparities in sentencing. We wish to commend the excellent and productive efforts of the Mesa County Minority Overrepresentation Committee. Its work has clearly had a positive impact. However, police-community relations and the justice system need continuous scrutiny, especially since minorities, youth, and immigrants so often come into contact with these agencies. Youth who fall out of the formal public education system are especially likely to have problems that lead to criminal justice intervention.

This Committee recommends that all significant law enforcement agencies in Mesa County establish and enforce policies that prohibit racial profiling, including establishment of data collection systems to assess their effectiveness. Community-policing strategies and citizens' involvement in police practices should be instituted or expanded. Law enforcement agencies should establish community advisory boards and make specific efforts to engage youth in this dialogue. Governmental bodies should consider establishing civilian oversight boards that monitor law enforcement policies and practices.

Furthermore, the district attorney's and public defender's offices must be engaged in dialog with minority communities and greatly enhance their efforts to achieve cultural competence and hire minority and bilingual attorneys and professional staff.

6. Migrant farm workers and immigrants provide a critical supply of labor in Mesa County; yet, they often suffer from inadequate housing, health care, education, legal representation, and social services. Their problems are often exacerbated by language and cultural barriers. Employers sometimes exploit them. This community is often invisible, alienated, and disenfranchised from mainstream society.

The Advisory Committee urges private and public sector attention to critical needs of this population. Human rights should not be exclusive to those who are advantaged.

Appendix

Survey of Employment in Selected Institutions:

Mesa County (Tables 1.1 and Table 1.2)
City of Grand Junction (Table 2.1–Table 2.3)
Mesa County Valley School District 51 (Table 3.1–Table 3.3)
Mesa State College (Table 4.1–Table 4.8)

TABLE 1.1

Mesa County Government

Total Workforce, January 1, 2002–October 2, 2002

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Admin Support	85	1	84		73			1	9		1		1
Elected Officials	17	8	9	8	9								
Officials/Admin	80	38	42	36	39			2	3				
Paraprofessionals	44	24	20	22	16			2	4				
Professionals	92	53	39	50	38			3	1				
Protective Services	176	122	54	114	50	1	1	6	3			1	
Service Maintenance	13	12	1	10	1			2					
Skilled Craftworkers	54	51	3	51				3					
Technicians	41	17	24	13	22			3	2	1			
Total	602	326	276	304	248	1	1	22	22	1	1	1	1

SOURCE: Information supplied by Nancie Flenard, personnel director, Mesa County Personnel Dept., Mesa County Government, Oct. 7, 2002. EEO report by Job Family.

Table Comments

*Out of a total workforce of 602 persons, 50 individuals, or approximately 8.3 percent, were minorities.

*In all of county government, only 2 American Indians, 2 Asians, and 2 Blacks were employed.

*Of the 80 Officials/Administrators employed, 5 persons, or 6 percent, were minority (Hispanic employees only).

*92 employees made up the Professionals category. Of that number, 4 were minorities, or 0.4 percent.

*White males dominated the Skilled Craftworker classification (51). Minority employees totaled 3 Hispanics. There were no women employed in that job category.

TABLE 1.2

Mesa County Government

New Hires—Permanent Full Time, January 1, 2002–October 2, 2002

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Admin Support	7		7		6				1				
Officials/Admin	1	1		1									
Paraprofessionals	4		4		2				2				
Professionals	10	6	4	6	3				1				
Protective Services	19	13	6	11	6			1		1			
Service Maintenance	2	2		2									
Skilled Craftworkers	1	1		1									
Technicians	4	3	1	3	1								
Total	48	26	22	24	18			1	4	1			

SOURCE: Information supplied by Nancie Flenard, personnel director, Mesa County Personnel Dept., Mesa County Government, Oct. 7, 2002. EEO report by Job Family: New Hires.

Table Comments

*A total of 48 persons were hired, including 6 minorities. The minority employees accounted for 12 percent of the new-hire workforce. Of the 6 minorities hired, 5 were Hispanic and 1 Asian.

*Of the 10 Professional new hires, 1 was minority (Hispanic female).

*In the Protective Services category, only 2 minorities were hired out of a total of 19; although white women accounted for approximately 32 percent of the total.

TABLE 2.1

City of Grand Junction

Full-Time Employees—Employment Data, July 1, 2000–June 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Administrators	33	24	9	23	9			1					
Professionals	54	37	17	37	16				1				
Technicians	94	74	20	71	17			3	2				1
Protective Services	113	108	5	99	5			8		1			
Administrative Support	97	12	85	12	74				10		1		
Skilled Crafts	77	76	1	66	1	1		9					
Service/Maintenance	58	54	4	46	4			8					
Total Full Time	526	385	141	354	126	1		29	13	1	1		1

SOURCE: Information supplied by Kelly Arnold, city manager, City of Grand Junction, Oct. 4, 2002. State and Local Government Information (EEO-4) report, Sept. 27, 2001, prepared by Claudia Hazelhurst, human resources manager, City of Grand Junction.

NOTE: Job category Paraprofessionals had no employees.

Table Comments

*8 percent (46) of the city workforce of full-time employees (526) were minority. The minority employment data included 1 American Indian, 2 Asians, 42 Hispanics, and 1 Black.

*There was 1 minority Administrator out of a total of 33.

*There was 1 minority Professional out of a total of 54.

*Skilled Craft employees included 10 minorities out of total of 77, or 13 percent. There was only 1 female (white).

TABLE 2.2

City of Grand Junction

Part-Time and Temporary Employees—Employment Data, July 1, 2000–June 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Professionals	2	1	1	1	1								
Technicians	1		1		1								
Protective Service	7	6	1	6	1								
Paraprofessionals	6	4	2	4	2								
Support	33	4	29	3	26			1	3				
Skilled Crafts	3	3		3									
Service/Maintenance	299	196	103	180	99		1	15	3	1			
Total Full Time	351	214	137	197	130		1	16	6	1			

SOURCE: Information supplied by Kelly Arnold, city manager, City of Grand Junction, Oct. 4, 2002. State and Local Government Information (EEO-4) report, Sept. 27, 2001, prepared by Claudia Hazelhurst, human resources manager, City of Grand Junction.

NOTE: Job categories Officials and Administrative had no employees.

Table Comments

*The city of Grand Junction had a significant number of part-time and temporary employees totaling 351. Of these, 137 were female (39 percent).

*Of the 351 employees, only 24 minorities were employed. Of those 24, there was 1 Black, 1 Asian, and no American Indians.

*The city of Grand Junction hired individuals in 7 job categories. Five of the 7 categories showed no employment of minorities.

*Service Maintenance accounted for 299 persons. Of that total, 20 minorities were hired (1 Black, 15 Hispanic, and 1 Asian).

TABLE 2.3

City of Grand Junction

New Hires—Permanent Full-Time Employees—Employment Data, July 1, 2000–June 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Officials/Adminis	3	2	1	1	1			1					
Professionals	5	3	2	3	1				1				
Technicians	6	4	2	4	2								
Protective Services	15	14	1	13	1			1					
Administrative Support	15	3	12	3	12								
Skilled Crafts	7	4	3	4	3								
Service/Maintenance	10	10		10									
Total Full Time	61	40	21	38	20			2	1				

SOURCE: Information supplied by Kelly Arnold, city manager, City of Grand Junction, Oct. 4, 2002. State and Local Government Information (EEO-4) report, Sept. 27, 2001, prepared by Claudia Hazelhurst, human resources manager, City of Grand Junction.

NOTE: Job category Paraprofessionals had no employees.

Table Comments

*3 minorities were hired out of a total of 61, accounting for 5 percent of the new hire total. Of that total, none were Black, Asian, or American Indian.

*Administrative Support accounted for a total of 15 employees, all white. No minorities were hired.

*Skilled Craft employees totaled 7. There were 3 women (white) and no minorities.

*Service Maintenance had a total of 10 new hires, no females and no minorities.

TABLE 3.1

Mesa County Valley School District 51

Full-Time District Workforce, School Year 2000*

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Off/Adm/Mgr	21	14	7	13	6			1	1				
Principals	36	24	12	24	11				1				
Asst Prin/nonTchng	19	7	12	6	10			1	2				
Elem Classroom	615	81	534	76	510			5	21		2		1
Sec Classroom	581	269	312	246	300	3		17	10	1		2	2
Guidance Couns	39	13	26	12	23			1	3				
Psychology	12	8	4	8	4								
Lib/Audio Visual	12	2	10	2	10								
Const/Supv	7	1	6	1	5				1				
Other Profession	32	7	25	7	22				2				1
Teacher Aides	332	7	325		283			7	40		1		1
Technicians	40	13	27	12	24			1	3				
Clerk/Secty	166		166		147				17		1		1
Service Workers	191	69	122	50	103	1		16	16	2	2		1
Skilled Crafts	41	41		35				6					
Labor-Unskilled	30	28	2	23	1			5	1				
Total Full Time	2,174	584	1,590	515	1,459	4		60	118	3	6	2	7

SOURCE: Information supplied by Bob Moore, superintendent of schools, Mesa County Valley School District 51, Apr. 26, 2001. 2000 Elementary-Secondary staff information (EEO-5) report, prepared by Mark A. Zipse, executive director of human resources, Mesa County Valley School District 51, Nov. 29, 2000.

NOTE: Job categories Paraprofessionals and Other Classroom had no employees.

*2000 school year refers to employees on the payroll between July 1, 1999, and Oct. 1, 2000 (staff statistics as of Oct. 18, 2000).

Table Comments

*2,174 persons were employed and 73 percent (1,590) were female. No Black females were employed in the district.

*Of the 2,174 full-time employees, there were 200 minority employees representing a little over 9 percent of the workforce. Hispanics represented the highest number of employees at 178. Other minority employees included 4 Blacks, 9 Asians, and 9 American Indians.

*In the area of Guidance Counseling, there were only 4 minorities (Hispanic) out of a total of 39.

*Skilled Crafts accounted for 41 persons, all male, and 6 were minorities (Hispanic).

*Out of 36 Principals, 11 were white females, and 1 was a minority (Hispanic female).

*At the Secondary Classroom level, there were 581 teachers. Six percent were minorities for a total of 35. Hispanic secondary teachers totaled 27, Black 3, Asian 1, and American Indian 4.

TABLE 3.2

Mesa County Valley School District 51

Part-Time Staff (Does Not Include Temporary or Substitute Employees), School Year 2000*

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Professionals/Instructors	114	10	104	10	102		1		1				
All Others	312	10	302	7	282		1	3	18		1		
Total	426	20	406	17	384		2	3	19		1		

SOURCE: Information supplied by Bob Moore, superintendent of schools, Mesa County Valley School District 51, Apr. 26, 2001. 2000 Elementary-Secondary Staff Information (EEO-5) report, prepared by Mark A. Zipse, executive director of human resources, Mesa County Valley School District 51, Nov. 29, 2000.

NOTE: Job categories Paraprofessionals and Other Classroom had no employees.

*2000 school year refers to employees on the payroll between July 1, 1999, and Oct. 1, 2000 (staff statistics as of Oct. 18, 2000).

Table Comments

*Females dominated the part-time workforce (426), accounting for over 90 percent of those employed. A small number (22) of minority females contributed to the 406 women employed.

*Of the 10 males employed, 3 were minority (Hispanic). No Black, Asian, or American Indian males were employed.

TABLE 3.3

Mesa County Valley School District 51

New Hires—Full Time Only, School Year 2000*

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Off/Adm/Mgr	1	1		1									
Principals/Asst Principals	7	2	5	2	4				1				
Classroom Teachers	81	30	51	28	50			2	1				
Other Professional Staff	15	2	13	2	13								
Non-Professional Staff	55	9	46	8	36			1	10				
Total	159	44	115	41	103			3	12				

SOURCE: Information supplied by Bob Moore, superintendent of schools, Mesa County Valley School District 51, Apr. 26, 2001. 2000 Elementary-Secondary Staff Information (EEO-5) report, prepared by Mark A. Zipse, executive director of human resources, Mesa County Valley School District 51, Nov. 29, 2000.

NOTE: Job categories Paraprofessionals and Other Classroom had no employees.

*2000 school year refers to employees on the payroll between July 1, 1999, and Oct. 1, 2000 (staff statistics as of Oct. 18, 2000).

Table Comments

*Out of a total of 159 persons, no Blacks, Asians, or American Indians were hired.

*Total minority employment accounted for 15 persons, or 10 percent.

*Out of a total of 7 persons hired as Principals/Assistant Principals, there was 1 Hispanic female.

*Out of 81 classroom teachers, 3 were minorities (Hispanic).

*No minorities were hired of the 15 Other Professional staff selected.

TABLE 4.1

Mesa State College

Part B—Full-Time Staff, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Exec/Admin/Mgr	3	3		3									
Other Admin	31	14	17	10	16	1	1	2				1	
Other Professionals	28	17	11	15	10						1		
Technical/Paraprofessional	50	19	31	15	26			2	2	1	2		1
Clerical and Secretarial	41	1	40	1	38						1		1
Skilled Crafts	12	12		12									
Service/Maintenance	37	23	14	19	12			2					
Total	202	89	113	75	102	1	1	6	2	1	4	1	2

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 6 persons) and Non-Resident Alien (1 person).

Table Comments

*Of 202 staff, 9 percent (18) were minorities (2 Black, 8 Hispanic, 5 Asian, and 3 American Indian).

*39 out of 41 clerical and secretarial positions were held by whites, and only one male was employed in this category.

*All positions in the Skilled Crafts job category were held by white males.

TABLE 4.2													
Mesa State College													
Part D—Part-Time Employees, July 1, 2001–October 30, 2001													
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	Total ALL	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Faculty (Instruction, Research, Public Service)	9	8	1	7	1			1					
Graduate Assistants													
Executive/Administrative/Managerial													
Other Administrative													
Other Professionals	2	2		1									
Technical/Paraprofessional	16	8	8	6	5								
Clerical and Secretarial	8		8		7				1				
Skilled Crafts													
Service/Maintenance	1		1										
Total	36	18	18	14	13			1	1				

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 7 persons) and Non-Resident Alien (0 persons).

Table Comments

*Out of 36 part-time employees, 2 were minorities.

*No Blacks, Asians, or American Indians were employed.

*No minority females were employed.

TABLE 4.3

Mesa State College

Part G—Fall Staff—New Hires, Full-Time Faculty, by Tenure Status, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Tenured/On Tenure Track	8	5	3	3	3	1		1					
Not on Tenure Track/No Tenure System	8	4	4	4	4								
Total	16	9	7	7	7	1		1					

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 0 persons) and Non-Resident Alien (0 persons).

Table Comments

*Out of the 16 new hires, 2 were minorities.

*No Asians or American Indians were hired.

*No minority females were hired.

TABLE 4.4

Mesa State College

Part A—Faculty, Fall Staff—9/10 Month Contracts and 11/12 Month Contracts—Full Time, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Faculty 9/10 Month Contracts	206	127	79	111	75	1		4	1	7	1	2	1
Faculty 11/12 Month Contracts	1		1		1								
Total	207	127	80	111	76	1		4	1	7	1	2	1

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 3 persons) and Non-Resident Alien (0 persons).

Table Comments

*Of the 9/10 month contract employees, 17 were minorities out of a total of 206. Those 17 minority employees accounted for approximately 8 percent of those employees with contracts.

TABLE 4.5

Mesa State College

Part F—Fall Staff—Faculty with Tenure, Full Time, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Professors	53	38	15	33	15					3		1	
Associate Professors	39	20	19	20	18								1
Assistant Professors	2		2		2								
Instructors	2	2		2									
Lecturers													
Other Faculty													
Total	96	60	36	55	35					3		1	1

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 1 person) and Non-Resident Alien (0 persons).

Table Comments

*Of 96 tenured faculty, 5 were minorities, accounting for 5 percent of the tenured workforce.

*There were no Black or Hispanic faculty with tenure.

*Out of the 53 Professors, 4 were minorities.

*Out of the 39 Associate Professors, 1 was minority.

TABLE 4.6

Mesa State College

Part F—Fall Staff—Non-Tenured Faculty on Tenure Track, Full Time, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Professors													
Associate Professors	18	13	5	11	5	1				1			
Assistant Professors	36	23	13	18	12			2		2	1		
Instructors													
Lecturers													
Other Faculty													
Total	54	36	18	29	17	1		2		3	1		

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 1 person) and Non-Resident Alien (0 persons).

Table Comments

*Out of 54 faculty, 7 were minorities. American Indians were not represented.

*Out of 18 Associate Professors, 2 were minorities.

*Out of 36 Assistant Professors, 5 were minorities.

*33 percent of the 54 faculty were female.

TABLE 4.7

Mesa State College

Part F—Fall Staff—Non-Tenured Faculty Not on Tenure Track/No Tenure System, Full Time, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Professors													
Associate Professors													
Assistant Professors													
Instructors													
Lecturers	57	31	26	27	24			2	1	1		1	
Other Faculty													
Total	57	31	26	27	24			2	1	1		1	

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 1 person) and Non-Resident Alien (0 persons).

Table Comments

*Out of 57 faculty, 5 were minorities. No Blacks were employed.

TABLE 4.8

Mesa State College

Part G—Fall Staff, New Hires, Full Time, July 1, 2001–October 30, 2001

		TOTAL		WHITE		BLACK		HISPANIC		ASIAN		AMER IND	
JOB CATEGORY	**Total ALL**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Executive/Admin/Managerial													
Other Administrative													
Other Professionals	1		1		1								
Technical/Paraprofessional	4	3	1	2				1			1		
Clerical and Secretarial	4		4		4								
Skilled Crafts	2	1	1	1	1								
Service/Maintenance	1		1		1								
Total	12	4	8	3	7			1			1		

SOURCE: Information supplied by Michael C. Gallagher, Ph.D., president, Mesa State College, Oct. 7, 2002. Integrated Postsecondary Education Data System (IPEDS)—Fall Staff Report—Oct. 30, 2001.

NOTE: Two other categories had little or no numbers and were not included in this table, Race/Ethnicity Unknown (total of 0 persons) and Non-Resident Alien (0 persons).

Table Comments

*Out of a total of 12 new hires, two were minorities (Hispanic, Asian). The minorities hired accounted for 17 percent of the new-hire workforce.

*No Blacks or American Indians were hired.

*There were no minority employees in the job categories of Clerical and Secretarial, Skilled Crafts, or Service/Maintenance.