



Why We Need Affirmative Action in Colorado

Affirmative action in Colorado is modest mentoring, outreach and training programs to level the playing field for women and minorities.

Hard statistics say we need affirmative action—discrimination is a reality.

- 3 bucks says we still need Affirmative Action – 3 bucks is the average difference between what a woman makes an hour compared to a man makes an hourⁱ
- 50 percent says we still need Affirmative Action. Only 50 percent of Hispanic third-graders are reading at grade level according to the CSAP, while 81 percent of white third-graders are reading at grade level.ⁱⁱ
- 45 points says we still need Affirmative Action. Forty-five points is Colorado’s “achievement gap” between what white 10th graders are scoring in the math CSAP and what African-American 10th graders are scoring in the math CSAP.ⁱⁱⁱ
- 9.2 percent says we still need Affirmative Action. In Colorado, Blacks, Latinos and Native Americans comprised 21.9 percent of high school graduates in 2004, but those three groups comprised only 9.2% of freshman at CU-Boulder.^{iv}
- 25.4 percent says we still need Affirmative Action. The average annual wages for African-Americans (both sexes) in Denver in 2000 were 25.4 percent lower than for white males who were otherwise similar in terms of geographic location, industry, age, and education.^v
- 77 cents says we still need Affirmative Action. Women make 77 cents for every dollar men do...^{vi}
- 2 times says we still need Affirmative Action. In Colorado, white students are two times as likely to graduate from high school as are American Indian Students.^{vii}
- 35 points says we still need Affirmative Action. Women score an average of 35 points lower than men on the SAT, even though women go on to make better grades in college than men.^{viii}
- 57 percent says we still need Affirmative Action. Women and minorities make up 57% of Fortune 2000 workforce, but hold 5% of the senior management jobs.^{ix}

- 80 percent says we still need Affirmative Action. 80 percent of all jobs are filled by word of mouth – not job postings, internet ads or classifieds.^x

ⁱ Women's wages in Colorado in 2005 were less than men's at every level of earning, and the wage gap increased the higher the earnings. At the bottom 10 percent of the wage distribution, women's average hourly wages were 57 cents less than the average hourly wage for males. At the median point in the hourly wage distribution, men earned an average of \$3.00 more per hour than women, and at the 90th percentile, women earned on the average \$8.71 less an hour than did males. – From the Colorado Center on Law and Policy report: State of Working Colorado 2007.

ⁱⁱ Rocky Mountain News August 2, 2007, Tina Griego Column

ⁱⁱⁱ The Achievement Gap, White paper by Donnell-Kay, Children's Campaign, CEPA and Piton Foundation, page 4.

^{iv} Education Trust study cited in the Denver Post on November 22, 2006

^v Denver Disparity Study page 88

^{vi} National stat

^{vii} Understanding Colorado's Achievement Gap, The Bell Policy Institute, page 4.

^{viii} <http://www.fairtest.org/facts/GMAT%20Fact.html>

^{ix} Americans for a Fair Chance, Affirmative Action in Employment and Contracting fact sheet. Leadership Conference on Civil Rights.

^x Randall Hansen, "Quintessential Careers", Associate Professor of Marketing, Stetson University. Hansen says: "Only 15% to 20% of all job openings are every publicly advertised in any medium..." the rest are word of mouth. See also: Erin Burt, "Ten Job Hunting Myths", Kiplinger.com, <http://www.kiplinger.com/columns/starting/archive/2005/st0407.htm>

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