



A resolution supporting the CROWN Act

Committee: Social and Economic Issues

Resolution: SEJ-20-04

1. **Whereas** despite great strides made by citizens, legislators, and courts to reverse and
2. resolve the long-lasting damaging effects of racism, hair remains a source of racial
3. discrimination with serious economic and health consequences, especially for Black
4. individuals.
5. **Whereas** This sort of discrimination is encouraged by purportedly “race neutral”
6. grooming and dress code policies in the workplace that enforce a Eurocentric image of
7. professional hair. Enforcing an image of professionalism that was created with European
8. features as the norm disparately affects individuals who do not naturally fall into that
9. norm.
10. **Whereas** Black women, adhering to such grooming policies, must often employ harmful
11. styling practices like time consuming heat straightening, or chemical permanent relaxers,
12. both of which can lead to hair damage and hair loss. Thus, braids, locks, and twists,
13. Also known as “protective hairstyles,” are necessary for healthy Black hair maintenance.
14. **Whereas** while anti-discrimination laws presently protect the choice to wear an afro,
15. afros are not the only natural presentation of Black hair. The CROWN Act will ensure
16. protection against
17. discrimination based on hairstyles by extending statutory protection to hair texture and
18. Protective styles in the Fair Employment and Housing Act (FEHA).
19. **Whereas** Adding hair texture and protective hairstyles as a protected class will prohibit
20. an employer from withholding or terminating employment or promotion based on
21. discrimination against the protected employee or applicant’s hairstyle.
22. **Whereas** according to the Dove CROWN Research Study Black Women are (1) made to
23. be more aware of corporate grooming policies than white women, (2) hair is judged
24. differently on Black Women, (3) workplace bias against hairstyles impact Black Womens

25. ability to celebrate their natural beauty and (4) black womens hair is 3.5 time more likely

26. to be perceived as unprofessional . [1]

27. **Now, therefore, be in resolved** that NOBEL Women will continue to advocate for the

28. CROWN Act on the state and federal level and support protections for Natural Hair.

1. https://static1.squarespace.com/static/5edc69fd622c36173f56651f/t/5edea2fe5ddef345e087361/1591650865168/Dove_research_brochure2020_FINAL3.pdf

**Introduced by The Honorable Karen Camper
Tennessee General Assembly**