

BLACK HAIR BIG LAW



Analysis from the Black Hair Legal Professionals Survey

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This research was conducted for the Black Hair Big Law Symposium

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The Black Hair Big Law Symposium
"Is natural black hair compatible with working in big law?"

Thursday October 27, 2022
Sponsored by the Black Law Students Association
George Mason University, Antonin Scalia Law School
3301 Fairfax Dr, Arlington, Virginia 22201
11:00 AM - 1:00 PM
Lunch and learn with food served from 12:00
<http://blackhairbiglaw.com>

Live in person and streaming on Zoom.
Free entry, registration for the live and Zoom events is required



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Intro

To get a deeper understanding of the experiences of legal professionals for the [Big Law Black Hair Symposium](#), I created a survey. Though the initial thought-process was rather informal, the lack of data on the same subject matter made me more focused on making this a critical survey until the point where another academic, with loads of university funding, can research this in a more substantive way.

I created a survey on SurveyMonkey and distributed the link to the survey in many ways: On LinkedIn, through the [NOVABAA](#) listserv, through Instagram, through [Perfectly Paralegal](#), through word of mouth, and from individuals kindly offering to help-out by forwarding the link to their friends, colleagues and contacts. I'd like to thank everyone who helped get this out there.

I opened the survey on September 10, 2022, and closed it on October 9, 2022. The survey was open to men and women, of all races with a focus on black attorneys' groups and black student groups. The survey was open to attorneys, law students, law professors, law deans, law faculty, law clerks, solicitors, barristers, paralegals, paralegal students, individuals on Training Contracts and Pupillages, CILEX / Chartered legal professionals and retired attorneys. American and British lawyers, law students and paralegals were targeted.

In the end, we had 205 responses. SurveyMonkey did the initial number crunching. The in-depth data analysis was completed by Kingsley Ukwuoma, and incorporated into this report. Mr. Ukwuoma, a biostatistician expert in systematic review and meta-analysis. Mr. Ukwuoma holds a MSc Econometrics and Quantitative Economics from the University of Lagos.

The free version of SurveyMonkey, which I used, isn't ideal for many purposes. However, its ease of use, distribution, data extraction and the fact that it was free to use initially, made it the tool of choice here.

The things that the free version doesn't have which would have yielded better results:

- More than 10 questions per survey
- SPSS extraction
- The ability to brand the survey with our own imagery



- The ability to and add pictures. A few people commented that there should have been a picture available for them to see when deciding their hair type.
- It also lacks the ability to collect more than 100 responses. This however meant that I was forced to upgrade only after we had a significant response. Had I realized that I would have had to upgrade to the professional version from the start, I certainly would have asked more questions.

Questions I would have added if I had more than 101 questions available:

- What's your gender?
- How do you self-identify yourself by race?
- How often do you switch up hair styles?
- Are you happy with how your hair looks?
- Have you ever commented negatively on a colleague's hair?
- How long were you at your job before you changed your hairstyle?
- How racially diverse is your office?
- Do you work from home?
- How did you wear your hair during the pandemic?
- Do celebrities influence your hairstyle
- When was the last time you went to a salon to get your hair done?
- Has the C.R.O.W.N. act passed in your city / state? If so how has it affected you?
- How long after you started your job did you change hairstyles?

The ten questions I asked on the survey:

1. How would you classify your natural hair?
2. What is your occupation?
3. How much money do you spend per month on your hair?
4. How do you wear your hair to work?
5. How did you wear your hair when you interviewed for your job?
6. Have you ever changed your hair to feel more professional at work?
7. Has a colleague or client ever remarked negatively about your hair?
8. How big is the firm you work for?
9. At work, who do you feel judges your hair most harshly?



10. Is there anything else you'd like to tell us? Can you tell us about how your hair impacts your work life?

This research itself is adequate for the purposes of our symposium and to get an initial look into the sentiment and experiences of black legal professionals. For professional and PhD-level research a number of adjustments and verifications would need to be made; including a significant increase into the response pool.

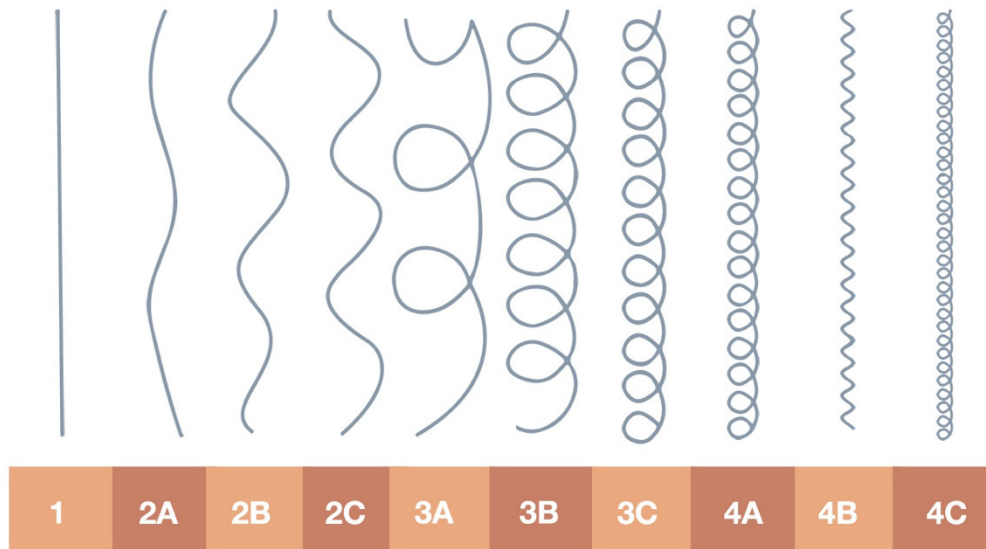
For anyone reading this who is using the research for anything other than the Black Hair Big Law symposium, please exercise caution. Though I am proud of the research I've done here, the sample size isn't big enough and many of the questions aren't particular enough, to make big sweeping generalizations about black people, black lawyers or society in general. From my point of view the sample size is just big enough to get a glimpse into the ongoing racial and diversity difficulties to which this industry, steeped in tradition, is slow to adapt.



What do the numbers tell us?

Hair Type

How would you classify your natural hair?



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A basic overview of the survey tells us that more than half the people who answered the survey had type 4 hair on the [Andrew Walker Hair Typing System](#). Type 4 is kinky, coily hair that many black people have. So whilst my survey doesn't ask for racial classifications, this can be broadly assumed by the type of hair selected. Black people can certainly also have in categories other than type 4. Black and mixed-race people are heavily represented in hair types 3B and 3C. The closer the hair type is to Type 1, the less likely the individual is to be black; though I have not discounted that outright.

Occupation & Firm Size

What is your occupation?

43.90% percent of individuals that answered are lawyers in some capacity: attorneys, government lawyers, prosecutors, retired attorneys etc.¹

Law Students:

¹ This percentage was recached when factoring in the "other" write in answers.



- 22.93% were law students.²
- 8.51% of law students were also paralegals³
- 1.46% were students that did not identify as law students.

Paralegals:

- 15.61% were paralegals only
- 17.56% of paralegals were also law students⁴

How big is the firm you work for?

- 14.15% worked at law firms with more that 500 Associates
- 20.00% were students not working at a firm
- 11.22% were solo practitioners
- 12.20% worked at firms with 10 partners or less

Money

How much money do you spend per month on your hair?

According to the survey the majority people spent \$50 or less per month on their hair. 25.8% of those responded spend more than \$100 per month on their hair.

Work hair

Has a colleague or client ever remarked negatively about your hair?

26.47% wear a wash n' go to work. The next popular answer was 'other' with the other section, ponytails, buns and blowouts showed up frequently.

Interview hair

How did you wear your hair when you interviewed for your job?

This was the sort of question where "other" told us more information than the numbers themselves. 29.06% responded "other" to the question, "How did you wear your hair when you interviewed for

² Ibid

³ Ibid

⁴ Ibid



the job. Within “other,” the write-in answers that showed up repeatedly were: Buns, silk presses, blowouts, and ponytails. These are all usually very straight, very polished styles. This question along with the previous question indicates a propensity for legal professionals to style their hair in one particular straight style for the initial job interview, then when employed, switching to some other style.

One must question, why are these individuals interviewing with a straight style rather than a natural, curly or protective style? Is it truly a personal choice? Or is this indicative of the pressure individuals feel to conform to a white European standard?

In 2018, [Legal Cheek](#) ran an article titled, “*It’s virtually impossible to reach the top of City Firms without straight hair.*” Did this article make a sad and racist indictment about employment prospects at the top firms? Or was it further perpetuating the idea that straight hair is not only *de rigueur*, but completely obligatory if one hopes to gain employment at a law firm?

Is wearing straight hair to an interview simply a means to a well-paid job? Without judgement, I remain curious why more of the write-in answers, weren’t “Bantu knots, braids, locs, twists, Afros, etc.” Why weren’t the majority individuals in the survey wearing Banto knots, braids, locs, twists and Afros to their job interviews? This survey did not go in-depth enough to produce an answer to that. Empirical evidence provides some insight that in an industry that is overwhelming white (79.8, according to [Zippia](#)), there’s a financial incentive to shun Afrocentric hairstyles when interviewing for jobs.

Professionalism, work and hair

Have you ever changed your hair to feel more professional at work?

60.98% responded that they have changed their hair to feel more professional at work.

Has a colleague or client ever remarked negatively about your hair?

18.63% responded that a colleague or client has remarked negatively about their hair.

At work, who do you feel judges your hair most harshly?

When asked who judges their hair the most harshly, “No one” was the leading answer with 29.6% or responses. The second largest response was, “Myself” at 22.93%. Of the named racial classifications selected, White women were gauged as being the harshest judges of hair at work



15.61%, followed Black women at 12.20% then followed by White men at 11.71%. Curiously, Hispanic men and women, Asian men and women and Black men were found to be the least judgmental in this regard.

What they told us

Is there anything else you'd like to tell us? Can you tell us about how your hair impacts your work life?

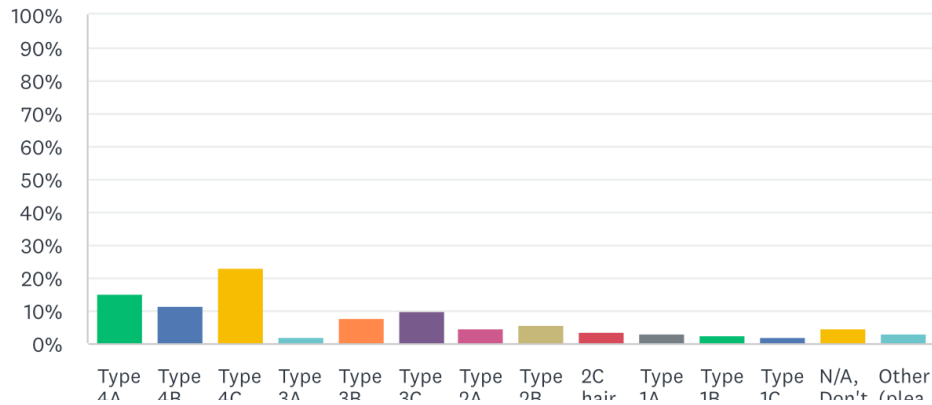
44.39% left comments when asked, "Is there anything else you'd like to tell us? Can you tell us about how your hair impacts your work life?" These comments are reported in full at the end of the survey results.



Question 1 How would you classify your natural hair?

How would you classify your natural hair?

Answered: 205 Skipped: 0



ANSWER CHOICES	RESPONSES
Type 4A hair is full of tight coils. It has an "S" pattern when stretched	15.12% 31
Type 4B hair has a less defined pattern of curls and looks more like a "Z" as the hair bends with very sharp angles.	11.71% 24
Type 4C hair, the most coily and dense of all	23.41% 48
Type 3A hair is very shiny and loose	1.95% 4
Type 3B hair has a medium amount of curls, ranging from bouncy ringlets (spiral-like loose curls of hair) to tight corkscrews (spiral-shaped corkscrew curls).	7.80% 16
Type 3C hair has a defined curl that holds a tight, S-shaped pattern. "3C hair is dense, and most people who have this hair type have curly and coiled strands blended into their hair pattern,"	10.24% 21
Type 2A hair is fine and thin. It is relatively easy to handle from a styling perspective because it can easily be straightened or curled.	4.88% 10
Type 2B hair characteristically has natural waves that tend to adhere to the shape of your head.	5.85% 12
2C hair type is the waviest hair type before you get into fully curly territory. It's characterized by medium to coarse hair strands with a prominent wavy texture that closely resembles curls.	3.90% 8
Type 1A hair is described as fine, very thin, and soft with a noticeable shine.	2.93% 6
Type 1B hair is medium-textured and has more body than Type 1A hair.	2.44% 5
Type 1C hair is the most resistant to curly styling and relatively coarse compared to other Type 1 hair types.	1.95% 4
N/A, Don't know	4.88% 10
Other (please specify) Responses	2.93% 6
TOTAL	205

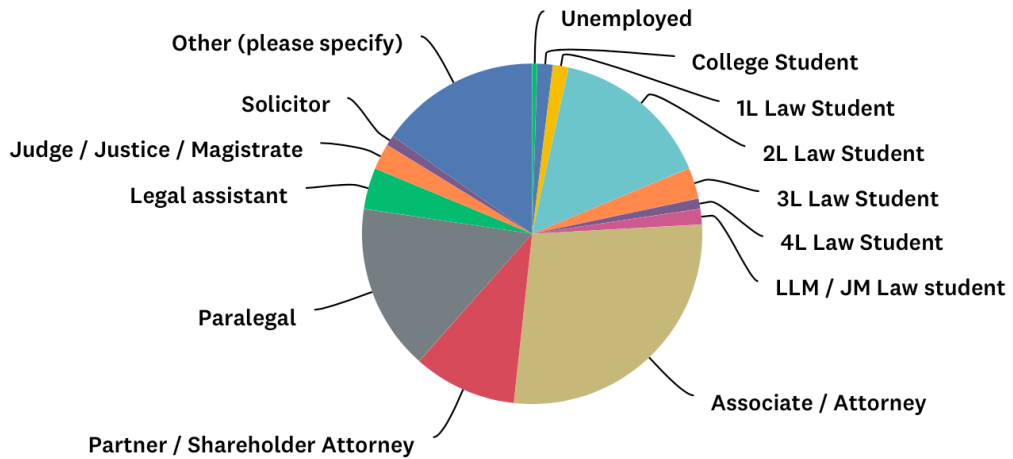
Other responses

- Hair is fine and thick. Relatively straight and easy to manipulated
- Mix of 4C and 4B
- Between 1A & 2A
- Male Caucasian Blond hair (fine?)
- Shaved close to scalp
- My hair is dreadlocks – so unsure how to categorise



Question 2 What is your occupation? What is your occupation?

Answered: 203 Skipped: 2



ANSWER CHOICES	RESPONSES	
Unemployed	0.49%	1
College Student	1.48%	3
1L Law Student	1.48%	3
2L Law Student	15.27%	31
3L Law Student	2.96%	6
4L Law Student	0.99%	2
LLM / JM Law student	1.48%	3
Associate / Attorney	27.59%	56
Partner / Shareholder Attorney	9.85%	20
Paralegal	15.76%	32
Legal assistant	3.94%	8
Law Intern	0.00%	0
Summer Associate	0.00%	0
Honors Associate	0.00%	0
Judge / Justice / Magistrate	2.46%	5
Solicitor	0.99%	2
Solicitor Advocate	0.00%	0
Barrister	0.00%	0
CILEX Chartered Legal Professional	0.00%	0
On a Training Contract	0.00%	0
On a Pupilage	0.00%	0
Other (please specify)	Responses 15.27%	31
TOTAL		203



Table 4.1c below shows that Associate/Attorney made up the highest percentage (27.3%) of occupation of the participants, while Unemployed made up the lowest (0.5%).

Other responses:

- Judicial Assistant
- Law Internship Coordinator
- Government attorney
- Association Dean and Association Professor
- Law Professor
- Solo Attorney
- 2L law Student / Administrative Support Colleague at Bloomingdales
- Paralegal and Law Student
- Law Professor
- 2L Law Student an paralegal
- Law Professor
- In House attorney
- Senior Prosecutor
- Courtroom Clerk
- Retired attorney
- Solo practitioner
- Compliance officer
- Vice-President of Litigation In-House
- Assist Attorney General
- Prosecutor
- Contract Manager
- Paralegal & Bookkeeper
- Government Staffer
- I'm both a paralegal and a 1L
- D&I Professional
- I am a court advocate and legal consultant

Table 4.1c.

What is your occupation?

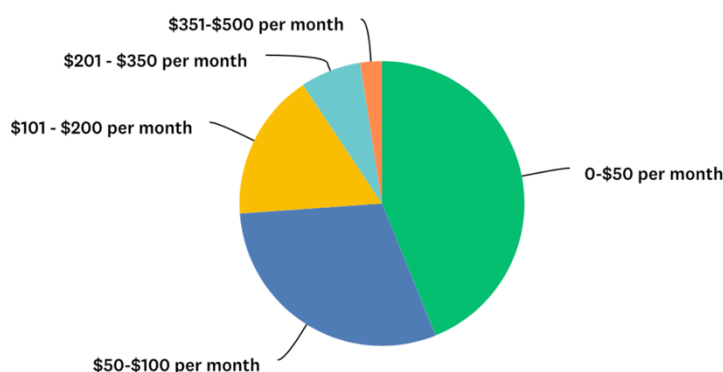
	Frequency	Percent
1L Law Student	3	1.5
2L Law Student	31	15.1
3L Law Student	6	2.9
4L Law Student	2	1
Associate / Attorney	56	27.3
College Student	3	1.5
Judge / Justice / Magistrate	5	2.4
Legal assistant	8	3.9
LLM / JM Law student	3	1.5
Other (please specify)	33	16.1
Paralegal	32	15.6
Partner / Shareholder Attorney	20	9.8
Solicitor	2	1
Unemployed	1	0.5
Total	205	100

Question 3: How much money doe you spend per month on your hair?



How much money do you spend per month on your hair?

Answered: 203 Skipped: 2



ANSWER CHOICES	RESPONSES
0-\$50 per month	43.84% 89
\$50-\$100 per month	30.05% 61
\$101-\$200 per month	16.75% 34
\$201-\$350 per month	6.90% 14
\$351-\$500 per month	2.46% 5
\$501+ per month	0.00% 0
TOTAL	203

On the basis of how much money spent per month on hair, \$0 - \$50 was spent per month by 43.4% of the participants, which makes up almost half of the total. About 29.8% spent \$50-\$100 per month and on the upscale, about 2.4% of the participants spent \$351-\$500 per month

Table 4.1d.

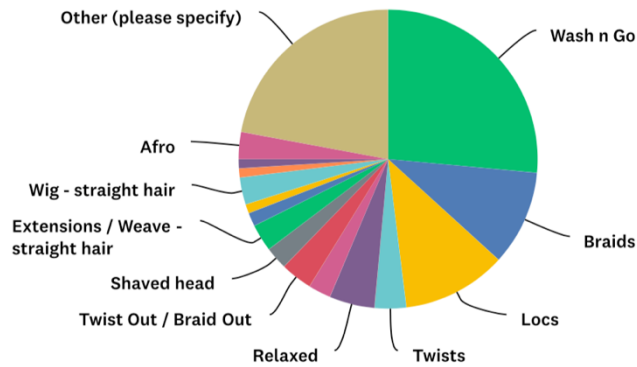
How much money do you spend per month on your hair?

	Frequency	Percent
0-\$50 per month	89	43.4
\$50-\$100 per month	61	29.8
\$101-\$200 per month	34	16.6
\$201-\$350 per month	14	6.8
\$351-\$500 per month	5	2.4



Question 4: How do you wear your hair to work? How do you wear your hair to work?

Answered: 204 Skipped: 1



ANSWER CHOICES	RESPONSES
Wash n Go	26.47% 54
Braids	10.29% 21
Locs	11.27% 23
Twists	3.43% 7
Bantu knots	0.00% 0
Relaxed	4.90% 10
Deva Curl	2.45% 5
Gina Curl	0.00% 0
Twist Out / Braid Out	3.43% 7
Shaved head	2.45% 5
Extensions / Weave - straight hair	2.94% 6
Extensions / Weave - wavy hair	1.47% 3
Extensions / Weave - kinky / coily	0.98% 2
Wig - straight hair	2.94% 6
Wig - wavy hair	0.98% 2
Wig - kinky / coily	0.98% 2
Afro	2.94% 6
Other (please specify)	Responses 22.06% 45
TOTAL	204

Other responses:

- Curls with straightener
- Ponytail or down
- Loose curls from hot rollers
- Silk press
- Dry wax
- Natural hair blowout/straight
- The style switches every one to two months from Bantu knots, braids, crochet, pressed



- A mix of both protective and natural stylings but most often some sort of protective style
- Ponytail
- Brush and wax
- Natural twist or blow out
- Different ways
- Bun, French braid, ponytail down and styled
- Natural flat iron
- Passion twist braids for locks (protective styles)
- Comb over fade / tape up
- All

4.1. Descriptive Statistics

Each distribution of participants' responses, noting the number of observations or frequencies (denoted as N) and the associated percentages (%).

As represented in Table 4.1a below, from the question "How did you wear your hair when you interviewed for your job?" about 4.9% (N = 10), wore their hair as *Extensions/Weave - straight hair* to job interview while 9.3% (N = 19) and 2.4% (N = 5) wore their hair as *Relaxed* and *Wig - straight hair* respectively. The three hair types are jointly grouped as "European hairstyles", which makes up a total of 16.6% (N = 34) proportion to the total of 205 responses. The tabular representation also shows the frequencies and percentages for other hair styles worn when interviewed for a job.

Table 4.1a.

How did you wear your hair when you interviewed for your job?

	Frequency	Percent
Afro	6	2.9
Bantu knots	1	0.5
Braids	20	9.8
Cut short, men's style - #1 or #2 razor	7	3.4
Deva Curl	3	1.5
Extensions / Weave - kinky / coily	2	1
Extensions / Weave - wavy hair	5	2.4
*Extensions / Weave - straight hair	10	4.9
Locs	11	5.4
Other (please specify)	59	28.8



*Relaxed	19	9.3
Shaved head	7	3.4
Twist Out / Braid Out	3	1.5
Twists	8	3.9
Wash n Go	34	16.6
Wig - kinky / coily	1	0.5
*Wig - straight hair	5	2.4
Wig - wavy hair	2	1
Others	2	1
Total	205	100

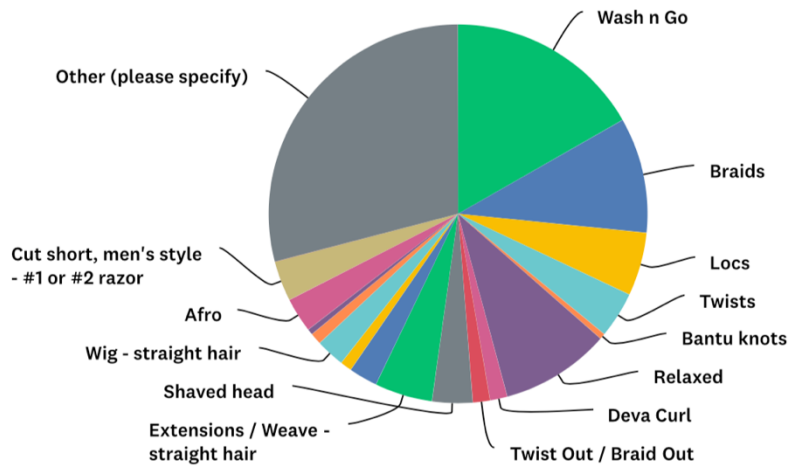
*European hairstyles which includes Extensions / Weave - straight hair, Relaxed and Wig - straight hair.

As represented in Table 4.1b below, from the question "How do you wear your hair to work?" about 2.9% (N = 6), wore their hair as *Extensions/Weave - straight hair to work* while 4.9% (N = 10) and 2.9% (N = 6) wore their hair as *Relaxed* and *Wig - straight hair* respectively. The three hair are jointly grouped as "European hairstyles", which makes up a total of 10.7% (N = 22) proportion to the total of 205 responses. The tabular representation also shows the frequencies and percentages for other hair styles worn to work



Question 5: How did you wear your hair when you interviewed for your job? How did you wear your hair when you interviewed for your job?

Answered: 203 Skipped: 2



ANSWER CHOICES	RESPONSES
▼ Wash n Go	16.75% 34
▼ Braids	9.85% 20
▼ Locs	5.42% 11
▼ Twists	3.94% 8
▼ Bantu knots	0.49% 1
▼ Relaxed	9.36% 19
▼ Deva Curl	1.48% 3
▼ Gina Curl	0.00% 0
▼ Twist Out / Braid Out	1.48% 3
▼ Shaved head	3.45% 7
▼ Extensions / Weave - straight hair	4.93% 10
▼ Extensions / Weave - wavy hair	2.46% 5
▼ Extensions / Weave - kinky / coily	0.99% 2
▼ Wig - straight hair	2.46% 5
▼ Wig - wavy hair	0.99% 2
▼ Wig - kinky / coily	0.49% 1
▼ Afro	2.96% 6
▼ Cut short, men's style - #1 or #2 razor	3.45% 7
▼ Other	0.00% 0
▼ Other (please specify) Responses	29.06% 59
TOTAL	203



Other responses

- Blow dried, smoothed then curled
- Light curls from hot rollers
- Silk press
- Wax dry wax
- Natural blow out/straight
- Press and curled
- Ponytail
- Down and brushed
- Straight
- Blown out
- Either flat iron straight or curl
- NA
- Slick back low bun
- Straight
- Ponytail
- Back ponytail
- Comb over feed/tape up
- Blow dry
- Bun
- Ponytail with a bun
- Same
- Puff (Natural hair pulled back into a puff)
- Hair in a bun
- Bun
- Blowout/straightened natural hair
- Buns
- Twist updo
- Blowout/flat iron
- I'm solo so it doesn't matter. But I did have natural hair and bleached it blonde. I interviewed for a judicial opening. Sure they had issues with that.
- Pressed
- Bun
- Silk press
- Straightened
- Straight down
- Flat ironed
- Silk press
- Slicked back bun
- Blown out
- Wash, dry, style with product
- Straightened
- Blow dry straight
- Silk Press
- Style with heat tools
- Did SCO this past summer. Had braids in my head shot, went every day with wash and go.
- Blow dried
- Hair pulled back in a bun
- Low bun
- Twisted or braided up to
- Straight blown out and flat iron
- Silk press slick bun
- I wear my locks under a turban
- Bun
- Silk Press
- Roller set
- Braid
- Straight



Table 4.1a.

How did you wear your hair when you interviewed for your job?

	Frequency	Percent
Afro	6	2.9
Bantu knots	1	0.5
Braids	20	9.8
Cut short, men's style - #1 or #2 razor	7	3.4
Deva Curl	3	1.5
Extensions / Weave - kinky / coily	2	1
Extensions / Weave - wavy hair	5	2.4
*Extensions / Weave - straight hair	10	4.9
Locs	11	5.4
Other (please specify)	59	28.8
*Relaxed	19	9.3
Shaved head	7	3.4
Twist Out / Braid Out	3	1.5
Twists	8	3.9
Wash n Go	34	16.6
Wig - kinky / coily	1	0.5
*Wig - straight hair	5	2.4
Wig - wavy hair	2	1
Others	2	1
Total	205	100

*European hairstyles which includes Extensions / Weave - straight hair, Relaxed and Wig - straight hair.

As represented in Table 4.1b below, from the question "How do you wear your hair to work?" about 2.9% (N = 6), wore their hair as *Extensions/Weave - straight hair to work* while 4.9% (N = 10) and 2.9% (N = 6) wore their hair as *Relaxed* and *Wig - straight hair* respectively. The three hair are jointly grouped as "European hairstyles", which makes up a total of 10.7% (N = 22) proportion to the total of 205 responses. The tabular representation also shows the frequencies and percentages for other hair styles worn to work.

Table 4.1b.

How do you wear your hair to work?

	Frequency	Percent
Afro	6	2.9
Braids	21	10.2
Deva Curl	5	2.4
Extensions / Weave - kinky / coily	2	1
Extensions / Weave - wavy hair	3	1.5
Extensions / Weave - straight hair	6	2.9



Locs	23	11.2
Other (please specify)	46	22.5
Relaxed	10	4.9
Shaved head	5	2.4
Twist Out / Braid Out	7	3.4
Twists	7	3.4
Wash n Go	54	26.3
Wig - kinky / coily	2	1
Wig - straight hair	6	2.9
Wig - wavy hair	2	1
Total	205	100

Comparing how women wore their hair when interviewed for a job and how they wore it going to work. Table 4.1a and 4.1b mirrors the comparison at interview and work phase.

In the case of Extensions/Weave - straight hair, 4.9% (N = 10) and 2.9% (N = 6) to interview and to work, this indicates a drop in the number women who wore Extensions/Weave - straight hair by 2% (N = 4).

In the case of Relaxed, 9.3% (N = 19) and 4.9% (N = 10) to interview and to work, this indicates an increase in the number women who relaxed their hair by 4.4% (N = 9).

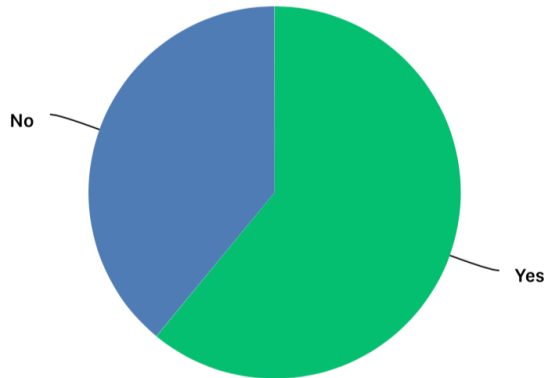
In the case of Wig - straight hair, 2.4% (N = 5) and 2.9% (N = 6) to interview and to work, this indicates a slight increase in the number women who wore wig - straight hair by 0.5% (N = 1).

It is concluded that women are wearing straight hair and relaxed hair more at work than at interview.



Question 6: Have you ever changed your hair to feel more professional at work?
 Have you ever changed your hair to feel more professional at work?

Answered: 205 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.98%	125
No	39.02%	80
TOTAL		205

As represented in Table 4.1e below, from the question “Have you ever changed your hair to feel more professional at work?” about 61% (N = 125) said that they have made changes to their hairstyle to feel more professional at work. However, 39% (N = 80) said they did not make any changes to their hair to feel more professional at work.

Table 4.1e.

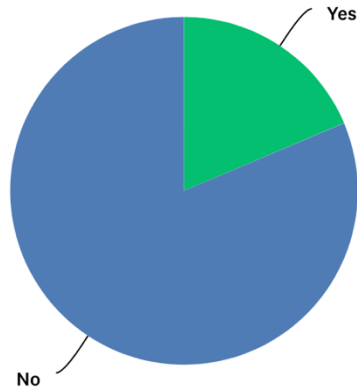
Have you ever changed your hair to feel more professional at work?

	Frequency	Percent
No	80	39
Yes	125	61



Question 7: Has a colleague or client ever remarked negatively about your hair?
 Has a colleague or client ever remarked negatively about your hair?

Answered: 204 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	18.63%	38
No	81.37%	166
TOTAL		204

As represented in Table 4.1f below, from the question “Has a colleague or client ever remarked negatively about your hair?" about 18.5% (N = 38) said that a colleague or client have made a negative remark about their hair while 81% (N = 166) said that *no* colleague or client have made negative remark on their hair.

Table 4.1f.

Has a colleague or client ever remarked negatively about your hair?

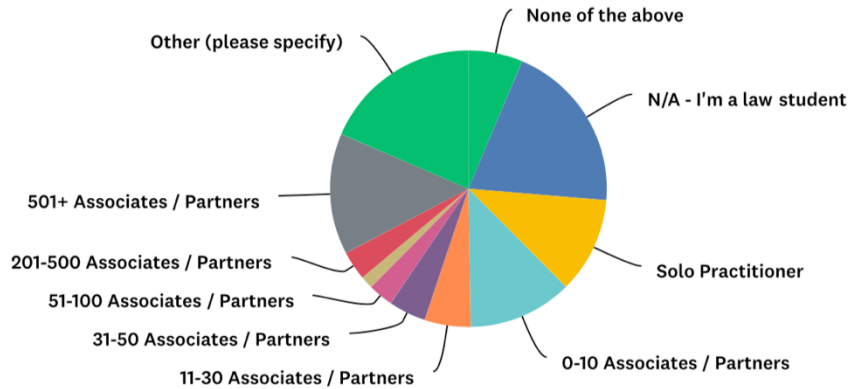
	Frequency	Percent
No	166	81
Yes	38	18.5



Question 8: How big is the firm you work for?

How big is the firm you work for?

Answered: 205 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	6.34%	13
N/A - I'm a law student	20.00%	41
Solo Practitioner	11.22%	23
0-10 Associates / Partners	12.20%	25
11-30 Associates / Partners	5.37%	11
31-50 Associates / Partners	4.39%	9
51-100 Associates / Partners	2.93%	6
101-200 Associates / Partners	1.46%	3
201-500 Associates / Partners	3.41%	7
501+ Associates / Partners	14.15%	29
Other (please specify)	Responses 18.54%	38
TOTAL		205

Other responses

- Federal government
- In-house
- Corporate legal department
- In house WFH
- In house counsel
- Law School
- Law School faculty
- I work in a corporate setting
- 44+ law faculty
- In house
- Court
- Big Bank
- Working outside of the legal field while in school
- Currently unemployed
- In house now
- I work for a management consulting firm, legal team has about 50 attorneys
- I work in circuit court
- Never work for a last firm
- N/A
- 200
- 7K employees
- In house at TV production company



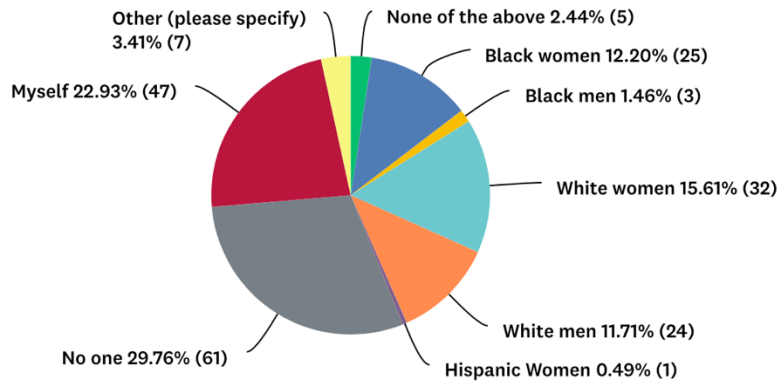
- When I worked at a firm we had over 600 attorneys
- Government
- 200 Assistant Attorneys General
- 30 people in Government office
- Government
- Currently Freelance
- Corporate Legal
- Government
- I do not work in a law firm

- I'm in house corporate
- Call center
- I work in a large organization with 501+ employees
- I don't work for a firm. I work for the government
- Government agency attorney
- Government
- Federal Public Defender



Question 9: At work, who judges your hair the most harshly? At work, who do you feel judges your hair most harshly?

Answered: 205 Skipped: 0



ANSWER CHOICES	RESPONSES
None of the above (1)	2.44% 5
Black women (2)	12.20% 25
Black men (3)	1.46% 3
White women (4)	15.61% 32
White men (5)	11.71% 24
Hispanic Women (6)	0.49% 1
Hispanic Men (7)	0.00% 0
Asian Women (8)	0.00% 0
Asian men (9)	0.00% 0
No one (10)	29.76% 61
Myself (11)	22.93% 47
Other (please specify) (12)	Responses 3.41% 7
TOTAL	205

Other responses

- White women and men
- I don't care what others think
- Not sure
- When worn natura, I don't feel judged but rather treated as a spectacle in the eyes of my non-black colleagues
- Because I wear a turban, I may get the odd comment from person who are Sikh or form the Asian community (UK)

As represented in Table 4.1g below, from the question "At work, who do you feel judges your hair most harshly?" about 29.8% (N = 61) opined that *no one* has judged their hair harshly; which made



up the highest proportion to total. About 22.9% (N = 47) self-judged their hair harshly. Also, 15.6% and White Women (15.6%) and Black Women (12.2%) judges their hair harshly.

Table 4.1g.

At work, who do you feel judges your hair most harshly?

	Frequency	Percent
Black men	3	1.5
Black women	25	12.2
Hispanic Women	1	0.5
Myself	47	22.9
No one	61	29.8
None of the above	5	2.4
Other (please specify)	7	3.4
White men	24	11.7
White women	32	15.6



Question 10: Is there anything else you'd like to tell us? Can you tell us how your hair impacts your work life



How does your hair affect your work life?

How does your hair impact your work life?	Survey respondent ID
<i>"Thankfully, I haven't encountered too much negativity from others at work about my hair but it's a constant internal struggle where I feel the need to look "professional" to avoid getting negative feedback from colleagues. I had loose natural hair for more than a decade but decided to loc my hair 2 months ago, partly because I wanted to spend less time in the morning before work getting my hair done."</i>	Survey respondent ID 114129871622
<i>"I had a Caucasian judge comment that my hair was wild and eccentric when I had a wig on. I've had Caucasian women ask to touch my hair when I wore it natural."</i>	Survey respondent ID 114129662209
<i>"I feel that I keep my locs maintained, but natural things such as frizz and new growth make other Black people question me. I was asked how I'd wear it for my externship interview and I hadn't thought about it prior to that. I ended up just pulling it back into a low ponytail, but refused to get a retwist for an interview just because fellow Black students thought I should."</i> <i>"I work for a White female attorney who offered me above what I was initially planning to ask for and has given me two bonuses in less than two months. It's unfortunate that some care so much about appearance and less about work product. I hope that this changes and that we change the way we view each other. "</i>	Survey respondent, Dwan Samuel, Class of 2024 Mitchell Hamline School of Law
<i>"Yes it surprises people. I wrote an article about it on Above the Law."</i> https://abovethelaw.com/2021/08/are-dreadlocks-unprofessional/	Survey respondent, Joseline Jean-Louis Hardrick



<i>"I chose places to work where it seemed I would be accepted as myself, no matter how I wore my hair."</i>	Survey respondent ID 114127128666
<i>"It takes me so much time to get ready when my hair is out than when I have braids."</i>	Survey respondent ID 114126985905
<i>"I have been less inclined to wear my hear in its natural state or in twist/braid outs when appearing in court. I am more likely to wear it in a bun."</i>	Survey respondent ID 114126972109
<i>"As head of Diversity, equity, and inclusion for our 7k person firm, I make it a point to wear my hair natural. My philosophy is if I cannot feel comfortable being myself, then how can other employees from under-represented populations feel comfortable being themselves. True authenticity is not something we should be willing to compromise. I reference the Crown Act as an example and am willing to advocate for any employee who believes they are being treated differently because of their hairstyle."</i>	Survey respondent ID 114126866097
<i>"You should include pictures of the various hair types that you are describing to help the person answering the survey. That being said, I think this is great survey. Happy to help."</i>	Survey respondent ID 114126615970
<i>"I am practically retired. Hair has stopped being an issue. (Thank God)."</i>	Survey respondent ID 114126533777
<i>"It is probably a good idea to find a place of employment where how you wear your hair is not super important to your employer. I am a senior attorney and I do not believe that my hair really impacts my work life."</i>	Survey respondent ID 114126462767
<i>"I believe that it is a subconscious bias for most of the people I interact with for work, not overt racism - in my experience. Nevertheless, there is a very recognizable difference in interactions when my hair is straight vs. natural curls. I think because of colonial/mainstream beauty standards, which obviously is rooted in racial/ethnic differences."</i>	Survey respondent ID 114126373259
<i>My hair doesn't impact my work life</i>	Survey respondent ID 114126347296
<i>"I always interview for a job with a straight hair wig (I've been natural for over 20 years). After about 30 days I start wearing my hair in its natural state."</i>	Survey respondent ID 114125186532
<i>"I've never had an issue with my hair from male peers, judges, nor bosses."</i>	Survey respondent ID 114125072626
<i>"Never had an issue with my hair."</i>	Survey respondent ID 114125061915
<i>"It gets annoying when it's too long and I throw it up more often"</i>	Survey respondent ID 114124858049



<p><i>“I’m not necessarily impacted but I do know that when I change it up, I’ll have to deal with all of the comments about how it was done, how long did it take, is that your real hair, etc. Insert eyeroll.”</i></p>	<p>Survey respondent ID 114124586101</p>
<p><i>“I often find that I feel if I have meetings with clients or trials, I feel the need to wear my hair in a slicked back style or straighten it to avoid the feeling of judgment of my hair looking like I don’t do anything and am lazy rather than celebrating and letting my hair be as natural as possible.”</i></p>	<p>Survey respondent ID 114124584523</p>
<p><i>“Extensions or wigs for the interview and one month in. I need my work to outshine any negativity that may have about my hair.”</i></p>	<p>Survey respondent ID 114124570723</p>
<p><i>“My go to for an interview is always straightened/blown out and pulled back for a neat up do. I feel like I have to wait until I’m well-known for my knowledge and work ethic before it’s okay to let my curls pop in their natural glory. Otherwise, it feels like we’re judged by what’s on our head, rather than what’s in it.”</i></p>	<p>Survey respondent ID 114124556214</p>
<p><i>“It doesn’t.”</i></p>	<p>Survey respondent ID 114124491141</p>
<p><i>“Right now in the non-profit world, it’s better. When I worked for a law firm, I had to pretty much wear my hair relaxed as that was what was expected. Never again.”</i></p>	<p>Survey respondent ID 114124362459</p>
<p><i>“My hairstyle has no impact on my daily job.”</i></p>	<p>Survey respondent ID 114124331027</p>
<p><i>“I feel as though I need to wear my hair in a tight bun in order to make white people feel safe. Example: I grocery shop at Walmart and if I wear my curly hair out, I am followed around & treated like a thief even though I have been going to this particular store for years!! This is the same feeling at work- I am trusted less based on white folks inability to understand that my hair has nothing to do with my damn character! It's hard to accept that some people will always hate minorities and then to ruin my hair to appease these their beauty standards, is now in the past. I embrace my differences and proudly stand talk and walk with confidence!”</i></p>	<p>Survey respondent ID 114124039520</p>
<p><i>“Years ago I would regularly straighten my hair because I couldn't deal with my curls but I have learned to embrace them. My area is very culturally diverse so I don't feel any negativity over how I wear my hair at work.”</i></p>	<p>Survey respondent ID 114123988819</p>
<p><i>“When I was younger and earlier in my career I would dye my hair (purple/pinks). I stopped and ultimately ended up needing to change firms in order to be promoted.”</i></p>	<p>Survey respondent ID 114123655158</p>
<p><i>“I’m in the Houston area and it's rare to see Black coworkers wearing their hair relaxed. I'm here for it!”</i></p>	<p>Survey respondent ID 114123414181</p>
<p><i>“Because of my long locs, I feel inclined to wear business professional attire every day. i figure that if they're going to stare at my hair the next thing they notice might as well be my tie. hopefully one day that won't be true.”</i></p>	<p>Survey respondent ID 114123404010</p>



<p><i>“Very minimally. Grooming facial hair only thing I have to keep on top of.”</i></p>	<p>Survey respondent ID 114123365259</p>
<p><i>“I am white. One time a colleague made fun of my hair looking too clean cut.”</i></p>	<p>Survey respondent ID 114123274957</p>
<p><i>“I’ve never had anyone discriminate against my hair in the civilian world but did have trouble staying in regulation with braids/twists while in the military. I relaxed it so as not to have that issue. I wear my hair covered now and no ones ever said anything about my scarf. I still relax once or twice a year.”</i></p>	<p>Survey respondent ID 114123226608</p>
<p><i>“As always we deal with uneducated comments like ‘I didn’t know that your hair was that long.’”</i></p>	<p>Survey respondent ID 114123082921</p>
<p><i>“I’m grateful to work for a diverse organization. My legal team includes other black women who also wear protective styles.”</i></p>	<p>Survey respondent ID 114122886928</p>
<p><i>“In the beginning I was very conscious about my locs in the workplace, specially during the “ugly phase”. But over time I’ve gained more confidence and I always stand ready to defend my hair choices, although I’ve never had to.”</i></p>	<p>Survey respondent ID 114122794017</p>
<p><i>“Hair has not had any noticeable impact on my professional experience in the law. I did spend time in my transition from law student to practicing attorney thinking a bit about what styles I wanted for my job full-time job in big law but it was more about wanting styles that are low maintenance and less about whether the hair would be accepted at the firm.”</i></p>	<p>Survey respondent ID 114122664657</p>
<p><i>“I am very cognizant of my hair when I get ready for work each day. I don't feel great about saying this, but I try to play it safe. Whenever I wear my hair natural (wash and go) I get questions and comments about my hair (e.g., did you cut it, how do you get it to look like that, etc.).”</i></p>	<p>Survey respondent ID 114122609074</p>
<p><i>“I have changed my hair mostly with regard to perceptions by those outside my firm (opposing counsel/court) so as not to be viewed as young. “</i></p>	<p>Survey respondent ID 114122606416</p>
<p><i>“I don't get negative comments on my hair. But I do feel my hair is a topic of decision at work more than others. White legal assistants in particular tend to be interested in my hair and give me a lot of compliments or may ask questions when I change it. While it is not ill intentioned, I do find it unnecessary to discuss at length in the workplace and find my white colleagues experience this less (given they tend to change their hairstyles less).”</i></p>	<p>Survey respondent ID 114122600651</p>
<p><i>“Hair impacts my work life because I won't come in to the office if my hair isn't in good shape. I dread the days when I can't get a hair appointment or there's only one available during the work week. And I hate having to change styles too quickly because it always gets</i></p>	<p>Survey respondent ID 114122567680</p>



<p><i>comments! I wore a wig for one week in between styles and everyone was so surprised and commented when the next week I had braids again.”</i></p>	
<p><i>“I went natural only a year or two into practicing, some 15 years ago. It's mostly been positive, but I've definitely dealt with people wanting to pet it, or comment negatively on my hair routine, or things like that. I admittedly do NOT wear my hair in a full afro for court hearings. I will wear a twist-out, but normally it's in twists or plaited in some way for court.”</i></p>	<p>Survey respondent ID 114122462831</p>
<p><i>“I wear wigs now to save time on my hair because I used to spend a lot of time styling my hair for a professional look. I also spent a lot of time thinking about how to style my hair to reduce any reaction to a different look. Also no one has said anything to me about my hair except for a compliment years ago. But I definitely think people talk about my hair.”</i></p>	<p>Survey respondent ID 114122385462</p>
<p><i>My hair impacts my life by making me walk taller, prouder, beautiful and blacker. I am happy with who I am and unapologetic in my appearance. I wear my crown with pride and because of such, gives me more incentive to break down any discriminatory, systemic barriers about Rastafarians in the legal profession</i></p>	<p>Survey respondent ID 114122015782</p>
<p><i>“I love my natural hair but feel like it’s a distraction and some colleagues are extremely uncomfortable when I have my hair in its natural state. I am often the only woman and person of color in the room. I basically just have decided if I want to be comfortable or if I need to make them comfortable. I remember preparing for an oral argument before the First Circuit Court of Appeals and trying to decide if I should keep my braids in or wear some other style. I decided I needed to spend more time preparing for my argument than dealing with my hair and left the braids in. I realized that after years of attending arguments with my colleagues I had never seen a black woman at all so either way I would stick out. Fortunately, I won my argument but if I had lost, I would have wondered if my hair had anything to do with the decision.”</i></p>	<p>Survey respondent ID 114121947154</p>
<p><i>“Depending on the court, I use to change my hair. As a black woman in many jurisdictions, the court assumes I am either a party to the case or the court reporter. So I would style my hair differently and in fact, dress differently to set myself apart or rather to attempt to set myself apart.”</i></p>	<p>Survey respondent ID 114121832338</p>
<p><i>“I've had locs for over a decade. I first got locs in 2005/2006 and had them for 5 years. I removed them and put them in smaller so that I could style my hair in different ways. I've had my small locs since 2011. While I never get negative comments about them, I believe it's because they are "tame" enough not to garner any type of reaction other than compliments. I love my locs because they are low maintenance, but I also recognize that it's likely because they are small that they've never caused any issues for me professionally speaking.”</i></p>	<p>Survey respondent ID 114121448179</p>
<p><i>“I was an attorney for almost 25 years before becoming a judge. As I’ve been rooted in the legal community for quite a while, I feel that my work ethic & reputation Paved the way for me to feel confident & carefree about how I wore my hair or what people thought.”</i></p>	<p>Survey respondent ID 114121424181</p>



<i>“Feel more self-conscious if I do get braids so I tend not to wear them to work due to concerns of professionalism.”</i>	Survey respondent ID 114121385928
<i>“I never want my appearance to be a distraction, hair included. Practicing in courts in which mostly white men practice and preside, makes me think about how my appearance may affect the perceived effectiveness of my advocacy.”</i>	Survey respondent ID 114121155884
<i>“I have worked in big law, for a judge, and for the US Government. I have had various styles of natural hair that I wear. At no time have I ever felt uncomfortable about wearing my hair the way I want to wear it.”</i>	Survey respondent ID 114121110521
<i>“I covered my locs with a wig (for reasons outside of work) and was definitely viewed differently at work.”</i>	Survey respondent ID 114121083578
<i>“I was told to change my hair when I entered law school. In law school, when in mock trial competitions my hair was judged and questioned by my coaches. Despite it all, I am who I am. My hair is a part of who I am. Thankful for my Howard University experience that helped solidify that being Black is not a badge of shame. Neither is my hair.”</i>	Survey respondent ID 114121001555
<i>“While I’m not necessarily your target survey responder, I do support women feeling confident and beautiful however they define that.”</i>	Survey respondent ID 114120997879
<i>“It doesn’t. I wear my hair in a style that is easy to maintain and works personally and professionally.”</i>	Survey respondent ID 114115794962
<i>“I wear my hair down on video calls to make myself look more feminine and slim down my face. When I’m actually doing my job, I tie my hair back.”</i>	Survey respondent ID 114133082568
<i>“I’m always nervous on how should I style my hair for an interview. I know that I will wear it natural while at work, but I also don’t want to lose an opportunity because by interviewer does not like my hair.”</i>	Survey respondent ID 114134789825
<i>I’ve learned to not give too much thought about others’ perception of my hair. I wear my hair for me and in ways I like. I am always switching it up, but I did decide to loc my hair in November 2021. I will say, I’ve decided to put protective braid styles (faux locs, marley twists) over my natural starter locs for things like interviews and headshots since I’m still in the early loc phase.</i>	Survey respondent ID 114140778413
<i>As a south Asian woman, I was never raised to style my hair. Had to learn to fit into western professional life.</i>	Survey respondent ID 114140753550
<i>I don’t blow dry my hair (frizz-factor). I was once written up for having “wet” hair when meeting clients. I don’t work at that firm any longer.</i>	Survey respondent ID 114140383581
<i>Only time I was ever addresses about my hair was when it was colored an "unnatural" color. I had blue streak. I never go to court or interact with clients.</i>	Survey respondent ID 114140368406
<i>I mostly get compliments about my hair in professional settings</i>	Survey respondent ID 114139271397
<i>I am a caucasian male. I have never felt judged based on my hair.</i>	Survey respondent ID 114138614195
<i>Natural hair is bra strap length and I often wear or blown out (puffy huge hair) or straightened. I get comments when my hair is puffy from</i>	Survey respondent ID 114138206932



<p><i>white students about the change that is disguised as nice but I can tell they are very uninformed.</i></p>	
<p><i>A black woman's hair is a part of her identity and often tells a story. How she wears her hair often reflects her mood, outfit, and culture. A black woman's ability to manipulate and style her hair with versatility allows a space for creativity and expression. Often, people in the work place are intimidated by this and critical of what is unknown to them. How many times has a black woman been asked "Is that real?" "Can I touch it?" "How long will you be wearing that style?" "Do you think you will get the job/position with that style?" My question is, who determines how I can wear my hair? Who sets the standard for hair beauty? When will black women be able to live fully and unapologetically in every way?</i></p>	<p>Survey respondent ID 114138020205</p>
<p><i>Hair for black women is a huge thing. We have been told for years that our hair, in its natural state, is not beautiful nor is it professional. We are raised and taught to keep our hair neat and presentable so the world can take us seriously. Our hair is made to be a core part of our identity and as a result, negative comments or comments perceived to be negative affect us deeply. We should be able to wear our hair any way we want and still feel as though we belong in whatever space we find ourselves in.</i></p>	<p>Survey respondent ID 114138012300</p>
<p><i>Because I have been told that I am being judged on intelligence, class(caste), and assimilation abilities with a quick glance, I cannot afford to look unconventional, or be individualized without risking appearing amiss and out of place.</i></p>	<p>Survey respondent ID 114137876279</p>
<p><i>I'm not sure that it does. When I first transitioned I wasn't totally comfortable with my new look and the academic setting. I received a lot of encouragement from students and coworkers.</i></p>	<p>Survey respondent ID 114137726990</p>
<p><i>My hair doesn't impact my work life. I am white with red hair and I wear it in a bun, pony tail, or down.</i></p>	<p>Survey respondent ID 114137684446</p>
<p><i>My only negative experience regarding my hair was during my second interview at a plastic surgeon's office; they asked if I would have my hair done soon because my roots were grown out, and they had a specific image they had to portray. I did have a hair appointment set for the following day and informed them of that, but it was a bit embarrassing to be asked during the interview process. They did offer me the job; however, I declined the position because I obtained a better offer elsewhere.</i></p>	<p>Survey respondent ID 114137628700</p>
<p><i>Being self employed definitely cuts down on the stress related to my hair. In addition, I work from home and the majority of my work is done online or over the phone</i></p>	<p>Survey respondent ID 114137609197</p>
<p><i>In the medical profession I was berated by a manager in front of fellow co-workers about wrapping my hair after removing braids as unprofessional. Since leaving the medical field and going to retail I have received nothing but praise about my hair. I was nervous to arrive at the office with bantu knots but my co-worker both white and black did not make any comments. In fact a senior manager actually spoke to me about changes around company policies over hair. That for those who are ignorant of the culture surrounding black women's hair they must educate themselves. This was encouraging to hear. I pray this trend will continue so that future generations of black girls will not experience a feeling of otherness ever.</i></p>	<p>Survey respondent ID 114137608347</p>



<i>My hair is political. It's a way to make my presence known. It's how I represent young black girls like me. It's my daily form of advocacy. I love to express black beauty with my natural hair. My natural hair is beautiful, and I want to ensure that truth is not erased. My natural hair did not impact my ability to do my job. I was a teacher before being a law student. However, I noticed that wearing my natural hair to work every day made it okay for young black girls to feel comfortable wearing theirs. Sometimes they would even emulate my styles and ask me for advice. I loved knowing that they had the confidence that I did not have at their age. So, it was an honor to be able to create that space even within the workplace.</i>	114137607854
<i>Unless my hair is in a protective style it takes me about a hour every morning to do it. Even though I wear my hair in an Afro, I still feel the need to do something to it.</i>	Survey respondent ID 114137592866
<i>N/A.</i>	Survey respondent ID 114137576193
<i>When I am working, i feel like how I present my hair is different than who I am as a person. I want to be respected by others. However, I know that if I were to deviate from the "norm" of short kept hair for men, then I would possible suffer unjust prejudice from the hair style I wish to have. I believe that it is a standard set by past generations that is slowly fading, but until that generation of people are gone from power/authoritative positions, I will continue to keep my hair trimmed short.</i>	Survey respondent ID 114137445556
<i>My hair tends to frizz up very easily and is difficult to maintain naturally straight flat-iron hair</i>	Survey respondent ID 114137438919
<i>Not at all because I work at an HBCU.</i>	Survey respondent ID 114137407534
<i>Black is beautiful!</i>	Survey respondent ID 114137404644
<i>My hair impacts my work life because it's the difference between me waking up early or sleeping in. It also affects what time of day I choose to work on based on meetings or nights that I have class.</i>	Survey respondent ID 114137399325
<i>Coming from the Air Force, I saw a lot of discrimination in the way that dress and appearance regulations were applied to women of color. I am a dark skin and I wear my hair honey blonde. This has drawn a lot of attention to me when to comes to regulations on dress and appearance. but I refuse to change because black women can HAPPILY wear blonde hair. It compliments our skin tone.</i>	Survey respondent ID 114137382755
<i>I work at a small law firm for a black attorney with black and hispanic coworkers. Because of this I do not have negative interactions regarding my hair.</i>	Survey respondent ID 114137355529
<i>work from home/virtual so it mostly doesn't matter, until we are randomly asked to be on camera.</i>	Survey respondent ID 114137095688
<i>It is an almost daily consideration.</i>	Survey respondent ID 114136974819
<i>I am at a point in my life where I go for any style that's easy to main with working out</i>	Survey respondent ID 114136618833
<i>I always fear that I won't get to the next stage during internship interviews because i sport locs.</i>	Survey respondent ID 114136599185
<i>People dont consider the amount of time it takes to maintain natural hair takes away "free time" for millions of AA women.</i>	Survey respondent ID v114135096797



<p><i>I'm a black man (5th year at a V10 firm). I usually wear my hair with a shadow fade high top. No one's ever said anything negative. I also sported a very long beard (similar to James Harden) for multiple years at my firm. No one has ever commented on that beard in any negative way either.</i></p>	<p>Survey respondent ID 114134852303</p>
<p><i>"I have definitely been told (by employers) that my hair was unprofessional, "militant," and that others within the organization have explicitly said they wouldn't hire someone with natural hair."</i></p>	<p>Wtfshesay⁵, Reddit, in response to a post advertising the Black Hair Big Law Symposium</p>
<p><i>"I have definitely seen female partners touch a female black associate's hair and make "positive" comments about it."</i></p>	<p>FlashCats⁶, Big Law Alumnus, in response to a post advertising the Black Hair Big Law Symposium:</p>
<p><i>"Depends on the firm. I took the plunge at mine and started wearing my hair curly cause having to keep it straight in the middle of summer during trial wasn't fun. Granted wash and go isn't as easy as wash and go, either, but long story short I started wearing my hair curly. Mine is somewhere between 3b-4a depending on where you look on my head.</i></p> <p><i>I was REALLY nervous about it at first, even though my firm was doing the whole "everyone's hair is professional and awesome!" thing everyone's now required to say because it's against the law to claim otherwise. But I personally haven't seen it affect my ability to get work or to be invited in calls with clients where I'm expected to be seen there.</i></p> <p><i>I know there are 4c women in the firm who wear their hair natural too, but I don't know if they get treated differently than me and even if they do, if that's because they're 4c or just because they're in a more hostile group generally. I also dunno how much I'd be accepted coming in with an afro or cornrows. I'll also note my hair was straight when I was hired and for maybe the first year I was there, so maybe I was fine because they knew my work before I made the swap.</i></p> <p><i>If you're looking to swap to natural in your current firm or trying to figure out if a firm is welcoming to your hair, look at pictures of PoC on the firm's website. If you can't find any that in and of itself is a red flag, but if all black associates and partners wear their hair straight, chances are that's what you're going to have to do. I saw many with curly hair/natural hairstyles on our firm's site and that ultimately turned out to be a fair representation of how liberal people at the firm have been (at least to me) about my hair."</i></p>	<p>Minuialear⁷, In response to a post advertising the Black Hair Big Law Symposium</p>
<p><i>"I switch between my natural curls, sew-ins and braids. There's always a ridiculous comment once I switch it up. Nothing necessarily offensive</i></p>	<p>An attorney on Fishbowl⁸</p>

⁵ https://www.reddit.com/r/biglaw/comments/xgc0of/is_natural_black_hair_compatible_with_working_in/

⁶ https://www.reddit.com/r/biglaw/comments/xgc0of/is_natural_black_hair_compatible_with_working_in/

⁷ https://www.reddit.com/r/biglaw/comments/xgc0of/is_natural_black_hair_compatible_with_working_in/

⁸ https://joinfishbowl.com/comment_tf4ifjckmt



<p><i>but annoying none the less 😊. I've always found that being unapologetically me 100% of the time is the best approach. When I wear my curly fro I walk through the office like its my runway."</i></p>	
<p><i>"In-house counsel here: Like the Tik Tok memes say "we do not care." Box braids ARE professional. So long as you're doing great work for me that's all that really matters. Hopefully your partners understand that. Show up. Show out. Professionally of course and socialize til your heart's content! Nothing to be afraid of."</i></p>	<p>A Director on Fishbowl⁹</p>
<p><i>"Hope it's ok to comment as a white person. I wish law firms were an environment where women (and men!) were comfortable wearing whatever hairstyle they prefer. I hate that it even has to be a question for you whether it's "appropriate" to wear a protective or natural hairstyle. I am optimistic that things are changing for the better with my generation, but in the meantime I hope you feel comfortable wearing whatever makes you feel the most beautiful and confident!</i></p> <p><i>At my big law firm, four summer associates showed up with natural styles on day one (pre-pandemic). A female partner followed suit soon after. I hope that's a sign of changes to come"</i></p>	<p>An Associate on Fishbowl¹⁰</p>

⁹ https://joinfishbowl.com/comment_t9htx2edn6

¹⁰ <https://www.fishbowlapp.com/post/black-girl-here-in-big-law-i-scheduled-a-hair-appointment-for-long-feedin-braids-next-week-and-literally-just-got-an-email/comment/60d527b45aa581002864b385?timestamp=1624582068301>



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Angela is a dual British / American citizen at George Mason University, Antonin Scalia Law School. She holds a BFA from New York University in Dramatic Writing, an MSc from the University of Brighton (UK) in Digital Television Management and Production and a GDL (graduate diploma in law) and LLB from the University of Law in London, United Kingdom. Angela was a winner of the 2017 [Choose Law Full Fee Scholarship](#) which gave her a full scholarship to obtain her first law degree. She is currently an LLM candidate at George Mason University and will graduate in December 2022.



Angela is a career-changer with 15 years + experience in IT Project Management, QA Software Testing and Multimedia production. She specializes in Cable & Satellite TV technology as well as STB / CPE / Smart TV engineering. She previously contracted for Comcast as an Application Engineering Manager; a functional role where she had strategic input to technical issues guiding the production and release of Comcast's X-Class TV.

This past summer Angela completed a writing contract at MNB Meridian Law where she supported the US Deputy Secretary of Defense's Internal Review Team in researching and writing about racial discrepancies in military justice systems.

She has recently been offered an internship with the United States Attorneys Office.

Angela has worked closely with other members of the BLSA to produce the Black Hair Big Law Symposium. This required substantial time and dedication, whilst completing her degree and studying for the Washington DC Bar which she plans to take in February 2023.

Angela is currently looking a job at a law firm that will lead to an Associate position and would appreciate your help in getting her one. Should you have any leads on relevant jobs Angela can be contacted at amackier@gmu.edu