

May 24, 2023

**WHEREAS**, African-Americans, indigenous people, and other people of color often face discrimination because of their natural hair texture or hairstyle; and

**WHEREAS**, this type of discrimination is frequently employed as a proxy for discrimination based on a person's race; and

**WHEREAS**, African-American women's hair is two-and-a-half times more likely to be perceived as unprofessional and Black women with coily/textured hair are two times as likely to experience microaggressions in the workplace than African-American women with straighter hair; and

**WHEREAS**, 66 percent of African-American children in majority-white schools have faced race-based hair discrimination, and 86 percent of those children have experienced it by the age of 12; and

**WHEREAS**, the Creating A Respectful And Open Workplace For Natural Hair (CROWN) Act was created in 2019 by Dove and the CROWN Coalition to ensure protection against discrimination based on race-based hairstyles by extending statutory protection to hair texture and protective styles including, but not limited to braids, locks, twists, afros, and Bantu knots in the workplace and schools; and

**WHEREAS**, in June 2019, California made headlines by becoming the first state to outlaw racial discrimination against individuals based on their natural and cultural hairstyles; and

**WHEREAS**, only 20 states have passed and signed the CROWN Act; and

**WHEREAS**, Representative Bowers filed House Bill 567 during the 88<sup>th</sup> legislative session relating to discrimination on the basis of hair texture or protective hairstyle associated with race; and

**WHEREAS**, the City Council of the City of Dallas has determined that discrimination based on hair texture or hairstyle should be prohibited; Now, Therefore,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**SECTION 1.** That City Council affirms its support for the adoption of CROWN standards which specifically link discrimination on hair texture and protective hairstyles, which include braids, locks, and twists, as well as dreadlocks and afros, to non-discrimination.

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**SECTION 2.** That City Council calls on our Texas state legislators to join other states in sponsoring and voting for legislation that protects each student, employee, and service recipient from discrimination regardless of diversity in personal classification so that no person may be penalized for the manner in which they choose to wear their own natural hair.

**SECTION 3.** That this resolution shall take effect immediately from and after its passage in accordance with the Charter of the City of Dallas, and it is accordingly so resolved.