



## Legislation Text

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**File #:** 23-1381, **Version:** 1

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**STRATEGIC PRIORITY:** Government Performance & Financial Management  
**AGENDA DATE:** May 24, 2023  
**COUNCIL DISTRICT(S):** All  
**DEPARTMENT:** Mayor and City Council Office  
**EXECUTIVE:** T.C. Broadnax

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### **SUBJECT**

A resolution of support for the adoption of Creating A Respectful And Open Workplace For Natural Hair (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 - Financing: No cost consideration to the City

### **BACKGROUND**

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.

The CROWN Act has passed in 20 states, and localities in another 12 states have passed measures to ban race-based hair discrimination, according to the Society for Human Resource Management.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The Quality of Life, Arts and Culture Committee was briefed on May 10, 2023, and approved to move forward the item to full City Council.

### **FISCAL INFORMATION**

No cost consideration to the City.