CITY OF CHARLOTTE

CROWNING GLORY

Creating a Respectful and Open World for Natural Hair

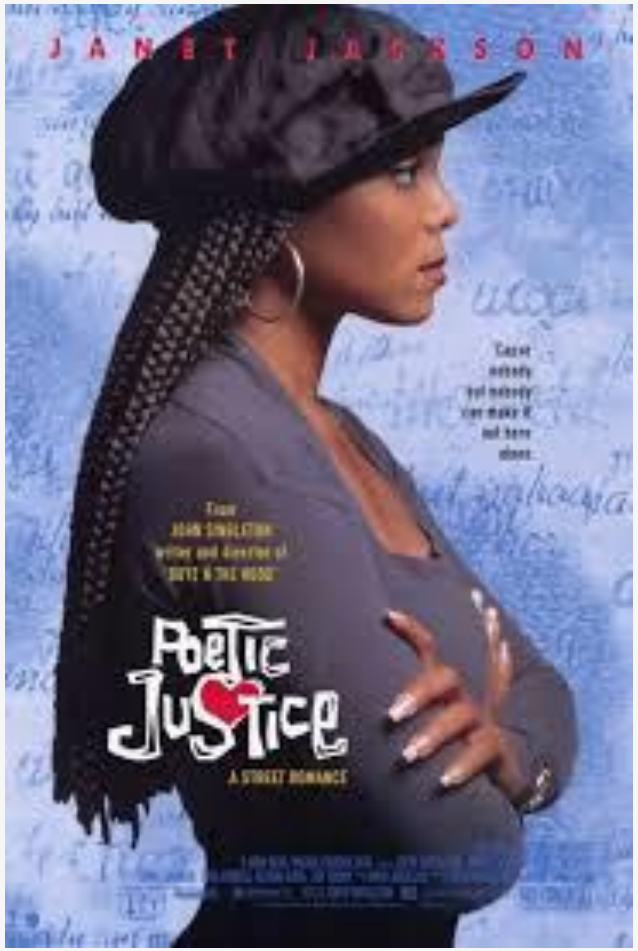
The CROWN Act

Ending Hair-Based Discrimination with the Crown Act and Embracing Inclusion in the Workplace

8/23/2024

Office of the City Attorney


AWARDS
2022
DOVE

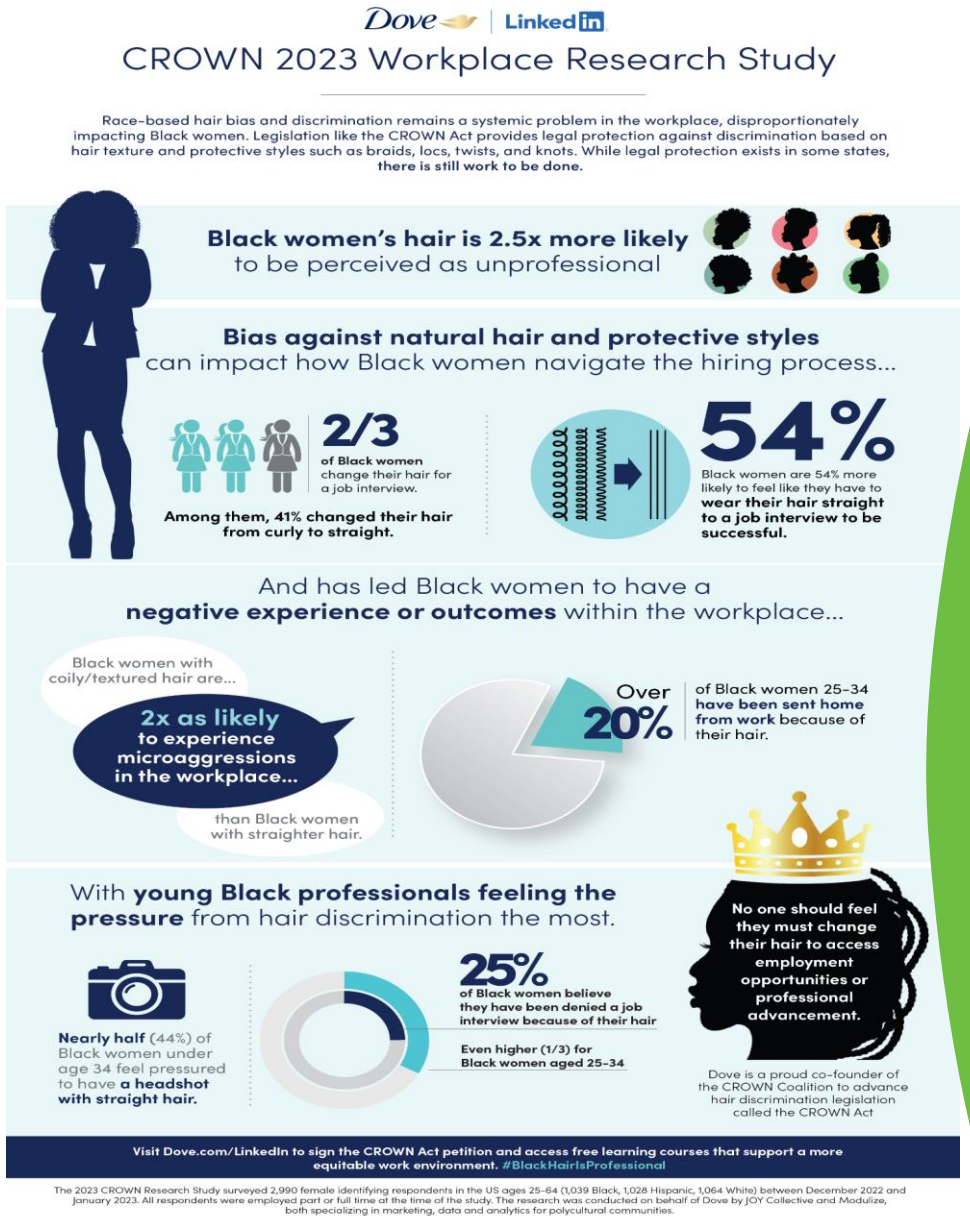






HISTORY OF HAIR-BASED DISCRIMINATION

- **Race & Hair Texture**
- **Protective Hair Styles**
- **History of Black Hair Discrimination**
  - Colonial and Antebellum America
  - Post-Emancipation and Jim Crow Era
  - Black Power Movement (1960's-1970's)
  - 1980's-Back to assimilation
  - Contemporary Era



EFFECTS OF HAIR-BASED DISCRIMINATION AND THE NEED FOR THE CROWN ACT

The Natural Hair Bias in Job Recruitment Study

- Black women with natural hairstyles are less likely to get interviews.
- Black woman with protective hairstyles are less likely to get interviews.

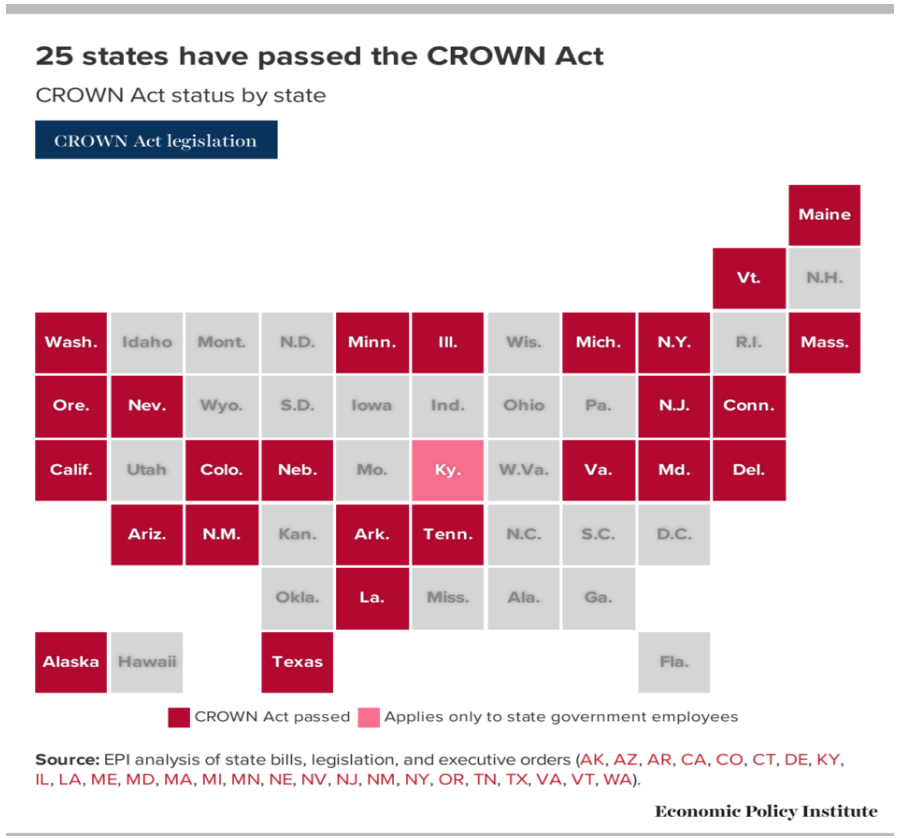
The Dove Study of 2019

- Black women are 1.5 times more likely to be sent home from the workplace because of their hair.
- 80% of black women reported feeling the need to switch their hairstyle to fit in at work.

CROWN 2023 Workplace Research Study

- Bias against natural hair and protective styles has led Black women to have a negative experience or outcomes within the workplace.

THE CROWN ACT



DEFINITION & PURPOSE

- Prohibits workplace discrimination based c person's hair texture or style if commo associated with a particular race or natio origin.

CURRENT LEGISLATION

- Supported by Biden administration
- 3/18/2022-Bill passed by U.S. House Representatives
- 12/14/2022-Senate Republicans bloc passage
- 5/3/2024-US Senators Cory Booker and Su Collins reintroduced Crown Act to Senate; I Bonnie Watson Coleman reintroduced to Hou

HOW MANY STATES HAVE THE CROWN ACT?

- 26 states; 40 municipalities (including City of Charlotte) and 30 states have pre-filed, filed or intend to introduce the legislation.

Creating a Respectful and Open World for Natural Hair

The CROWN Act

CURRENT LEGAL LANDSCAPE

- How Race is Defined Pursuant to:
  - The Civil Rights Act-42 U.S. Code §2000e
  - Equal Employment Opportunity Commission



- Notable Hair-Discrimination Cases
  - Jenkins v. Blue Cross Mutual Hospital Insurance, Inc.- 538 F.2d 164 (7th Cir. 1976)
  - *Rogers v. American Airlines, Inc.* -527 F. Supp. 229 (SDNY, 1981)
  - *EEOC v. Catastrophe Mgmt Sols*.- 852 F.3d 2018 (11th Cir. 2016)
  - *Darryl George v. Barbers Hill School Dis*.- Case No. 4:23-cv-03609 (S.D.Texas 2023)
  - *EEOC v. American Screening LLC* –Case No. 22-01674(W.D. La. 2022)



BEST PRACTICES FOR EMPLOYERS



- Review and Revise Policies
- Incorporate the Crown Act into Employee Handbooks
- Provide Education and Training
- Celebrate Diversity
- Encourage Open Dialogue
- Factors to Consider when enforcing Crown Act at Local Level





Thank you!

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