



Resolution

WHEREAS, individuals of color have faced classification and discrimination based on hair texture and style throughout United States history. Laws to regulate and control natural hair have existed since slavery. The *Tignon* (pronounced Ten-yon) *Law* passed in 1786 forced Black women to wear a scarf to identify them as part of the slave class. In 2019, a study found that Black women are 1.5 times more likely to be sent home from work or know another Black woman sent home from work because of her hairstyle. Natural hair discrimination has increased racial inequity leading to disparate hiring or treatment in workplace and educational settings; and

WHEREAS, the CROWN Act, which stands for Creating a Respectful and Open Workplace for Natural Hair, seeks to eliminate discrimination based on hair texture and styles. This Act was developed in response to the long history of discrimination against natural hairstyles traditionally worn by people of African descent including, but not limited to afros, braids, locs, and twists; and

WHEREAS, in 2019, State Senator Holly J. Mitchell of California launched what is now a national movement for the CROWN Act. At present, 14 states and 29 local governments have passed legislation to end natural hair discrimination; and

WHEREAS, students in certain Texas public schools have faced discrimination, been suspended, or forced to cut their natural hair due to hair discrimination. To address this issue, the *Texas CROWN Act*, HB392, was introduced in the 87th Legislative Session. HB392 was supported by over 60 bi-partisan co-sponsors. The bill was passed favorably out of committee; however, the session ended before a full floor vote could be held; and

WHEREAS, the United States House of Representatives passed H.R.5309, known as the CROWN Act 2020, to give national support to end hair discrimination. As late as 2018, the policies of the United States Armed Forces prohibited natural hairstyles that servicewomen of African descent were most likely to wear. In 2021, the Armed Forces rescinded all of these policies in recognition that they perpetuated derogatory racial stereotypes; and

WHEREAS, the CROWN Act coalition is dedicated to advancing anti-hair discrimination legislation across the United States. Its founding members include the National Urban League, Dove, Color of Change, and the Western Center on Law and Poverty. Other coalition members of note are the NAACP, all four historically Black sororities, Links, Inc. Jack and Jill of America, Inc., National Black Caucus of State Legislators (NBCSL), African American Mayors Association (AAMA), Anti-Defamation League and the U.S. Black Chambers, Inc.; and

THEREFORE, BE IT RESOLVED. The CROWN Act is worthy of support by the Harris County Commissioners Court; and, hair discrimination based on race or national origin does not reflect our values. Harris County will align its personnel policies with the CROWN Act to ensure that we have a respectful and open workplace for natural hair. The Court encourages workplaces in our region to review their policies and practices to eliminate hair discrimination. The Court supports the women and men most affected by hair discrimination and looks forward to the day when the CROWN Act is a national law.

LINA HIDALGO, County Judge

RODNEY ELLIS, Commissioner

Precinct One

ADRIAN GARCIA, Commissioner

Precinct Two

TOM S. RAMSEY, P.E., Commissioner

Precinct Three

R. JACK CAGLE, Commissioner

Precinct Four

ATTEST:

Teneshia Hudspeth, County Clerk

Harris County, T E X A S