



## Legislation Text

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**File #:** 21-5511, **Version:** 1

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**Department:** Commissioner, Precinct 1

**Department Head/Elected Official:** Commissioner Rodney Ellis

**Regular or Supplemental RCA:** Regular RCA

**Type of Request:** Resolution

**Project ID (if applicable):**

**Vendor/Entity Legal Name (if applicable):**

**MWDBE Participation (if applicable):**

**Request Summary (Agenda Caption):**

Request by the Commissioner of Precinct 1 for approval of a resolution in support of the CROWN Act and possible action to update Harris County personnel policies to specifically prohibit natural hair discrimination.

**Background and Discussion:**

This resolution will support the CROWN Act, which stands for Creating a Respectful and Open Workplace for Natural Hair. The CROWN Act seeks to eliminate discrimination based on hair texture and styles. This Act was developed in response to the history of discrimination against natural hairstyles traditionally worn by people of African descent including, but not limited to braids, locs and twists. The resolution is in support of the national CROWN Act movement and asks Harris County Human Resources and Risk Management (HRRM) to develop a policy that prohibits natural hair discrimination as part of its Harris County employee personnel policies.

**Expected Impact:** Lead to a policy that prohibits discrimination based on hairstyle is prohibited (policy should include a safety provision if certain hairstyles pose a safety threat).

**Alternative Options:** Maintain current policy that does not discuss protection from discrimination based on hairstyle

**Alignment with Goal(s):**

- Justice and Safety
- Economic Opportunity
- Housing
- Public Health
- Transportation
- Flooding
- Environment
- Governance and Customer Service

Prior Court Action (if any): N/A

| Date | Agenda Item # | Action Taken |
|------|---------------|--------------|
|      |               |              |

**Location:**

Address (if applicable):

Precinct(s): Countywide

| <b>Fiscal and Personnel Summary</b>                                                            |   |          |           |            |
|------------------------------------------------------------------------------------------------|---|----------|-----------|------------|
| Service Name                                                                                   | - | FY 21-22 | Estimates |            |
|                                                                                                |   |          | FY 22     | Next 3 FYs |
| <b>Incremental Expenditures</b>                                                                |   |          |           |            |
| Labor Expenditures                                                                             | - | -        | -         | -          |
| Non-Labor Expenditures                                                                         | - | -        | -         | -          |
| <b>Total Incremental Expenditures</b>                                                          | - | -        | -         | -          |
| <b>Funding Sources</b> (General Fund, PIC Fund, Debt or CP, Grants, or Other - Please Specify) |   |          |           |            |
| Existing Budget                                                                                | - | -        | -         | -          |
|                                                                                                | - | -        | -         | -          |
|                                                                                                | - | -        | -         | -          |
| <b>Total Current Budget</b>                                                                    | - | -        | -         | -          |
| Additional Budget Requested                                                                    | - | -        | -         | -          |
|                                                                                                | - | -        | -         | -          |
|                                                                                                | - | -        | -         | -          |
| <b>Total Additional Budget Requested</b>                                                       | - | -        | -         | -          |
| <b>Total Funding Sources</b>                                                                   | - | -        | -         | -          |
| <b>Personnel</b> (Fill out section only if requesting new PCNs)                                |   |          |           |            |
| Current Position Count for Service                                                             | - | -        | -         | -          |
| Additional Positions Requested                                                                 | - | -        | -         | -          |
| <b>Total Personnel</b>                                                                         | - | -        | -         | -          |

**Anticipated Implementation Date:** Upon development of the revised Harris County Human Resources personnel policy.

**Emergency/Disaster Recovery Note:** Not an emergency, disaster, or COVID-19 related item

**Contact(s) name, title, department:**

- Sophie Elsner, Policy Director, Policy Department Harris County Precinct 1

- Erica Lee Carter, Lead Policy Advisor, Policy Department, Harris County Precinct 1

**Attachments (if applicable):**