

# Resolution No. 295-2020

**Council Member B. Jones**

## AN EMERGENCY RESOLUTION

Supporting passage of the CROWN (Creating a Respectful and Open Workplace for Natural Hair) Act by the United States Congress; and urging the Ohio General Assembly to introduce and pass legislation creating state-wide CROWN legislation to prohibit discrimination based on an individual's texture or style of hair.

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WHEREAS, although existing federal law prohibits some forms of hair discrimination as a type of racial or national origin discrimination, some federal courts have narrowly construed those protections in a way that permits schools, workplaces, and federally funded institutions to discriminate against people of African descent who wear certain types of natural or protective hairstyles; and

WHEREAS, discrimination based on natural hair textures and styles that are commonly associated with a particular race or national origin remains a source of racial injustice through overreaching, culturally biased grooming and appearance policies; and

WHEREAS, on December 5, 2019, Senator Cory Booker (D-NJ) and Congressman Cedric Richmond (D-LA) introduced the CROWN Act of 2019, H.R. 5309, in both chambers of the U.S. Congress, to prohibit discrimination based on an individual's texture or style of hair in housing, employment, public accommodations, and federally assisted programs; and

WHEREAS, California, New York, and New Jersey have passed state-wide CROWN legislation that prohibits discrimination based on hair style and hair texture associated with a particular race or national origin; and

WHEREAS, an additional twenty-six states are considering CROWN legislation and have either pre-filed, filed, or formally stated an intention to introduce anti hair discrimination bills including: Washington, Oregon, Arizona, Colorado, Kansas, Nebraska, Louisiana, Missouri, Minnesota, Wisconsin, Illinois, Kentucky, Tennessee, Georgia, Florida, South Carolina, Virginia, West Virginia, Pennsylvania, Massachusetts, Delaware, Alabama, Michigan, Connecticut, Rhode Island, and Maryland; and

WHEREAS, the local and county municipalities of Cincinnati, Ohio and Montgomery County, Maryland have also passed CROWN legislation to add natural hair types and styles to their non-discrimination policies; and

WHEREAS, acting in accordance with the constitutional values of fairness, equity, inclusion, and opportunity for all, this Council is committed to creating a respectful environment for natural hair in our City that is free from discrimination, and commends those states and localities that have enacted CROWN legislation thereby banning racial discrimination based on natural hair texture and hair style; and

WHEREAS, this resolution constitutes an emergency measure for the immediate preservation of public peace, property, health or safety, now, therefore,

### BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That this Council supports passage of the CROWN (Creating a Respectful and Open Workplace for Natural Hair) Act by the United States Congress; and calling upon the Ohio General Assembly to introduce and pass legislation creating state-wide CROWN legislation to prohibit discrimination based on an individual's texture or style of hair.

Section 2. That the Clerk of Council is hereby directed to transmit a copy of this resolution to the U.S. Congress, Senator Cory Booker and Congressman Cedric Richmond, and the Ohio General Assembly.

Section 3. That this resolution is hereby declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its adoption and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

