



A STRONG VOICE FOR OREGON'S WORKERS

TO: Chair Sanchez
Vice-Chair Bynum
Vice-Chair Sprenger

FR: Jess Giannettino Villatoro, Political Director, Oregon AFL-CIO

RE: Support for HB 4107

The Oregon AFL-CIO represents over 300,000 workers across the state and is a voice for all workers in the legislative process. We fundamentally believe that for Oregon's economy to thrive workers need workplaces free from discrimination and consumers need an economy that doesn't restrict their ability to participate due to their economic situation.

The Non-Discrimination Act of 2020 addresses two key policies to ensure Oregon's workplaces are safer for all workers, and that retail establishments serve all Oregonians, regardless of their banking status. First, HB 4107 prohibits discrimination based on someone's hairstyle, which can target only certain racially specific hairstyles. Additionally, it ensures that consumers paying with cash have the same access to retail establishments as people paying with debit and credit cards.

The need for this legislation is clear, according to the FDIC, 16.9% of African American families and 14% of Hispanic families did not have bank accounts in 2017, compared to 3% of white households.¹ HB 4107 ensures that working families who don't have access to a bank account can still participate in Oregon's economy, by being able to purchase goods and services. Additionally, we have seen several examples of racially targeted discrimination based on hairstyles. According to the Crown Coalition and Dove a black woman is 80% more likely to change her natural hair to meet social norms or expectations at work and black women are 50% more likely to be sent home or know of black woman sent home from the workplace because of her hair.²

The Oregon AFL-CIO respectfully encourages your support for HB 4107 to ensure Oregon's economy, workplaces and educational institutions are accessible to all working families.

¹ <https://www.fdic.gov/householdsurvey/>

² <https://www.dove.com/us/en/stories/campaigns/the-crown-act.html>