



Oregon needs the CROWN Act

The CROWN Act (HB 2935) prohibits discrimination based on race-based hairstyles by extending statutory protection to hair texture and protective styles such as braids, locs, twists, and knots in the workplace and public schools.

Oregon does not currently protect people from race-based hair discrimination, even if the hairstyle is a part of someone's racial identity. That means Black people can be denied opportunities for employment or professional advancement without consequence. It means Black children can be denied entry to school or educational opportunities because of their natural hair.

"My niece had blue extensions woven into her hair. She was told by her middle school that the hair color wasn't part of the dress code. At such a young age, she was embarrassed and upset that her hair was looked at as a problem."
—Lafonda Grant, Portland

"In retail jobs I've had in Oregon, it was clear my hair was an issue. My locs had to be up and controlled despite white coworkers with long hair being told their hair was beautiful when it was down." —Erin Waters, Portland

Hair discrimination has a real, measurable social and economic impact, especially on Black women¹:

- Black women are 1.5 times more likely to be sent home from the workplace because of their hair.
- Black women's hair is 3.4 times more likely to be perceived as unprofessional.

1. The CROWN Research Study. Conducted by JOY Collective. 2019.



Forward Together Action is building political power for strong families. We shorten the distance between decision makers and women of color, nonbinary people of color and indigenous communities.

From the desk of Janelle Bryson 4/28/21
➤ Black women are 30% more likely to get "corporate grooming policies" handed to them than non-Black women.
➤ When looking at images of hairstyles on Black and non-Black women, Black women's hairstyles were consistently rated lower or "less ready" for job performance.

Black Oregonians should not be forced to divest from their racial and cultural identity to adapt to predominantly white spaces in the workplace or in school.

The CROWN Act has passed in 7 states, including California, Washington, Colorado, New York, and three other states. More than 20 states have introduced legislation at the state level, and there's also a federal level CROWN Act being considered by Congress.

ART BY AMIR KHADAR

**Please vote yes on
HB 2935
The CROWN Act!**

