

2/15/2021

Hello, counsel.

In Support of HB 2935

My name is Tisha Stigler, Owner of Natural Hair and Extensions.

You maybe thinking, “What is hair discrimination?” **Discrimination** based on **hair** texture is a form of social injustice, found worldwide, that targets black people, specifically black people who have afro-textured **hair** that's not been chemically straightened. Universally, afro-textured **hair** has frequently been seen as being unprofessional, unattractive, and unclean.

The Crown Act, which stands for “Create a Respectful and Open World of Natural Hair,” is a law that prohibits discrimination based on hair style and hair texture.

Here are a few examples of hair discrimination:

- 1.) A high school wrestler was forced to cut his hair or forfeit a wrestling match in New Jersey.
- 2.) A 6-year-old boy in Florida was turned away from a private Christian academy on his first day of school because his hair extended below his ears.
- 3.) And a New Orleans-area girl was sent home at the start of the school year from a Catholic school for wearing braids.
- 4.) Cheryl Tatum, a restaurant cashier at the Hyatt hotel, was fired for wearing her hair in braids.
- 5.) FedEx fired seven couriers because they refused to change their dreadlock hairstyle due to culture beliefs.
- 6.) One woman was even fired from her server job at Hooters because of her blonde highlights. Her manager claimed, “Black women don’t have blonde in their hair, so you need to take it out.” Or you are fired.
- 7.) A woman named Aireial Mack claims her workplace fired her because of her hair. Mack was an employee at an LA Fitness in Slidell, Louisiana, and indicates she was told by her supervisor that her hairstyle, which happened to be an afro, was not up to company standards.
- 8.) Oregon we are not told or asked. You just won’t get hired or in meetings you hair is discussed and you are treated like a pet in a zoo.

All these incidents have in common is textured hair. Which is another term for black Hair. They All wore natural, chemical-free hairstyles. Majority of these incidents were caught on video, drawing widespread attention and condemnation.

These are just a few instances of what civil rights advocates say is a growing problem of discrimination against African-Americans — adults at work as well as children at school — due to their hair.

The CROWN Act ensures protection against discrimination based on hairstyles by extending statutory protection to hair texture and protective styles in the Fair Employment and Housing Act (FEHA) and state Education Codes.

The CROWN ACT has been passed in California, New Jersey, and New York. Recently, Oregon has passed the law for us to go and get our hair cleaned in Natural Hair Salons. Why not take the next step and allow protection from work place and private/public school hair discrimination.

Thank you for your time.