

PUBLIC COMMENTS

HB 392

HOUSE COMMITTEE ON STATE AFFAIRS

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Hearing Date: April 29, 2021 8:00 AM

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Freda Mills

Delta Sigma Theta Sorority Inc.

Round Rock, TX

This is a priority for AA women and men!

Janica Dudley, Teacher

Self

San Antonio, TX

Students should not be judged or mistreated for something as such.

Jamila Thomas

Self

Cedar hill, TX

There is beauty in the diversity of expression. May we open the doors of our hearts to cultivate an environment for dialogue that celebrates and acknowledges cultural humility. May we all understand and value the importance of cultural intelligence so that we can become better citizens in a global environment. May our identities be welcomed and not disparaged because they may be different. May the celebration of our differences become the norm so that our hearts can become connected to the value that we all bring in our self expression. May we show support for a bill that uplifts the commitment to educating all of us about cultural differences.

Sonja Baker

Delta Sigma Theta Sorority Inc.-Bay Area Houston Chapter

Houston, TX

I wholeheartedly support the passage and support of the Crown Act. You can't adversely impact or discriminate against someone because of their hair texture or hairstyle. We should be inclusive and accepting of all races, creeds and colors.

Haley Taylor Schlitz

Self

Keller, TX

Hello,

I am Haley Taylor Schlitz and I am the current Miss Tarrant County's Outstanding Teen, a second year law student at SMU Dedman School of Law, and an 18 year old Black teen from Keller, Texas. I understand the fundamental issue my generation faces with discrimination against natural hair by school districts across Texas. Many of my peers and I have experienced

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situations at school where we have been asked about our hair or had our personal space violated because someone wanted to "touch" our hair. Additionally, I know that far too many Black girls across Texas have experienced situations where we have been approached about straightening, cutting or "taming" our hair. As you can imagine, this creates situations where students are made to feel uncomfortable and/or unwelcomed at school. When you add in discriminatory school and work policies that attack our natural hair, it makes it nearly impossible to create a productive learning environment for the diverse students that currently and will make up our schools in Texas.

HB 392 would remedy this situation by ensuring that school policies are not allowed to attack students for their DNA and their natural hair. As we attempt to address the upcoming learning loss many students will face from the pandemic, maintaining policies and laws that allow school districts to attack students for their DNA and natural hair will only make things worse. Texas owes Generation Z and future generations the right to have welcoming educational environments that embrace who we are and who we can be. It is my hope that you will join Generation Z members across Texas in supporting HB 392. Please vote yes on HB 392 and work to ensure that it becomes law this session.

Sincerely,

Haley Taylor Schlitz  
Juris Doctor Candidate  
SMU Dedman School of Law  
Class of 2022  
[www.haleytaylor Schlitz.com](http://www.haleytaylor Schlitz.com)

Denise Pierce, Ms.

self

Austin, TX

I urge you to support of HB 392 to end discrimination that has gone on for too long and which does great harm. Thank you

Aislinn Saithu

Citizen

Allen, TX

It is ridiculous and shameful to be considering legislation made to penalize a person of color based on their hairstyle in 2021. It was shameful in 1921 too. Different is just different, not bad.

Dara Tilghman

Self - Mother

McKinney, TX

In the Black community and Afro-Latina community our hair is our crown. Children or adults should not feel uncomfortable or targeted for natural hairstyles or any hairstyles. Our hair is not to be policed. God didn't make a mistake when he gave it to us. It should be illegal to be treated differently based on it.

Marvalette Hunter

Jack and Jill of America, Inc.

Houston, TX

Please support this legislation. I cannot tell you how important this is to so many children all across this country, including my own. African American children face discrimination regularly and to suffer this due to the natural state of their hair is unjust and ridiculous. We need to focus on loving and supporting our children and inspiring them to be great. Their hair does not determine

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their future success, but the obstacles that we place in front of them will.

Karalei Nunn, Founder  
Meridian World School  
Georgetown, TX

As a school administrator, I support an end to discrimination on the basis of hair texture or hairstyle associated with race. We have supported this in our dress code and see no disadvantages.

Kimberley Baker  
Self and Marketing Consultant  
Houston, TX

I am in full support of Representative Bowers HB 392 Crown Act. . The Texas CROWN Act, which stands for Create a Respectful and Open World for Natural Hair, will ban discrimination based on hair textures and styles commonly based upon race and ethnicity.

This legislation has become increasingly necessary as more and more stories of discrimination against students in Texas schools for wearing their natural hair have been reported in the news.

The Lone Star State should not be in the business of legislating how its beautifully ethnic and culturally diverse citizens choose to coif and wear their God-given hair!

Dakari Davis  
Self/ Law Enforcement Officer  
DESOTO, TX

It's unfortunate that I was unable to speak in person with you all today. I want to express the importance of HB 392 (CROWN ACT). This bill is extremely important as it adds needed protection against discrimination of our children and workers. As a Police Officer in Texas, I took an oath to protect all Texans! That oath did not discriminate against anyone based on their appearance. On the deadliest day of Law Enforcement, July 7, 2016 the world watched as Police were under attack. A coward ambushed Texas Police Officers in Downtown Dallas, killing 5 Officers, one a good friend Officer Brent Thompson. I remember that night seeing Police from all over the State respond to protect Texans running towards gunfire. Today as I reflect on that night, I do not recall anyone stopping to say hey I don't believe that officer's hair is professional. I bring this up because this was the hardest day of my life and yet the day, I witnessed the most professional Law Enforcement Personnel Texas has.

As a black man it is part of my culture to wear cornrows. We have witnessed many political figures, like yourselves, who wear similar hairstyles and are professional. To say a black male Police Officer or student with cornrows, dreads, locs, or twists, are unprofessional is a discriminatory, unsubstantiated biased opinion and has no place in our schools and workplaces. As a Texas Law Enforcement Officer, you all trust me to fulfill my oath following the law and not personal judgment of the community I serve as it relates to their appearance or any other protected class. The way our hair grows is an immutable trait and we should not be reprimanded in education or employment settings solely because our hair does not emulate the hair of another culture. My appearance reflects the community I serve, looks professional, and is not a safety hazard.

Unfortunately, I was suspended from duty and segregated from engaging with the community as a Police Officer for a year. It's important to note that my hair was natural and the actions taken against me were initiated by a supervisor who does not look like me and did not understand my culture. Ultimately, it was determined that I did not violate policy. However, the discrimination had already occurred and damage was done. I was confused as to how my natural hair determined that I was not good enough to protect Texans. Confused as why I had to change my appearance to fit in with old standards of "beauty" created during a time where people that look like me were considered a non-factor.

This bill will not only protect Texans it will help bridge some of the Gap between Law Enforcement and the Community. It will promote positive reforms amongst Police Departments where other Texans that look like me will be allowed to join agencies across the state and foster true diversity. I am asking that you all support this bill and protect our children, our fellow Texans, and the men and women who risk their lives to protect all of you.

Rosalynn Davis, NA  
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Self

Longview, TX

As a black woman my hairstyle is as important as my wardrobe. I shouldn't be penalized for a hairstyle I chose to wear for a day, week, or month. I shouldn't be made to feel uncomfortable going to an interview or my place of employment because of my hairstyle. We as women and men of color choose to go natural in this new age or generation. I personally feel I should be freeing whatever style I choose to wear my hair. Thank you!!!

Angela Flowers

Houston community member

Houston, TX

I wholeheartedly support the passage of HB 392. A child's hair should never be the means or excuse for a school to imposed systemized racism onto a child. Every child needs to be protected from culturally insensitive school discipline practices that impede the child's right to educational access.

Angela Ambers-Henderson, Legislative Chair

Katy-Prairie View Chapter, Jack and Jill of America, Inc.

KATY, TX

African American men, women, and children must be allowed to wear their hair in whatever style is comfortable to them without fear of discrimination. There should not be any ramifications for the way an individual wears his or her hair. People must not be denied employment or educational opportunities based on something as basic and personal as a hair style choice. To continue to allow this type of discrimination is to continue to attempt to control an entire group of people which is WRONG. There is something to be said about the old adage, "to each his own. It is incumbent upon the legislatures of this state to join the others states that have passed similar legislation.

Tedra Hall

Self, Anesthesia Provider

Houston, TX

This bill is imperative to prevent discrimination in the work place based on appearance. Employees should not have to go to great lengths with their hair to meet cultural biases of their employers. For many people of color, there is a great time and financial investment put into hair to meet western standards of beauty.

Courtney Cotton

Self

Houston, TX

No one should be discriminated against because of a feature they were born with. Why should anyone have to straighten, color or curl their hair to fit into someone else's idea of normal?

Amber Jones

Texas AFL-CIO

Georgetown, TX

Testimony Before the Texas House State Affairs Committee  
In Support of House Bill 392, The CROWN Act

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Submitted By Amber Jones  
Texas AFL-CIO  
April 29, 2021

The Texas AFL-CIO, through its United Labor Legislative Committee (ULLCO), supports House Bill 392 by Representative Rhetta Bowers. Our labor federation includes affiliates representing about 240,000 union members in every part of the state and in most major industries in both the public and private sector.

Racism and discrimination can affect people of color in a multitude of ways, and this includes hair-based discrimination. Studies have shown that our perception of someone is linked to their appearance, so we can see how important it is that stereotypes about “Professionalism” as it relates to a worker’s hair has no place being the basis for employment decisions in the workplace.

Our definition of “professionalism” in the workplace must change to include broader cultural norms. Hairstyles, for many people, have unique cultural or individual significance, and it is not something you can just change. People of color are disproportionately affected by dress code/grooming policies that require them to wear their hair in a style that is deemed, “professional.”

This bill balances the needs of employers and employees very evenly. Employers would still have the ability to implement safety/cleanliness guidelines, but as our perceptions of professionalism change, and as our cultural awareness grows, our legislation must follow. H.B. 392, otherwise known as the CROWN Act is an essential piece of anti-discrimination legislation and would make discrimination against people on the basis of hair associated with a certain race/ethnicity illegal in employment, in education, and additionally, in housing. This is directly in line with Texas AFL-CIO’s mission of standing in solidarity with all workers, and the fundamental principle that we should be judged on the basis of our work, not on stereotypes that have no foundation in reality.

The Texas AFL-CIO believes in all employees having equal opportunity in the workplace, and this legislation further promotes that idea. The CROWN Act is an extremely important piece of the puzzle in terms of creating an equitable system for workers and students of color alike.

We thank the House Committee on State Affairs for considering our views.

Sarah Parente  
Self- Certified Birth Doula  
Cedar Park, TX

This is a straightforward non -discrimination bill. No one should feel the need to chemically treat their natural hair to get a job or stay at an institution of learning. Please support this bill.

Toni Goodwin  
Self  
Plano, TX

As a Texan of color, I wear my natural hair; just as Texans of Caucasian descent. I should not be penalized for doing so just because my ancestors were of slavery and Jim Crow decades. I am a voter. I am a Texan. I am a Black woman.

Freda White  
Self  
League City, TX

I and others I know have had to respond to comments regarding our hair and what is considered professional. We have missed opportunities and been overlooked for being authentic. My hair in its natural state should not be a discussion in the workplace

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especially when people with smoother hair textures that are usually of other ethnicities have altered their hair (their cut, color, and/or style) and it is considered acceptable.

Resha Thomas

Self

Houston, TX

I believe workers should not be discriminated against based on the style or texture of their hair.

Jaclynn Ruiz

Self

Carrollton, TX

I support this bill. Vote yes!

LaKendra Mitchell

Delta Sigma Theta Sorority

Beaumont, TX

For

Denise Kirkman

Self

Wylie, TX

It is the right of people everywhere to be able to exist as God made them and not be penalized for it. If God wanted us to have straight hair he'd have given it to us. We are no longer slaves who have to change our lives to please the master. We are free and so is our hair. Leave us alone

Alandrus David

Self

Melissa, TX

It is important that the crown act passes in the state of Texas. In 1786, Tignon laws specifically targeted and forced Black Women to cover their hair because of the way that our hair grows from our scalps. We have an opportunity in 2021 to pass a bill that says no to racism; no to discrimination against the hair we were born with; no to senseless hatred. We cannot end discrimination if we do not do what is right to prevent it from existing.

Tomeka McGee

Self

Fort Worth, TX

Aren't we all allowed inalienable rights to life and liberty? Maybe my life and liberty looks different or unique as some would say but it is still my right. My right to present myself in the same light as Kings and Queens before me. When one begins to pass judgment on the way a person chooses to wear their natural God given hair or even extensions in this case we violate the very right that they say our forefathers stood for; or did they mean just some? My hair is kinky,coily,and downright magnificent but it saddens me that with all of the degrees I hold that someone feels it is their right to discriminate against me because of my right.

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What a boring world we would all live in with the exact hairstyle and hair color. I stand with and for this bill for all of the little girls and boys who look like me and for those who can relate to me.

Adrienne Bourgeois

Self

Houston, TX

I support

Crystal Womack, Voter

Myself

Fort Worth, TX

I support this.

Crystal Womack

Krystal Hawkins

Self

Glenn Heights, TX

Protect the safety and acceptance of all people who have different texture hair and protective hairstyles!

Tracy Harrison, Mrs.

Self/ Property Management

Fort Worth, TX

It is a disgrace and is shameful that this is a discussion. There are so many issues that should be at the forefront funding cures for cancer, making medicine for diabetics more affordable, specifically insulin, making epipens affordable, increasing income for seniors so that they don't have to choose whether to buy all of their medicine or groceries, erasing debt for seniors, diagnosing and treating mental illness or the propensity for such at an earlier age, ending sex trafficking, homelessness, etc. Having to address how hair grows out of one's head and it not be a point of discrimination shouldn't be a concern in the 21st century. Just like one can't help the color of their skin? The texture of their hair that naturally grows out of their head should not be a point of discussion as to whether it is professional or not. Certain people aren't discriminated against because they are partially bald. So, who are those people to dictate rather braids, coily, or locced hair is professional? One's intellect to work has nothing to do with how they choose to style their hair.

Kambry Cox, Mrs.

Self and Child

Carthage, TX

My name is Kambry Cox. I am the mother of Kellan Cox who was expelled from Tatum Primary School(Tatum Tx) At the age of 4 years old for wearing Locs hairstyle. Locs are apart of who he is and for the school to put my child in ISS and punish him for this is discrimination and unconstitutional. It's against Texas Education Codes and disgrace to our country as I see it. This has hurt my son tremendously. I have spent hundreds of dollars trying to make sure he can recover from this emotionally and educationally. It's my hope that no other child endures what my child and I have over their natural god given hair. My sons hair is beautiful and it should not deprive him of an education.

Gloria Sellers

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Delta Sigma Theta Sorority Inc

Fort Worth, TX

I support this. I have been wearing my natural hair since 2005 because I discovered perms took my hair out. I once worked for a boss at a large company that every single day he would make a comment about my hair which I wore in braids. Instead of my performance he focused on my hair. I thought his behavior was very unprofessional. Employees should not have to be subjected to that type of harassment.

Beck Charmaine

Self Manager

Fort Worth, TX

Each individual should bare right to express themselves as they see fit and not feel they should fit a mold to be able to survive and feed their families. It is unfair and unjust that I should have to look a certain way to live comfortably and happy.

Barbara Cager

Self Retired

Fort Worth, TX

Please pass HB392 to stop discrimination on the bases of hair of people of color.

Quincy Boyd

Self/ Mom/ Community Leader

Humble, TX

I'd like to thank the committee for taking the time to hear/read public comments vis-à-vis HB 392.

I write to you as a Black woman, a mom of two beautiful Black girls with natural curls and coils, an educator that has dedicated my life to advancing equity in K-12 public schools and at higher education institutions, a member of Alpha Kappa Alpha Sorority, Inc. serving my community, an alumna of the University of Texas at Austin and the elite Harvard University.

I write to you as a woman that for as far back as I can remember, I was taught to be proud of my ancestral roots and my hair roots—the way my hair naturally grows out of my head. But in those lessons, I also learned that showing up to schools, job interviews, and other spaces—naturally— could hinder me from advancing professionally or socially. And it has, more than I can count. You see, the thing about hair roots is that they're embedded in the hair follicle just like my hair is embedded in my cultural identity. It is who I am. It is who my daughters are. We should not be discriminated against for showing up in our full humanity.

As a mom and an educator, I urge you to please write HB 392 into law. There are so many things I'd like to pass down to younger generations and specifically to my daughters like morals, values, and generational wealth. The harsh lesson that our natural hair is unacceptable, unprofessional, and might preclude us from being a final candidate for a job we are highly qualified for, is a lesson I'm no longer interested in teaching. Please pass HB 392, so together we can pass a much more positive message to our kids in schools today and the future hiring managers of tomorrow. Thank you!

Bertha Jones

Self

Fort Worth, TX

Hair is a personal reflection of oneself. As long as it's clean, it shouldn't be a problem with employers or colleagues.

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Myra McGlothen

Self

Arlington, TX

I support you in this endeavor.

Natosha Daniels

Round Rock Black Parents Association and Educators in Solidarity

Round Rock, TX

As an organization of school administrators, classroom teachers, parents, and graduate level educators, we recognize the importance of creating an equitable school environment and, in particular, we are concerned about how inequitable application of student codes of conduct may affect outcomes for students of color. We are asking you to vote in favor of this bill because disciplinary data continues to show the need for implicit bias training for all school staff.

Black students are and have been disproportionately targeted and penalized for violating seemingly race-neutral grooming policies that are designed to, and have the effect of, profiling, singling out, and burdening Black children for wearing their hair in its natural state. 87% of discretionary discipline is from low level offenses that violate the student code of conduct, and Black students are overrepresented in exclusionary discipline. Black students are 3 times more likely than White Students to receive out of school suspension, yet they comprise a much smaller percentage of Texas Schools (13%). - Texas Appleseed 2018  
The ACLU has identified 500 schools in Texas that have racially biased student codes of conduct - ACLU 2021

Because white teachers comprise 57% of teaching staff in Texas, while students of color comprise 73% of schools, implicit bias training is especially necessary. Getting to the root of why we have discriminatory policies and why they are inequitably enforced is imperative. White educators may not understand cultural aspects of not only hairstyles, but dress, piercings, head covering, etc. In 2020, a court ruled that the Barbers Hill ISD code of conduct was discriminatory when DeAndre Arnold was suspended for his dreadlocks.

The administrators in Educators In Solidarity have witnessed the detriment to students caused by implicit bias in teachers combined with selective enforcement of dress code and grooming standards set by districts We are aware that this happens in all schools across Texas, regardless of if they have been spotlighted in the media or addressed by the ACLU. A student's appearance has no impact on their ability to learn and our district policies should reflect and include the diverse students and families that we serve.

It is in the best interest of the children of Texas to pass HB392 and it's companion bills. Nine other states have already passed similar Crown Act laws. Texas has an opportunity to not only be on the right side of history, but also to make strides in closing the achievement gap through equitable practices.

Gwendolyn George-James

Self

Fort Worth, TX

All types of hair MATTERS

Tiffany Grant

Self

San Antonio, TX

I am so proud to support this legislation. As a black female leader who has experienced discrimination due to my natural hair texture (or who has experienced an overwhelming amount of appreciation when I hide my natural hair by straightening it or by

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wearing extensions, wigs or weaves because they are more palatable and less ethnic), the legislation supports women like me who want to show up authentically. This legislation says I can proudly be myself and represent my roots while proudly displaying something that clearly identifies them. Thank you Rep. Bowers for bringing HB 392 forward on behalf of all women of color who want to be proud of everything that makes us unique and equally beautiful.

Beletra Thomas

Self

Arlington, TX

I support the Texas Crown Act. As a Black woman in Corporate America, I have gone out of my way to straighten my hair for job interviews, removing natural styling and/or braids. As a Black woman, I feel a tremendous amount of pressure to conform. People of color, especially Black people, should no longer have to conform to society by altering their natural hair.

Nora Walsh

Myself

San Antonio, TX

I hope you will stand on the right side of history and protect children from discrimination of all types including natural hairstyles. The world places enough hurdles in the way of self-esteem and academic success. Do the right thing.

Nicole Morrissey

Self

San Antonio, TX

So many brown and black kids love their natural hair and rightfully so. As a former educator, I can assure you there's no hairstyle "distracting" or "unprofessional" enough to detract from teaching and learning in a classroom (or whatever excuse a dress code policy might say). I believe there's no place for hair discrimination in our great state.

Gordon Ashley

Self

San Antonio, TX

My girls deserve an opportunity to not be held back because of their hair! It's time to change to a new normal!

Angelique Bartholomew, JD

Greater Houston Black Chamber

Missouri City, TX

The nature of hair plays no role in the nature of character, talent and professionalism. Discrimination on the basis of hair is rooted in systemic racism against American people.

This is why I support HB 392

Anthony Gordon

Self

Converse, TX

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Ending hair discrimination shouldn't be an argument in 2021!

Cory Vessa, Trustee RRISD

Self

Austin, TX

I am speaking in support of this bill. This is a very small step in righting wrongs. Discriminating based on hair texture is a legacy that needs to end today. There is enough hate in the world. Let's love on all people by celebrating our differences, including our hair. God made us all unique and special. He made our hair different. Let's celebrate that difference and the beauty He obviously saw in it. Vote yes on HB 392.

Bridget Mitchell

Self

Cibolo, TX

No room for hair discrimination.

Our hair is your crown and we wear it proudly!!!

Paula Johnson, Dr.

Self, Educator

San Antonio, TX

Children and adults of all ethnicities and racial backgrounds should be free to pursue life, liberty, and happiness without concerns about the hair that naturally grows from their scalps. Textures, accessories, and styles that pay homage to their forefathers and those that blaze the trail of innovation should not be met with forced assimilation to a Western (read White) concept of style or beauty. Black men, women, and youth especially should not endure harassment, bullying, or assault that leads to emotional harm and trauma due to their preferred hair styling. Black people of the diaspora have every right to proudly wear their coily, kinky, curly, loc'd, braided, dyed, and relaxed tresses any way they like. Please secure this small show of humanity. Bring the Crown Act to Texas and remove the stigma that has plagued so many generations. It's not just hair to us. It is our glory, our crown

Larry Mitchell, Mr.

Self

Cibolo, TX

I stand steadfast in solidarity, in support of HB 392 Larry W. Mitchell, Aspiring Author of "Halo Hair...we wear it everywhere"

Amanda List

Schulman, Lopez, Hoffer & Adelstein, LLP

Austin, TX

Schulman, Lopez, Hoffer & Adelstein, strongly supports HB 392. We appreciate Representative Bowers for filing this important legislation.

La'Kisha Crenshaw

Self

Round Rock, TX

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For

Dove A Unilever Brand

Dove and the CROWN Coalition

-, TX

Dear Representative Chris Paddie and the members of the House Committee on State Affairs:

Dove, a Unilever brand, is proud to support HB 392 (Bowers). Our parent company, Unilever, proudly employs approximately 100 employees at the TIGI offices in Lewisville, TX. We are writing to urge you to pass The CROWN Act in the state of Texas as we work to end hair discrimination.

We believe a positive experience of beauty should be accessible to all women and girls. After seeing numerous cases of Black people denied employment because of their natural hair and an overwhelming number of cases of Black children being sent home from school because their hair, we decided to lead action to end race-based hair discrimination. We are a founding member of The CROWN Coalition. The Coalition is an alliance formed to create a more equitable and inclusive experience for Black people through the advancement of the CROWN Act. We view our role in driving change as an extension of its responsibility as leaders in the beauty industry and will continue to be a champion for challenging beauty stereotypes and being an agent for transformative change.

HB 392 (Bowers) will ensure protection against discrimination based on hairstyles by extending statutory protection to hair texture and protective styles in Texas. Including hair texture and protective hairstyles in the definition of “race” will prohibit an employer from withholding or terminating employment or promotion based on discrimination against the protected employee or applicant’s hairstyle. It will also prevent schools from disrupting a child’s education based on the way they wear their hair. We were outraged when DeAndre Arnold, a former Barbers Hill High School student in Mont Belvieu, TX, received in-school suspension and was denied the opportunity to walk in his high school graduation because of his hair. We stood in solidarity with DeAndre and his family. HB 392 (Bowers) will help mitigate the unfair scrutiny and significant injustices the DeAndre and the Black community face because of their hair.

For this reason, we are proud to support HB 392 (Bowers) to ensure an end to hair-based discrimination in state of Texas.

Sincerely,

Dove  
Co-founding Member of The CROWN Coalition

CROWN Coalition -

The CROWN Coalition

-, TX

Dear Representative Chris Paddie and the members of the House Committee on State Affairs:

We are writing to urge you to pass The CROWN Act in the state of Texas as we work to end hair discrimination in this country.

HB 392 (Bowers), the Creating a Respectful and Open World for Natural hair (CROWN) Act, corrects an inconsistency in existing anti-discrimination laws by amending the Texas Government and Education Codes to protect against discrimination based on traits historically associated with race, such as hair texture and protective hairstyles, in workplaces and in schools.

Despite great strides made by people, legislators, and courts to reverse and resolve the long-lasting damaging effects of racism, hair remains a source of racial discrimination with serious economic and health consequences, especially for Black people. This sort of discrimination is fostered by purportedly “race neutral” grooming and dress code policies in the workplace and in schools that promote a Eurocentric image of professional hair. An image of professionalism that holds European features as the norm

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disparately affects individuals who do not naturally fall into that model. Black children and adults, adhering to such grooming policies, often feel compelled to employ styling practices to alter the natural characteristics of their hair, including time-consuming heat straightening and chemical permanent relaxers and other things which can lead to hair damage and hair loss. Moreover, for many Black people, braids, locs, and twists, also known as “protective hairstyles,” are essential for healthy hair maintenance.

Additionally, while anti-discrimination laws presently protect the choice to wear an afro, afros are not the only natural presentation of Black hair. HB 392 (Bowers) will ensure protection against discrimination based on hairstyles by extending statutory protection to hair texture and protective styles in Texas.

Including hair texture and protective hairstyles in the definition of “race” will prohibit an employer from withholding or terminating employment or promotion based on discrimination against the protected employee or applicant’s hairstyle. It will also prevent schools from disrupting a child’s education based on the way they wear their hair. These protections will help mitigate the unfair scrutiny and significant injustices Black people face because of their hair.

For this reason, we are proud to support HB 392 (Bowers) to ensure an end to hair-based discrimination in state of Texas and across the entire U.S.

Sincerely,

The Founding Members of The CROWN Coalition  
Dove  
National Urban League  
Color Of Change  
Western Center on Law & Poverty

Christina Hulett  
Self  
Grand Prairie, TX

As a wife and mother with natural 4c hair working in State government and raising sons with locs as well as a daughter who is too afraid to wear her long kinky curls out of fear of what others will say, I support this bill.

DeShantra Moore Lewis, Mrs.  
Tax paying citizen  
Rosharon, TX

It’s hurtful that black people have to create laws that prevent us from being discriminated against because of the way our hair grows naturally from our heads . The audacity some people must have to think that’s ok.

Kelli Lawson  
JOY Collective  
-, TX

I am the founder and CEO of JOY Collective, a polycultural marketing and creative agency focused on purpose-driven work. We are a certified women-owned, minority-owned business and along with my business partner, Orlena Nwokah Blanchard, we have been working behind the scenes for over a year and half on behalf of Dove and the CROWN Coalition to advance hair discrimination legislation across the country.

This topic is not new. Qualitative and quantitative research conducted by the Dove brand unpacked the real impact of hair discrimination against Black women that leads to the disparate impact we see manifested socially and economically – with 80% of Black women saying they feel the need to change their natural hair to fit in at the workplace.

The CROWN Coalition is an alliance of organizations committed to inclusivity and racial equity. The CROWN Coalition was

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founded by Dove (Unilever), the National Urban League, Color Of Change, Western Center on Law & Poverty and is supported by over 80 organizations nationwide including Delta Sigma Theta Sorority, Inc., The National Council of Negro Women, Alpha Kappa Alpha Sorority, Inc., The Links Inc., the NAACP, Jack & Jill of America and many more.

The CROWN Act is law in nine states – California, Colorado, Connecticut, Delaware, Maryland, New Jersey, New York, Virginia, and Washington. I am encouraged that the CROWN Act is being passed state by state to ensure a respectful and open world for natural hair.

I am incredibly proud to stand with Representative Rhett Bowers and the fellow distinguished leaders of the Texas legislature on behalf of Dove and The CROWN Coalition to see The CROWN Act passed in the state of Texas. Thank you for your leadership on this issue.

Kevin Hill

self - ga

Dallas, TX

Support

Joshua Moore, Mr.

Self

Nacogdoches, TX

This is the right thing to do.

Dane'le DuPree

Self

DESOTO, TX

This Bill is extremely important. Hairstyles should not be a topic of discussion in the workplace, schools, or any other area. Please PASS THE CROWN ACT!

Orlena Blanchard

JOY Collective

-, TX

I am the President of JOY Collective, a cultural intelligence marketing and creative agency. We are a certified women-owned, minority-owned business and along with my business partner, Kelli Richardson Lawson, we have been working behind the scenes for over a year and a half leading the work to advance hair discrimination legislation across the country on behalf of the CROWN Coalition.

The CROWN Coalition is an alliance of organizations committed to inclusivity and racial equity. It was founded by National Urban League, Color Of Change, Western Center on Law & Poverty and the Dove brand (a Unilever company) and is now supported by over 80 organizations nationwide including National Council for Negro Women, Delta Sigma Theta and Alpha Kappa Alpha Sororities, Inc., The Links Inc., Jack & Jill of America and many more. The CROWN Act is law in nine states – California, Colorado, Connecticut, Delaware, Maryland, New Jersey, New York, Virginia, and Washington.

This topic is not new. Many individuals and organizations have spent years fighting for racial equity and have long since identified hair as a racial characteristic that invokes bias and discriminatory behavior in our society. We are honored for our work to have provided a platform to unify the many voices raising awareness for this issue so action like this bill can be taken. Research we conducted on behalf of the Dove brand unpacked the real impact of hair discrimination against Black women that

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leads to the disparate impact we see manifested socially and economically.

As an African immigrant who came to this country as a middle schooler over 35 years ago, I have spent the better part of those years putting toxic chemicals and endless hours into manipulating my hair to appear in a way I believe was received as beautiful and thus acceptable by American standards. It's been a long and often painful journey. That is why, as a Black woman, and as the mother of three sons, I am encouraged that Texas will allow a more respectful and open world for Black women, men and children to thrive. I am incredibly proud to stand with Representative Rhetta Bowers and fellow distinguished leaders of Texas in support of this bill.

Carol Hill, Ms.

Self

Dallas, TX

I support this legislation to end discrimination against student of color and specifically Black students. These hairstyles have been misunderstood and mischaracterized by a majority of policy makers that do not understand how to care for hair that isn't naturally straight. These hairstyles do not impede a student's ability to learn and no child should be punished for how their hair is cared for at home.

Katrena Moore

Self

Nacogdoches, TX

As an African-American woman with natural hair, I am in full support of The Crown Act. There is a lot that I could say, but simply put we have a variety of hair textures and hair needs just as other races. We should not be discriminated against because of this. Please consider this.

Bobbye Sweat

Self

Midlothian, TX

I support HB 392 by Bowers. Innovation comes from what's in your head, opposed to what is on your head. It is called diversity and that should be embraced by employers.

A.L. Shaw

Self

Cedar Hill, TX

Many people choose to style their as an expression of their ethnicity and culture.

Tanisha Jones

Self

Arlington, TX

Please pass this bill. This is something that I have experienced myself. I was told to wear my hair straight and flat ironed because I worked at the front desk at my job. I was told that I looked better and more professional that way. It was a major blow to me because I actually preferred to wear my hair in it's natural state and loved it that way. I am a hairstylist and I also know that our hair is healthier that way. Doing anything else put a lot of stress and damage to our hair. Thank you for all the hard work you are doing with getting this bill passed. I am in full support of this.

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Kiara White

Self

Austin, TX

This is absolutely essential for women of color

Deshonna Barnes

Self

Prosper, TX

This is a violation of my civil and personal rights.

Crystal Landrum

N/a

Fort Worth, TX

I have natural hair.

James Parker

COA

Mansfield, TX

I strongly support protecting non-discrimination of hairstyles by race.

Kendra Woodard, Mrs.

Self

Houston, TX

This is long overdue!!! Thank you!!

Reginald McKamie, Mr.

Self

Houston, TX

Citizens of Texas should not be discriminated against in any manner because of the texture of their hair. I support this legislation.

Tammy Holmes, Dr

We Learn LLC

Houston, TX

Discrimination based on hair texture is a form of social injustice, found that targets mostly black people, specifically black people whose hair that has not been chemically straightened or are in certain styles (natural or locs). Natural hairstyles (“dreadlocks”) has frequently been seen as being unprofessional, unattractive, and unclean.

Charles Hollis

self

Houston, TX

No person - male or female, should be discriminated against based on a hairstyle. Who determines what is "disruptive"? To one, feeble attempts to mask a thinning, balding head with what few strands are left is as obstreperous as styling a full, natural head of hair to another. Let's focus on the value of what's in the head than what's on it.

Rhonda Skillern-Jones

Harris County

Houston, TX

To support this bill is to support freedom and fundamental rights of one's person. The ability to be as you are and as you were born without discrimination and free of judgment is essential to one's existence and should be supported

Denise Hamilton

WatchHerWork

Houston, TX

There is no place for discrimination in our state

Yannis Banks

Texas NAACP

Round Rock, TX

It is common sense legislation

Darralyn Johnson

Self

Austin, TX

I believe discrimination based on hair style and texture should not be tolerated.

Tennille Thomas

Delta Sigma Theta Sorority, Inc.

Pflugerville, TX

I support this bill.

Mechelle Phillips

Self

Houston, TX

I support passage of this bill.

Patrice Warren  
Self  
Grand Prairie, TX

Please vote to SUPPORT IN FAVOR of HB392 to end discrimination on the basis of hair texture and hairstyles associated with race. Please vote IN FAVOR of The CROWN ACT HB392. Thank you.

Eric Potts, MAJ (ret)  
Self  
Houston, TX

Discrimination on the basis of hair texture, hair styles, etc. is akin to discrimination on the basis of skin color, culture or religion. The ability for employers and the like to restrict or try to enforce any rules based on any aspect of hair and how it is worn is shameful and a clear exercise in bias. It is a type of self expression and pride in most cases and should be treated and respected as such. This bill will break down barriers and is essential to leveling the playing field for everyone. To anyone who says it's not necessary, instead of leaning on what you think you know, ask any person of color what their experiences have been and I am sure you will change your mind.

Misty Starks  
Self, publicist  
Richmond, TX

I would like to see this bill passed to end discrimination based on hair style and texture.

Theendencia Horne  
Delta Sigma Theta Sorority, Inc.  
Manor, TX

I have worn my naturally for almost 10 years. Everyone should be allowed the comfort of being who they ARE.

Andrea Barefield, Honorable  
Self/Executive Director  
Waco, TX

I am a proud resident of Waco and I am asking for your swift action to make The CROWN Act law in our state. As your constituents, we need your help to change the laws in our state by supporting the work of the CROWN Coalition to help end the racial injustice of discrimination against people because of their hair. I am in full support of HB 392.

LaKeSha Morris, Counselor  
Self/ Therapist  
Fort Worth, TX

I am writing in full support of The Crown Act, Texas. Not only on behalf of legislation that supports the best health and wellness of all of my clients but also, for myself who, as a woman with multicultural background, has endured demeaning micro agressions, biases and discrimination based solely on the texture of my hair. In a professional setting I was once asked, by an employer, to go home and "do something" with my hair before returning to work. Mind you, I am and have always been a very clean and neat person and this practice has always extended to my hair regardless of it's chemically processed or natural state. I

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happened to be wearing my hair in its natural state that day. In embarrassment and frustration, I naively went to the local hair store and purchased a wig just to appease the employer. I HATE wigs. I still hate that wig but I keep it as a reminder to NEVER again bend to such discrimination. No one has the right to tell me or anyone else that the way God created MY hair to grow out of my head is unprofessional, ugly, inappropriate for ANY situation we must engage in as humans.

April Briscoe

Delta Sigma Theta Sorority, Incorporated

AUSTIN, TX

Do not support

tashia Coleman

Delta Sigma Theta Sorority, Inc

ROUND ROCK, TX

I support this bill.

Cynthia O'Banner

Self

Plano, TX

I strongly SUPPORT passage of The Crown Act bill.

This aides in putting an end to days old discrimination of hair texture, hair styles, etc. that are tremendously important to every aspect of our being! No one should be forced to change what is their 'natural hair' texture and/or style! Please pass HB 392

Brooke Woodard, Dr.

Self, College Professor

Marshall, TX

Please help end the racial injustice of discrimination against people because of their hair.

Jessica McElroy

Self

Bryan, TX

I am in full support of HB 392. As a graduate student and in the work place I have been told wearing my hair the way it grows out of my scalp is not professional, unkept and even wild. Even when special care is taken to style it. No other group of people is met with this type of discrimination. It is unfair, mean and flat out racist. I know that is not the type of environment any of us want to exist in. I am requesting your full support of HB392. Thank you.

Tracy Beavers

Self

Houston, TX

To discriminate against an individual based upon the texture of their hair which grows naturally out of their head based upon their genetic make up is unreasonable and unfair. As we have moved into more health conscious and self aware behaviors, to restrict an individual and expect them to conform to suppress their natural born identity continues to feed the mindset of inferiority based

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upon race and in some instances may breed mental health disorders. We don't get to choose our race and what characteristics come with it. When we discriminate against an individual based upon their hair texture and styles we send a message that they must hide who they are in order to fit in. This could be perceived as a subtle and sometime overt form of bullying. Not everyone is born with straight follicles and many have moved away from the chemical processes to emulate straight hair, to embrace their own textures and feel empowered as a culture and race. Policing a person's hair/hairstyle is racial discrimination and targets specific peoples.

Karla Fleming-Jones

Self Educator and Freelance Editor

Cypress, TX

I support this bill addressing discrimination on the basis of personal choice related to hairstyles and/or hair texture. Any attempts to force individuals to conform to European-style hair or that infringes upon an individual's choice concerning his own style expressions are relics of a patriarchal system that is more exclusive than inclusive and should not be tolerated. I applaud Representative Bowers, and I encourage all members of the committee and legislature to support this bill.

Carla Collier

Self

Dallas, TX

Discrimination on the basis of hair

Sharon Jones

Self/ consultant

Houston, TX

Please pass this bill favorably. Hair discrimination has no place in schools and the workplace. People of color must be allowed to wear their hair as it naturally grows without repercussion to their profession or their educational pursuits. Judge us by our performance not our appearance.

Tina Fowler

Texas Criminal Justice Coalition

Conroe, TX

Dear Members of the Committee,

My name is Tina Fowler. I am a Policy Associate with the Texas Criminal Justice Coalition, and I appreciate this opportunity to provide written testimony in support of HB 392. This bill will prohibit discrimination based on hair texture or protective hairstyle associated with race.

Hair cannot be separated from the person

This bill will allow African Americans to be their authentic selves at work and school. People of color are unique for several reasons, one of which is their texture of hair. Hair texture may be straight, curly, coiled, or kinky, which allows the luxury of wearing it in various ways. African American hair can be worn in styles including afros, different types of braids, locks, or twists. There are also an array of ways to wear each of these styles. Braids, locks, and twists can be worn as updos, in buns, wrapped in a scarf, or down. Many of the styles are worn for protection to prevent the hair from breakage.

Hair is rooted in African American culture

There is a rich heritage in the caring of African American hair. Any African American woman can tell you that getting their hair done as a child was part of a tradition. Sitting in front of a Mom, aunt, or another family member while having their hair braided, cornrowed, or even straightened is part of the African American culture. "Getting your hair done" is a culture passed down from generation to generation and is an essential part of bonding within the African American culture.

Hair is a source of pride

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This bill will express that ethnicity is beautiful and that rather your hair grows coiled, curly, or kinky, you should be accepted and included. This bill will instill in younger generations that their representation is welcomed and necessary in the workplace and schools. Individuals should feel it necessary to deny their culture and their true identity to have a place at a corporate table or be part of a sports team.

Conclusion

HB 392 is a meaningful bill that will foster cultural diversity and acceptance in school and the workplace and allow representation and true identity.

I am happy to answer questions, please contact me at [tfowler@texascjc.org](mailto:tfowler@texascjc.org) or at (386) 562-0369.

Alicia Hinkle

Self

Corinth, TX

I am in favor of this bill and ask that all State Representatives support it. There should not be any form of discrimination on the basis of natural hair. Please vote in favor of this bill.

Alicia Hinkle

Carla Collier

Self/Legal

Dallas, TX

There are all types of natural hair. No one should be able to other people how to wear their hair.

Kishawna Wiggins, Dr.

Self

Dallas, TX

Thank you

Pamela Dacus

Self

Pflugerville, TX

Discrimination based on texture or hairstyle associated must end. People of color should be afforded the same rights and privileges as other races regarding freedom to proudly wear their natural hair in styles that prevent damage and breakage.

Billye Hill, Mrs

Self

Midlothian, TX

No one should be discriminated against based on texture or style of hair. Members ask yourselves who are discriminating or show biases when it comes to making decisions about a person hair style or texture.

Melody Bradley, Mrs.

Self

Cedar Hill, TX

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April 29, 2021

To: House State Affairs Committee

Re: Testimony In-Favor HB 392

Chairman Paddie and committee members,

"I want to jump and shout how important this proposed law is to me, how I have longed for many years for spaces to just be!"

My name is Melody Bradley. I am a wife, mother, high school special education teacher, and Teach Plus Texas Senior Policy Fellow from Cedar Hill! Most importantly, God made me a Black woman with caramel colored skin, hazel eyes, and dark brown curly hair! Hair that has been the topic of more conversations than I care to recall. My hair has been the topic of discussions by my white colleagues and even ridiculed by my male and white supervisors. From "can I touch your hair," "to are you sick," because I did a big chop and wore a TWA, to being called unprofessional because I chose to rock my natural curly fro during an interview for an assistant principal's job, or having to defend the professionalism and character of a Black male colleague who wore long locs are just a few of my encounters about Black hair at work. I too realize my curly hair texture that is soft and looser has given me more acceptance than some of my Black colleagues who have tighter coiled hair textures. I have even experienced having to teach my bi-racial student about the acceptance and beauty of her curly textured hair because her Hispanic Mother did not know how to care for her daughter's hair. This experience was one of pride and empowerment because my student was able to learn to see the beauty in her own curly hair from her teacher.

I am a veteran educator who has dedicated 20 years of my 21-year long career to serving children in North Texas. I attest it is long overdue to normalize Black hair in the schools and other environments. Far too many Black children, educators, and citizens have been denied access to just be. The trauma of having to have conversations, be petted like an animal, or receiving disciplinary in-fractions because of the state of our hair is ridiculous, rooted in racism, fear, and no longer has a place in the diverse state of our schools and communities.

DaLesia Boyd

Delta Sigma Theta Sorority, Inc.

League City, TX

I support this bill because discrimination on the basis of hair texture or protective hairstyle associated with race continues to cause harm to African-American children and adults. Children have been suspended from school based on their hair texture and chosen protective style. Professionals are reprimanded or are passed over for job opportunities because of their hair. Discrimination based on our hair is simply racism. This must stop!

Dylan Drummond

Self

Lewisville, TX

My name is Dylan Drummond and I'm a civil appellate attorney practicing in Dallas. I am proud to have begun my legal career clerking for our State's highest court, and to have had the opportunity to serve our State Bar in several capacities ever since. I offer the following comments this morning in support of H.B. 392 not in any official legal capacity but instead in my personal capacity as a Texan husband and father.

I am Caucasian and my wife is Black. She grew up in San Antonio and I in Austin. She served in the 77th Session in an analyst role and thereafter in a similar capacity on Lieutenant Governor Bill Ratliff's team. Things that shock and surprise me have been commonplace \*every day\* of her life. Her parents lived through Jim Crow-era Texas and experienced discrimination first-hand, even being asked to leave public places solely because of their race. Our toddler twins will experience the world as black people.

Although I know there are several weighty concerns on the Legislature's docket rightfully competing for the members' limited time in the dwindling days of this Session, please consider that eliminating this last pernicious vestige of a bygone racist era is just as deserving of the Legislature's attention and protection as COVID relief or ERCOT reform.

As a Caucasian man, I've never personally experienced hair discrimination. Consequently, like perhaps most of my fellow Caucasian Texans, I've largely been oblivious to it. But this is decidedly \*not\* the case for likely every Black colleague, friend, or family member you may have. Every single day, Black Texans must consciously plan and conform their hair to the Eurocentric

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norms of the professional or academic environment they are in. To do otherwise is to risk the very real backlash and disparate treatment by people based on nothing more than how someone chose to wear their hair—whether natural or in a protective hairstyle like braids, locks, or twists. Discriminating against someone who wears a hairstyle that is either predominantly or exclusively worn by Black people is functionally identical to and indistinguishable from discriminating against a Black person on the basis of their skin color or any other immutable racial characteristic. In this way, the hair discrimination that H.B. 392 prohibits is a mere proxy for racial discrimination.

Black Texans of any extraction—whether of African, Caribbean, or other ancestry—deserve to be protected from racial discrimination maliciously levied against them through the guise and veil of mere hair texture or hairstyle preference. I implore the members of this Committee to vote H.B. 392 to the floor and work for its passage both in the House and in the Senate. In 2021, our generation should, once and for all, prohibit this invidious remnant of racial discrimination from persisting to affect the next.

Monica Brown, Principal Consultant

Self

Cypress, TX

Supporting the Crown Act.

Candice King

Self/Regional Sales Manager

Dallas, TX

Please support this bill for passage.

Gayla Grantham

Self

Houston, TX

This is long overdue and needs to be addressed

Candice Jackson, Mrs.

Self

Lantana, TX

Thank you for pushing this bill.

Nwamaka Unaka, Chief of Staff

Self

Houston, TX

As a woman has waist length locs it is important that I am able to wear my hair in the professional style of my choice. Additionally, I don't want my daughter who wears her hair in the natural state that it grows on her head AN AFRO to be forced to wear her hair in a way that is not natural or comfortable for her.

Jada Burton

Delta Sigma Theta NDSA

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Lewisville, TX

Erica Knox

DELTA SIGMA THETA- AUSTIN ALUMNAE CHAPTER

Pflugerville, TX

Wearing natural hair means Freedom

Tiffany Bromfield

Delta Sigma Theta Sorority

Denton, TX

!

Towanda Bryant

Self

Flower Mound, TX

#naturalhair

Kimberly McCarver

Self

Pflugerville, TX

This is discrimination at its finest. It should be illegal and those to who oppose should be imprisoned

Juanita Smith

Self

Dallas, TX

We definitely would love to not be discriminated based on how our hair grows out naturally. It would be wonderful to just be able to be ourselves and do our job or get an education.

Arhet Amine-Grace

Self/ Love and Grace Organics Co-owner and Toyota employee

Little elm, TX

As a black woman and mother of 3 kids. I have been discriminated against for my hair as well as my daughter. At age 7 she was told her hair looked crazy by a teacher during a play rehearsal. It's not right that we and our kids are looked as odd, weird or unkept because our hair is not always straight. We as individuals bring a lot to the table no matter where we are, it's that that these discrimination stop just because it doesn't fit the Caucasian hair style image. We are all individuals with different looks and we should not all look the same. My crown should not offend you, as your hairstyle doesn't offend me.

Sandra Dublin

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Self - Retired

Highland Village, TX

I totally support this bill. It's a shame we even need such a bill.

Carron Perry, Mrs.

Self

Flower Mound, TX

I fully support HB 392 by Rep Bowers related to the discrimination of any person based on hair texture or hairstyle associated with any race.

Dawn Haynes

self - independent contractor

Houston, TX

I support ending discrimination in this basis

Starlee Cooleman, CEO

Texas Public Charter Schools Association

Austin, TX

Chair Paddie, Vice Chair Hernandez, and Committee Members:

The Texas Public Charter Schools Association supports HB 392, otherwise known as the CROWN Act.

All students, regardless of their background, deserve to feel welcome and safe at school. This legislation will help ensure they do.

Educators and parents in our community were shocked and angry to learn about the incident last year in which Kaden Bradford and De'Andre Arnold, Black students in Barbers Hill ISD, were told they would face disciplinary consequences unless they cut their hair.

To discriminate against students of color because they have dreadlocks (or any other kind of hair) is absurd and offensive. Yet policies that permit this discrimination are on the books at nearly 500 Texas school districts. We applaud Representative Bowers and the other lawmakers who have called for change.

Public charter schools in Texas enroll 58,000 Black students. They are thriving because their school communities empower and support them. If adults on campus tell children they are unwelcome simply because of their hair texture or style, it undermines the trust and relationships that make learning and personal growth possible. Simply put: It harms families and it harms our state's future.

We urge committee members to support HB 392.

Thank you for your consideration of this bill.

Starlee Coleman

CEO, Texas Public Charter Schools Association

Theeany Shannon, MA-CMHC

Self

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Waxahachie, TX

I am in full support of this Bill. As a black woman, I have faced discrimination from employers and co-workers with regard to my hair. I believe that this Bill being passed will ensure that the next generation and our POC citizens will have a chance of progressing in their careers, or educational endeavors without fear of discrimination based on their hair.

Eyeisha Young

Self

Manor, TX

We should be able to do what self wants to do with hair.

Diamond Gillam

Delta Sigma Theta Sorority, Inc.

Georgetown, TX

I support this bill, thank you for representing us.

Araesheon Foley

Self

Austin, TX

I feel like it's unethical and very discriminatory.

Ronnie Pegram

Self

Denton, TX

We definitely deserve this bill to pass end the hair texture /style discrimination of black women

Misha Sturns

Self and others

Dallas, TX

Persons color should not be discriminated against due to the choice of hair style they chose to wear!

Cathy Ellison

Delta Sigma Theta Sorority Incorporated

Austin, TX

It's sad we need a bill of this type to prevent employers and school administrators from harassing African Americans based on the texture of their hair. Hair they were born with and given to them by God

Robbie Vanarsdale

Self

Houston, TX

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My crown is glorious. It is not to be demonized nor feared.

Andrea Dixon

Self/Educator

Manor, TX

I support this bill and it's request for fair treatment.

Carol Williams

Self/Sales

Dallas, TX

I believe this bill should be supported. An individual should not be discriminated against because of the way they choose to wear their hair. This is a personal choice for everybody. Please support HB 392.

Teressa Parham

I'm asking the House and Senate to support HB 392! We're TEXANS!

Coppell, TX

Proud of you!

Delores Wilson

Self

Plano, TX

I support HB 392 as yet another measure toward equal justice. As Representative Bowers so eloquently put it , what grows out of one's head has nothing to do with what is inside one's head.

Carolyn Matthews

Self

Flower Mound, TX

I ask you to join me in supporting the CROWN Act. No one should be viewed differently by their choice in how they wear their hair in school or the workplace.

Brenda Raney

Self

Lewisville, TX

Respecting the rights of individuals to engage in law-abiding actions is the foundation of our Constitution. When a person's hair becomes the determinant of how that person is treated, it cuts to the core of personal freedoms. This bill would go a long way toward eliminating the discrimination that people of all nationalities face because of the hair with which they were born. If we were to decide tomorrow that since the majority of people have hair, bald headed individuals were somehow less qualified, the nation would be in an uproar. This is no different. While a child getting his hair cut during a wrestling match may have precipitated the need for this bill, it was exacerbated when hair salons were closed because of the pandemic. People had few options and going natural was a more practical choice. I am asking for your support of this bill.

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Celestine Gomes

Self

Spring, TX

Don't allow people to be discriminated against because of nature.

Nicole Raphiel, Mayor Pro Tem

City of DeSoto

DeSoto, TX

Thank you for your attention and consideration of HB 392 by Bowers. I am in full support banning hair discrimination African-Americans in Texas may face due to the natural texture of their hair, or while wearing protective styles like locs, braids, twists, and bantu knots. I strongly encourage you to pass HB 392 by Bowers.

David Adams

N/A

DALLAS, TX

I support the Crown Act

Regina Hasan

Self

Sugar Land, TX

Stop discrimination based on the basis of hair texture or protective hairstyle associated w/race

Glyn Walker

Delta Sigma Theta Sorority INC

Elgin, TX

I support this bill

Keisha Morgan

Self

Addison, TX

It is racial injustice and an act of discrimination against people of color to be biased based on the hair style and texture in the workplace and in schools. We need to embrace each other differences and understand and except that God made us ALL in his image but different. That's what makes this world a beautiful and unique environment. It would be a boring to live, if we all were the same. Let's stop the hate and love on each other.

Tony Council, President

Self

Houston, TX

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Be consistent and fair.

Demetria Jackson

Self/teacher

Lewisville, TX

I fully support this bill because we should all be able to wear our hair in its natural state.

Melody Bradley, Mrs.

Self

Cedar Hill, TX

April 29, 2021

To: House State Affairs Committee

Re: Testimony In-Favor HB 392 (self)

Chairman Paddie and committee members,

“I want to jump and shout how important this proposed law is to me, how I have longed for many years for spaces to just be!” My name is Melody Bradley. I am a wife, mother, high school special education teacher, and Teach Plus Texas Senior Policy Fellow from Cedar Hill! Most importantly, God made me a Black woman with caramel colored skin, hazel eyes, and dark brown curly hair! Hair that has been the topic of more conversations than I care to recall. My hair has been the topic of discussions by my white colleagues and even ridiculed by my male and white supervisors. From “can I touch your hair,” “to are you sick,” because I did a big chop and wore a TWA, to being called unprofessional because I chose to rock my natural curly fro during an interview for an assistant principal’s job, or having to defend the professionalism and character of a Black male colleague who wore long locs are just a few of my encounters about Black hair at work. I too realize my curly hair texture that is soft and looser has given me more acceptance than some of my Black colleagues who have tighter coiled hair textures. I have even experienced having to teach my bi-racial student about the acceptance and beauty of her curly textured hair because her Hispanic Mother did not know how to care for her daughter’s hair. This experience was one of pride and empowerment because my student was able to learn to see the beauty in her own curly hair from her teacher.

I am a veteran educator who has dedicated 20 years of my 21-year long career to serving children in North Texas. I attest it is long overdue to normalize Black hair in the schools and other environments. Far too many Black children, educators, and citizens have been denied access to just be. The trauma of having to have conversations, be petted like an animal, or receiving disciplinary infractions because of the state of our hair is ridiculous, rooted in racism, fear, and no longer has a place in the diverse state of our schools and communities.

I urge each of you to champion this bill to foster the understanding that many hairstyles such as braids and locs are protective styles to keep Black hair from being damaged from the hot Texas climate. Without state-wide policies instituted to protect all hairstyles and textures, Black Texans’ hair will continue to be a factor in race-based discrimination. It is my hope that no more Black children, educators, or citizens suffer because of the state of their hair. And that grooming and dress code policies are representative of the diverse culture of people who are all Texans’. So that we can begin to create environments that allow each of us to show up our authentic selves representing many cultures and heritages that make up Texas.

Tiffany Scott

Self

Denton, TX

HB 392 should be approved. The hair that you are given at birth should have no weight or bearing on your job performance.

Lisa Morgan

Self

Denton, TX

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Hair styles or texture of one's natural hair should be protected as it is a point of individuality.

We are all uniquely made and society should strive to make room for all manner of beauty and not one particular standard that is exclusionary to so many.

Dean Spann  
Self/ Staffing Manager  
Rosenberg, TX

Natural hair styles should be accepted by schools and businesses. I have been staffing hard working Texans for over 4 years and it saddens me when hiring managers judge a candidate based upon them having braids or dread locks.

Barbara Ecans  
SELF, Team Lead  
Austin, TX

As a woman of color who wears her hair in its natural state, I strongly support legislation that would prohibit discrimination against me. No one should experience discrimination for wearing their hair in its natural state or in a protective style such as braids.

Kerrick Henny  
Self  
Houston, TX

I strongly support this bill.

Christopher Cotton, MBA  
Contracting Consulting Services  
Houston, TX

The fact this Bill was crafted explains the absurdity of being more concerned about someone's hair than their production. The people who would waste payroll allotted time by not working and focussing on someone's hair are SILLY. For those that challenge the Bill, weight those concerns against the loss productivity, revenue and profit their lunacy causes.

Rhetta Washington McCoy  
Self  
DeSoto, TX

I support HB 392. As a Black female who has worked in corporate environments for almost 20 years, I know the struggle to want to show up as your authentic self while also taking into account potentially making others uncomfortable to your professional detriment. It is timeout to expect our Black brothers and sisters live this duplicity. Our children should never be subjected to this struggle in schools and other environments due to their choice of hairstyle and personal hair expression. We must say emphatically NO to this discrimination and allow all of us to show up in all environments as our authentic selves.

Tom Holman  
Self  
Austin, TX

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This bill is ambiguous to me. As written it seems like a school could place any restrictions on hair. There are reasons to have dress codes and this bill as written appears to eliminate the ability to institute a dress code.

Joi Beasley, President/CEO

Self

Houston, TX

It is past for this to be supported.

Alissa Levey Baugh

Retired early childhood director from the Barshop Jewish community center

San Antonio, TX

There should be no discrimination on the basis of hair texture of protectors first associated with race!

Sequetta Desgraves

Self

Flower Mound, TX

I am in full support of this bill. A person's appearance specifically their hairstyle does not dictate their success and should not be used as a tool to discriminate. Some of the code of conduct policies that are currently in place are archaic and should be updated to reflect today's student. We as a society make chances as technology changes and the same should be true for policies and procedures. It had been heart wrenching to see so many African American students, especially male students, who have been restricted from participating in and/or speaking at their respective high school graduations based solely on their hairstyle. These students have worked hard to complete the graduation requirements and some have excelled far beyond the minimum requirements to rise to the top of their class. All students should have the opportunity to publicly celebrate their accomplishments with their peers.

Valda Morgan

Self

Denton, TX

Please note that all humans wear natural hair. To legislate how we African Americans wear our hair is a denial of our constitutional rights, freedom of speech and a denial of our God given birthright and the freedom to choose.

Sherri Sistrunk

Self

Lewisville, TX

I support this bill and feel it will help strengthen the democratic principles of which this country was founded.

Melody Southall, Mrs.

Self

Hutto, TX

I am supporting HB 392, as it relates to discrimination on the basis of hair texture or protective hairstyles. Hair texture or hair

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styles are not an indicator of one's ability to contribute positively to society.

Hahleemah Wright

The Way of Life Holistic Hair Haven

Housto, TX

I am faithfully and confidently depending on the House to stand on the right side of history, in passing HB 392. Doing so will bring this country one step closer to closing the gaps of equal opportunity for and acceptance of all. For centuries, persons of color and ethnic origin have been discriminated against in each of the institutions that carry this country forward, based on the texture and naturally, scientific make up of their hair. Additionally, because women account for more than seventy-five percent of persons donning lengthy hair, the aforementioned biases intersect with sexism. Moreover, these acts of discrimination occur against hair textures that biologically appear in women of African/African-American descent as curly, kinky, coily and the like, thus rooted in and egregiously cross-pollinating with racism. Conclusively, women, particularly those of African descent, should not be punished with discriminatory acts of exclusion in the workplace, institutions of higher learning, the medical arena, military, or political fronts, merely for presenting as themselves, hair texture and style notwithstanding.

Katherine Brown

Self

Houston, TX

Ricardo Martinez

Self

Austin, TX

Students should not be discriminated against because of their hair texture or protective hairstyle commonly or historically associated with race.

Joy Jones

Self

Houston, TX

Thank you for protecting "our crowns" . I should not be subjected to chemical burns to be accepted

Altheria Caldera, Dr.

Intercultural Development Research Association

Haltom City, TX

Dear Chairman Paddie and State Affairs Committee members:

My name is Altheria Caldera, I am an Education Policy Fellow at IDRA, an independent, non-partisan, education non-profit committed to achieving equal educational opportunity for every child through strong public schools that prepare all students to access and succeed in college. We support HB 392, the "CROWN Act."

For many Black people, hair is not just a fashion statement or passing trend; our hair is directly linked to cultural identity. Still, many Black students in Texas schools experience bias and punishment for wearing hairstyles that are prohibited by school

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districts' codes of conduct. In fact, students unfairly receive in-school and out-of-school suspensions for hairstyles that express their cultural heritage. Punishing students for expressions of identity and race is harmful to both the punished students and to the entire school community that observes the marginalization of Black communities and cultures.

HB 392 would prohibit discrimination in school dress and grooming codes, preventing schools from discriminating against and punishing students who wear hairstyles that are commonly or historically connected with race. This discrimination contributes to the over-suspension of Black students—an issue that Texas has failed to resolve.

For years, advocates have recommended that school districts revise their dress codes to remove hair bias from their policies and practices, but still Black students are being punished for their hairstyles: For example, on April 16, 2021, the Fort Worth Star-Telegram published an article describing an incident in which a mixed-raced student who wore his hair in a braid received in-school suspension for violating the school's dress code. Other high-profile incidents involve Black students being denied participation in extracurricular activities or graduation ceremonies due to their hair styles.

In 2020, Dallas ISD took steps to eliminate this inequity by amending its dress code and stating the following: "Natural hair and natural hair styles will not be discriminated against or penalized in any way." But these changes must not be left up to individual school districts. To prevent discrimination against Black students, Texas must codify its opposition to hair bias by passing the "CROWN Act."

## Recommendations

Adopt HB 392 to prevent bias and discrimination based on hair.

Eliminate all racially biased policies that result in the over-suspension of Black students.

Adopt policies that promote culturally sustaining educational practices, including ethnic studies programs and schoolwide restorative practices.

Joe McFatter

Self

Plano, TX

I am writing in support of HB 392. The time is NOW to pass a CROWN ACT for Texas. As a senior white man who married into a black family and have lived among black people for the last 50 years, I know first hand of the discrimination against Blacks wearing their hair naturally, in such styles as braids, twist and locs. We don't need any compromise bill, but a bill equal to the CROWN ACT passed in California. Many businesses and schools continue to enforce Eurocentric attitudes and values upon black workers and students who wear their hair naturally, proud of their African ancestry and culture. These styles are a statement of who they are as human beings, and time and time again white systemic racism has forced standards that should not and do not apply to Black hair worn naturally, as God gave them. Passing the CROWN ACT will be the undoing of the continued enslavement of black hair in Texas.

Threse Elly

Self Loctician and TX state licensed Cosmetologist

Princeton, TX

Everyone should have the right to wear their hair any manner they choose without being discriminated against. There are laws protecting freedom of speech, freedom of sexual orientation, as well as gender identity. So why do we have to continue to fight for the right to freely express our God given attributes in a country that prides itself on Democracy? Our ancestors have paid the

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price for this modern day right. Do the right thing Texas. Do the right thing America. Stop the senseless, blatant discrimination. Stop the double standards. Animals seem to have more rights than we do, but that's an entirely different debate. Thank you for your time. Have an awesome day.

Stephanie Wooden

Self /Analyst

Houston, TX

As a person of color with a textured hairstyle I too have been discriminated against. An individual should not be discriminated against because of the texture of their hair or because of a certain hairstyle. I fully support HB 392, Bowers.

Denise Rose

Self

Austin, TX

I support this bill! Thank you Rep. Bowers.

Kristel Reid

Self

Needville, TX

My hair allows me to be me. I am able to express myself confidently because it is a part of me that no one else should have the right to tell me differently.

Jasmine Dolcine

Self, current full-time law school student at Texas Southern University, Thurgood Marshall School of Law

houston, TX

Texas CROWN Act HB 392 Testimonial

I am a 28-year-old African American law student of Haitian descent entering my third year at Texas Southern University, Thurgood Marshall School of Law (TMSL). Unfortunately, I have experienced race-based hair discrimination more than once in my life. In preparation to sit for the bar exam in Summer 2022, I wonder if I will be hired and compensated accordingly due to the style and texture of my natural hair. I fully support House Bill 392, The Texas CROWN Act, authored by Texas House Representative Rhetta Bowers of District 113. Discrimination in school, the workplace and the housing sector based on one's hair texture or style is an injustice. When House Bill 392 is passed into law those who do not comply with the prohibition of race-based hair discrimination can be held accountable.

My first clash with the reality of race-based hair discrimination was when my mother told me that her violent junior high school classmates burned the hair at the back of her head with a lighter when she was walking through a crowded staircase. During the late 1970s when this happened to her, she was an 11-year-old Haitian immigrant in New York City. She had just moved to the United States a few years earlier with her mother, the late Suze Louis Azemar, from Haiti hoping for a better life. Physical assault and battery of this type is the result of the kind of discrimination House Bill 392 seeks to prohibit. Today in 2021 almost 50 years later, race-based hair discrimination is still happening at an unprecedented rate. It is not limited in schools between students but between students and teachers along with other staff in elementary school through college. It continues from school into the workplace and in housing. School, work and housing are fundamental to having a sustainable quality of life. In Texas, this discrimination has stunted socio-economic mobility and threatens the pursuit of happiness in the lives of children and adults.

I have been told at various career events and from some TMSL Alumni that my natural hair cannot be styled as I please because the legal field is conservative. If my hair is not acceptable in its natural state or styled, this implies that am I not acceptable as a

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person. Sadly, I have been mistakenly identified as a man due to my shaved hair when I am a proud female. As a result, I go the extra mile to wear jewelry and feminine clothes for to avoid confusion by onlookers professional or not. This cannot be the norm for anyone in the state of Texas or in the United States. For too many years natural hair and hairstyles have been deemed unkempt, unprofessional and unpleasant. Race-based hair discrimination is a social and systemic issue which must be found illegal and prohibited through passage of House Bill 392, The Texas CROWN Act.

Sincerely,

Jasmine S. Dolcine  
Class of 2022  
Texas Southern University  
Thurgood Marshall School of Law

Desiree Hall, Dr.

Self/teacher

Duncanville, TX

My child has faced discrimination regarding their hair. My hope is that other children do not have to experience this in the future.

DEBORAH SHAW

Black Americans

Grand Prairie, TX

We do not choose our hair texture. We should not be compared with others as to the style we should wear as blacks. We should not be discriminated because of the hair we were born with.

Pamela Osagiede

Self/ RN

Rockwall, TX

This is a right to freedom and liberties

Heather Rodke, Mrs

Self, homeschool educator

Temple, TX

It is time to eliminate this baseless discrimination against people of color. No person, whether adult or child, should be judged as worthy of inclusion on the basis of hairstyle, hair texture, or hair color.

Ashley Walker

Self/warehouse worker

Round Rock, TX

As a Black woman, my hair is a huge part of my culture. The way I style it shows how I feel that day and it helps me to embrace who I am. More importantly, the way I style my hair and my daughter's hair shows my little girl that that her hair is beautiful and that she is unique. Our hair means so much in Black culture and to discriminate against us at work and at school because of our hair makes us feel as if we are less than in the eyes of the law.

It is my goal to raise a little girl that is proud to be who she is and to be proud of everything about herself. By voting for HB 392,

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you'll be sending messages to little Black kids and Black adults all over Texas that they are equal before the law.

Vanessa Hague

Self

Austin, TX

I support HB 392.

You can't control a person's character by controlling their hair, so the logical argument fails if we say these rules are meant to enforce the expectations of a certain code of behavior.

Jerks, it turns out, have all kinds of hair.

So if it's not to control a person's character that we police their hair, then it's to exclude. It's to discriminate. It's to decide what their body says about who they are. And that's not who we are. Because this great state of Texas, is for everyone.

Please join me in supporting HB 392

Wendy Morse

Self- Trainer

Round Rock, TX

Hair is an important part of culture. Allow people to be themselves and wear their hair as they wish.

Elizabeth Bray

Texas

Westlake Hills, TX

Honestly. That anyone could ever vote against anything relating to protecting personal bodily autonomy is just plain wrong. And to ever allow anyone the right to tell another person what hairstyle may or may not be acceptable is lunacy. Please support the Crown Act. It should be the easiest vote you make.

Brandi Williams

Self

Round Rock, TX

Our minority black children should not have to worry about an additional discrimination of being criticized about their hair which is part of black culture and heritage. They already have the burden of America being afraid of their dark skin. They are already afraid to walk out their homes because someone may fear " they are in the wrong neighborhood". They already have a speech from their parents about people are afraid of them because they are black. They can't live a normal life without looking over their shoulder being in fear. They have to be warned about how to act when the police approach you and even though you may not be doing anything, you may wind up dead. These are the struggles that black children and black adults go through on a daily basis and cause them unneeded stress but to add an issue that other people may have with the way their hair looks is utterly ridiculous. Discrimination of any kind should not be accepted and tolerated especially in the places of work and schools and especially when it concerns African American hair.!

Stephanie Toliver

Self-Accounting Manager

Mesquite, TX

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I have been told by school counselors, both Black and White, that if I want a professional position I need to change my hair. So I would straighten my hair or buy wings to cover my braids or locs.

This was 36 months after my move to Texas when I found myself laid off and seeking work. I asked my loctician to style my hair in a way that I could put on a wig. She then asked me if i wanted to work for a company that wont hire me for my hair. But up to and until that day the stress of interviewing was intense.

Additionally, in the workplace, I have been asked if it is ok to touch my hair as if I'm a pet. Or do you wash and how often "that" in reference to my hair.

Hairnets for restaurants make sense. Suspension from school or the inability to find employment, because of hair, does not. Some people suggest that it may be easier to cut my dreadlocks. But 14 years at \$70 a month is heck of an investment in a culture to just let go. Especially if my non melatonin peers can come into the workplace with pink, green, purple, etc. hair.

PLEASE PLEASE PLEASE make HB392 a law.

Chantel Bright

Self

Dallas, TX

I ask, of the Honorable Texas House, to please consider the mind of the individual and not the hair that grows from their head. Imagine, if Caucasians were being discriminated against for not wearing their hair in the likeness, to that of their black peers? Too many children are being penalized and failed by our education system for their hair. Not their mind, but their hair! It's a disservice to our children. It's a disservice to the people this great state and country.

Thank you for your consideration. I pray God will move your hearts to let people simply live. May the Lord Bless and Keep Texas. Amen.

Carolyn Dower

self

Austin, TX

In a state that values freedom of religion there should be no recriminations for how a student wears their hair. Religion is often tied to cultural mores. Texas should respect all cultures and that includes freedom of expression on how students wear their hair. Discriminating against Black and Brown students is never okay, especially on appearance. I support this bill and ask that legislators vote for this bill.

Corine Comeaux, ms

#CrownAct Maddox Cozart Troy ISD

Rosebue, TX

I'm submitting comments on behalf of the grandson of some dear friends, Maddox Cozart.

After the horrible disruption we all suffered through (are suffering through) of a world-wide pandemic, an 11 year old boy who Should just be thrilled to be back amongst his peers is spending regular time in IN School Suspension...because his hair won't lie down to the satisfaction of a school administrator. HE IS 11 YEARS OLD! I'm a 50+ year old white woman and my hair Rarely 'lies down'...yet I have NEVER once been subjected to disciplinary action over my hair.

[https://urldefense.com/v3/\\_\\_https://www.aclutx.org/en/list-school-districts-receiving-dress-code-letters-september-2020\\_\\_;!!Phyt6w!KZpUYRV28pC0IXYy6CfAwA8etPz6Yi7cWVK6HyikTtVOH6y42vzaJpztmww%24https://www.tasb.org/services/legal-services/tasb-school-law-esource/students/documents/student\\_dress\\_and\\_appearance.pdf?fbclid=IwAR2KaBvZ9EFjJcaSzcXJlIFEmscBf9HRpbGy-vcsve6t1PDKDAOJMAr\\_Od0](https://urldefense.com/v3/__https://www.aclutx.org/en/list-school-districts-receiving-dress-code-letters-september-2020__;!!Phyt6w!KZpUYRV28pC0IXYy6CfAwA8etPz6Yi7cWVK6HyikTtVOH6y42vzaJpztmww%24https://www.tasb.org/services/legal-services/tasb-school-law-esource/students/documents/student_dress_and_appearance.pdf?fbclid=IwAR2KaBvZ9EFjJcaSzcXJlIFEmscBf9HRpbGy-vcsve6t1PDKDAOJMAr_Od0)

477 schools in Texas have received notice from both ACLUTX and the Texas Association of School Boards that their dress and grooming policies differentiating between hair styles with features characteristic of race AND boys vs girls is, by current case law (ex: Barbers Hill ISD civil action No. 4:20-CV-1802, Aug 2020), legally considered discriminatory and is very likely to result in

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civil legal action being brought against their ISD.

Save those district taxpayers the legal fees expenses and pass HB 392 to offer educational, housing, and employment administrations a solid legal basis for their policies based on The Equal Protections Clause of the 14th Amendment of the US Constitution.

Thank you for your consideration,  
Corine Comeaux

kathleen hope cozart

Maddox Cozart Mother

Troy, TX

Good Morning I'm Hope Cozart and I'm here to express from a parents perspective as to why the crown act is so important. My son Maddox (who is a good student, polite, and respectful) was put in in school suspension for 11 days all because of his hairstyle. 11 days of being pulled out of class and away from his peers. 11 days of him being examined by multiple educators and deemed inappropriate to attend class with his peers. I even tried different hairstyles to appease them with little to no luck. In the past month we've only had one hairstyle approved and it was because, and I quote, "it layed down". As of Monday 4/27/2021 My son Maddox is still being subject to punishment as he was given lunch detention all because his hair wasn't "layed down". And yes that is the phrasing school administrators used. We are currently still working towards change at our school and it's outdated dress code but we all know how reluctant Texans can be to change. But the Crown Act will bring about a good change and will help prevent any other families to be put through what my family I are currently experiencing. Our children should go to school to learn not be judged by the adults we entrust them with. Thank you for your time.

Stacey Agens

Self, database administrator

Plano, TX

I fully support this bill and I expect my representative Matt Shaheen to support it also.

Christina Garcia Henshaw

individual

League City, TX

I supporty this bill!

Stephanie Noriega

self, communications

Houston, TX

I support this bill - please VOTE YES on HB 392!

Veronica Garcia

Self

Houston, TX

I support HB 392 and strongly urge the State Affairs Committee to vote 'yes' on HB 392 and swiftly pass it out of the State Affairs Committee. No person should be discriminated against because of their God-given, natural hair.

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Abby Buck  
self  
Houston, TX

I SUPPORT THIS BILL - VOTE YES!

Janie Muñoz  
Self  
Austin, TX

I support this bill so please vote YES on HB 392. Thank you!

Angela Hodges  
Self  
Cedar Hill, TX

This conversation is long overdue. No one should be discriminated against because of how their hair grows out of their head. Being able to authentically yourself will provide many with a sense of security whether it is at school, place of employment or a place of business.

John Watzke  
Self  
Round Rock, TX

As a citizen of the great state of Texas, I believe everyone should feel welcome to be themselves.

These protective hairstyles were created to protect the health of the hair of the wearer. Hair is an extremely important part of who we are. By disallowing these protective hairstyles, it effectively disallows the wearer from having healthy hair and protecting the delicate ends from splitting and fraying. Without protective hairstyles, individuals whose hair requires protection will be forced to have unhealthy hair. This is why we need to protect the rights of these individuals to freely wear their protective hairstyles without fear of discrimination or harassment.

Stefanie Cruz  
Self, Manager of Strategy and Investments  
Houston, TX

I support this bill and would like for you to VOTE YES on HB392.

Addie Gomez  
Self; parent  
Austin, TX

I am a lifelong Texan, a parent, and a public education advocate. I am writing today in strong support for HB 392. The impact of punishing, controlling, or criticizing Black students' hair is devastating. I am so thrilled to see bipartisan support for this bill, because this is not a political issue.

Black hair is beautiful. Black students should be able to be their full selves in school in order to have the best education experience possible. Let's be very clear: the dress code policies that this bill would prohibit are racist. Consider whether a white

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female student with pigtail braids would ever be called out for violating a hair policy -- of course she wouldn't. But a Black female student sitting right next to her could find herself suspended if her braids are considered "distracting".

We have a lot of challenges in our schools, and our focus need to be on what really matters: ensuring more students have access to a joyful, academically excellent public school.

Please vote yes on this bill and send a clear message to Black students in Texas that this state will no longer tolerate racist dress code policies.

Lonneka Taiwo, Mrs  
Lo's Jewels Foundation, Inc  
Houston, TX

Discrimination based on our hair should not be allowed in any workplace, schools or etc!!! This is who God has created us to be. Why should we change because of others option of us.

Trina Bailey, Mrs  
Individual  
Lucas, TX

Discrimination has no place in our society. Banning natural hairstyles disproportionately and cruelly impacts ethnic minorities while reinforcing notions of white supremacy. For that reason, I support any law banning policies that penalize people of color for wearing natural curls, dreadlocks, twists, braids and other hairstyles that embrace their cultural identity.

Sabrina Jackson  
Self  
Rowlett, TX

I support the Crown Act and the freedom / choice it provides in allowing women to wear hairstyles based on their own ethnicity. Without bias or repercussions based on race.

Gregory Hughes  
Self, Systems Engineer  
FORT WORTH, TX

The style a person chooses for their hair, particularly if it reflects care needed to keep hair healthy, should never subject a person to discrimination. Maintaining good health, even of hair, should be respected.

Debra Curry  
Self/Engineer  
Irving, TX

I am writing to you to ask you to support the CROWN Act Texas HB 392. As your constituents, we need your help to change the laws in Texas to end the racial injustice of discrimination against Texans because of their hair. The CROWN Act legislation ensures that traits historically associated with race, such as hair texture and hair styles are protected from discrimination in the workplaces, and K-12 public and charter schools.

I am asking you to work with your legislative leadership to ensure comprehensive legislation to address this problem becomes law. We need to ensure protection for all Texans from discrimination from the way they wear their hair.

Texans have a right to be guided by policies that protect all and to know that there will be measures in place to make hair

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discrimination a thing of the past. No citizens should fear discrimination of any kind due to hairstyle. I am calling on you as our elected officials to help pass those policies into law by passing the CROWN Act this legislative session.

Thank you for your time and consideration. I will be watching to see how you vote and advocate on this issue that means so much to me and my family.

Sincerely,

Debra D. Curry