

Senate Resolution 990

By: Senators Anderson of the 43rd, Williams of the 39th, Davenport of the 44th, Butler of the 55th, Seay of the 34th and others

A RESOLUTION

1 Creating the Senate Study Committee on Creating a Respectful and Open World for Natural
2 Hair; and for other purposes.

3 WHEREAS, there is a longstanding history and problematic practice of racial discrimination
4 in the United States; and

5 WHEREAS, hair discrimination has been one of the prevalent forms of racial discrimination,
6 although it had not received the national attention, until the passage of the first CROWN Act
7 bill in California; and

8 WHEREAS, the CROWN Act bill has been supported by resolutions, introduced in both
9 Chambers in the U.S. Congress, along with legislative passage of the bill in seven states and
10 a number of county and municipal jurisdictions; and

11 WHEREAS, there have been countless instances where Black women, men, and children
12 have been discriminated against for wearing natural hair and/or protective styles. People have
13 been fired, passed over for promotions, and have had offers of employment rescinded; and

14 WHEREAS, this impacts the upward mobility of Black people, and has been the reason far
15 too many Black children have missed school and had negative educational experiences; and

16 WHEREAS, it has been determined that hair texture and protective hairstyles are inherently
17 racial and ethnic characteristics, and no person in a just society should be discriminated
18 against and/or denied unencumbered access to equal and fair opportunities, as a result of such
19 characteristics; and

20 WHEREAS, preventing discrimination based on race and ethnicity, particularly for Black
21 people, overwhelmingly women, who have historically been marginalized and denied
22 opportunities based on their hair style or hair texture is of the utmost importance; and

23 WHEREAS, in January 2020, DeAndre Arnold, a high school student in Texas, was
24 informed he was not permitted to participate in his graduation ceremony, alongside his
25 classmates, because he wore locs as a means of cultural pride; and

26 WHEREAS, in August 2018, Faith Fennidy, an eleven-year old female student in Louisiana,
27 was asked to leave her school because administrators stated her braided hair extensions were
28 a violation of school policy; and

29 WHEREAS, in January 2019, Andrew Johnson, a 16-year old student in New Jersey, was
30 publicly humiliated and forced to cut his locs in order to compete in, and not forfeit, a
31 wrestling match he had already earned the right to participate in; and

32 WHEREAS, federal courts accept that Title VII of the Civil Rights Act of 1964 prohibits
33 discrimination based on race, and therefore protects against discrimination against afros.
34 However, the courts did not determine that afros are the only natural presentation of Black
35 hair. Black hair can also be naturally presented in braids, twists, and locs; and

36 WHEREAS, racial discrimination, including in the form of hair discrimination, should be
37 strictly prohibited in the workplace, educational settings, and all public accommodations,
38 including housing; and

39 WHEREAS, in accordance with the constitutional values of fairness, equity, and opportunity
40 for all, the Senate recognizes that continuing to enforce a Eurocentric image of
41 professionalism through purportedly race-neutral grooming policies that disproportionately
42 impact Black individuals and exclude them from some workplaces is in direct opposition to
43 equity and opportunity for all; and

44 WHEREAS, it is in the best interest of Georgians to end the problematic practice of hair
45 discrimination, to explicitly protect traits historically associated with race, namely hair
46 texture and protective hairstyles, and to create the Creating a Respectful and Open World for
47 Natural Hair (CROWN) Act study committee.

48 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE:

49 (1) **Creation of Senate study committee.** There is created the Senate Study Committee
50 on Creating a Respectful and Open World for Natural Hair.

51 (2) **Members and officers.** The committee shall be composed of six members of the
52 Senate to be appointed by the President of the Senate. The President shall designate a
53 legislative member of the committee as chairperson of the committee.

54 (3) **Powers and duties.** The committee shall undertake a study of the conditions, needs,
55 issues, and problems mentioned above or related thereto and recommend any action or
56 legislation which the committee deems necessary or appropriate.

57 (4) **Meetings.** The chairperson shall call all meetings of the committee. The committee
58 may conduct such meetings at such places and at such times as it may deem necessary or
59 convenient to enable it to exercise fully and effectively its powers, perform its duties, and
60 accomplish the objectives and purposes of this resolution.

61 (5) **Allowances, expenses, and funding.**

62 (A) The legislative members of the committee shall receive the allowances provided
63 for in Code Section 28-1-8 of the Official Code of Georgia Annotated.

64 (B) The allowances authorized by this resolution shall not be received by any member
65 of the committee for more than five days unless additional days are authorized. Funds
66 necessary to carry out the provisions of this resolution shall come from funds
67 appropriated to the Senate.

68 (6) **Report.**

69 (A) In the event the committee adopts any specific findings or recommendations that
70 include suggestions for proposed legislation, the chairperson shall file a report of the
71 same prior to the date of abolishment specified in this resolution, subject to
72 subparagraph (C) of this paragraph.

73 (B) In the event the committee adopts a report that does not include suggestions for
74 proposed legislation, the chairperson shall file the report, subject to subparagraph (C)
75 of this paragraph.

76 (C) No report shall be filed unless the same has been approved prior to the date of
77 abolishment specified in this resolution by majority vote of a quorum of the committee.

78 A report so approved shall be signed by the chairperson of the committee and filed with
79 the Secretary of the Senate.

80 (D) In the absence of an approved report, the chairperson may file with the Secretary
81 of the Senate a copy of the minutes of the meetings of the committee in lieu thereof.

82 (7) **Abolishment.** The committee shall stand abolished on December 1, 2020.