



HR0692

LRB101 16781 MST 66174 r

1 HOUSE RESOLUTION

2 WHEREAS, The State of California became the first state in
3 the nation to ban discrimination against Black students and
4 employees over their natural hairstyles with the enactment of
5 the Create a Respectful and Open Workplace for Natural Hair
6 (CROWN) Act; and

7 WHEREAS, The history of our nation is riddled with laws and
8 societal norms that equated "blackness" with certain physical
9 traits; for example, dark skin and kinky or curly hair could be
10 seen as a badge of inferiority, sometimes subject to separate
11 and unequal treatment; and

12 WHEREAS, This idea also permeated societal understanding
13 of professionalism and is closely linked to European features
14 and mannerisms, which penalizes those who do not naturally fall
15 into Eurocentric norms; and

16 WHEREAS, These norms require many minorities to alter their
17 appearances, sometimes drastically and permanently, in order
18 to be deemed professional in schools and workplaces; and

19 WHEREAS, Despite the great strides in American society,
20 hair remains a rampant source of racial discrimination with
21 serious economic and health consequences, especially for Black

1 individuals; and

2 WHEREAS, School and workplace dress code and grooming
3 policies that prohibit natural hair, including afros, braids,
4 twists, and locks, have a disparate impact on Black
5 individuals; these policies are more likely to deter Black
6 applicants and disproportionately burden or punish Black
7 students and employees more than any other group; and

8 WHEREAS, Federal courts have recognized that Title VII of
9 the Civil Rights Act of 1964 prohibits discrimination based on
10 race and therefore protects against discrimination against
11 afros; and

12 WHEREAS, The courts do not understand that afros are not
13 the only natural presentation of Black hair; Black hair can
14 also be naturally presented in braids, twists, and locks; and

15 WHEREAS, In a society in which hair has historically been
16 one of many determining factors in how a person's race is
17 perceived and whether they were a second-class citizen, hair
18 today remains a proxy for race; and

19 WHEREAS, Exclusion from academic spaces and workplaces
20 because of a Black person's hair or other features leads to
21 reduced access to educational and economic opportunities and

1 continues to exacerbate the achievement and wealth gaps between
2 African Americans and other racial and ethnic groups;
3 therefore, be it

4 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
5 HUNDRED FIRST GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
6 we recognize that continuing to enforce a Eurocentric image of
7 professionalism disparately impacts Black individuals and
8 excludes them from some schools and workplaces in direct
9 opposition to the United States' Constitutional values of
10 equity and opportunity for all and is a form of racial
11 discrimination; and be it further

12 RESOLVED, That we encourage state policymakers to
13 introduce legislation that prohibits discrimination against
14 traits historically associated with race, including, but not
15 limited to, natural hair textures and protective hairstyles;
16 and be it further

17 RESOLVED, That a copy of this resolution be transmitted to
18 the President of the United States, the Vice President of the
19 United States, members of the United States House of
20 Representatives and the United States Senate, and other federal
21 and state government officials and agencies as appropriate.