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Date of Testimony: February 16, 2023  
Bill Number or Topic Title: **House Bill 2044**, An act concerning the Kansas act against discrimination; relating to race; hair texture and protective hairstyles; amending K.S.A. 44-1015

Disposition: Proponent  
Testimony: ORAL In-Person Testimony  
Conferee Name: Glenda DuBoise, AARP Kansas State Director  
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Interest Represented: AARP Kansas

The Honorable Will Carpenter, Chair  
House Federal and State Affairs Committee

Good morning Chairman Carpenter and members of the House Committee on Federal and State Affairs. I appreciate this opportunity to support HB 2044 on behalf of AARP Kansas. My name is Glenda DuBoise and I am the AARP Kansas State Director.

AARP is the nation's largest nonprofit, nonpartisan organization dedicated to empowering Americans 50 and older to choose how they live as they age. With nearly 38 million members nationwide, and over 278,000 members in Kansas, AARP works to strengthen communities and advocate for what matters most to families with a focus on health security, financial stability and personal fulfillment.

All people have the fundamental right to be free from discrimination. Various civil rights laws protect this right. These laws prohibit many forms of discriminatory conduct. For example, discrimination may be prohibited on the basis of age, gender, race, ethnicity, religion, and disability. Antidiscrimination laws also cover sexual orientation, gender identity, or other forms of group identity.

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Discrimination can take many forms:

- Valuable opportunities or benefits such as work, credit, or public or private goods or services may be denied to members of a protected class.
- Hate crimes can target people based on their age, gender, race, or other protected class.
- Some seemingly neutral practices may have a disparate impact on certain groups. For example, hiring practices can effectively result in age discrimination (see also [Employment Discrimination Against Older Workers](#)).

Policymakers should protect and enforce the fundamental right of all people to be free from discrimination. They should eliminate practices that target specific groups for discrimination and exploitation.

Therefore, we respectfully request your support of House Bill 2044. Thank you for holding this hearing today.

Sincerely,



Glenda DuBoise  
State Director, AARP Kansas