

Sheila D Officer
6400 Scottsville Street North
Park City, KS 67219
Scofficer7@gmail.com
316-371-0013

Date: 01-05-2024

RE: Support of SB36 -Crown Act

To Mr. Chairman, Senator Thompson:

I am writing this letter to request that you support and work **Senate Bill 36, The Crowns Act**, and then pass it!

My name is Sheila Officer, and I am Chair of the Racial Profiling Advisory Board of Wichita. I am also an “UNAPOLOGETIC Black and Proud,” WOMAN.

The **CROWN ACT, what does it mean:** Acronyms for “**Creating a Respectful and Open World for Natural Hair.**”

The **CROWN ACT, what does it do? It bans race-based hair discrimination in employment, schools, and other institutions that receive federal dollars via programs, along with public accommodations.**

We are now in 2024, and as a Black woman, I am appalled that as Black people/ people of color, we must defend the very nature of what GOD so perfectly designed on our heads!

I believe the CROWN ACT would be an extension of, and in addition to, the Civil Rights Act of 1964. And an addition to the spirit and meaning of the 19th Amendment, the Right for Women to Vote. Some of you may say that we already have federal legislation that covers discrimination. While that may be true, it does not fully protect or take our civil and human rights across the “FINISH LINE,” **henceforth, 2019 and beyond, “hair discrimination”.**

In a study conducted by Dove Beauty Company, and LinkedIn Inc., it was discovered that Black women face a higher rate of hair discrimination than any other gender or race; and, that Black women’s hair is 2.5 times likely to be perceived as unprofessional.”

The study also revealed that Black women 25-34 yoa, have been sent home from work because of their hair; and 25% of Black women believe they have been denied a job interview because of their hair. (www.theCrownact.com)

It is vital that as a community, and a city and state, we respect, appreciate, and educate each other, being inclusive of one’s natural origin, religion, ethnicity, ancestry, and heritage.

It is **imperative** that we teach our children, regardless of race, that you “show up as yourself,” and that you practice, “self-love, self-confidence, and self-identity.

As Black people, our Black hair is just that, **who we are**, our culture, our ancestry, and our heritage; it is our expression of individuality.

Sheila D Officer
6400 Scottsville Street North
Park City, KS 67219
Scofficer7@gmail.com
316-371-0013

The CROWN ACT will help promote and protect inclusivity, acceptance, and support of equity in the workplace. It is not **just** about respect and acceptance, there is a widespread systemic social and economic disparate impact that affects Black women in the workplace. Some people are not aware that “race-based hair discrimination exists. **IT DOES!** And it is nationwide and needs to be addressed!

If you are European American, the fact that Black women are forced to conform to the “white beauty standard” may not be known to you. But the truth is, that as of 2023, there are approximately twenty-four states that have implemented the Crown Act in their version, to eradicate this form of discrimination against “Black people.”

Let us put Kansas on that list that protects its people! Tell your constituents and all Kansans that we are an inclusive state that ALL Kansans matter, and that Discrimination against Black Hair IS Discrimination against Black People!!!

Senator, I ask that this committee work, support, and pass SB36.

In addition to my written testimony in support of SB36, I have composed a “State Chart” showing all our neighboring states who have stepped out **First** in realizing the social and economic disparate impact that **hair discrimination** has on Black women and men and have seen fit to address it. (See Chart Attached)

Please support SB 36 as introduced by Senator Oletha Faust-Godeau of the 29th District.

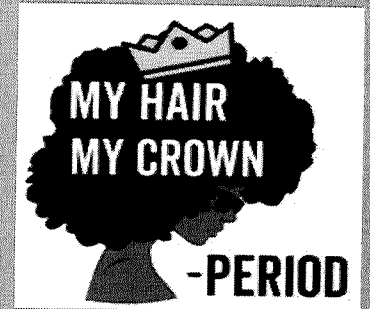
Thank you for your consideration of this request, and I look forward to addressing any questions you have.

Sincerely,

Sheila Officer-RPCAB- Chair
www.racialprofilingwichitaks.com
316-371-0013

**SOME STATES THAT HAVE ENACTED
THE "CROWN ACT"
INTO LAW AS OF 2023**

Creating a
Respectful and
Open
World for
Natural Hair



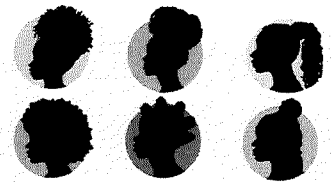
Number	STATE	DATE
1.	Arkansas	04-2023
2.	Alaska	05-2022
3.	California	07-2019
4.	Colorado	03-2020
5.	Delaware	04-2021
6.	Illinois	08-2021
7.	Louisiana	08-2022
8.	New Mexico	04-2021
9.	New York	07-2019
10.	Maryland	02-2020
11.	Michigan	06-2023
12.	Nevada	06-2021
13.	Nebraska	05-2021
14.	Oregon	01-2023
15.	Ohio- (Columbus)	01-2021
16.	South Dakota	01-2021
17.	Tennessee	06-2022
18.	Texas	05-2023
19.	Virginia	07-2020
20.	Washington	07-2020
21.	U.S. Virgin Island- (1 st Territory)	04-2022

*** As of 2023, more than twenty-four states have enacted a version of the Crown ACT.

Race-based hair bias and discrimination remains a systemic problem in the workplace, disproportionately impacting Black women. Legislation like the CROWN Act provides legal protection against discrimination based on hair texture and protective styles such as braids, locs, twists, and knots. While legal protection exists in some states, there is still work to be done.



Black women's hair is 2.5x more likely to be perceived as unprofessional

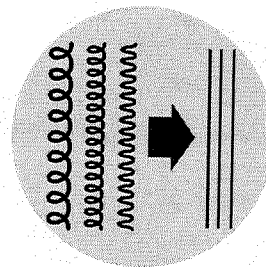


Bias against natural hair and protective styles can impact how Black women navigate the hiring process...



2/3 of Black women change their hair for a job interview.

Among them, 41% changed their hair from curly to straight.



54%

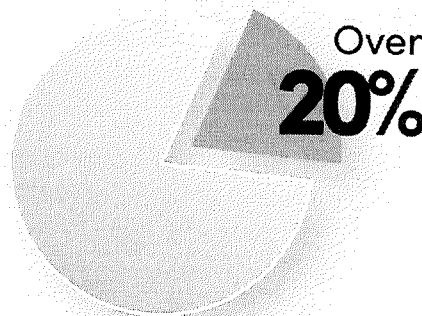
Black women are 54% more likely to feel like they have to wear their hair straight to a job interview to be successful.

And has led Black women to have a **negative experience or outcomes** within the workplace...

Black women with coily/textured hair are...

2x as likely to experience microaggressions in the workplace...

than Black women with straighter hair.



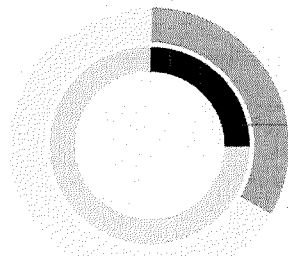
Over **20%**

of Black women 25-34 have been sent home from work because of their hair.

With **young Black professionals** feeling the **pressure** from hair discrimination the most.



Nearly half (44%) of Black women under age 34 feel pressured to have a **headshot** with straight hair.



25% of Black women believe they have been denied a job interview because of their hair.

Even higher (1/3) for Black women aged 25-34



No one should feel they must change their hair to access employment opportunities or professional advancement.

Dove is a proud co-founder of the CROWN Coalition to advance...