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4 **A RESOLUTION**
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6 Calling upon the State of Wisconsin to pass into law the Create a Respectful and Open
7 World for Natural Hair (CROWN) legislation, prohibiting discrimination of natural
8 hairstyles; and declaring July 3, 2021 as CROWN Day in Milwaukee County
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11 WHEREAS Title VII of the Civil Rights Act of 1964 prohibits employers and other
12 organizations from discriminating on the basis of race, color, religion, sex, or national
13 origin but does not prohibit discrimination based on natural hairstyles worn
14 predominantly by Black Americans; and
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16 WHEREAS, the Create a Respectful and Open World for Natural Hair (CROWN)
17 Movement seeks to create a world free of discrimination, harassment, and retaliation
18 based on natural hairstyles normally associated with race, including braids, locs (or
19 locks), twists, tight curls, cornrows, afros, or headwraps; and
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21 WHEREAS, a 2019 study conducted by the CROWN Coalition found that Black
22 women are 1.5 times more likely to be sent home from work due to their hairstyle and
23 traditionally Black hairstyles are seen as 3.4 times more unprofessional than other
24 female employees; and
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26 WHEREAS, states including California, Colorado, Connecticut, Delaware,
27 Maryland, New Jersey, New York, and Washington have already passed a CROWN
28 Act, banning discrimination based on natural hairstyles and textures; and
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30 WHEREAS, July 3, 2021 marks the third anniversary of California passing the
31 CROWN Act in 2019; and
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33 WHEREAS, 2019 Assembly Bill 440, sponsored by Representative LaKeshia
34 Myers, and its companion, 2019 Senate Bill 479, died in committee with the expiration
35 of the 2019-2020 Wisconsin Legislative Session; and
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37 WHEREAS, Representative Myers has reintroduced the CROWN Act as 2021
38 Assembly Bill 141 and 2021 Senate Bill 251, and the Wisconsin Assembly held a public
39 hearing on the legislation on April 20, 2021; and
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41 WHEREAS, on January 19, 2021, the City of Milwaukee unanimously adopted a
42 version of the CROWN Act prohibiting discrimination against people having hairstyles
43 associated with racial, ethnic, or cultural identities (City File No. 200840); and
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45 WHEREAS, Milwaukee County has a seven member County Advisory
46 Commission on Human Rights which was created in Chapter 51 of the Milwaukee
47 County Code of General Ordinances to “advise the appropriate department or division
48 of county government of the proper procedures for preserving the equal rights of
49 persons as guaranteed by the law.”; and
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51 WHEREAS, Black women and men should be able to wear their hair in their
52 preferred style and should not be discriminated against for natural, protective styles;
53 and
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55 WHEREAS, the Committee on Intergovernmental Relations, at its meeting of
56 July 15, 2021, recommended adoption of File No. 21-576 (vote 4-0); now, therefore,
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58 BE IT RESOLVED, Milwaukee County hereby calls upon the Wisconsin
59 Governor and Wisconsin Legislature to pass into law 2021 Assembly Bill 141 and 2021
60 Senate Bill 251 or other legislation consistent with the Create a Respectful and Open
61 World for Natural Hair (CROWN) Act; and
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63 BE IT FURTHER RESOLVED, Milwaukee County hereby requests the County
64 Advisory Commission on Human Rights review if County policies and procedures are in
65 line with the CROWN Act and to recommend to the County Board any changes that
66 may be needed upon completion of its analysis; and
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68 BE IT FURTHER RESOLVED, Milwaukee County hereby declares July 3, 2021
69 as Create a Respectful and Open World for Natural Hair (CROWN) Day in Milwaukee
70 County; and
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72 BE IT FURTHER RESOLVED, the County Executive, Office of Government
73 Affairs staff is authorized and requested to communicate the contents of this resolution
74 to the Wisconsin Governor, and State policymakers, and support legislation that
75 achieves the criteria outlined in this resolution; and
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77 BE IT FURTHER RESOLVED, Milwaukee County requests the County Clerk
78 provide this resolution to the County Advisory Commission on Human Rights.
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81 07/15/21
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