



The CROWN Act for Massachusetts

BILLS

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BACKGROUND

Many, particularly people of color and especially black women, still face discrimination in school, in the workplace, and as consumers as a result of wearing their natural or protective hair.

- On average, **63.5% of people** display moderate to strong implicit bias against textured natural hair
- Black women are **1.5 times more likely** to be sent home from work because of their hair.
- **80% of Black women** felt the need to change their natural hair to fit in with workplace standards.
- Nearly **1 in 3 Black women** experience extreme levels of anxiety about their hair.
- In Massachusetts, Black girls are **nearly 4 times more likely** than white girls to face suspension, many times for wearing their natural hair.

13 STATES HAVE ALREADY PASSED SIMILAR LEGISLATION...

2019 | California, New York, New Jersey

2020 | Virginia, Colorado, Washington, Maryland

2021 | New Mexico, Connecticut, Delaware, Oregon, Nevada, Nebraska

THE BILL

This bill aims to combat hair discrimination by defining natural or protective hairstyles in statute and prohibiting discrimination in the Commonwealth based on natural or protective hairstyles in schools, businesses, and other public spaces.

- **Defines natural or protective hairstyles** as “hair texture, hair type and hairstyles, which shall include, but not be limited to, natural and protective hairstyles such as braids, locks, twists, Bantu knots and other formations.”
- **Bans policies that limit or prohibit natural or protective hairstyles in all school districts**, school committees, public schools, and non-sectarian schools, considers natural hairstyles in school anti-bullying plans, and requires that charter schools address natural hairstyles in their equal opportunity statements.
- **Prohibits hair discrimination in employment, business, advertising, and public spaces**, and directs the Massachusetts Commission Against to Discrimination to enforce these protections, creating a more inclusive economy and work environment for all, increasing productivity.
- **DOES NOT** include non-natural, non-protective styles or interfere with OSHA standards

WE HAVE RECIEVED SIGNIFICANT **SUPPORT AND SPONSORSHIP** FROM VARIOUS NON-PROFITS AND ADVOCACY GROUPS IN MA...



New England
Blacks in Philanthropy



THE CROWN
COALITION



Unilever



Massachusetts



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