



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

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<b>File #:</b>	24-2003	<b>Version:</b>	1	<b>Name:</b>	SUPPORTING PROTECTIONS FROM RACE-BASED HAIR DISCRIMINATION
<b>Type:</b>	Resolution	<b>Status:</b>		<b>Status:</b>	Approved
<b>File created:</b>	3/8/2024	<b>In control:</b>		<b>In control:</b>	Board of Commissioners
<b>On agenda:</b>	3/14/2024	<b>Final action:</b>		<b>Final action:</b>	3/14/2024
<b>Title:</b>	PROPOSED RESOLUTION				

### COOK COUNTY BOARD OF COMMISSIONERS SUPPORTING PROTECTIONS FROM RACE-BASED HAIR DISCRIMINATION

WHEREAS, the CROWN Act, standing for "Creating a Respectful and Open World for Natural Hair," is a legislative initiative designed to prohibit race-based hair discrimination in schools and workplaces; and

WHEREAS, hair discrimination disproportionately affects individuals with natural or cultural hairstyles, particularly those of African descent, leading to unfair treatment, bias, and prejudice in various facets of life; and

WHEREAS, the CROWN Act seeks to address systemic discrimination by affirming the right of individuals to wear natural hairstyles, including afros, braids, twists, locks, and other styles reflective of their cultural heritage and personal identity; and

WHEREAS, discrimination based on hair texture and style perpetuates harmful stereotypes and reinforces notions of beauty standards rooted in Eurocentric ideals, contributing to feelings of marginalization and exclusion among affected communities; and

WHEREAS, the Cook County's Board of Commissioners passed protections aligned with the CROWN Act by amending the Cook County Human Rights Ordinance on July 20, 2023; and

WHEREAS, the Cook County Human Rights Ordinance prohibits discrimination against a person based on traits associated with race, including, but not limited to, hair texture and protective hairstyles; and

WHEREAS, by enacting this protection the County has taken proactive measures to combat racial discrimination, promote diversity, and foster a more inclusive and respectful society for all individuals regardless of their hair texture or style; and

WHEREAS, the Cook County Commission on Human Rights encourages individuals in Cook County who experience discrimination or harassment based on traits associated with race to file a complaint with the Cook County Commission on Human Rights.

NOW, THEREFORE, BE IT RESOLVED, that on behalf of the President, the Cook County Board of Commissioners and the 5.2 million residents of Cook County this legislative body hereby expresses its continued commitment to eliminating race-based hair discrimination in schools and workplaces; and

BE IT FURTHER RESOLVED, that the members of the Cook County board of Commissioners urge federal, state, and local governments to enact comprehensive legislation modeled after the CROWN Act and the Cook County Human Rights Ordinance, providing legal protections against hair discrimination and ensuring equal treatment and opportunities for all individuals; and

BE IT FURTHER RESOLVED, that we call upon educational institutions, employers, and other organizations to implement policies and practices that promote diversity, equity, and inclusion, including sensitivity training and awareness programs to address and prevent hair discrimination; and

BE IT FURTHER RESOLVED, that this legislative body encourages advocacy efforts to raise awareness about the prevalence and consequences of hair discrimination, mobilizing support for legislative action and systemic reforms to eradicate discrimination in all its forms; and

BE IT FURTHER RESOLVED, that in affirming its commitment to equality, diversity, and inclusion, this legislative body stands in solidarity supporting protection from race-based hair discrimination and its mission to create a more respectful and open world for individuals of all races, cultures, and backgrounds, free from discrimination based on hair texture or style; and

BE IT FURTHER RESOLVED, that this Honorable Body hereby acknowledges the harmful impact of hair discrimination on individuals' well-being, self-esteem, and professional opportunities, affirming the importance of fostering an environment where all individuals can express their cultural identity and heritage freely.

**Sponsors:** Monica Gordon, FRANK J. AGUILAR, ALMA E. ANAYA, SCOTT R. BRITTON, BRIDGET DEGNEN, BRIDGET GAINER, BILL LOWRY, DONNA MILLER, STANLEY MOORE, JOSINA MORITA, KEVIN B. MORRISON, SEAN M. MORRISON, TONI PRECKWINKLE (President), ANTHONY J. QUEZADA, TARA S. STAMPS, MAGGIE TREVOR

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
3/14/2024	1	Board of Commissioners	approve	Pass

## PROPOSED RESOLUTION

### COOK COUNTY BOARD OF COMMISSIONERS SUPPORTING PROTECTIONS FROM RACE-BASED HAIR DISCRIMINATION

**WHEREAS**, the CROWN Act, standing for "Creating a Respectful and Open World for Natural Hair," is a legislative initiative designed to prohibit race-based hair discrimination in schools and workplaces; and

**WHEREAS**, hair discrimination disproportionately affects individuals with natural or cultural hairstyles, particularly those of African descent, leading to unfair treatment, bias, and prejudice in various facets of life; and

**WHEREAS**, the CROWN Act seeks to address systemic discrimination by affirming the right of individuals to wear natural hairstyles, including afros, braids, twists, locks, and other styles reflective of their cultural heritage and personal identity; and

**WHEREAS**, discrimination based on hair texture and style perpetuates harmful stereotypes and reinforces notions of beauty standards rooted in Eurocentric ideals, contributing to feelings of marginalization and exclusion among affected communities; and

**WHEREAS**, the Cook County's Board of Commissioners passed protections aligned with the CROWN Act by amending the Cook County Human Rights Ordinance on July 20, 2023; and

**WHEREAS**, the Cook County Human Rights Ordinance prohibits discrimination against a person based on traits associated with race, including, but not limited to, hair texture and protective hairstyles; and

**WHEREAS**, by enacting this protection the County has taken proactive measures to combat racial discrimination,

promote diversity, and foster a more inclusive and respectful society for all individuals regardless of their hair texture or style; and

**WHEREAS**, the Cook County Commission on Human Rights encourages individuals in Cook County who experience discrimination or harassment based on traits associated with race to file a complaint with the Cook County Commission on Human Rights.

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