

**RESOLUTION NO: \_\_\_\_\_**

**RESOLUTION OF THE CITY OF PFLUGERVILLE, TEXAS IN SUPPORT OF THE  
“CROWN” ACT**

**WHEREAS**, African-Americans, indigenous people, and other people of color often face discrimination because of their natural hair texture or hairstyle; and

**WHEREAS**, this type of discrimination is frequently employed as a proxy for discrimination based on a person's race; and

**WHEREAS**, African-American women’s hair is 2.5x more likely to be perceived as unprofessional and Black women with coily/textured hair are 2x as likely to experience microaggressions in the workplace than African-American women with straighter hair (Dove, CROWN Research Study, 2023); and

**WHEREAS**, 66% of African-American children in majority-white schools have faced race-based hair discrimination, and 86% of those children have experienced it by the age of 12 (Dove, Crown Research Study for Girls, 2021); and

**WHEREAS**, the Creating A Respectful And Open Workplace For Natural Hair (Crown) Act was created in 2019 by Dove and the CROWN Coalition to ensure protection against discrimination based on race-based hairstyles by extending statutory protection to hair texture and protective styles including, but not limited to braids, locs, twists, afros, and Bantu knots in the workplace and schools; and

**WHEREAS**, in June 2019, California made headlines by becoming the first state to outlaw racial discrimination against individuals based on their natural and cultural hairstyles; and

**WHEREAS**, only twenty states have passed and signed the CROWN Act; and

**WHEREAS**, Representative Bowers filed House Bill 567 during the 88<sup>th</sup> Texas Legislative Session relating to discrimination on the basis of hair texture or protective hairstyle associated with race; and

**WHEREAS**, the City Council of the City of Pflugerville has determined that discrimination based on hair texture or hairstyle should be prohibited.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PFLUGERVILLE, TEXAS:**

- 1.) That City Council Affirms its support for the adoption of CROWN standards which specifically link discrimination on hair texture and protective hairstyles, which include braids, locks, twists as well as dreadlocks and Afros, to non-discrimination.
- 2.) City Council calls on our Texas state legislators to join other states in sponsoring and voting for legislation that protects each student, employee, and service recipient from discrimination regardless of diversity in personal classification so that no person shall be penalized for the manner in which they choose to wear their own natural hair.

**PASSED AND APPROVED** this 25<sup>th</sup> day of April, 2023.

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Victor Gonzales, Mayor

ATTEST:

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Trista Evans, City Secretary