



**CITY OF SAN ANTONIO  
OFFICE OF THE CITY COUNCIL  
COUNCIL CONSIDERATION REQUEST**

0359 - CITY CLERK  
2023 MAR 01 PM 01:45:26

TO: Mayor and City Council  
FROM: Jalen McKee-Rodriguez  
COPIES TO: Erik Walsh, City Manager; Debbie Racca-Sittre, City Clerk; Andy Segovia, City Attorney; John Peterek, Assistant to the City Manager; Emily McGinn, Assistant to City Council  
SUBJECT: The CROWN Act  
DATE: February 28, 2023

Issue Proposed for Consideration:

I ask for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

Requesting City staff:

- 1) Draft a resolution in support of efforts to pass the CROWN Act at the federal, state and school district level, including the addition of the CROWN act to our City's legislative agenda; and
- 2) Amend the City's Non-Discrimination policy to include prohibition of discrimination based on hair texture or hair style.

Brief Background:

Hair discrimination has real, measurable social and economic impact on people of color, but especially Black women. In a 2021 study<sup>1</sup> conducted by Duke University, Black women with natural hairstyles were perceived to be less professional, less competent, and less likely to be recommended for a job interview than Black women with straightened hairstyles and White women with either curly or straight hairstyles. The **CROWN Act (Creating a Respectful and Open World for Natural Hair)** was developed in 2019 to recognize and prevent the detrimental effects of discrimination based on race-based hairstyles. It aims to protect hair textures and styles such as Afros, braids, locs, twists, cornrows, and Bantu knots, among others.

At least 19 states, the US Virgin Islands, along with several cities and counties have passed CROWN laws. The federal government and other jurisdictions have these laws currently under consideration.

Written in collaboration with The Lemonade Circle, an organization dedicated to empowering young women of color in 5th grade and beyond, this Council Consideration Request aims to adopt this policy as a priority in the City's legislative agenda and as an explicit protection within our City's Non-Discrimination policy.

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<sup>1</sup> Koval, C. Z., & Rosette, A. S. (2021). The Natural Hair Bias in Job Recruitment. *Social Psychological and Personality Science*, 12(5), 741–750. <https://doi.org/10.1177/1948550620937937>



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Submitted for Council consideration by:

*J-M-R*  
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Jalen McKee-Rodriguez  
Councilman, District 2

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2023 MAR 01 PM 01:45:30

Supporting Councilmembers' Signatures

District

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