



Montgomery
County Council

Committee: HHS
Committee Review: At a future date
Staff: Amanda Mihill, Legislative Attorney
Purpose: To introduce agenda item – no vote expected
Keywords: #NaturalHairMoCo

AGENDA ITEM #6
October 15, 2019
Public Hearing

SUBJECT

Bill 30-19, Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles (CROWN Act)

Lead Sponsor: Councilmember Jawando and Council President Navarro

Co-Sponsors: Councilmembers Riemer, Hucker, Albornoz, Glass and Rice

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- Public Hearing – to receive testimony – no vote expected

DESCRIPTION/ISSUE

Bill 30-19 would prohibit discrimination based on certain protective hairstyles by clarifying that for purposes of the County’s anti-discrimination law, race includes traits historically associated with race, including hair texture and protective hairstyles (such as braids, locks, afros, curls, and twists).

SUMMARY OF KEY DISCUSSION POINTS

- None

This report contains:

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MEMORANDUM

October 10, 2019

TO: County Council

FROM: Amanda Mihill, Legislative Attorney *A. Mihill*

SUBJECT: Bill 30-19, Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles (CROWN Act)

PURPOSE: Public Hearing – to receive testimony – no Council vote required

Bill 30-19, Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles (CROWN Act), sponsored by Lead Sponsors Councilmember Jawando and Council President Navarro and Co-Sponsors Councilmembers Riemer, Hucker, Albornoz, Glass and Rice, was introduced on September 24. A Health and Human Services Committee worksession is tentatively scheduled for October 28 at 9:30 a.m.

Bill 30-19 would prohibit discrimination based on certain protective hairstyles by clarifying that for purposes of the County’s anti-discrimination law, race includes traits historically associated with race, including hair texture and protective hairstyles (such as braids, locks, afros, curls, and twists).¹ A memorandum from the lead sponsor is attached at ©5

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¹ #NaturalHairMoCo

Bill No. 30-19
Concerning: Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles (CROWN Act)
Revised: 9/23/2019 Draft No. 3
Introduced: September 24, 2019
Expires: March 24, 2021
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsors: Councilmember Jawando and Council President Navarro
Co-Sponsors: Councilmembers Riemer, Hucker, Alborno, Glass and Rice

AN ACT to:

- (1) prohibit discrimination based on certain protective hairstyles; and
- (2) generally amend County laws regarding discrimination.

By amending

Montgomery County Code
Chapter 8A, Cable Communications
Section 8A-15

Chapter 23A, Group Homes
Section 23A-10

Chapter 27, Human Rights and Civil Liberties
Section 27-6

Chapter 33, Personnel and Human Resources
Section 33-72

Chapter 53, Taxicabs
Section 53-312

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

26 **27-6. Definitions.**

27 The following words and phrases have the following meanings, unless the
28 context indicates otherwise:

29 * * *

30 Protective hairstyles includes hairstyles such as braids, locks, afros, curls, and
31 twists.

32 * * *

33 Race includes traits historically associated with race, including hair texture and
34 protective hairstyles.

35 * * *

36 **33-72. Employee organization responsibilities.**

37 It shall be the responsibility of every employee organization not to:

38 * * *

39 (e) Discriminate against an employee with regard to the terms or conditions
40 of membership because of race, color, religion, creed, sex, age, national
41 origin, ancestry, or marital status, as defined in Chapter 27.

42 **53-312. Duty to accept and convey passengers.**

43 * * *

44 (b) A driver must not refuse to transport a passenger because of the
45 passenger’s disability, race, color, marital status, religious creed, age,
46 sex, national origin, sexual orientation, gender identity, or geographic
47 location, as defined in Chapter 27.

48 * * *

49 **Sec. 2.**

50 This Act is known as the “Montgomery County CROWN (Creating a
51 Respectful and Open World for Natural Hair) Act.”

LEGISLATIVE REQUEST REPORT

Bill 30-19

Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles (CROWN Act)

DESCRIPTION:	To prohibit discrimination based on certain natural hairstyles.
PROBLEM:	County law does not specifically note that racial discrimination includes discrimination based on a person's hairstyle.
GOALS AND OBJECTIVES:	To clarify County law.
COORDINATION:	Office of Human Rights
FISCAL IMPACT:	To be requested.
ECONOMIC IMPACT:	To be requested.
EVALUATION:	Not applicable.
EXPERIENCE ELSEWHERE:	Not applicable.
SOURCE OF INFORMATION:	Amanda Mihill, Legislative Attorney (240) 777-7815
APPLICATION WITHIN MUNICIPALITIES:	To be researched.
PENALTIES:	Not applicable.




MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

WILL JAWANDO
COUNCILMEMBER
AT-LARGE

MEMORANDUM

TO: Councilmembers

FROM: Will Jawando, Councilmember 

DATE: September 18, 2019

SUBJECT: Amendment to the Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles Legislation

On September 24, 2019, I and Council President Nancy Navarro will be introducing Bill 30-19, Amendment to the Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles Legislation. The Bill will be referred to as the **Natural Hair Bill**. This legislation will:

- (1) prohibit discrimination based on certain natural hairstyles; and
- (2) generally, amend County laws regarding discrimination.

The goal of this legislation is to clarify the definition of what hair types are covered under the definition of protected styles in Section 27-6 of the Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles.

Montgomery County is a majority-minority county with over half the population identifying as people of color. Black and Hispanic women make up about 36% of the population. At over 200,000 women and girls, Black and Hispanic women account for the highest number of ethnic populations in Montgomery County. In the context of discrimination, hair style policies are used as a tool to discriminate against Black and Hispanic women in the workplace.

In their move to address the discriminatory practices against women of color, California and New York have both passed legislation prohibiting discrimination against natural hair.

With this legislation, Montgomery county can move closer towards who we aspire to be, a more inclusive county that is focused on racial and ethnic equity.

If you have any questions or if you would like to co-sponsor this bill, please contact Cecily Thorne in my office.
Thanks in advance for your consideration.