



HAIR POLICY PROPOSAL

Human Resources Department

Creating a **R**espectful and **O**pen **W**orld for **N**atural Hair

Created in 2019 by Dove and the CROWN Coalition

- End Hair Discrimination in the Workplace & School
 - Race-based hairstyles
 - Hair texture and protective styles

We agree with CROWN

“People should not be forced to divest themselves of their racial cultural identity by changing their natural hair in order to adapt to predominantly white spaces in the workplace or in school.”

Wake County Actions

1301 Discrimination and Equal Employment Opportunity

- Discrimination against applicants and employees of Wake County Government in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment on the basis of **race, color, religion, sex (including pregnancy and wages), national origin, age, disability, genetics, veteran status, sexual orientation, gender identity or expression, family status, or political affiliation** is prohibited.

Core Value

Embrace diversity

- We believe that different backgrounds and experiences strengthen the organization and produce better results. We value inclusion across race, color, national origin, gender identity, age, religion, sex, disability and experience, and strive to reflect in our workforce the diversity of our community.

Definitions

- National Origin - National origin discrimination involves treating people (applicants or employees) unfavorably because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even if they are not) **or because of hair texture and hairstyles commonly associated with national origin.**
- Race - Race discrimination involves treating someone (an applicant or employee) unfavorably because the person is of a certain race or because of personal characteristics associated with race (such as hair texture **and hairstyles commonly associated with race**, skin color, or certain facial features). ...

Staff Recommendation

- Ask County Manager to consider updating policy to address hair discrimination
- Develop and pass a resolution supporting this change
- Once policy changes are ready, pass the resolution at a regular meeting