



**WAKE COUNTY BOARD OF COMMISSIONERS**  
**Resolution Supporting the**  
**Update of Wake County's Discrimination Policy to**  
**Include Natural Hair and Hairstyles**

**WHEREAS**, throughout the history of the United States, society has used hair texture, hair type, and protective hairstyles, in conjunction with skin color, to classify people on the basis of race; and

**WHEREAS**, racial discrimination can and does occur because of longstanding racial biases and stereotypes associated with hair texture, hair type, and protective hairstyles; and

**WHEREAS**, racial discrimination is reflected in school and workplace policies and practices that bar natural or protective hairstyles commonly worn by people of African descent, as well as people of Jewish, Latinx, or Native American descent; and

**WHEREAS**, a clear and comprehensive policy should address the systematic deprivation of educational, employment, and other opportunities on the basis of hair texture, hair type, and protective hairstyles that are commonly associated with race; and

**WHEREAS**, it is necessary to prevent educational, employment, and other decisions, practices, and policies generated by or reflecting negative biases and stereotypes related to race.

**NOW, THEREFORE BE IT RESOLVED**, that the Wake County Board of Commissioners proudly supports the inclusion of natural hair and hairstyles in Wake County's Employee Discrimination Policy.

**ADOPTED** this the 22nd day of March 2021.

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Matthew M. Calabria, Chair  
Wake County Board of Commissioners