Title: A PROCLAMATION STATING SUPPORT FOR WEST VIRGINIA HOUSE BILL 4508

<table>
<thead>
<tr>
<th>Short Title:</th>
<th>Supporting the CROWN Act</th>
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<tbody>
<tr>
<td>Author(s):</td>
<td>Myya Helm, Senator</td>
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<td></td>
<td>Stephanie Buggs, College Senator (Eberly)</td>
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<td></td>
<td>Camryn Pressley, Senator</td>
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<td>Victoria Teufel, Senator</td>
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<td>Sponsor(s):</td>
<td>Sarah Ihlenfeld, Senator</td>
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<td>Marley Nash, Senator</td>
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<td>Dominic Cunningham, Senator</td>
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<td>Amelia Jones, Senator</td>
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<td>Josh Harman, Senator</td>
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<td>Travis Rawson, President Pro Tempore</td>
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<tr>
<td>First Reading Date</td>
<td>02-19-2020</td>
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<tr>
<td>Second Reading Date</td>
<td>02-26-2020</td>
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Whereas, West Virginia University’s Mission Statement commits to “creating a diverse and inclusive culture that advances education, healthcare and prosperity for all;” and

Whereas, the West Virginia University Student Government Association’s Mission and Vision promote the principles of diversity and inclusion; and

Whereas, hair discrimination remains all too familiar to many communities of color, who often find their hair policed by dress codes in schools, in athletics, and in the workplace; and

Whereas, according to the 2016 “Good Hair” study by the Perception Institute¹, a majority of individuals show implicit bias against textured hair; and

Whereas, on December 18, 2019, Matthew Moore, a freshman basketball player at Woodrow Wilson High School in Beckley, West Virginia was benched by the head coach because his dreadlocks were not considered that of a “neat” haircut²; and

Whereas, the CROWN (Create a Respectful and Open Workplace for Natural Hair) Research Study³ released by Dove in 2019 found that black women are 50% more likely to be sent home from the workplace because of their hair and 80% of black women feel the need to change their hair from its natural state to “fit in;” and

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¹ https://perception.org/goodhair/results/
³ https://www.thecrownact.com/research
Whereas, Dove also found that black women’s hair is 3.4x more likely to be perceived as unprofessional when compared to other hair types; and

Whereas, pervasive discrimination against natural hair remains a significant barrier to the academic, athletic, and professional advancement and prosperity of men and women of color; and

Whereas, no United States federal law currently affords protection for race-based hair discrimination, even if the hairstyle is inherent to racial identity; and

Whereas, the CROWN Act legally ensures protection against discrimination based on hairstyles by extending statutory protection to hair texture and protective styles; and

Whereas, New Jersey, Tennessee, Michigan, Wisconsin, Illinois, and Ohio have all proposed legislation to prohibit “race-based hair discrimination”, with California and New York enacting similar legislation in July⁴; and

Whereas, West Virginia House Bill (HB) 4508, also known as the CROWN Act, protects against discrimination statewide by expanding the definition of “race” in the West Virginia Human Rights Act to “include traits historically associated with race, including, but not limited to, hair texture and protective hairstyles.”; and

Therefore, be it proclaimed by the Student Assembly of West Virginia University:

Section 1: The West Virginia University Student Government Association asks that HB 4508 be placed on the Government Organization Committee agenda,

Section 2: The West Virginia University Student Government Association fully supports the passage of HB 4508 within West Virginia Legislature,

Section 3: Upon passage and approval, this legislation shall be forwarded to:

Mandates:
G. Corey Farris, Dean of Students
Dr. Thanh Le, Director, Student Engagement and Leadership (Advisor)
Kate Dye, Student Body President
Meshea L. Poore, Vice President for Diversity, Equity and Inclusion
J. Spenser Darden, Director, Diversity Initiatives and Community Engagement
Marjorie Fuller, Director, Center for Black Culture and Research
Brianna Herscher, President, West Virginia University Collegiate Chapter of the NAACP #38AF
Jerry Carr, President, Morgantown-Kingwood NAACP Branch #3241
Mitch Carmichael, West Virginia Senator, 4th District (Senate President)
Roger Hanshaw, West Virginia Delegate, District 33 (Speaker of the House of Delegates)
Gary Howell, West Virginia Delegate, District 56 (House Government Organization Chair)
Carl Martin, West Virginia Delegate, District 45 (House Government Organization Vice-Chair)
Rodney Pyles, West Virginia Delegate, District 51 (House Government Organization Minority Chair)
Phillip Diserio, West Virginia Delegate, District 51 (House Government Organization Minority Vice-Chair)
Michael Angelucci, West Virginia Delegate, District 50
Tom Azinger, West Virginia Delegate, District 10
Trenton Barnhart, West Virginia Delegate, District 07
Scott Cadle, West Virginia Delegate, District 13
Mike Caputo, West Virginia Delegate, District 50

Danny Hamrick, West Virginia Delegate, District 48
Caleb Hanna, West Virginia Delegate, District 44
Evan Hansen, West Virginia Delegate, District 51
Kenneth Hicks, West Virginia Delegate, District 19
John Paul Hott, West Virginia Delegate, District 54
Dean Jefferies, West Virginia Delegate, District 40
Joe Jefferies, West Virginia Delegate, District 22
D. Rolland Jennings, West Virginia Delegate, District 53
Chuck Little, West Virginia Delegate, District 09
Carl Martin, West Virginia Delegate, District 45
Margaret Staggers, West Virginia Delegate, District 32
Randy Swartzmiller, West Virginia Delegate, District 01
Terri Sypolt, West Virginia Delegate, District 52
Tim Tomblin, West Virginia Delegate, District 24
Danielle Walker, West Virginia Delegate, District 51
S. Marshall Wilson, West Virginia Delegate, District 60
Evan Worrell, West Virginia Delegate, District 18
Barbara Evans Fleischauer, West Virginia Delegate, District 51
John Williams, West Virginia Delegate, District 51
American Civil Liberties Union of West Virginia
Our Future West Virginia
Call to Action for Racial Equality (CARE) Coalition of West Virginia
Daily Athenaeum