

Written Testimony In SUPPORT of HB4107
February 3, 2020
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To Whom It May Concern:

Please accept my written testimony in *strong support* of the provisions outlined in HB4107. The irony of this bill being considered nearly concurrently with the Supreme Court of the U.S. finding it is **legal** to discriminate on the basis of natural hair is both inspiring and deeply concerning. I am grateful to our Oregon legislators for taking a stand to support the civil rights of all citizens.

Hiring, firing, marginalizing and/or shaming of any individual for their inherent physical appearance cannot be tolerated by our government. Examples of students being shamed for their hair, head scarves and/or clothing choices are seen throughout the country and I would argue are a result of emboldened racist leaders in our institutions. Students in particular are being singled out due to their physical appearance. This practice is based on dominant-culture norms and is inherently racist; it is undermining an individual's liberty. The hatred in our country that is being openly displayed, and even celebrated in some areas, is disgusting and unacceptable. A community should be judged by how it treats its most marginalized members. I want to live in an Oregon where we can reflect on our treatment and see compassion and tolerance as the guiding principles for our actions.

I was a cashier at an Albertson's grocery store for nearly 10 years who had many customers who had no bank accounts. I helped them obtain money orders and count and roll their change to help them pay for their groceries. This was not at all unusual in the inner-city community that I worked in. Now, as a doctor who cares for Medicaid patients, it is clear to me that this reality impacts people when trying to access healthcare as well. Paying bills by cash in person when transportation is limited and work is endless is an unfair challenge, even though it is possible. We know that institutional racism in Oregon has led to communities of color not having equitable opportunities for employment and economic security (home ownership in particular) that other communities enjoy. Let's not further this institutional harm by making it harder for families to address their basic needs. The FDIC in 2017 estimated that 6.5% of households (approx 8.4 million) in the US had no bank account in 2017. Another 18.7% had a checking or savings account but also accessed financial services outside of the banking system. These families would not be served by a cashless store and this further marginalizes and demeans them.

All people should have the ability to live, work and shop in their communities without these types of practices. Please vote to support HB4107.

Sincerely,
Maxine Dexter, MD