

May 17, 2021

Chair Prozanski, Vice-Chair Thatcher, and Members of the Senate Committee on Judiciary and Ballot Measure 110 Implementation:

As a member of the Oregon Commission on Hispanic Affairs (OCHA), whose role is to work toward economic, social, political, and legal equity for Oregon's Latinx population. I write to you in support of HB 2935A, the Crown Act.

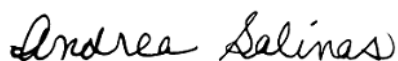
Black, Indigenous, and people of color Oregonians face racism and discrimination in various spaces they occupy. This is especially true in the job market with barriers that exist in the interview screening process, once a job offer has been made, and even while trying to advance in one's career. [According to this study](#) by the National Bureau of Economic Research, "there are large racial differences in callback rates... Job applicants with white names needed to send about 10 resumes to get one callback; those with African-American names needed to send in around 15 resumes to get one callback." These statistics represent a 50% gap in callback rates for a job interview, based only on the name placed on your resume. Having a white name on your resume yields as many more callbacks as an additional eight years of experience.

Discrimination in and around the workplace can take many forms, but the one that HB 2935A seeks to address is the weaponizing of natural Black hair as "unprofessional." In 2014, the U.S. Army released new rules banning cornrows, twists, braids, and locks – all hair styles not only popular but easily feasible for Black women. Because of this rule, Black women in the army were forced to wear hair styles that were harder to maintain, potentially had negative effects on their hair, but more closely resembled the hair of their white counterparts. The U.S. Army only just rolled back this rule in 2021. Arbitrary rules like this harm Black Oregonians.

Furthermore, children face discrimination in their schools. [There are countless accounts](#) of Black children being suspended from school or not being allowed to participate in sporting events due to their natural hair.

It is far past time that we prohibit hair discrimination in the workplace and our schools. I hope you join me in supporting HB 2935A.

Sincerely,



Andrea Salinas
Oregon State Representative

