



Rae Dunnaville
February 22nd, 2021
House Judiciary Subcommittee on Civil Law
RE: Support HB 2935 the CROWN Act

Dear Chair Power, Vice Chair Wallan and members of the committee:

My name is Rae Dunnaville, and I live in Southeast Portland with my children and husband. I'm a proud member of the Forward Together Action community, and I am excited to organize to pass HB 2935.

Black people often experience a lot of pressure in professional settings to present in a way that is appealing to white dominant culture in the workplace. This often means choosing to use dangerous chemicals to alter our own hair - chemicals that studies are now showing to be linked to cancer and other ailments. For over twenty years, my preference has been to wear my hair in natural styles such as afros, braids and locs, and as a consequence, I have often had to be intentional about which jobs I could apply for and which environments I subjected myself to, to avoid potential discrimination around my appearance.

In addition to advocating with Forward Together Action, I work as a communicator at SEIU Local 49. I'm proud to say that my union has been a strong advocate for Black workers in particular who have been unfairly targeted by their managers due to the way they chose to wear their hair. It's important that we recognize that what's considered "professional" in the workplace is rooted in standards dictated by whiteness. I strongly believe that passing the CROWN Act is critical to create universal standards and protections for our communities.

I am the mother of two Black children. My son has beautiful locs and my daughter has beautiful thick hair. In advocating for HB 2935, I'm also advocating for a future where my children will enjoy the freedom to participate in school events and work in the industries of their choice without being subject to racial discrimination on the basis of their hairstyles.

It's time to pass a bill that prevents this discrimination, and to protect the overall health, safety, and self-esteem of Black Oregonians. Please vote yes on HB 2935 and support the passage of the CROWN Act. Thank you.



Sincerely,

Rae Dunnaville
Forward Together Action
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