

# Rules

**SUBSTITUTE  
OFFERED AS  
AMENDMENT**

December 4, 2020

12-0  
*Swirsky absent*

Offered by: COUNCILWOMAN SAMPLES & COUNCILMAN SWIRSKY

ORDINANCE NO. 346 -2020 amending and/or supplementing Title 3, Chapter 38 "Unlawful Discrimination," Section 38.01 "Definitions" of the Code of Ordinances of the City of Akron; and declaring an emergency.

WHEREAS, throughout United States History, physical traits, for example, dark skin, and kinky/curly hair, have been used to classify individuals on the basis of race; and

WHEREAS, discrimination based on race and national origin can and does occur because of longstanding racial and national origin biases and stereotypes associated with hair texture and style; and

WHEREAS, these biases have also permeated societal understanding of professionalism. Professionalism is closely linked to European features and mannerisms, which requires those who do not naturally fall into Eurocentric norms to alter their appearance, sometimes drastically and permanently, in order to be deemed "professional;" and

WHEREAS, despite the great strides our society and laws have made to reverse the ideology that Black traits are inferior, hair remains a rampant source of racial discrimination with serious economic and health consequences, especially for Black individuals; and

WHEREAS, workplace dress codes and grooming policies that prohibit natural hair, including afros, braids, twists, and locks, are more likely to deter Black applicants and burden or punish Black employees than any other group; and

WHEREAS, although federal law prohibits discrimination based on race, federal law does not protect individuals from race-based hair discrimination, which is why local anti-discrimination laws are vital to prohibit this damaging effect; and

WHEREAS, state and local jurisdictions including California, New York, New Jersey, Virginia, Colorado, Washington, Maryland, and the City of Cincinnati, Ohio have passed legislation that prohibits discrimination based on hair style and hair texture; and

WHEREAS, legislation prohibiting discrimination based on natural hair style and texture is commonly referred to as CROWN (Creating a Respectful and Open Workplace for Natural Hair) legislation; and

WHEREAS, in a society in which hair has historically been one of many determining factors of a person's race, and whether they were a second class citizen, hair today remains a proxy for race. Therefore, grooming or appearance policies that ban, limit, or otherwise restrict

or punish natural hair types or hairstyles commonly associated with minorities and their racial, ethnic, and cultural identities violate the intent and spirit of Akron's anti-discrimination ordinances; and

WHEREAS, acting in accordance with the constitutional values of fairness, equity, and opportunity for all, the Council of the City of Akron recognizes that continuing to enforce a Eurocentric image of professionalism through purportedly race-neutral grooming policies that disparately impact Black individuals and exclude them from some workplaces is in direct opposition to equity and opportunity for all.

NOW, THEREFORE, BE IT ENACTED by the Council of the City of Akron:

Section 1. That Title 3 "Administration," Chapter 38 "Unlawful Discrimination," Section 38.01 "Definitions" of the Code of Ordinances of the City of Akron be and is hereby amended and adopted to read as follows:

#### 38.01 - Definitions.

##### A. As used in this chapter:

1. "Advertising" means to make, print, publish, advertise or otherwise disseminate any notice, statement or advertisement, with respect to any employment activity or any business activity.
2. "Affirmative Action Plan" means any plan devised to effectuate remedial or corrective action taken in response to past discrimination practices or as otherwise required by state or federal law.
3. "Age" means age of or over eighteen except as otherwise provided by law or otherwise indicated herein.
4. "Business establishment" means any entity, however organized, including a commercial enterprise owned or operated by a religious institution, that furnishes goods, services, or accommodations to the general public. An otherwise qualifying establishment that has membership requirements is considered to furnish services to the general public if its membership requirements consist only of payment of fees or consist only of requirements under which a substantial portion of the residents of the City could qualify.
5. "City" means the City of Akron, in the County of Summit, Ohio.
6. "Commission" means the Akron Civil Rights Commission.
7. "Complainant" means a person claiming to be aggrieved by a discriminatory practice.
8. "Disability" means, with respect to an individual, a physical or mental impairment.
9. "Disabled person" means an individual who has, is perceived to have, or has a record of having a disability.
- 10.

- (a) "Discriminate" means to engage in, take part in, create, enforce, or establish any act, policy, or practice that subjects any person to differential treatment as a result of that person's age, race, color, creed, religion, national origin, ancestry, disability, marital status, familial status, sex, gender, sexual orientation, or military status.
- (b) "Discrimination" means any act, policy, or practice that subjects any person to differential treatment as a result of that person's age, race, color, creed, religion, national origin, ancestry, disability, marital status, familial status, sex, gender, sexual orientation, or military status.
- (c) "Discriminatory" means characterized by differential treatment as a result of a person's age, race, color, creed, religion, national origin, ancestry, disability, marital status, familial status, sex, gender, sexual orientation, or military status.
- (d) "Discriminate," "discrimination," and "discriminatory," do not include the act, practice, or policy of awarding preference points to or otherwise preferring an individual on the basis of the individual's military service.

11.

- (a) "Educational institution" includes any of the following that are not governed by an elected body:
  - (i) An academy;
  - (ii) A college;
  - (iii) An elementary or secondary school;
  - (iv) An extension course;
  - (iv) A kindergarten;
  - (v) A pre-school;
  - (vii) A nursery school;
  - (viii) A university; or
  - (ix) A business, nursing, professional, secretarial, technical, or vocational school.
- (b) For purposes of this chapter "educational institution" shall not include any religious institution or school operated by a religious institution.

12. "Employee" means any individual employed or seeking employment from an employer.

13. "Employer" means any person who, for compensation, regularly employs four or more individuals, not including the person's parents, spouse, or children. For purposes of this chapter person "regularly" employs four individuals when the person employs four or more individuals for each working day in any twenty or more calendar weeks in the current or previous calendar year. For purposes of this chapter, an "employer" is also any person acting directly or indirectly on behalf of an employer or any employment agency. "Employer" shall include any religious institution that otherwise meets the definition.

14. "Familial status" means having any of the following family characteristics:

- (a) One or more individuals who are under eighteen years of age and who are domiciled with a parent or guardian having legal custody of the individual;
  - (b) One or more individuals who are under eighteen years of age and who are domiciled, with the written permission of the parent or guardian having legal custody, with a designee of the parent or guardian; or
  - (c) Any person who is pregnant or in the process of securing legal custody of any individual who is under eighteen years of age.
15. "Family" includes a single individual.
16. "Gender" includes actual or perceived sex, gender identity, and gender expression.
17. "Gender identity" means a person's internal, deeply held sense of the person's gender, which may be the same or different from the person's sex assigned at birth.
18. "Gender expression" means a person's representation of the person's gender through the person's name, choice of pronouns, clothing, haircut, behavior, voice, or other body characteristics.
19. "Labor organization" means any organization that exists and is constituted for the purpose, in whole or in part, of collective bargaining, protection of employees, or dealing with employers concerning grievances, terms or conditions of employment, or of other mutual aid.
20. "Non-secular position" means any leadership position in a religious institution, or any position that has important functions in worship services or in the performance of religious ceremonies and rituals, or any position entrusted with teaching classes regarding the tenets of the faith or religion of that religious institution.
21. "Person" means a natural person, firm, corporation, partnership, or other organization, association, or group of persons however arranged.
22. "Place of public accommodation" means inns, taverns, hotels, motels, restaurants, wholesale outlets, retail outlets, banks, savings and loan associations, other financial institutions, credit information bureaus, insurance companies, dispensaries, clinics, hospitals, theaters, recreational parks and facilities, trailer camps, garages, public halls, and all other establishments that offer goods, services, accommodations, and entertainment to the public within the City. A place of public accommodation does not include any institution, club, or other place of accommodation that, by its nature, is distinctly private or the non-public religious facilities of a religious institution.
23. "Qualified individual with a disability" means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that the individual holds or seeks.
24. "**RACE**" MEANS ANCESTRY, COLOR, ETHNIC GROUP IDENTIFICATION, AND ETHNIC BACKGROUND, AND IS INCLUSIVE OF TRAITS HISTORICALLY ASSOCIATED WITH A PARTICULAR RACE OR NATIONAL ORIGIN, INCLUDING BUT NOT LIMITED TO, HAIR TEXTURE AND HAIRSTYLES SUCH AS AFROS, BRAIDS, CORNROWS, LOCKS, AND TWISTS.

25. "Religious institution" means any church, institution, organization, or entity that has several of the following general characteristics: a distinct legal existence, a recognized creed and form of worship, a definite and distinct ecclesiastical government, a formal code of doctrine and discipline, a distinct religious history, membership not associated with any other church or denomination, an organization of ordained ministers/clerics, ordained ministers/clerics selected after completing prescribed courses of study, literature of its own, established places of worship, regular congregations, regular religious services, schools for the religious instruction of the young, and schools for the preparation of its members.
26. "Respondent" means the person(s) named in a complaint filed with the Commission as having engaged in discrimination.
27. "Sex" means biological sex and includes pregnancy, childbirth, and related medical conditions.
28. "Sexual orientation" means actual or perceived heterosexuality, homosexuality, or bisexuality.
29. "Real estate transaction" means the exhibiting, listing, advertising, negotiating, agreeing to transfer or transferring, whether by sale, lease, sublease, rent, assignment, or other agreement, of any interest in real property or improvements thereon.

Section 2. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of public peace, health, safety and welfare for the reason that the amendment of the unlawful discrimination definitions is necessary in order to prevent workplace grooming policies that negatively and disparately impact natural hair texture and protective hairstyles, and provided this ordinance receives the affirmative vote of two-thirds of the members elected or appointed to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force at the earliest time allowed by law.

Passed December 7, 2020

Nancy R. Biviano, Deputy  
Clerk of Council

Chris Sammull  
President of Council

Approved 12/9, 2020

[Signature]  
MAYOR

RECEIVED  
2020 DEC -14 PM 3:36  
AKRON CITY COUNCIL

# Akron City Council - Uniform Council Report (UCR)

## PART I – General Information

Subject of Requested Legislation:

CROWN Legislation for COA (prohibiting discrimination of natural hair)

Department/Division: Council/Elected

Requestor: Councilwoman Samples

Phone/Ext: 2256

If applicable, previous legislation on this subject (reference by ordinance/resolution number):

R-45-2020

Purpose/Objective of Legislation:

Create legislation for COA to prohibit discrimination of natural hair

## PART II – Financial Information

Does this Legislation directly involve the expenditure of funds?

YES

NO

Was this expenditure budgeted for in the current operating budget?

YES

NO

If "YES," describe how the budgeted amount for the project compares to the actual or estimated costs:

### City Expenditures

### City Receipts

Budgeted Costs	
Amount:	
Fund:	
Org:	
Acct:	

Estimate of Costs	
Amount:	
Fund:	
Org:	
Acct:	

City Receipt of Funds	
Amount:	
Fund:	
Org:	
Acct:	

Amount:	
Fund:	
Org:	
Acct:	

Amount:	
Fund:	
Org:	
Acct:	

Other Consideration	

Total expenditure (if applicable): \$ \_\_\_\_\_

Total receipts (if applicable): \$ \_\_\_\_\_

## PART III – DETAILED INFORMATION:

Attach detailed information/documentation, as described in UCR Instruction Sheet.

**RULES**

November 20, 2020

\_\_\_\_\_ - \_\_\_\_\_

Offered by: COUNCILWOMAN SAMPLES & COUNCILMAN SWIRSKY

ORDINANCE NO. \_\_\_\_\_-2020 amending and/or supplementing Title 3, Chapter 38 “Unlawful Discrimination,” Section 38.01 “Definitions” of the Code of Ordinances of the City of Akron; and declaring an emergency.

WHEREAS, throughout United States History, physical traits, for example, dark skin, and kinky/curly hair, have been used to classify individuals on the basis of race; and

WHEREAS, discrimination based on race and national origin can and does occur because of longstanding racial and national origin biases and stereotypes associated with hair texture and style; and

WHEREAS, these biases have also permeated societal understanding of professionalism. Professionalism is closely linked to European features and mannerisms, which requires those who do not naturally fall into Eurocentric norms to alter their appearance, sometimes drastically and permanently, in order to be deemed “professional;” and

WHEREAS, despite the great strides our society and laws have made to reverse the ideology that Black traits are inferior, hair remains a rampant source of racial discrimination with serious economic and health consequences, especially for Black individuals; and

WHEREAS, workplace dress codes and grooming policies that prohibit natural hair, including afros, braids, twists, and locks, are more likely to deter Black applicants and burden or punish Black employees than any other group; and

WHEREAS, although federal law prohibits discrimination based on race, federal law does not protect individuals from race-based hair discrimination, which is why local anti-discrimination laws are vital to prohibit this damaging effect; and

WHEREAS, in a society in which hair has historically been one of many determining factors of a person’s race, and whether they were a second class citizen, hair today remains a proxy for race. Therefore, grooming or appearance policies that ban, limit, or otherwise restrict or punish natural hair types or hairstyles commonly associated with minorities and their racial, ethnic, and cultural identities violate the intent and spirit of Akron’s anti-discrimination ordinances; and

WHEREAS, acting in accordance with the constitutional values of fairness, equity, and opportunity for all, the Council of the City of Akron recognizes that continuing to enforce a Eurocentric image of professionalism through purportedly race-neutral grooming policies that disparately impact Black individuals and exclude them from some workplaces is in direct opposition to equity and opportunity for all.

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22. "Place of public accommodation" means inns, taverns, hotels, motels, restaurants, wholesale outlets, retail outlets, banks, savings and loan associations, other financial institutions, credit information bureaus, insurance companies, dispensaries, clinics, hospitals, theaters, recreational parks and facilities, trailer camps, garages, public halls, and all other establishments that offer goods, services, accommodations, and entertainment to the public within the City. A place of public accommodation does not include any institution, club, or other place of accommodation that, by its nature, is distinctly private or the non-public religious facilities of a religious institution.
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- 27. "Sex" means biological sex and includes pregnancy, childbirth, and related medical conditions.
- 28. "Sexual orientation" means actual or perceived heterosexuality, homosexuality, or bisexuality.
- 29. "Real estate transaction" means the exhibiting, listing, advertising, negotiating, agreeing to transfer or transferring, whether by sale, lease, sublease, rent, assignment, or other agreement, of any interest in real property or improvements thereon.

Section 2. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of public peace, health, safety and welfare for the reason that the amendment of the unlawful discrimination definitions is necessary in order to prevent workplace grooming policies that negatively and disparately impact natural hair texture and protective hairstyles, and provided this ordinance receives the affirmative vote of two-thirds of the members elected or appointed to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force at the earliest time allowed by law.

Passed \_\_\_\_\_, 2020

\_\_\_\_\_  
Clerk of Council

\_\_\_\_\_  
President of Council

Approved \_\_\_\_\_, 2020

\_\_\_\_\_  
MAYOR

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2020 NOV 20 PM 12:01  
AKRON CITY COUNCIL

# Akron City Council - Uniform Council Report (UCR)

## PART I – General Information

Subject of Requested Legislation:

CROWN Legislation for COA (prohibiting discrimination of natural hair)

Department/Division: Council/Elected

Requestor: Councilwoman Samples

Phone/Ext: 2256

If applicable, previous legislation on this subject (reference by ordinance/resolution number):

R-45-2020

Purpose/Objective of Legislation:

Create legislation for COA to prohibit discrimination of natural hair

## PART II – Financial Information

Does this Legislation directly involve the expenditure of funds?

YES

NO

Was this expenditure budgeted for in the current operating budget?

YES

NO

If "YES," describe how the budgeted amount for the project compares to the actual or estimated costs:

### City Expenditures

### City Receipts

Budgeted Costs	
Amount:	
Fund:	
Org:	
Acct:	

Estimate of Costs	
Amount:	
Fund:	
Org:	
Acct:	

City Receipt of Funds	
Amount:	
Fund:	
Org:	
Acct:	

Amount:	
Fund:	
Org:	
Acct:	

Amount:	
Fund:	
Org:	
Acct:	

Other Consideration	

Total expenditure (if applicable): \$ \_\_\_\_\_

Total receipts (if applicable): \$ \_\_\_\_\_

## PART III – DETAILED INFORMATION:

Attach detailed information/documentation, as described in UCR Instruction Sheet.

**Reimer, Holly**

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**From:** Bailey.Sandin@ohiohouse.gov  
**Sent:** Tuesday, November 24, 2020 3:18 PM  
**To:** Public Comments (Akron City Council)  
**Subject:** [External]Legislation Support  
**Attachments:** CROWN Legislation Support.pdf

Hello,

Please find the attached letter of support from Representative Galonski.

Thank you,

**Bailey Sandin**  
**Legislative Aide to Representative Galonski**  
**Ohio's 35<sup>th</sup> District**  
**614-644-6037**

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35th House District  
Summit County

Columbus Office  
Vern Riffe Center  
77 S. High Street  
10th Floor  
Columbus, Ohio 43215-6111  
(614) 644-6037  
(800) 282-0253  
(614) 719-0000 (Fax)  
[Rep35@ohiohouse.gov](mailto:Rep35@ohiohouse.gov)  
[www.ohiohouse.gov](http://www.ohiohouse.gov)

Committees

Civil Justice  
Criminal Justice  
Higher Education  
Co-Chair, Criminal Sentencing  
Subcommittee

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2020 NOV 24 PM 3:52

AKRON CITY COUNCIL

**Tavia Galonski**  
State Representative

November 24, 2020

My esteemed colleagues on Akron City Council,

Today I write you in support of the CROWN legislation recently introduced by Councilwoman Samples. It is no secret that unfortunately racism is woven into the very fabric of our society. For generations, Black people have faced discrimination on all levels whether it be professionally or socially. The impacts of which have taken a toll on Black peoples' physical and mental wellbeing, ultimately making racism a public health crisis.

Tackling racism as a public health issue is a multifaceted task and Councilwomen Samples' legislation addresses part of the problem by prohibiting discrimination based on natural hair texture and style. For many Black women how they do their hair is not only a sense of beauty and pride, but also a way to connect with their culture. Moreover, natural hair is just that: natural. Labeling hair non-European hair as "unprofessional" is blatant discrimination against Blacks and other people of color. Professionalism is not defined by physical traits, but rather the work ethic and demeanor put forward.

Therefore, I encourage your full and fair consideration for the expedient passage of the CROWN legislation.

Kind Regards,



Tavia Galonski  
State Representative  
Ohio's 35<sup>th</sup> District



Alpha Kappa Alpha Sorority, Incorporated®  
Zeta Theta Omega Chapter  
Akron, OH

December 6, 2020

Margo Sommerville, President  
Akron City Council  
166 S. High Street 3<sup>rd</sup> Floor  
Akron, Ohio 44308

Subject: Support the CROWN (Creating a Respectful and Open World for Natural Hair) Coalition

We are proud citizens living within your district and need your help to change the laws in our state by supporting the work of the CROWN Coalition to help end discrimination against people because of their hair. Dove, along with the National Urban League, Color Of Change, and Western Center on Law & Poverty, has founded the CROWN Coalition (Creating a Respectful and Open World for Natural Hair) which supports The CROWN Act in California (SB188), New York (S6209A, A7797), and New Jersey (S3945, A5564).

The CROWN Act has now been signed into law by the three states above, Virginia, Colorado, and the city of Cincinnati OH, making hair discrimination illegal. These bills will ensure that traits historically associated with race, such as hair texture and hairstyle, are protected from discrimination in the workplace and in K-12 public and charter schools. These bills are only the beginning, as the CROWN Coalition is galvanizing support for legislation to end hair discrimination nationwide. Twenty-five (25) additional states are considering the CROWN Act and have either pre-filed, filed or formally stated an intent to introduce their own anti-hair discrimination bills.

We need to do this in our state as well! The time is now. Please visit [thecrownact.com](http://thecrownact.com) to learn more. We look forward to hearing your position on this proposal.

Respectfully,

Dana K. LaGarde  
Basileus

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2020 DEC - 7 PM 2:44  
AKRON CITY COUNCIL



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2020 DEC -7 PM 4:26  
AKRON CITY COUNCIL

Monday, December 7, 2020

Dear Akron City Council Members,

We, the Ohio Young Black Democrats Executive Committee are writing to you today advocating for and in support of amending and/or supplementing Title 3, Chapter 38 "Unlawful Discrimination," Section 38.01 "Definitions" of the Code of Ordinances of the City of Akron; and declaring an emergency, which would effectively ban hair discrimination across the city of Akron.

Akron is a diverse city, who's population consists of 30.08% African-Americans. According to a recent article written by the American Bar Association<sup>1</sup>, 80% of African-American women felt they needed to change their hair in order to 'fit in' at their workplace and students across the nation are facing disciplinary action for wearing hair that is native to the Black culture.

We urge the members of Akron City Council to amend the Code of Ordinances to ban hair discrimination across the City of Akron.

Thank you for your consideration,

The Ohio Young Black Democrats Executive Committee

Antoinette Willis, President  
Jordan Hawkins, Vice President of Campaigns  
Jeniece Brock, Vice President of Membership  
Tristina Allen, Secretary  
Kimberly Agyekum, Communications Director  
De'Juan Stevens, Interim Treasurer



**Ohio Young Black Democrats** | 340 E. Fulton Street, Columbus OH 43215  
Paid for by Ohio Young Black Democrats

<sup>1</sup>Arefin, Sharmin. 2020. "Is Hair Discrimination Race Discrimination?" *American Bar Association*.  
[https://www.americanbar.org/groups/business\\_law/publications/blj/2020/05/hair-discrimination/](https://www.americanbar.org/groups/business_law/publications/blj/2020/05/hair-discrimination/) (December 7, 2020)



**Reimer, Holly**

---

**From:** Wesley The Keeper <keeper@akronhoney.com>  
**Sent:** Monday, December 07, 2020 4:15 PM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples); Paul Francis Wilson  
**Subject:** [External]Anti Hair Discrimination  
**Attachments:** Anti hair discrimination .pdf

Hello. I am writing in support of anti hair discrimination legislation.

Wesley

---

This email originated outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To say that we (people of color, specifically Black people) need anti hair discrimination laws, is an understatement. It's sad that we even have to say it. But from my personal experience without such measures we are exposed to being suppressed in white spaces. In my experience it was in the workplace. The kicker is that these spaces are meant for all Americans to thrive, and without such protections we are systemically submitted to a disadvantage that mirrors the history of arguably the ugliest part our nation. We have to start undoing that together. I not only support anti hair discrimination, but demand that.

Wesley The Keeper  
Akron Honey

## Reimer, Holly

---

**From:** Brant Lee <lee.acrc@gmail.com>  
**Sent:** Monday, December 07, 2020 4:25 PM  
**To:** Public Comments (Akron City Council)  
**Subject:** [External]CROWN proposed ordinance

Akron City Council:

On behalf of the Akron Civil Rights Commission I would like to communicate to you directly that at its meeting on December 1st, 2020, the Commission voted unanimously to endorse the proposed legislation proposed by Council Members Samples and Swirsky, amending the City's anti-discrimination ordinance to include reference to hair texture or hairstyles historically associated with a particular racial group. Employers who are accustomed to straight hair that is relatively easily managed may be unaware that their expectations with regard to hairstyles have a racially unequal impact. Others may be well aware. Regardless of their level of awareness, that unequal impact is what antidiscrimination is meant to prevent. This proposed ordinance clarifies the situation, which will make it easier for the Commission to do its work.

Thank you for the opportunity to share our views. Please don't hesitate to contact the Commission if you have any questions regarding this or any related matter in the future.

Respectfully submitted,

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Brant T. Lee  
Chair, Akron Civil Rights Commission

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## Reimer, Holly

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**From:** mrs.nlemon@gmail.com <ms.nlemon@gmail.com>  
**Sent:** Sunday, December 06, 2020 6:55 PM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples); wilson.paulfrancis@gmail.com  
**Subject:** [External]City-wide ban on hair discrimination

Greetings,

As an African American woman and mother, I have had to worry about my employment and school's restriction on my hair and my son. My first job in a corporate environment several years ago made me very nervous, since I had just started my transition to wearing my hair in its natural form. I talked to my spouse and other minority co-workers at the company to get their opinions. I felt so angry, sad, and belittled that this was a very serious concern of mine. I had several sleepless nights. How could it be 2012 and I still had to be concerned about things that my white counterparts never gave a second thought. After much deliberation I made the choice to wear my hair in its kinky form to work. I got a lot of questions and comments that black women get about our hair: "Can I touch it?" "How does it stay like that?" "Oh my gosh it's so puffy like a cotton ball" "Why is it so big?" Since this time, I have gotten these questions at new encounters with people who do not have a diverse friend group. It makes me feel like an animal or an alien on display for others to poke at. No one should feel bad because a certain sector of society has deemed their looks acceptable. America is a melting pot and everyone's hair should be accepted whether it's straight, curly, kinky, braids, dreads, or you wear a hijab. I support Councilwoman Tara Samples efforts to pass this ban because we live in a world where people are discriminated against because of their appearance.

Thank you.

Nasheka Lemon

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RECEIVED  
2020 DEC -7 AM 9:13  
AKRON CITY COUNCIL

## Reimer, Holly

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**From:** Francis Wilson <wilson.paulfrancis@gmail.com>  
**Sent:** Monday, December 07, 2020 11:12 AM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples)  
**Subject:** [External]Public Comment — City-wide ban on hair discrimination

Hi Council, It's Fran Wilson.

I wanted to chime in my support for the proposed ban on hair discrimination.

Working closely with Kentucky State Representative Attica Scott in Louisville, I've heard her and her daughter's stories— not to mention the countless stories in public comment from the many U.S. cities that have passed similar protections. That was what made me look into Akron's own policy and reach out to Councilmembers Tara Samples and Rich Swirsky about whether we could take a more local approach to this policy.

I want to praise these councilmembers for their work on this and elevate the stories of my friends and neighbors who have submitted their approval and personal stories into public comment.

We have a lot of work to do to make folks feel safe and empowered in Akron— and filling the gaps found in the details is important work.

I urge all those voting on this measure to vote yes. And if any councilmembers are still questioning this policy, I want to remind them that they have had several months to do their homework— as similar policy was originally introduced earlier this year. Time to vote yes. Period.

Best,  
Fran Wilson

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RECEIVED  
2020 DEC -7 AM 11:56  
AKRON CITY COUNCIL

## Reimer, Holly

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**From:** Allyson Strickland <politakalivy@gmail.com>  
**Sent:** Monday, December 07, 2020 2:19 PM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples); wilson.paulfrancis@gmail.com; Dana LaGarde; mailto:staciaka93@yahoo.com  
**Subject:** [External]Alpha Kappa Alpha Sorority Incorporated-Akron Chapter Support of the Crown Act  
**Attachments:** Crown Act support Akron City Council 120620.docx

Good Afternoon,

Please accept the attached letter from the Alpha Kappa Alpha Sorority, Inc.-Zeta Theta Omega chapter, in support of Akron City Council's implementation of the CROWN Act.

\*Sent by Allyson Strickland on behalf of Alpha Kappa Alpha Sorority, Inc.-Akron Chapter President, Dana LaGarde

Thank you,

Allyson Strickland

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Blessed, Determined, and Focused.

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Alpha Kappa Alpha Sorority, Incorporated®  
Zeta Theta Omega Chapter  
Akron, OH

December 6, 2020

Margo Sommerville, President  
Akron City Council  
166 S. High Street 3<sup>rd</sup> Floor  
Akron, Ohio 44308

Subject: Support the CROWN (Creating a Respectful and Open World for Natural Hair) Coalition

We are proud citizens living within your district and need your help to change the laws in our state by supporting the work of the CROWN Coalition to help end discrimination against people because of their hair. Dove, along with the National Urban League, Color Of Change, and Western Center on Law & Poverty, has founded the CROWN Coalition (Creating a Respectful and Open World for Natural Hair) which supports The CROWN Act in California (SB188), New York (S6209A, A7797), and New Jersey (S3945, A5564).

The CROWN Act has now been signed into law by the three states above, Virginia, Colorado, and the city of Cincinnati OH, making hair discrimination illegal. These bills will ensure that traits historically associated with race, such as hair texture and hairstyle, are protected from discrimination in the workplace and in K-12 public and charter schools. These bills are only the beginning, as the CROWN Coalition is galvanizing support for legislation to end hair discrimination nationwide. Twenty-five (25) additional states are considering the CROWN Act and have either pre-filed, filed or formally stated an intent to introduce their own anti-hair discrimination bills.

We need to do this in our state as well! The time is now. Please visit [thecrownact.com](http://thecrownact.com) to learn more. We look forward to hearing your position on this proposal.

Respectfully,

Dana K. LaGarde  
Basileus

## Reimer, Holly

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**From:** Jeniece Brock <jeniecebrock@gmail.com>  
**Sent:** Monday, December 07, 2020 3:23 PM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples); Wilson.paulfrancis@gmail.com  
**Subject:** [External]Support for city-wide ban on hair discrimination

Good Afternoon,

I would like to express my full support for a city-wide ban on hair discrimination.

There is an undue added stress to black and brown individuals as we enter into the professional sector. Instead of the normal stress of preparing your thoughts for presenting your qualifications in an interview, so many times I found myself more worried about if I should straighten my hair so that I am not seen as unprofessional.

This is unacceptable. As a young black woman, and with the love I have for my city and the community that gives me strength, I urge the City of Akron to ban hair discrimination.

Thank you,  
Jeniece L. Brock, MSHS  
330-338-0747 (cell)  
1463 Apple Ct, Akron, OH 44306  
[jeniecebrock@gmail.com](mailto:jeniecebrock@gmail.com)

--

**Jeniece L. Brock, MSHS**  
[jeniecebrock@gmail.com](mailto:jeniecebrock@gmail.com) / email  
330.338.0747 / cell  
She/Her/Hers

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**Reimer, Holly**

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**From:** Executive Team <team@ohioybd.org>  
**Sent:** Monday, December 07, 2020 4:01 PM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples); Wilson.paulfrancis@gmail.com  
**Subject:** [External]Letter from the Ohio Young Black Democrats  
**Attachments:** OYBD Hair Discrimination Ban\_Akron, Ohio.pdf

Dear Akron City Council Members,

Please see our letter, attached, in support of amending and/or supplementing Title 3, Chapter 38 "Unlawful Discrimination," Section 38.01 "Definitions" of the Code of Ordinances of the City of Akron.

Thank you,

The Ohio Young Black Democrats

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Monday, December 7, 2020

Dear Akron City Council Members,

We, the Ohio Young Black Democrats Executive Committee are writing to you today advocating for and in support of amending and/or supplementing Title 3, Chapter 38 "Unlawful Discrimination," Section 38.01 "Definitions" of the Code of Ordinances of the City of Akron; and declaring an emergency, which would effectively ban hair discrimination across the city of Akron.

Akron is a diverse city, who's population consists of 30.08% African-Americans. According to a recent article written by the American Bar Association<sup>1</sup>, 80% of African-American women felt they needed to change their hair in order to 'fit in' at their workplace and students across the nation are facing disciplinary action for wearing hair that is native to the Black culture.

We urge the members of Akron City Council to amend the Code of Ordinances to ban hair discrimination across the City of Akron.

Thank you for your consideration,

The Ohio Young Black Democrats Executive Committee

Antoinette Willis, President  
Jordan Hawkins, Vice President of Campaigns  
Jeniece Brock, Vice President of Membership  
Tristina Allen, Secretary  
Kimberly Agyekum, Communications Director  
De'Juan Stevens, Interim Treasurer



**Ohio Young Black Democrats** | 340 E. Fulton Street, Columbus OH 43215  
Paid for by Ohio Young Black Democrats

<sup>1</sup>Arefin, Sharmin. 2020. "Is Hair Discrimination Race Discrimination?" *American Bar Association*.  
[https://www.americanbar.org/groups/business\\_law/publications/blt/2020/05/hair-discrimination/](https://www.americanbar.org/groups/business_law/publications/blt/2020/05/hair-discrimination/) (December 7, 2020)

**Reimer, Holly**

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**From:** Wesley The Keeper <keeper@akronhoney.com>  
**Sent:** Monday, December 07, 2020 4:15 PM  
**To:** Public Comments (Akron City Council)  
**Cc:** Ward 5 (Tara Mosley-Samples); Paul Francis Wilson  
**Subject:** [External]Anti Hair Discrimination  
**Attachments:** Anti hair discrimination .pdf

Hello. I am writing in support of anti hair discrimination legislation.

Wesley

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This e-mail and any files transmitted with it are confidential. If you have received this e-mail by mistake, please notify the sender immediately by e-mail. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system.

To say that we (people of color, specifically Black people) need anti hair discrimination laws, is an understatement. It's sad that we even have to say it. But from my personal experience without such measures we are exposed to being suppressed in white spaces. In my experience it was in the workplace. The kicker is that these spaces are meant for all Americans to thrive, and without such protections we are systemically submitted to a disadvantage that mirrors the history of arguably the ugliest part our nation. We have to start undoing that together. I not only support anti hair discrimination, but demand that.

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Akron Honey

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Brant T. Lee  
Chair, Akron Civil Rights Commission

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