



**National  
Urban League**

*Empowering Communities.  
Changing Lives.*

September 14, 2020

The Honorable Jerrold Nadler  
Chairman  
House Judiciary Committee  
2141 Rayburn House Office Building  
Washington D.C. 20515

The Honorable Jim Jordan  
Ranking Member  
House Judiciary Committee  
2141 Rayburn House Office Building  
Washington D.C. 20515

Dear House Judiciary Committee:

On behalf of the National Urban League and its 90 local affiliates across 37 states and the District of Columbia, I write today in support of H.R. 5309, the Creating a Respectful and Open World for Natural Hair (CROWN) Act of 2019, sponsored by Congressman Cedric Richmond. The National Urban League is a founding member of the CROWN Coalition, an alliance of organizations working to advance anti-hair discrimination legislation and expand legal protections for people of color who choose to wear their natural/ ethnic hairstyles without fear of discrimination. Hair discrimination remains a source of racial injustice with serious economic consequences for Black people. Hair discrimination in the workplace has limited the potential of too many Black workers. In fact, Black women are 1.5 times more likely to be sent home from the workplace because of their hair. Hair discrimination in schools has pushed too many Black children out of classrooms and extracurricular activities. In a recent analysis, half of suspensions in charter schools were for minor nonviolent offenses, including dress code violations, which often include rules about how hair can be worn. In 2020, an employee or student should not be disqualified for choosing to wear their hair naturally. The CROWN Act legislation finally addresses a decades-long issue, correcting these racial injustices by making hair discrimination illegal. With numerous states taking action on the state level, it is also time for our federal government to act and create a law that prohibits this intolerable form of discrimination.

Sincerely,

Marc Morial  
President & CEO