



701 8th Street, NW
Suite 200
Washington, DC 20001
Phone: 202.434.0999
Fax: 202.737.6069
www.walmart.com

September 29, 2021

The Honorable Jerrold Nadler
Chairman
House Judiciary Committee
2138 Rayburn House Office Building
Washington, DC 20515

The Honorable Jim Jordan
Ranking Member
House Judiciary Committee
2138 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Nadler and Ranking Member Jordan:

Walmart appreciates the opportunity to share our support for H.R. 2116, the Creating a Respectful and Open World for Natural Hair Act (or “CROWN Act”) of 2021 scheduled for markup in the House Judiciary Committee on Wednesday, September 29, 2021. This important legislation can help reduce race-based hair discrimination and advance racial equity across our society. We urge the committee to pass this legislation and look forward to additional opportunities to enhance this legislation as it advances towards a vote on the floor of the House of Representatives.

Walmart has long embraced [diversity, equity and inclusion](#) (DEI) – those principles are at the core of our values. We’re committed to building a Walmart for everyone and aim to advance DEI within our company and society. Walmart provides jobs for more than 1.5 million people in the U.S. and more than 2 million worldwide, offering career opportunities with a focus on diverse recruitment and promotion, low barriers to entry, competitive wages, benefits, on-the-job coaching and training, and debt-free education. As noted in our [FY22 CDEI Mid-Year Report](#), in the U.S., 20.77% of our workforce is Black and African American, and 48.08% of our hourly associates and 37.15% of our management are people of color. As one of the nation’s largest employers, we are focused on creating a more diverse, inclusive team at every level and fostering a culture where all associates are engaged to achieve their potential and deliver on our purpose of saving people money so they can live better.

We also strive to use our business and philanthropic resources to address drivers of systemic disparities in society, seeking to contribute to a collective movement to advance equity for all. In June 2020 our CEO announced a commitment to use business and philanthropic resources to support strategies aimed at creating racial equity in our nation’s criminal justice, education, financial and health systems. To extend the societal impact of Walmart’s business



efforts, Walmart and the Walmart Foundation also committed up to \$100 million over five years to create the Center for Racial Equity focused on eradicating systemic disparities experienced by Black and African American communities in the U.S.

We know we have the ability to make a difference. For years, we have instituted policies that empower our associates to wear their hair any way they prefer. We encourage associates to bring their full selves to work when it comes to hair and other physical attributes and have structured our global discrimination and harassment prevention policy to support our associates' personal appearance choices.

We continue to support efforts that promote greater equity in the workplace and across society and believe the CROWN Act is an important part of advancing this goal. We thank you for your consideration and support of efforts that can help reduce race-based hair discrimination. We look forward to sharing additional insights as this important legislation moves forward.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce C. Harris".

Bruce C. Harris
Vice President, Federal Government Affairs
Walmart