



State of North Carolina

ROY COOPER
GOVERNOR

NATIONAL CROWN DAY

2021

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

WHEREAS, the CROWN Act (Creating a Respectful Open World for Natural Hair) is a proposed law that prohibits race-based hair discrimination, including the denial of employment and educational opportunities because of hair texture or protective hairstyles; and

WHEREAS, as of June 2021, 12 states have passed a version of the CROWN Act, and legislation has been passed by the United States House of Representatives; and

WHEREAS, the CROWN Act was devised to protect the human rights of Black women, men, and children to wear their natural hair with pride and without the fear of discrimination by raising awareness of this issue in workplaces and schools across the country; and

WHEREAS, discriminating hair policies can cause undue disruption and stress in the lives of individuals and households, impacting society as a whole and the broader economy; and

WHEREAS, the CROWN Act would extend statutory protection to hair texture and protective styles, such as braids, locs, twists, knots, and headwraps, in the workplace and in public schools to ensure protection against discrimination based on all race-based hairstyles; and

WHEREAS, this legislation seeks to increase participation in programs and activities and encourage inclusive language aimed at ending discrimination due to specific hairstyles; and

WHEREAS, the North Carolina Office of State Human Resources has already taken steps to implement inclusive hiring policies across state government that seek to eliminate discrimination on the basis of race-based hairstyles; and

WHEREAS, the CROWN Campaign is an interdisciplinary team of advocates that support passage of the CROWN Act based on research done by the CROWN Coalition; the CROWN Coalition is a joint venture by Dove, The National Urban League, Color of Change, and the Western Center on Law & Poverty; and

WHEREAS, the State of North Carolina encourages legislators to work together to protect the rights of Black men, women, and children to wear their natural hair with pride and end all forms of discrimination in the workplace and beyond;

NOW, THEREFORE, I, ROY COOPER, Governor of the State of North Carolina, do hereby proclaim July 3, 2021, as "NATIONAL CROWN DAY" in North Carolina, and commend its observance to all citizens.





Roy Cooper
Governor

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this second day of July in the year of our Lord two thousand and twenty-one and of the Independence of the United States of America the two hundred and forty-sixth.