



State of North Carolina

JOSH STEIN
GOVERNOR

NATIONAL CROWN ACT DAY

2025

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

WHEREAS, in 2019, the CROWN Research Study found that Black women reported experiencing discrimination in the workplace based on natural hairstyles; and

WHEREAS, the CROWN Act of 2022 (Creating a Respectful Open World for Natural Hair) was a bill in the United States Congress intended to prohibit discrimination based on an individual's hair texture or hairstyle; 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, or similar legislation to prohibit discrimination based on an individual's hair texture or hair style, has passed in half of the states across the United States; and

WHEREAS, the State of North Carolina, through its Office of State Human Resources, has already taken steps to implement inclusive hiring policies across state government that seek to eliminate discrimination based on race-based hairstyles; 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, JOSH STEIN, Governor of the State of North Carolina, do hereby proclaim July 3, 2025, as **"NATIONAL CROWN ACT DAY"** in North Carolina, and commend its observance to all citizens.



A handwritten signature of Josh Stein in black ink, written over a horizontal line.

JOSH STEIN
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 third day of July in the year of our Lord two thousand and twenty-fifth and of the Independence of the United States of America the two hundred and forty-ninth.