

**A RESOLUTION REQUESTING THE DEKALB COUNTY  
ADMINISTRATION REVIEW AND CONSIDER SUPPORTING  
AMENDMENTS TO THE CODE OF DEKALB COUNTY, GEORGIA  
PERTAINING TO NON-DISCRIMINATION; TO PROHIBIT  
DISCRIMINATION BASED ON HAIR TEXTURE;  
AND FOR OTHER LAWFUL PURPOSES**

**WHEREAS**, the Governing Authority of DeKalb County is tasked with the protection of the County's health, safety, and general welfare; and

**WHEREAS**, the Governing Authority understands and acknowledges the importance of racial equity and equal protection under the laws of the U.S. Constitution and the Georgia Constitution; and

**WHEREAS**, the Creating a Respectful and Open World for Natural Hair (CROWN) Coalition conducted a 2019 study surveying 2000 working women aged 25-64, who are employed in an office setting, or had been employed in a corporate office within the last six months preceding the study; and

**WHEREAS**, the findings of this study revealed that African-American women are more likely to change their natural hair to conform to social norms or expectations at works; and

**WHEREAS**, African-American women's hair is approximately three times more likely to be perceived as unprofessional in the workplace; and

**WHEREAS**, discrimination based on the appearance of an individual's natural hair disproportionately affects both women and men of color; and

**WHEREAS**, the Governing Authority of DeKalb County desires to amend the Code to protect against discrimination based upon hair texture associated with race, or expressions of gender identity, cultural identity, national origins or religious belief; and

**WHEREAS**, a proposed Amendment to the Code of DeKalb County, As Revised 1988, prohibiting discrimination based on hair texture and race, gender or cultural identity has been developed and is attached hereto as "Exhibit A"; and

**WHEREAS**, adopting and implementing an amendment to the Code of DeKalb County, As Revised, 1988, prohibiting discrimination based on hair texture associated with race, gender identity, cultural identity, national origin or religious belief requires action by both the Executive and Legislative branches;

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Commissioners of DeKalb County, Georgia, to:

**Request that the Administration (1) review; (2) provide feedback, revisions, and responses, as appropriate; and (3) consider supporting an amendment to the Code of DeKalb County,**

**As Revised, 1988 prohibiting discrimination based on hair texture associated with race, gender identity, cultural identity, natural origin or religious belief in accordance with Attachment A hereto.**

**ADOPTED** by the DeKalb County Board of Commissioners, this \_\_\_\_ day of \_\_\_\_\_, 2021.

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**STEPHEN R. BRADSHAW**

Presiding Officer  
Board of Commissioners  
DeKalb County, Georgia

**ATTEST:**

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**BARBARA H. SANDERS-NORWOOD, CCC**

Clerk to the Board of Commissioners and  
Chief Executive Officer  
DeKalb County, Georgia

**APPROVED AS TO FORM:**

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**VIVIANE H. ERNSTES**

County Attorney  
DeKalb County, Georgia