



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 326		DATE: 2/21/2023	
COMMITTEE: Special Committee on Urban Issues			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCATE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: arniedienoff@yahoo.com	ATTENDANCE: Written		SUBMIT DATE: 2/21/2023 11:24 PM
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I Support this Bill. Discrimination in General and Based upon ones Hair Style will NOT be Tolerated in Our State!



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: CAMERON HOEY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/21/2023 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: CHERYL LYNN ADELSTEIN		PHONE NUMBER: 314-442-3872	
BUSINESS/ORGANIZATION NAME: JEWISH COMMUNITY RELATIONS COUNCIL		TITLE: DEPUTY DIRECTOR	
ADDRESS: 12 MILLSTONE CAMPUS DRIVE			
CITY: SAINT LOUIS		STATE: MO	ZIP: 63146
EMAIL: cadelstein@jcrctl.org	ATTENDANCE: Written	SUBMIT DATE: 2/20/2023 2:06 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

The Jewish Community Relations Council (JCRC), guided by Jewish values, advocates, educates, collaborates, and mobilizes action on issues important to the Jewish community, 60,000 strong in St. Louis. We are committed to pursuing religious tolerance, civic discourse and social justice in St. Louis and beyond. Jews also believe in the concept of B'tzelem Elohim, We are all created in the image of God. This includes people of all races, genders, and faiths. Discrimination against any group is wrong and must be addressed. Our sages note the repeated emphasis on the stranger in biblical law. According to Rabbi Eliezer in the Talmud (Baba Metsia 59b) the Torah ``warns against the wronging of a ger." Today we define ger, the stranger, as those whose liberties and lives are threatened simply because of the color of their skin, their gender identity, their country of origin, or their religious beliefs. The stranger is anyone who must daily confront systemic denial of access to opportunities enjoyed by most other members of society. As a part of the Jewish Community, we have experienced what is it liked to be treated as a a ger or "other," and still today, some Jews feel the need to hide their identifies, uncomfortable with the discrimination or comments they might be subject to because they wear a yamulke (protective head covering), or a symbol of their Judaism such as a Jewish star around their neck. These bills ensure no person shall be subjected to discrimination on the basis of race in any program or activity conducted by an educational institution that receives or benefits from state financial assistance or enrolls pupils who receive state student financial aid. This includes discrimination based on hair texture and protective hairstyles, meaning styles or types historically associated with race that includes, but is not limited to braids, locks, afros, curls, and twists. These bills offer protection against racism. We are a country and state that is still struggling with a problematic history including slavery and systemic and institutional racism. These disparities have created a wealth and income gap, which can be closed in part through education. These bills will reduce discrimination in publicly supported education institutions. Wwe urge you to support these bills



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: FELICIA HAMPTON		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/21/2023 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: JASMINE BOURDEAU		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/21/2023 12:00 AM	
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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: JESSICA PETRIE		PHONE NUMBER: 573-635-6092
REPRESENTING: NATIONAL ASSOCIATION OF SOCIAL WORKERS MO CHAPTER		TITLE:
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CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65109
EMAIL: jessica@wintonpolicygroup.com	ATTENDANCE: Written	SUBMIT DATE: 2/21/2023 8:12 PM
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: KAYLEE ADAMS		PHONE NUMBER: 636-734-5272	
REPRESENTING: ASSOCIATED STUDENTS OF THE UNIVERSITY OF MISSOURI		TITLE: LOBBYIST	
ADDRESS: 105 JESSE HALL			
CITY: COLUMBIA		STATE: MO	ZIP: 65211
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/21/2023 12:00 AM	
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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: KORTNIE HUDDLESTON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: kortniehuddleston@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/21/2023 3:38 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Currently, it is legal to discriminate against a person in the workplace or schools because of their natural or protective hairstyle. Hair discrimination remains a source of racial injustice with serious economic consequences for Black people. The CROWN Act corrects these racial injustices by making hair discrimination illegal. Only Black people in this country are shamed and punished for wearing hairstyles consistent with their natural hair. Every day, Black Missourians are being robbed of employment opportunities, education, and their dignity because employers and institutions can code their racism in dress code policies and concepts like 'professionalism' that were designed to keep Black people out. Please support these bills to end hair discrimination in Missouri.



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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: MAGGIE EDMONDSON		PHONE NUMBER:
REPRESENTING: PRO CHOICE MISSOURI		TITLE:
ADDRESS: 1210 S VANDEVENTER AVE		
CITY: ST. LOUIS	STATE: MO	ZIP: 63110
EMAIL: maggie@prochoicemissouri.org	ATTENDANCE: Written	SUBMIT DATE: 2/20/2023 3:46 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Chairman Sharp, Vice-Chairman Cupps, members of the committee; thank you for the opportunity to submit testimony today in support of HBs 930, 326, & 361 which would prohibit certain discriminatory practices on the basis of race, hair texture and protective hairstyles. Pro-Choice Missouri works to protect and expand every Missourian's right to bodily autonomy, to access essential reproductive healthcare, to access accurate information to make the best decisions for ourselves and our families, and to parent our children in safety and dignity. Moreover, we work to ensure reproductive justice for all Missourians, which involves advocating to reduce disparities based on race, income level, insurance coverage status, and other factors. Our core belief is in expanding agency and choice for all people: ensuring that all Missourians are able to make decisions about their own bodies without fear of discrimination, harassment or retaliation. Currently, hair discrimination precludes Black Missourians from free choice and equal treatment. Reports across the nation indicate continued discrimination against Black students, leading to expulsions, suspensions, and public humiliation. As a result, research has indicated that Black women are 80% more likely to change their natural hair to conform to social norms and expectations. Without laws that bar explicit discrimination against hair textures and protective hairstyles, Black students in Missouri will continue experiencing this form of racial discrimination. Research has also indicated that restrictions on "acceptable" hair also increase disciplinary actions against Black students, ranging from being barred entry to school to being removed from extracurricular activities. These punitive responses harms educational attainment for Black students, increases mistrust between students and teachers, and legitimizes racist discrimination in schools. Pro-Choice Missouri, representing more than 60,000 members across the state, supports the advancement of these bills, and urges you to vote YES today. Thank you.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MICHAEL DREYER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: mdreyer93@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/21/2023 3:36 AM
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I urge you to support HB361, HB930, HB326, and any similar bills, which establishes the “Missouri Creating a Respectful and Open World for Natural Hair (Missouri CROWN) Act.” Currently, it is legal to discriminate against a person in the workplace or schools because of their natural or protective hairstyle. Hair discrimination remains a source of racial injustice with serious economic consequences for Black people. The CROWN Act corrects these racial injustices by making hair discrimination illegal. As a white man with a full beard, I've seen firsthand that only Black people in this country are shamed and punished for wearing hairstyles consistent with their natural hair. Every day, Black Missourians are being robbed of employment opportunities, education, and their dignity because employers and institutions can code their racism in dress code policies and concepts like ‘professionalism’ that were designed to keep Black people out. Please support these bills to end hair discrimination in Missouri.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: MONICA DEL VILLAR		PHONE NUMBER: 314-622-3301	
BUSINESS/ORGANIZATION NAME: ST LOUIS CIVIL RIGHTS ENFORCEMENT AGENCY		TITLE: DIRECTOR	
ADDRESS: 1114 MARKET ST ROOM 626			
CITY: ST LOUIS		STATE: MO	ZIP: 63101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/21/2023 12:00 AM	
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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: RHONDA ATKINS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ronnieboo3@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/18/2023 8:35 PM
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I'm in support of the crown act. Hair is a personal reflection of the individual. Legislation should be in place to protect the individual freedom for hair. Hair doesn't impact another individual's freedom to only the specific individual and their freedom to wear their hair in accordance to how they desire. I do not agree any entity can establish what hairstyle an individual can or cannot possess.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SCOTT MCKELLAR		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mck9@swbell.net	ATTENDANCE: Written	SUBMIT DATE: 2/20/2023 1:27 PM
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On the whole, I enthusiastically support this bill. However, subsection 3 has got to go. It is an explicit approval of racism as long as it operates under color of religion. Now, if a religion insists on being racist, that is certainly its right. But let it be racist on its own dime. Don't let it take other people's money from the state and use it to teach and promote doctrines that are loathsome to the rest of us. I'd like someone to propose an amendment to remove subsection 3. Let those who defend it put themselves on record as admitting that racism is an essential element of their faith, a special privilege that may be denied to everyone but for religion. As always, the religious privilege being demanded is one that no decent person would want to exercise.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SUSAN GIBSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: Onesuegibson@protonmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/18/2023 3:07 PM
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: RAY MCCARTY		PHONE NUMBER: 573-634-2246	
BUSINESS/ORGANIZATION NAME: ASSOCIATED INDUSTRIES OF MISSOURI		TITLE: PRESIDENT/CEO	
ADDRESS: 3234 W TRUMAN BLVD.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65109
EMAIL: rmccarty@aimo.com	ATTENDANCE: In-Person	SUBMIT DATE: 2/21/2023 9:13 AM	

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Section 213.012 of the bill would unnecessarily modify the protected class of "race" in the Missouri Human Rights Act (MHRA) by including hairstyles and hair texture in the definition of "race." The definition would include braids, locks, twists, and afros. The expansion of this definition is unnecessary. Race discrimination is, and should be, illegal. We believe the current definition in the MHRA is sufficient and object to adding "hairstyles" to the definition in the MHRA. We have no position on the education-related provisions in the bill.