



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 930</b>		DATE: <b>2/21/2023</b>	
COMMITTEE: <b>Special Committee on Urban Issues</b>			
<b>TESTIFYING:</b> <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCATE</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>arniedienoff@yahoo.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/21/2023 11:24 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			

**I Support this Bill. Discrimination in General and Based upon ones Hair Style will NOT be Tolerated in Our State!**



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

**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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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>FELICIA HAMPTON</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: <b>2/21/2023 12:00 AM</b>
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>JASMINE BOURDEAU</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/21/2023 12:00 AM</b>	
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<b>WITNESS NAME</b>		
<b>REGISTERED LOBBYIST:</b>		
WITNESS NAME: <b>JESSICA PETRIE</b>		PHONE NUMBER: <b>573-635-6092</b>
REPRESENTING: <b>NATIONAL ASSOCIATION OF SOCIAL WORKERS MO CHAPTER</b>		TITLE:
ADDRESS: <b>PO BOX 1805</b>		
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>
		ZIP: <b>65109</b>
EMAIL: <b>jessica@wintonpolicygroup.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/21/2023 8:12 PM</b>
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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>KAYLEE ADAMS</b>		PHONE NUMBER: <b>636-734-5272</b>	
REPRESENTING: <b>ASSOCIATED STUDENTS OF THE UNIVERSITY OF MISSOURI</b>		TITLE: <b>LOBBYIST</b>	
ADDRESS: <b>105 JESSE HALL</b>			
CITY: <b>COLUMBIA</b>		STATE: <b>MO</b>	ZIP: <b>65211</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/21/2023 12:00 AM</b>	
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>KORTNIE HUDDLESTON</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>kortniehuddleston@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/21/2023 3:38 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			

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

**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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MICHAEL DREYER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>mdreyer93@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/21/2023 3:36 AM</b>
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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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<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>MONICA DEL VILLAR</b>		PHONE NUMBER: <b>314-622-3301</b>	
BUSINESS/ORGANIZATION NAME: <b>ST LOUIS CIVIL RIGHTS ENFORCEMENT AGENCY</b>		TITLE: <b>DIRECTOR</b>	
ADDRESS: <b>1114 MARKET ST ROOM 626</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63101</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/21/2023 12:00 AM</b>	
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>RHONDA ATKINS</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>ronnieboo3@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/18/2023 8:35 PM</b>
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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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>RIVA CAPELLARI</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>rivacapellari@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/18/2023 11:46 AM</b>

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**As a former teacher my most important role was to encourage students and help them learn. Causing any student to feel humiliated or shamed because of their hair is untenable. You could expand this discrimination onto others who have green eyes or big feet. Why are we spending time even having to do this when there are so many other more important issues? This bill should not have to exist. I strongly support prohibiting this type of discrimination and support this bill.**



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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SCOTT MCKELLAR</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>mck9@swbell.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/20/2023 1:27 PM</b>
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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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SUSAN GIBSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>Onesuegibson@protonmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/18/2023 3:07 PM</b>
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>THOMAS MILLER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:	STATE:	ZIP:
EMAIL: <b>wtommiller@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/18/2023 1:06 PM</b>

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Discrimination is definitely in Kansas City Missouri commercial construction. 1. Je Dunn has history of discrimination Officials at J.E. Dunn insist that they made an earnest effort to hire minority businesses. A lawyer working for Dunn has called the Hispanic contractors “disgruntled,” which Bill Torres, current president of the Hispanic contractors association, says is true to a point. “We are disgruntled,” he says. “but we’re disgruntled about the process. We’re disgruntled about the fact that there’s a lot of front companies being hired to do work on these jobs.” The brass at J.E. Dunn Construction knew, from the beginning, that a white contractor was going to perform work that would eventually be attributed to a Latino. On November 16, 2005, Trent Wachsnicht, a project manager at Dunn Construction, wrote a memo to Steve Dunn, the company’s vice chairman, that pertained to H&R Block’s headquarters. Wachsnicht referred to yet an earlier memo, in which Dunn was asked to evaluate R.F. Fisher Electric Company for a \$2.33 million subcontract for data and communication cabling. Wachsnicht informed Dunn that R.F. Fisher had “teamed up with Rodriguez Electrical to provide 100 percent MBE [minority business enterprise] participation.” But not long after the cabling work began, a contract compliance officer in the city’s Human Relations Department, Shelley Brown, visited the H&R Block construction site and saw R.F. Fisher’s trucks. Brown asked Dunn Construction officials about R.F. Fisher’s role in the project. So Dunn officials asked Rodriguez to clarify his participation. Rodriguez allegedly faxed a letter on March 13, 2006, in which he assured Wachsnicht that he was “100 percent involved in this project.” He had hired R.F. Fisher to install a cabling system, explaining that R.F. Fisher was needed because a manufacturer’s warranty required certification that he lacked. And although his work on-site was limited, Rodriguez said he was in control of procurement, shipping and delivery. The document was signed with an electronic signature. Rodriguez Electrical’s fax number appears in the time and date stamp at the top of the page. Dunn Construction shared the fax with Brown at City Hall. Dunn representatives say Brown did not follow up, which led them to believe that the document had addressed his concerns. Rodriguez, however, told a completely different story in a sworn affidavit the following year. His two-page statement, which was marked “Exhibit E” in the Diaz case, was made on July 13, 2007. In it, Rodriguez said R.F. Fisher approached him about a bidding strategy, wherein R.F. Fisher would bid on the job through his company. Rodriguez said he was not given the opportunity to perform some of the work, despite his requests. Dunn approved the strategy, Rodriguez continued, with the understanding that Rodriguez would endorse the checks and turn them over to R.F. Fisher. Rodriguez says he received a cut of \$66,892.73 of the nearly \$3 million that Dunn paid after change orders were made to the original agreement. In an interview with the city’s Human Relations Department, Rodriguez stood by the story that he was a front. He also disavowed knowledge of the 2006 fax. [page] Discovery in the Diaz case has turned up paperwork supporting Rodriguez’ assertion that his chief contribution to the Block project was his minority status. On February 25, 2006, Rodriguez sent an invoice to Dunn for \$16,630. On the same day, Rodriguez Electrical and R.F. Fisher jointly



invoiced \$789,140. Copies of checks indicate that R.F. Fisher deposited the big-dollar payments from Dunn. In the case file are checks from R.F. Fisher to Rodriguez in various amounts (none larger than \$30,000), at times coinciding with Dunn's payments to the "joint" venture. Dunn's lawyer, Jim Sullivan, tells The Pitch that Dunn knew R.F. Fisher was working with Rodriguez. Sullivan says the checks were made out to both companies on some occasions because Dunn "wanted to make sure that Rodriguez paid its subcontractor." Sullivan says this is standard practice. As for the fax, Sullivan says there is no evidence that it isn't genuine. Sullivan says the fax agrees with a stack of documents in which Rodriguez (or at least his signature) reports to Dunn on the status of the project. The Hispanic contractors insist that Rodriguez, who hasn't talked to Dunn's and Block's lawyers, much less the media, told the truth when he said he was fronting for a white contractor. Moreover, they say, Rodriguez was not alone in lending his ethnicity (or gender, as the case may be) to the Block development. H&R Block, the developer of record, filed paperwork on August 31, 2006, indicating that minority- and women-owned businesses performed \$26.4 million worth of the construction work. The amount represented 20 percent of the construction costs. Diaz and his lawyer, Scott Hofer, said Block overstated minority participation by \$11.5 million. Diaz and Hofer came up with that figure by scrutinizing the minority-utilization reports against the checks Dunn Construction had written to various vendors. They claim that the woman-owned Gateway Building Products (Jane Weiland, president) served as a pass-through for a steel company that received \$2.7 million. Another woman-owned business, Eg-Tech, supposedly supplied \$1.4 million in switchgear. Diaz and Hofer assert that Eg-Tech is an engineering consultant, not a supplier, and that Capital Electric actually performed the work. (Indeed, Eva Hernandez runs Eg-Tech out of her bungalow in the West Plaza neighborhood. She and Weiland declined comment.) Block reported paying DELL Plaster & Drywall \$621,534. Lowell Dixon, the owner of DELL, came forward a year later (much as Rodriguez had done) and stated in an affidavit that a majority contractor, Total Interiors, had told him what to bid and had added materials to his contract. Dixon said he was paid \$202,712. (Dixon did not return calls.) Gabe Perez, a member of the Hispanic contractors group, says Dunn hired some of the minority businesses knowing that they'd be handling invoices and not much else. Perez calls Rodriguez Electrical a "one-man shop." Yet it wound up with a multimillion-dollar contract. Current alleged front with Rodriguez underground front for Clarkson construction performing most of the work and bundling scopes of work making it impossible for minorities to bid. JeDunn should reasonably segment the scopes of work to level the playing field for minorities to bid.



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<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>RAY MCCARTY</b>		PHONE NUMBER: <b>573-634-2246</b>
BUSINESS/ORGANIZATION NAME: <b>ASSOCIATED INDUSTRIES OF MISSOURI</b>		TITLE: <b>PRESIDENT/CEO</b>
ADDRESS: <b>3234 W TRUMAN BLVD.</b>		
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>
		ZIP: <b>65109</b>
EMAIL: <b>rmccarty@aimo.com</b>	ATTENDANCE: <b>In-Person</b>	SUBMIT DATE: <b>2/21/2023 9:13 AM</b>

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

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.