



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 1591</b>		DATE: <b>2/5/2024</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>2/5/2024 11:57 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

I am in Support of this Bill. Is there really Discrimination going on the Campus of Higher Learning in our State.



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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>CHENIA WALKER</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: <b>2/5/2024 12:00 AM</b>
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<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>CHERYL ADELSTEIN</b>		PHONE NUMBER: <b>314-442-3770</b>	
BUSINESS/ORGANIZATION NAME: <b>JEWISH COMMUNITY RELATIONS COUNCIL</b>		TITLE: <b>INTERIM EXECUTIVE DIRECTOR</b>	
ADDRESS: <b>12 MILLSTONE CAMPUS DRIVE</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63146</b>
EMAIL: <b>cadelstein@icloud.com</b>	ATTENDANCE: <b>In-Person</b>	SUBMIT DATE: <b>2/5/2024 9:56 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			

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 ger or "other," and still today, some Jews feel the need to hide their identities, 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. We urge you to support these bills.



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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>DENISE LIEBERMAN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/5/2024 12:00 AM</b>
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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>JACQUELINE BARDGETT</b>		PHONE NUMBER: <b>314-239-9444</b>	
REPRESENTING: <b>CITY OF ST. LOUIS</b>		TITLE: <b>LOBBYIST</b>	
ADDRESS: <b>205 E CAPITOL AVE.</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65101</b>
EMAIL: <b>jacque@bardgett.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 3:18 PM</b>	

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

Please find below a letter from Mayor Jones outlining her support for HB 1591, HB 1900, and HB 2515; Dear Members of the House Special Committee on Urban Issues, On behalf of the City of St. Louis, I would like to offer testimony in support of the CROWN Act. CROWN means Create a Respectful and Open World for Natural Hair. Respect for natural or traditional hairstyles demonstrates basic respect for those who serve in our armed forces and for people in the workplace. Natural hair style choices should never be grounds for discrimination. In 2014, the U.S. military loosened their restrictions on Black hairstyles, permitting more natural hairstyles within the ranks. A 2023 workplace study that surveyed nearly 3,000 female respondents found that Black women’s hair was two-and-a-half times more likely to be perceived as unprofessional and one-fifth of the Black women surveyed between the ages of 25 and 34 had been sent home from work because of their hair. In educational spaces, scenes such as the galling video of Andrew Johnson’s locks being cut on site to be permitted to continue with wrestling was a stark reminder of how far we still have to go. Hair discrimination is a silent barrier that can prevent access to employment, education, and economic prosperity. Black Missourians should be allowed to be their full and authentic selves in any space they occupy, that includes wearing their hair in its natural state. I know, as the first Black woman to be the Mayor of St. Louis, I have the privilege to show children that they are welcome in St. Louis and they should come as they are. I have worked as a customer service representative, as an entrepreneur, as a health administrator, as a state legislator, as Treasurer and now as Mayor. I know that my hairstyle has never impacted my ability to do my job but I can tell you directly that I have always thought about how my hair would impact how my colleagues or employers saw me. I never wore my natural hair if I did not know explicitly that wearing a natural style would be welcomed. I want this to be different for all of us going forward, including my son who wears his hair in a variety of different ways. We can make sure that the law offers protection from this type of discrimination. In 2021, I signed the CROWN Act into law for the City of St. Louis. The time is always right to do the right thing for our community. Sincerely, Mayor Tishaura O. Jones



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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>JENNA ROBERSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>jroberson1181@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/4/2024 3:07 PM</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>2/5/2024 8:03 PM</b>	
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<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>KATIE BAYLIE</b>		PHONE NUMBER: <b>405-900-4319</b>	
BUSINESS/ORGANIZATION NAME: <b>PLANNED PARENTHOOD GREAT PLAINS VOTES</b>		TITLE: <b>DIRECTOR OF LEGISLATIVE AFFAIRS</b>	
ADDRESS: <b>4401 W 109TH ST.</b>			
CITY: <b>OVERLAND PARK</b>		STATE: <b>KS</b>	ZIP: <b>64114</b>
EMAIL: <b>katie.baylie@ppgreatplains.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 1:24 PM</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>2/5/2024 3:42 PM</b>
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I urge you to support HB1900, HB1591, HB2515, 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. 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>INDIVIDUAL:</b>		
WITNESS NAME: <b>LAURA BURKHARDT</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>laburkhardt3@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 10:17 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

I am a white woman, with three white children, who are lifelong Missourians. My children and I have never experienced discrimination based on our hair, and the thought of anyone experiencing this in the year 2024 is astonishing. While hair discrimination impacts both men and women, it tends to target Black women more often. There are over 160,294 Black women workers in Missouri alone who are vulnerable to this unethical discrimination. There are also countless examples of children being removed from classrooms and even schools due to their natural hair. No child should have to carry this worry with them when they're walking into the place where we're tasked with making them feel safe and welcome. It's long past time for Missouri to join the 24 other states that have put protections into place against hair-based discrimination. I am extremely grateful for the bill sponsor and all that myself and my children have learned from listening to them advocate for this legislation. Thank you for that, Representative Bosley. I strongly urge the committee to vote in favor of House Bill 1591.



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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MAGGIE EDMONDSON</b>		PHONE NUMBER:	
REPRESENTING: <b>ABORTION ACTION MISSOURI (FORMERLY 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@abortionactionmissouri.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 6:44 PM</b>	

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

Chair, Vice-Chair, members of the committee; thank you for the opportunity to submit testimony today in support of HBs 1591, 1900, & 2515 which would prohibit certain discriminatory practices on the basis of race, hair texture and protective hairstyles. Abortion Action Missouri, formerly Pro Choice Missouri, works to protect and expand every Missourians’ right to bodily autonomy, to access essential reproductive healthcare including abortion care, to access accurate information to make the best decisions for ourselves and our families, and to parent our children in safety and dignity. 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. Abortion Action 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>MAKHI JAFF</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/5/2024 12:00 AM</b>
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<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>MARILYN MCLEOD</b>		PHONE NUMBER: <b>573-239-3708</b>
BUSINESS/ORGANIZATION NAME: <b>LEAGUE OF WOMEN VOTERS OF MISSOURI</b>		TITLE: <b>PRESIDENT</b>
ADDRESS: <b>8706 MANCHESTER RD., SUITE 104</b>		
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>
		ZIP: <b>63144</b>
EMAIL: <b>marilyn_mcleod@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 9:27 PM</b>

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The League of Women Voters is an organization fully committed to diversity, equity, and inclusion in principle and practice to all persons, regardless of their race, color, gender, religion, national origin, age, sexual orientation, or disability. Hair discrimination remains a source of racial injustice with serious economic consequences for Black people. This bill seeks to prohibit discrimination against a person in the workplace or schools because of their natural or protective hairstyle.



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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>2/5/2024 3:42 PM</b>

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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>MICHELLE SMITH</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/5/2024 12:00 AM</b>	
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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>SAGE CORAM</b>		PHONE NUMBER: <b>314-669-3425</b>	
REPRESENTING: <b>AMERICAN CIVIL LIBERTIES UNION OF MISSOURI</b>		TITLE:	
ADDRESS: <b>906 OLIVE ST., #1130</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63101</b>
EMAIL: <b>scoram@aclu-mo.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 4:44 PM</b>	

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Special Committee on Urban Issues Chairman Mark Sharp Re: HB 1900, HB 1591, and HB 2515 The American Civil Liberties Union of Missouri is committed to advancing racial justice across the state and ensuring all Missourians can participate in civil life free from discrimination. By ensuring that discrimination based on hair texture or hairstyle is prohibited in educational institutions, HB 1591 will positively contribute to student safety and wellbeing. Discrimination, such as microaggressions and school policies, can have lasting effects on student confidence, self-esteem, and academic outcomes. Supporting these measures is an important step in combatting institutional racism and ensuring that all children can learn in safe and respectful school environments. The ACLU of Missouri strongly supports these measures and urges you to vote yes on HB 1900, HB 1591, and HB 2515





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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>2/2/2024 8:25 PM</b>
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>YOLANDA MARTIN</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: <b>2/5/2024 12:00 AM</b>
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<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>DON BICKHAUS</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>doniibecky@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/2/2024 4:05 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

**Why is this legislation even needed? Makes no sense. Use your GOD-given common sense and respect for others when dealing with these issues and leave it at that.**



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 1591</b>		DATE: <b>2/5/2024</b>
COMMITTEE: <b>Special Committee on Urban Issues</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MICHAEL</b>	PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:	TITLE:	
ADDRESS:		
CITY:	STATE:	ZIP:
EMAIL: <b>MichaelWesten.3up@protonmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/5/2024 6:20 PM</b>

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

**I OPPOSE HB 1591. I think this bill is discriminatory in and of itself. I think this bill should either protect ALL hairstyles, or NO hairstyles. For example, I would need all Viking hairstyles and Viking beard styles to be specifically protected before I could support this bill. Just do a Google image search for Viking hairstyles and Viking beard styles, and you'll see what I'm talking about. Let's be truly inclusive and protect ALL hairstyles and beard styles, not just those of 1 particular race or ethnicity.**



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 1591</b>		DATE: <b>2/5/2024</b>	
COMMITTEE: <b>Special Committee on Urban Issues</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<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>Written</b>	SUBMIT DATE: <b>2/5/2024 10:17 AM</b>	

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

**Associated Industries of Missouri opposes the bill because section 213.012 of the bill attempts to include hair texture and protective hairstyles in the definition of "race" for purposes of the Mo. Human Rights Act. This will allow people that are not minorities to claim protection based on their hairstyles. Courts have held that discrimination cases may be brought by non-minorities (McDonald v. Santa Fe Trail Transportation Co., 427 U.S. 273 (1976)) If this section is removed, we would have no opposition to the bill.**