

Lisa Cataldi

From: Emmanuel Pierre <mr.pierre2590@icloud.com>
Sent: Monday, April 7, 2025 11:22 PM
To: House Education Committee
Cc: unlockedpotentialcm@gmail.com
Subject: 2025 Crown Act House Testimony

Dear Chair McNamara and Members of the House Education Committee:

My name is Emmanuel Pierre, and I am from Providence. I am a Certified Life Coach.

I am testifying in support of The Crown Act (H 5841), sponsored by Representative Stewart. This act would expand the definition of discrimination on the basis of race to include hair texture.

- *What is your connection to the issue? My connection to this is that we've watched Black Women be turned down for jobs or told to change their hairstyle because it's deemed unprofessional. If we are going to have equal rights then a hairstyle shouldn't disqualify a black woman especially if she has the experience and qualifications needed to perform that job. I've watched close friends and family get discriminated against.*

I want to provide you with some real statistics and research that was done about the discrimination black women deal with.

- **Cultural Bias:** *Many workplaces have unwritten rules favoring Eurocentric beauty standards, which often stigmatize natural Black hairstyles such as afros, braids, and locs.*
- **Statistics on Hair Discrimination:** *A study done by Crown Coalition found that 80% of Black women feel like they need to change their hair to fit in at work.*
- **Professionalism Standards:** *A survey done by the Natural Hair Academy Revealed that 67% of Black women have reported facing bias or negative comments about their hair in professional settings.*
- **Hiring Disparities:** *Black Women with natural hairstyles are perceived as less professional, leading to a 1.5 higher chance of being overlooked for job opportunities compared to their other cultural counterparts*
- **Workplace policies:** *A Significant number of workplaces still have grooming policies that explicitly or implicitly discourage natural hairstyles. In some cases, these policies can lead to disciplinary actions.*

I strongly support The Crown Act and I urge the committee and all legislators to vote favorably in support.

Thank you for your time,
Emmanuel Pierre
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