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Video: No, You Can't Touch My Hair: The Importance, Necessity, and Controversy of the CROWN Act

Randolph Bracy III

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The Honorable Ashleigh Parker Dunston

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Presenter(s)

Randolph Bracy III; Adjoa B. Asamoah; The Honorable Ashleigh Parker Dunston; Doris "Wendy" Green; linda harrison; and Dr. Stephen Wigley, DPM

“No, You Can’t Touch My Hair:”
 The Importance, Necessity and Controversy of the CROWN Act
 Friday, November 6, 2020
 5:30 – 8:30 PM
 NSU Shepard Broad College of Law - Zoom
 3305 College Avenue
 Davie, FL 33314

Outline of Program

“No, You Can’t Touch My Hair:” The Importance, Necessity and Controversy of the CROWN Act

5:30 – 6:00 pm	Check-In	Jordana Rostant-Nunes , President of the NSU Black Law Students Association Guests, please wait in the waiting room and enjoy the music, while we get everything ready for you!
6:00 – 6:30 pm	Opening Remarks and Introductions	Jordana Rostant-Nunes , President of the NSU Black Law Students Association <ul style="list-style-type: none"> - NSU BLSA Introductions - Sponsor Introductions (Urban League of Broward County, TJ Reddick Bar Association,)
	Moderator	Arturo Hodgson , Associate Director of Admissions, NSU Law Jordana Rostant-Nunes , President of the NSU Black Law Students Association
	Keynote Speaker: Panelists:	Senator Randolph Bracy , Florida State Senator representing the 11 th Circuit Adjoa B. Asamoah , Founder of ABA Consulting The Honorable Ashleigh Parker Duston , District Court Judge for the 10 th Judicial Circuit in North Carolina Professor Wendy Greene , Drexel University Thomas R. Kline School of Law Professor linda harrison , Nova Southeastern University Shepard Broad College of Law Dr. Stephen Wigley, DPM , Founder of Wigley Feet
6:30 – 6:40 pm		Brenda Morrison, Urban League of Broward County
6:40 – 7:00 pm	Keynote Address	Senator Randolph Bracy , Florida State Senator representing the 11 th Circuit
7:00 – 8:15 pm	Panel Discussion	What is Hair Discrimination?

Professional v. “Unprofessional” hairstyles

Effect of hair discrimination on people of color

Personal experiences with hair discrimination

What can we do to overcome the microaggressions we may face?

The Legislative Process

The Act’s Inception in California

Definition of race within the Fair Employment and Housing Act (FEHA)

Current Political Climate Surrounding the Act

What can you do to support the Act?

What can we do next?

8:30 pm

Closing Remarks

Jordana Rostant-Nunes, President of the NSU Black Law Students Association

Speaker and Panel Biographies

Keynote Speaker



[Senator Randolph Bracy](#)

IG @randlophbracy

Randolph Bracy III is a Democratic member of the Florida Senate, representing the 11th district, which includes central and northwest Orange County, since 2016. He served in the Florida House of Representatives from 2012 to 2016, representing the 45th district. Sen. Bracy graduated from the College of William and Mary in 1999 with a B.S. in Psychology, from the University of Central Florida in 2008, earning both an M.S. in Sports Management and M.B.A.

On October 17, 2019, Sen. Bracy filed Senate Bill 566: Prohibited Discrimination, citing the act as the “Creating a Respectful and Open World for Natural Hair Act” or “CROWN Act.” The act is meant to counter societal norms of professionalism that is still too closely linked to Eurocentric features and discriminates against those who do not conform to said norms. Unfortunately, the bill died in the judiciary on March 14, 2020, however, Sen. Bracy has revised the bill and will present at the next judiciary hearing. Sen. Bracy is also the host of then Podcast “The Culture: Race& Politics” where he explores hot-button issues at the intersection of race and politics.

Panelists



[Adjoa B. Asamoah](#) is an award-winning impact strategist, international influencer, and racial equity, diversity, and inclusion champion—with expertise that includes delivering targeted training and leveraging cultural intelligence and behavioral psychology to create winning campaigns. As a mover of policy and keeper of culture, evidenced by the legislative victories she spearheaded to codify the nation’s first Office on African American Affairs, and introduce and pass the groundbreaking anti-hair discrimination CROWN (on behalf of the coalition), she mobilizes leaders and communities for social change and collective political action.

Ms. Asamoah graduate from Temple University and received graduate and undergraduate degrees in Psychology, African American Studies, and Educational Psychology, as well as a post-master’s certificate in Applied Behavior Analysis from St.

Joseph's University, and holds multiple licenses including one as a behavior specialist. Ms. Adsamoah is a distinguished alumna of the Women's Campaign School at Yale University, completed the UPENN Equity Institute for Doctoral Students at the Center for the Study of Race and Equity in Education, was an international student—studying abroad at the University of Ghana, and she is a doctoral candidate in Leadership (Administration and Policy) at The George Washington University.



The Honorable Ashleigh Parker Dunston is a District Court Judge in the 10th Judicial District, which encompasses Wake County, located in Raleigh, North Carolina. Prior to her appointment by Governor Roy Cooper, Judge Dunston served the citizens of North Carolina as an Assistant Attorney General at the North Carolina Department of Justice and as an Assistant District Attorney at the Wake County District Attorney's Office.

Judge Dunston graduated from Wake Forest University with a Bachelor of Arts in Psychology and *cum laude* from North Carolina Central University School of Law. She has been practicing law since she was 24 years old and at age 30, Judge Dunston was only the 3rd and youngest African American female to hold a judgeship in Wake County since the District Courts were established over 50 years ago.

Judge Dunston prides herself on her judicial philosophy of being "R.E.A.L.: Respectful, Efficient, Active in the Community, and Learned in the Law." She is passionate about natural hair and educating those in her profession and beyond and the beauty of black women and their hair. She hosted several CROWN Conversation Paint and Sips for both women and young girls to embrace their natural kinks and curls and to end hair discrimination. She has also written an article for the Wake County Bar Flyer entitled, "**My Crown is Professional**" that showcased black female lawyers with their hair in natural states. For more information about Judge Dunston, you can visit her website, www.JudgeAshleigh.com.



Dr. Stephen Wigley, IV, DPM is a native of Memphis, TN. He attended Dillard University of New Orleans earning his Bachelor of Science in Biology in 2006. Post Hurricane Katrina aftermath Dr. Wigley moved to Miami, FL enrolling at Barry University School of Podiatric Medicine and Surgery. In 2011 Dr. Wigley obtained his Doctoral Degree in Podiatric Medicine then accepted a three-year Primary and Surgical Podiatric Residency at Palmetto General Hospital of Hialeah, FL. In 2014 Dr. Wigley completed residency, becoming certified in Podiatric Medicine and Surgery with specialization

in Reconstructive Rearfoot and Ankle Surgery. In the same year Wigley Feet was established and now serves the Greater Miami Dade and Broward County regions.

Dr. Wigley is currently transitioning into the lifestyle as a black professional with dreadlocks and will provide his insight and the insight of others in the medical profession on hair discrimination and the microaggressions that black professionals experience in the medical field.



Professor Linda Harrison is a 1982 graduate of the American University in Wash., D.C. She began her legal career in 1983 as a state prosecutor in Jacksonville, Fl. That same year she began her teaching career as an Adjunct Professor at the University of North Florida in the College of Business teaching graduate and undergraduate business-related courses.

From 1988-1999, she was on the faculty of Georgia State University College of Law where she taught legal writing, Sexual Identity and the Law and Corporations. Currently teaching at Nova Southeastern University, Professor Harrison has taught legal writing and research, and transactional business courses. Among other publications, Professor Harrison co-authored *My Hair is Not Like Yours: Workplace Hair Grooming Policies for African American Women as*

Racial Stereotyping in Violation of Title VII, co-authored with Dawn Bennett-Alexander, Vol. 22, *Cardozo J. of L. & Gender*, Issue 3, Spring 2016.



Professor Doris "Wendy" Greene is a trailblazing U.S. anti-discrimination law scholar, teacher, and advocate who has devoted her professional life's work to advancing racial, color, and gender equity in workplaces and beyond. Professor Greene's legal scholarship and public advocacy have generated civil rights protections for victims of discrimination throughout the United States. Notably, the definition of race Professor Greene proposed in her 2008 University of Colorado law review article, "Title VII: What's Hair (and Other Race-based Characteristics) Got to Do with It?", is adopted in the C.R.O.W.N. Acts and endorsed by federal courts, civil rights

enforcement agencies, and the American Bar Association as a practicable definition of race to be utilized in the enforcement of civil rights laws. Teen Vogue, Now This News, and BBC World News have celebrated Professor Greene for her instrumental role in increasing public awareness around as well as securing legal redress for grooming codes discrimination—from serving as a legal advisor and expert in civil rights cases challenging natural hair discrimination, co-drafting federal and state C.R.O.W.N. Acts, testifying in support of this legislation throughout the country, delivering public lectures around the world, to publishing seminal work which has informed, to date, every legal pronouncement in the U.S.—on municipal, state, and federal

levels—that natural hair discrimination *is* race discrimination. One of the world’s leading legal experts on this global civil rights issue and founder of the [#FreetheHair movement](#), she is currently writing her first book, *#FreeTheHair: Locking Black Hair to Civil Rights Movements*, under contract with the University of California, Berkeley Press.