



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 420		DATE: 2/22/2021
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. AC "HONEST-ABE" DIENOFF-STATE PUBLIC ADVO		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: arniedienoff@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/22/2021 12:47 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I am in Support of this Bill. There should be zero discrimination in Missouri or our nation. This Act shall apply to all of Missouri, not just Educational Institutions and Entities who receives Public Assistance Funds. There needs to an Amendment to have this apply to the entire State whether Public or Private.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: CHERYL ADELSTEIN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME: JEWISH COMMUNITY RELATIONS COUNCIL		TITLE: DEPUTY DIRECTOR, JEWISH COMMUNITY RELATIONS COUNCIL	
ADDRESS: 12 MILLSTONE CAMPUS DRIVE			
CITY: ST. LOUIS		STATE: MO	ZIP: 63146
EMAIL: cadelstein@jrcrstl.org	ATTENDANCE: Written	SUBMIT DATE: 2/22/2021 11:51 AM	

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Testimony in Support of HB 420The 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.HB 420 ensures 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. We are a country and state that still must struggle with our problematic history which includes slavery and systemic and institutional racism. These disparities have created a wealth and income gap, which can be closed in part through higher education. Because this bill will help reduce discrimination in accessing higher education, we urge you to support House Bill 420. Cheryl Adelstein, Deputy Director, Jewish Community Relations Council 12 Millstone Campus Drive, St. Louis, MO 63146 - 314-442-3872 - cadelstein@jrcrstl.org



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: DOMINIQUE THURMAN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 2/22/2021 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-MISSOURI CHAPTER		TITLE:	
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CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/22/2021 12:00 AM	
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: MO DEL VILLAR		PHONE NUMBER: 816-929-6166	
REPRESENTING: AMERICAN CIVIL LIBERTIES UNION OF MISSOURI		TITLE: LEGISLATIVE ASSOCIATE	
ADDRESS: 406 W 34TH STREET			
CITY: KANSAS CITY		STATE: MO	ZIP: 64111
EMAIL: mdelvillar@aclu-mo.org	ATTENDANCE: Written	SUBMIT DATE: 2/22/2021 6:04 PM	

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

House Special Committee on Urban Issues Chairman Proudie HB 420 & HB 1066 February 22, 2021 Dear Honorable Committee Members, Thank you for allowing me to present testimony today. On behalf of the American Civil Liberties Union of Missouri and our approximately 15,000 supporters statewide, I would like to express our strong support for HB 420 and HB 1066. There has been a long history of racial discrimination in this country and state. If passed, the CROWN Act, makes it clear that discrimination based on natural or protective hairstyles associated with people of African descent is a prohibited form of racial discrimination in employment and housing opportunities. Discrimination based on hair is widespread and harmful. Take into consideration the experience of a Kansas City metro teenager, Tyree Bayan. After preparing for an interview with Cool Crest Family Fun Center, Tyree entered his interview with confidence. However, he was told at the start of the interview that "before moving any further," they needed to discuss his hair. They told him that in order to be employed there, he would need to cut his hair. Despite having a 3.75 GPA in high school and running his own babysitting operation since he was 12, it was his hair that limited his employment opportunity. Tyree would not cut his hair, which is styled in neat dreadlocks he had been growing since he was 11. [1] A recent Dove study found that Black women are 1.5 times more likely to be sent home from work because of their hair than their colleagues. This same study found that 80% of Black women admitted they feel social pressure to change their hair from its natural state to fit in at the office. Legislation like HB 420 and HB 1066 look to ensure no one has to endure this type of humiliation and shame for expressing themselves through their natural hair and texture. ACLU of Missouri supports and stands in solidarity with those impacted by this type of discrimination. Change has even recently occurred in our military, where grooming regulations once banned these types of protective hairstyles. The Secretary of Defense ordered a review of these regulations in 2014 due to the overwhelming complaints that these hair regulations unfairly targeted Black women. Staying in compliance meant having to struggle with changing their hair's length or texture with costly and potentially damaging chemical treatments. These new regulations allow Black women to proudly wear dreadlocks and cornrows while serving in uniform. To prevent these stories from happening, it is necessary to prohibit this type of racially-based discrimination and provide legal protections for those impacted. We strongly urge you to support HB 420 and HB 1066. Sincerely, Mo Del Villar Policy Associate ACLU of Missouri [1] Randle, A. (April 6, 2018). Teen says he wasn't hired because of his dreadlocks. That's legal, but is it right? Kansas City Star. <https://www.kansascity.com/news/local/article206933604.html>.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: RAY MCCARTY		PHONE NUMBER: 573-634-2246	
REPRESENTING: ASSOCIATED INDUSTRIES OF MISSOURI		TITLE: PRESIDENT/CEO	
ADDRESS: 3234 W. TRUMAN BLVD.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65109
EMAIL: rmccarty@aimo.com	ATTENDANCE: Written	SUBMIT DATE: 2/22/2021 1:56 PM	
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Associated Industries of Missouri opposes expanding the definition of "race" for purposes of the Missouri Human Rights Act to include hairstyles.