



**CITY COUNCIL
ATLANTA, GEORGIA**

20-R-4430

A RESOLUTION BY COUNCILMEMBERS MARCI COLLIER OVERSTREET, CLETA WINSLOW, JOYCE M. SHEPERD, NATALYN M. ARCHIBONG AND ANDREA L. BOONE AS AMENDED BY FINANCE/EXECUTIVE COMMITTEE URGING THE GEORGIA GENERAL ASSEMBLY TO ENACT HOUSE RESOLUTION 5309, COMMONLY KNOWN AS “THE CROWN ACT OF 2020”, WHICH AMENDS CODE SECTION 8-3-201, ARTICLE 1, CHAPTER 1 OF TITLE 20 AND CHAPTER 1 OF TITLE 34-3 OF THE OFFICIAL CODE OF GEORGIA, TO PROHIBIT DISCRIMINATION IN EMPLOYMENT AGAINST NATURAL OR PROTECTIVE HAIRSTYLES; AND FOR OTHER PURPOSES.

WHEREAS, “Creating a Respectful and Open World for Natural Hair Act of 2020” or the “CROWN Act of 2020” prohibits discrimination against natural hairstyles in education, housing, and employment; and

WHEREAS, racial and national origin discrimination is reflected in education, fair housing, and workplace policies and practices that bar natural or protective hairstyles commonly worn by people of African descent; and

WHEREAS, as a type of racial or national origin discrimination, discrimination on the basis of natural or protective hairstyles that people of African descent are commonly adorned with violates existing Federal law, including provisions of the Civil Rights Act of 1964; and

WHEREAS, it is necessary to prevent educational, employment, and other decisions, practices, and policies generated by or reflecting negative biases and stereotypes related to race or national origin; and

WHEREAS, in 2019 and 2020, State legislatures and municipal bodies throughout the United States, including California, Washington state, Colorado, New York, Virginia and Maryland have introduced and passed legislation that rejects certain Federal courts’ restrictive interpretation of race and national origin, and expressly classifies race and national origin discrimination as inclusive of discrimination on the basis of natural or protective hairstyles commonly associated with race and national origin; and

WHEREAS, according to the United States Census Bureau, the city of Atlanta has an African American population of fifty-one (51) percent and the state of Georgia has an African American population of thirty-two (32) percent; and

WHEREAS, Senate Bill 286 was filed in 2019 but it’s intent would bar employers, landlords and school officials from discriminating against hair styles including “braids, locks, twists or other textured hair-dressing historically associated with an individual’s race.”; and

WHEREAS, to ensure the equitable treatment of those of African descent within the state of Georgia and in the jurisdictional bounds of the city of Atlanta whose hairstyles may be deemed unprofessional, the ‘CROWN ACT’ is imperative; and



WHEREAS, it is necessary to mandate that school, workplace, and other applicable standards be applied in a nondiscriminatory manner and to explicitly prohibit the adoption or implementation of grooming requirements that disproportionately impact people of African descent.

NOW, THEREFORE BE IN RESOLVED BY THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, that the Georgia General Assembly enact House Resolution 5309, commonly known as “The Crown Act of 2020”, which amends Code Section 8-3-201, Article 1, Chapter 1 of Title 20 and Chapter 1 of Title 34-3 of the Official Code of Georgia, to prohibit discrimination in employment against natural or protective hairstyles.

BE IT FURTHER RESOLVED, that the Municipal Clerk is directed to forward a copy of this Resolution, upon adoption, to Governor Brian Kemp and all members of the Georgia General Assembly.

BE IT FINALLY RESOLVED, that all resolutions and parts of resolutions, in conflict herewith are hereby waived to the extent of the conflict.

A true copy,

Foris Webb III
Municipal Clerk

ADOPTED *as amended* by the Atlanta City Council
APPROVED per City Charter Section 2-403

OCT 19, 2020
OCT 28, 2020



**CITY COUNCIL
ATLANTA, GEORGIA**

20-R-4430

SPONSOR SIGNATURES

Nanci Collier Orsatti

Nanci Collier Orsatti, Councilmember, District 11



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Workflow List:

Atlanta City Council	Completed	10/05/2020 1:00 PM
Finance/Executive Committee	Completed	10/14/2020 1:30 PM
Atlanta City Council	Completed	10/19/2020 1:00 PM

HISTORY:

10/05/20 Atlanta City Council REFERRED WITHOUT OBJECTION

REFERRED TO FINANCE/EXECUTIVE COMMITTEE WITHOUT OBJECTION

RESULT:	REFERRED WITHOUT OBJECTION	
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10/14/20 Finance/Executive Committee FAVORABLE AS AMENDED

RESULT:	FAVORABLE AS AMENDED [UNANIMOUS]
MOVER:	Jennifer N. Ide, Chair, District 6
SECONDER:	Howard Shook, Vice-Chair, District 7
AYES:	Ide, Westmoreland, Dickens, Archibong, Shook, Matzigkeit
ABSENT:	Joyce M Sheperd

10/19/2020 Atlanta City Council ADOPTED AS AMENDED



RESULT:	ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]
MOVER:	Amir R Farokhi, Councilmember, District 2
SECONDER:	Andrea L. Boone, Councilmember, District 10
AYES:	Bond, Westmoreland, Dickens, Smith, Farokhi, Brown, Winslow, Archibong, Ide, Shook, Matzigkeit, Hillis, Boone, Overstreet
ABSENT:	Joyce M Sheperd

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➔ VOTE RECORD - RESOLUTION 20-R-4430						
<input type="checkbox"/> ADOPTED <input type="checkbox"/> ADVERSED <input type="checkbox"/> FAVORABLE <input type="checkbox"/> ACCEPTED AND FILED <input type="checkbox"/> REFERRED TO COMMITTEE <input type="checkbox"/> HELD IN COMMITTEE <input type="checkbox"/> TABLED <input type="checkbox"/> DEFERRED <input type="checkbox"/> RECONSIDERED <input type="checkbox"/> FILED <input type="checkbox"/> FILED BY COMMITTEE <input type="checkbox"/> FAVORABLE ON SUBSTITUTE <input type="checkbox"/> FAVORABLE AS AMENDED <input type="checkbox"/> QUESTION CALLED <input type="checkbox"/> SUBSTITUTED <input type="checkbox"/> AMENDED <input type="checkbox"/> REFERRED TO ZRB AND ZC <input type="checkbox"/> REFERRED WITHOUT OBJECTION <input checked="" type="checkbox"/> ADOPTED AS AMENDED <input type="checkbox"/> ADOPTED SUBSTITUTE <input type="checkbox"/> ADOPTED SUBSTITUTE AS AMENDED <input type="checkbox"/> FORWARDED <input type="checkbox"/> REFERRED TO SC <input type="checkbox"/> FILED WITHOUT OBJECTION <input type="checkbox"/> FAILED <input type="checkbox"/> ADVERSED IN COMMITTEE <input type="checkbox"/> QUADRENNIALY TERMINATED <input type="checkbox"/> FORWARDED W/NO RECOMMENDATION <input type="checkbox"/> FORWARDED TO FC/NQ <input type="checkbox"/> FAVORABLE/SUB/AMENDED <input type="checkbox"/> FAVORABLE/SUB/AMND/CONDITION <input type="checkbox"/> FAVORABLE/AMND/CONDITION						
			YES/AYE	NO/NAY	ABSTAIN	ABSENT
	MICHAEL JULIAN BOND	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	MATT WESTMORELAND	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ANDRE DICKENS	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	CARLA SMITH	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	AMIR R FAROKHI	MOVER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ANTONIO BROWN	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	CLETA WINSLOW	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	NATALYN MOSBY ARCHIBONG	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	JENNIFER N. IDE	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	HOWARD SHOOK	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	J. P. MATZIGKEIT	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	DUSTIN HILLIS	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ANDREA L. BOONE	SECONDER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	MARCI COLLIER OVERSTREET	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	JOYCE M SHEPERD	VOTER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<ul style="list-style-type: none"><input type="checkbox"/> RETURNED AS HELD<input type="checkbox"/> FAVORABLE/SUB/CONDITION<input type="checkbox"/> FAVORABLE ON CONDITION<input type="checkbox"/> ACCEPTED<input type="checkbox"/> AMENDED SUBSTITUTE<input type="checkbox"/> ROUTED TO COW<input type="checkbox"/> SUSTAINED<input type="checkbox"/> OVERRIDEN<input type="checkbox"/> NOT ACCEPTED BY COMMITTEE<input type="checkbox"/> SUSTAINED WITHOUT OBJECTION<input type="checkbox"/> TABLED W/O OBJECTION<input type="checkbox"/> HELD IN COW<input type="checkbox"/> POSTPONED<input type="checkbox"/> RETAINED AS HELD<input type="checkbox"/> REFER TO ZRB AND ZC W/O OBJECTION	
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[Unanimous]

Certified by Presiding Officer	Certified by Clerk
<p style="text-align: center;">CERTIFIED</p> <p style="text-align: center;">10/19/2020</p> <p style="text-align: center;">ATLANTA CITY COUNCIL PRESIDENT</p> <p style="text-align: center;"></p>	<p style="text-align: center;">CERTIFIED</p> <p style="text-align: center;">10/19/2020</p> <p style="text-align: center;">MUNICIPAL CLERK</p> <p style="text-align: center;"></p>
<p>Mayor's Action</p> <p><i>See Authentication Page Attachment</i></p>	

ADOPTED BY COUNCIL

10/19/2020