Committee on Public Affairs

Senate of the Associated Students 87th Session
Agenda for Wednesday, October 30th, 2019 at 4:00 p.m.
3rd Floor Joe Crowley Student Union President's Conference Room

1. CALL MEETING TO ORDER*

2. ROLL CALL*

3. PUBLIC COMMENT*

Items heard under public comment may be for items either on or off the agenda. Action may not be taken on items raised under public comment. The Chair may elect to take public comment on action items on this agenda. The Chair may impose reasonable limits on the length members of the public may speak

4. MINUTES

There are no minutes to be heard at this time.

5. REPORTS OF THE DIRECTOR OF LEGISLATIVE AFFAIRS

The Director of Legislative Affairs will provide a report regarding upcoming projects, legislation, etc.

6. OLD BUSINESS

There is no old business to be discussed at this time.

7. NEW BUSINESS

a. **S. Res. 87- A Resolution To Condemn Racial Hair Discrimination**

The Committee will discuss and consider favorable recommending the legislation.

8. PUBLIC COMMENT*

Items heard under public comment may be for items either on or off the agenda. Action may not be taken on items raised under public comment. The Chair may elect to take public comment on action items on this agenda. The Chair may impose reasonable limits on the length members of the public may speak.

9. ADJOURNMENT

10. NOTES

Unless otherwise marked by an asterisk, all items are action items upon which the Senate may take action. ASUN supports providing equal access to all programs for people with disabilities. Reasonable efforts will be made to assist and accommodate physically handicapped persons desiring to attend the meeting. Please call the Speaker of the ASUN at (775) 784-6589 in advance so that arrangements may be conveniently made.

Posted at the ASUN Offices in the Joe Crowley Student Union, Frandsen Humanities Building, the Pennington Student Achievement Center, Mathewson- IGT Knowledge Center, and online at www.nevadaasun.com.

If you would like a copy of any of the agenda items listed, please contact Senator Westerman at senatorwesterman@asun.unr.edu.

[DISCUSSION DRAFT]

87th SESSION
2018-2019

S. R. 87-
A RESOLUTION

To Condemn Racial Hair Discrimination

IN THE SENATE OF THE ASSOCIATED STUDENTS

OCTOBER 16, 2019

SUBMITTED BY SENATOR ROGERS, SENATOR DOYLE, SENATOR AMPIÉ, AND SENATOR VELTRE TO THE COMMITTEE ON PUBLIC AFFAIRS

A Resolution to Condemn Racial Hair Discrimination

Whereas, (a) "Race or ethnicity" includes ancestry, color, ethnic group identification, and ethnic background; Some traits, historically included in "race," are but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as braids, locs, twists, and afros.[1]

Whereas, racial hairstyle discrimination is when institutions prohibit or restrict the employment, education, or other opportunities based on the ideology that a person's hairstyle violates a policy or is considered unprofessional, aggressive, political, or not neat;[2]

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[1] California Senate Bill 188

[2] https://www.usatoday.com/story/news/nation/2019/10/14/black-hair-laws-passed-stop-natural-hair-discrimination-across-us/3850402002/

Whereas, according to the New York City Commission on Human Rights, "Anti-Black bias also includes discrimination based on characteristics and cultural practices associated with being Black, including prohibitions on natural hair or hairstyles most closely associated with Black people"[3]

Whereas, according to the fall to fall census date comparison, the University of Nevada has 689 students identify as Black, Non-Hispanic ethnicity;[4]

Whereas, according to the University of Nevada Master Plan, the future campus "respects and seeks to reflect the gender, ethnic, cultural, and ability/disability diversity of the citizens of Nevada in its academic and support programs, and in the composition of its faculty, administration, staff, and student body;"[5]

Whereas, the University of Nevada should be on the front lines of change by advocating for anti-discrimination within the city and state by increasing protection for it's students, especially those of color;

Whereas, California passed the CROWN Act SB 188 CROWN Act (Creating a Respectful and Open Workplace for Natural Hair) to prohibit discrimination on the basis of "traits historically associated with one's race, such as hair texture and protective hairstyles," was signed into law making California the first state to expressly include natural hairstyles in its anti-discrimination law;[6]

Whereas, other states beside California that have passed this type of bill or started the legislative process to protect against hair discrimination including New York, New Jersey, Tennessee, Michigan, Kentucky, Wisconsin, and Illinois;[7]

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[3] https://www1.nyc.gov/site/cchr/law/hair-discrimination-legal-guidance.page
[4] University of Nevada, Reno HEADCOUNT, Fall to Fall Census Date Comparison
[5] https://www.unr.edu/Documents/business/NLI/Conferences/Sep%202015/The_University_of_Nevada_Reno_Master_Plan_Part_2.pdf
[6] California Senate Bill 188 (http://leginfo.legislature.ca.gov/)
[7] https://www.usatoday.com/story/news/nation/2019/10/14/black-hair-laws-passed-stop-natural-hair-discrimination-across-us/3850402002/

*Whereas, "*Many residents noted they appreciated Reno's diversity in terms of age, ethnicity, income, outlook, and sexual orientation, but expressed a desire for more inclusivity, cultural awareness, and appreciation of different backgrounds"[8]

Whereas, Reno and Nevada as a whole should join the list of areas that prohibit discrimination based on traits not limited to hairstyle and texture, especially since residents have expressed interest in a desire for more inclusivity;

Whereas, "the Nevada System of Higher Education (NSHE) is committed to providing a place of work and learning free of discrimination on the basis of a person's… genetic information, national origin, race, color or religion. Where discrimination is found to have occurred, the NSHE will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible"[9]

Be it resolved, the Associated Students of the University of Nevada supports the creation of creates a policy against discrimination based on, but not limited to, hairstyle and texture by the Nevada System of Higher Education;

Be it further resolved, that the Legislative Affairs Department of the Associated Students of Nevada advocate for anti-discrimination policies regarding hair discrimination to local and state governing bodies;

Be it further resolved, ASUN urges and supports the creation of an anti-discrimination policy based on, but not limited to, hairstyle and texture to be adopted by Reno City Council, and Nevada Legislature;

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[8] https://www.reno.gov/Home/ShowDocument?id=69070

[9] https://nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/Handbook/title4/T4-CH08%20Student%20Recruitment%20and%20Retention%20Policy%20Equal%20Employment%20Opportunity%20Policy%20and%20Affirmative%20Action%20Program%20for%20NSHE.pdf

Be it further resolved, this resolution be sent to President Marc Johnson, Vice President of Student Services Dr. Shannon Ellis, Reno Mayor Hilary Schieve, NSHE Board of Regents Chairman Jason Geddes, and Nevada Legislative Majority Leader Nicole Cannizzaro.