



## CITY OF DETROIT

MARY SHEFFIELD

COUNCIL PRESIDENT

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### MEMORANDUM

**To:** David Whitaker, Director, Legislative Policy Division (LPD)

**Through:** Council Member Latisha Johnson, Chair, Internal Operations Standing Committee

**From:** Council President Mary Sheffield submitting memorandum relative to

**Date:** 7/19/2023

**RE:** Request to Draft Language to Add the *Crown Act* to the Detroit City Code as an Amendment by Ordinance

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#### SUMMARY:

In 2020, during my Pro Tem tenure, I requested that our Legislative Policy Division opine on the feasibility and legality of creating local legislation that prohibits hair-based discrimination within the City of Detroit, as an employer. Since then, the Creating a Respectful and Open World for Natural Hair (CROWN) Act, has gained traction on the Michigan state level, passing in Lansing on June 15, 2023, to expand the Elliott-Larsen Civil Rights Act.

The CROWN Coalition is a partnership with Dove, National Urban League, Color of Change and Western Center on Law and Poverty that is dedicated to ending their hair bias discrimination in the workplace. By prohibiting race-based hair discrimination, the Crown Act promotes equality and inclusivity in schools and workplaces. It recognizes the cultural significance of diverse hairstyles and protects individuals from being unfairly judged or treated differently due to their natural hair texture or style choice.

My office is requesting LPD to draft language to add the Crown Act to the Detroit City Code as amendment by ordinance. Please contact Caryn Shannon from my office at [caryn.shannon@detroitmi.gov](mailto:caryn.shannon@detroitmi.gov) if you have any questions.

Cc: Honorable Colleagues  
City Clerk

**DEPARTMENTAL CONTACT:**

**Name:** Caryn Shannon

**Position:** Policy Analyst