

## RESOLUTION

Subject: Fostering Respect and Acceptance for Natural Hair and Cultural Headwear in Medicine and Medical Professionalism

Submitted by: Onajia Stubblefield, MS and Sarah Taheri, MS (Medical Student Section)

Referred to: Reference Committee

---

WHEREAS, Governor Andy Beshear signed an executive order prohibiting discrimination in the workplace based on natural hairstyles associated with race in Kentucky; and

WHEREAS, discrimination against natural hair and hairstyles is prevalent in various professional settings and has been linked to racial and ethnic bias<sup>1,2,3,4,5,6,7,8</sup>; and

WHEREAS, cultural headwear, such as hijabs and turbans, are often targets of religious discrimination in the workplace<sup>9,10</sup>; and

WHEREAS, opposing discrimination helps to create a more equitable and supportive environment for both healthcare workers and patients<sup>11</sup>; and

WHEREAS, promoting acceptance and diversity in healthcare is associated with improved patient outcomes and staff satisfaction<sup>12,13</sup>; now, therefore, be it

RESOLVED, that KMA recognizes that discrimination against natural hair/hairstyles and cultural headwear is a form of racial, ethnic and/or religious discrimination; and be it further

RESOLVED, that KMA opposes discrimination against individuals based on their hair or cultural headwear in health care settings.

**References:**

---

1. Jones, Ra'Mon. "What the hair: Employment discrimination against Black people based on hairstyles." *Harv. BL Law J.* 36 (2020): 27.
2. Johnson, Meah. "I am not my hair: Natural hair discrimination in corporate America." *J. Race Gender & Poverty* 11 (2019): 109.
3. Koval, Christy Zhou, and Ashleigh Shelby Rosette. "The natural hair bias in job recruitment." *Social Psychological and Personality Science* 12.5 (2021): 741-750.
4. Harris, Clynessia, and Deanna R. Davis. "Wear your CROWN: How racial hair discrimination impacts the career advancement of Black women in corporate America." *Journal of Business Diversity* 23.2 (2023).
5. Donahoo, Saran. "Why we need a national CROWN Act." *Laws* 10.2 (2021): 26.
6. Donahoo, Saran, and Asia D. Smith. "Controlling the crown: Legal efforts to professionalize Black hair." *Race and Justice* 12.1 (2022): 182-203.
7. Jaima, Amir. "In Defense of the Crown Act." *Philosophia* 51.4 (2023): 1977-1992.
8. Donahoo, Saran. "Why We Need a National CROWN Act. *Laws* 10: 26." (2021).
9. Harrison, Kelly A. "Hiding under the veil of" dress policy": Muslim women, hijab, and employment discrimination in the United States." *Geo. J. Gender & L.* 17 (2016): 831.
10. Ghumman, S., & Ryan, A. M. (2013). Not welcome here: Discrimination towards women who wear the Muslim headscarf. *Human Relations*, 66(5), 671-698. <https://doi.org/10.1177/0018726712469540>
11. Attum, Basem, et al. "Cultural competence in the care of Muslim patients and their families." (2018).
12. Gomez, Luis Emilio, and Patrick Bernet. "Diversity improves performance and outcomes." *Journal of the National Medical Association* 111.4 (2019): 383-392.
13. Ranken Jordan Pediatric Bridge Hospital. (n.d.). Inclusive Hair Care Project. Retrieved from <https://rankenjordan.org/inclusive-hair-care-project/>