

1

PASS THE C.R.O.W.N. ACT

Hair discrimination is a current unnecessary burden that polices Black identity. Black people are vulnerable in facing consequences in the workplace and schools their natural hair, this negative impact is even more pronounced, black women are 1.5x more likely to be sent home from their workplace. This trend was also seen in the number of black women who were also 80% more likely to change their hair in order to comply within the office setting. Black students, specifically black girls are more prone to violating the code of conduct because of their hairstyles.

This bill will create a process to combat and reduce hair discrimination in all workplaces and academic settings throughout the state of Texas. With many cases involving black children and adults being discriminated against on a daily basis due to their natural hairstyles, the C.R.O.W.N. Act will ensure protections so that all types of environments are free of any discrimination.

2

RE-ESTABLISH THE OFFICE OF MINORITY HEALTH STATISTICS & ENGAGEMENT

The pandemic have highlighted a number of disparities that have long existed in our society but were exacerbated by the past two years. Most prevalent among these, were the disparities in health outcomes based on a person's race and/or ethnicity. 16% of Black Texans and 32% of Hispanic Texans had no health insurance in comparison to 13% of White Texans. Regarding maternal mortality, out of 100,000 births, 37.1 Black women died as a result of childbirth, compared to 14.7 white women. When it comes to infant mortality, the rate of deaths per 1,000 live births for White babies is 4.4 compared to 9.8 for Black babies and 5.2 for Hispanic babies.

Re-establishing funding for the Office of Minority Health Statistics & Engagement would centralize information about health disparities, while working with existing local and federal offices to promote equitable access to healthcare for all Texans.

3

PASS THE SUNSET REVIEW ACT

The Sunset Review is a legislative oversight tool that is used to hold state agencies accountable. Created in 1977 by the Texas Legislature, the Sunset Review seeks to ensure that state agencies are performing at a high standard via an impartial, nonpartisan public forum held to evaluate the need for a state agency and its effectiveness, efficiency, and responsiveness to the public. The Sunset Review process has a proven track record of improving state laws that have led to major policy changes in nearly every area of state government.

This bill will require that all Sunset Reviews assess the agencies' efforts to reduce racial disparities. This requirement is not creating a new sector of government but is instead utilizing an existing process in the Sunset Review to evaluate how different sectors of state government are addressing racial disparities in the areas they work in.