



---

## U.S. BLACK CHAMBERS, INC.

*The National Voice of Black Business*

*\*Not affiliated with the National Black Chamber of Commerce*

February 18, 2020

The Honorable William C. Smith  
Chair of Judicial Proceedings Committee  
2 East Miller Senate Office,  
Annapolis, MD. 21401

**Re: SB 188 - Support**

On behalf of the U.S. Black Chambers, Inc. (USBC), I write today in strong support of S.B. 188, the Creating a Respectful and Open Workplace for Natural hair (CROWN) Act. USBC is an association of over 100 self-sustaining, viable Black Chambers and small business associations nationwide whose collaboration with strategic partners increases the capacity to serve. We take pride in being the national voice of Black business; providing committed, visionary leadership and advocacy in the realization of economic empowerment.

USBC's mission is to help Black businesses thrive, bolster the American economy, create responsible policies, and prepare the next generation of Black entrepreneurs. As advocates for the Black business community, we encourage our members to adopt inclusive policies that prevent discrimination based on the basis of hair. Today there are no laws specifically related to hairstyles, leaving many companies to write their own policies regarding hair. These subjective positions around what is considered neat or unkempt disproportionately impacts the Black community, hereby causing additional barriers to economic growth.

With advocacy being the first of our five pillars, USBC often collaborates with policymakers to advocate for policies that best serve the interests of the Black community. Subsequently, we proudly support SB 188 - the CROWN Act- as it addresses a major obstacle in the issue of discrimination. We believe that this important piece of legislation will empower historically disadvantaged groups and ensure discrimination based on hair is outlawed. We look forward to working with the Maryland General Assembly on the passage of SB 188.

Sincerely,

A handwritten signature in black ink, appearing to read "R Busby".

Ron Busby, Sr.  
President/CEO

Cc: Honorable Jeff Waldstreicher  
Honorable Members, Judiciary Proceedings Committee