

World Afro Day Sept 2024

Afro Hair Law

Education and Evidence Pack



Introduction

This document was commissioned to educate MPs and provide them with the evidence that Afro hair discrimination is an overlooked issue affecting generations of Black people in Britain. The main consequences have been poorer education, employment and health outcomes, simply because African heritage people have a coiled hair texture, often deemed inferior to straight hair. This document aims to support the case of legal intervention and the update of the Equality Act to recognise Afro hair as a protected characteristic.

Contents

Welcome and support	page 3
World Afro Day Information	page 4
Open Letter	page 5
100 Voices, 100 Words - Campaign	page 6
100 Voices, 100 Words - Comments	page 7
Texture Discrimination Timeline	page 8
Hair Discrimination Files	page 9
Workplace case studies	page 10
World Afro Day Research	page 11-13
Research for Solutions	page 14/15
Kyla-Rose education case study	page 15/16
External Research	page 17
Conclusion	page 18
Recommendations	page 18/19

Welcome and support

Michelle De Leon, Founder and CEO World Afro Day says:

“Thank you for receiving this Education and Evidence Pack which was specifically put together for MPs but could also be shared with leaders of your party and leaders in your constituency. I do hope that you will read it with an inquiring and empathetic mind because whether or not you have lived experience of Afro hair discrimination, there will still be plenty of information to learn from and act on. Although this can be a deeply personal issue for many Black people it is also a global issue for the African diaspora, which has been unresolved for hundreds of years. However, somehow I believe that UK MPs will not only do something historic for Britain but also for the world! I hope that you will join Paulette Hamilton and Liam Conlon MPs to support this cause to update UK Law to recognise and protect against Afro hair discrimination.”

Paulette Hamilton MP says:

I absolutely support World Afro Day’s ‘100 Voices, 100 Words’ Campaign to change the Equality Act to protect afro hair. As Birmingham’s first black MP and as a mother to four daughters, I know the impact this campaign could have on my local community and on people with afro hair across the UK. In 2024, it is difficult to believe that people with afro hair can still experience discrimination, harassment and assault in UK workplaces, schools and children’s homes and it is high time we protected this characteristic, and fixed the law, not our hair.

Liam Conlon MP says:

I want to congratulate the fantastic team organising the eighth World Afro Day. As well as being a celebration of culture and heritage, World Afro Day also provides an important educational opportunity, raising awareness whilst empowering people with afro hair across the UK. I would encourage schools, workplaces and community groups to embrace World Afro Day, and I am proud to support World Afro Day’s ‘100 Voices, 100 Words’ Campaign to change the Equality Act to protect afro hair. I will do everything I can to support Michelle, Paulette Hamilton MP, and everyone who is part of this campaign for change, inclusion, and a fairer society.”

World Afro Day



Vision

Liberation for people of African descent to confidently wear their hair in its natural state or in heritage styles that support identity and wellness in every area of life.

Mission

“Freedom for hair, means freedom for life.”

To restore the celebration and value of Afro hair, including pursuing just laws which promote the liberty of African descendants and remove structural barriers, discrimination and oppression towards Afro hair.

How we work

15th September World Afro Day® is a global day of celebration and liberation of Afro hair and identity. Established in 2017 and endorsed by the UN Decade of African Descent. We work with people, organisations and authorities from all backgrounds, who are committed to African heritage people, living as free as everyone else. We produce events, research and resources to educate all people to achieve our vision.

Evidence of impact click [here](#)

Open Letter

September 10th 2024, World Afro Day (WAD) published an Open Letter to call on the UK to become the first Western nation to introduce a law to specifically protect against Afro hair discrimination. The letter was signed by 100 influential supporters, like Mel B, Beverley Knight, Patrick Hutchinson, Fleur East, Evelyn Forde MBE and Professor Patrick Vernon OBE. The letter was part of WAD's "100 Voices, 100 Words Campaign" where supporters signed the Open Letter and gave their 100 words on why the law change is so important.

Dear Right Honourable Members of the House,

This letter calls on MPs of all parties to vote for the recognition and prevention of Afro hair discrimination by updating the 2010 Equality Act. Hair discrimination is a pernicious form of oppression, which dates back to the slave trade, when African heads were routinely shaved and their Afro hair was categorised as subnormal and animalistic. Unfortunately, these attitudes are still pervasive in 21st Century Britain. People with Afro hair can [experience](#) discrimination, harassment and assault in UK workplaces, schools and children's [homes](#).

World Afro Day is calling for change to the Equality Act to protect Afro hair, through the '100 Voices, 100 Words' Campaign. Influential supporters like Mel B, Beverley Knight, Patrick Hutchinson, Fleur East, Evelyn Forde MBE and Professor Patrick Vernon OBE and their statements can be read [here](#). While the current government seeks to strengthen employment and equality laws, hair should definitely be included. Previous [research](#) from World Afro Day® and De Montfort University shows that 95% of people with Afro hair want the UK law updated to specifically prohibit Afro hair discrimination. We are encouraging every MP to collect/download an education pack from www.worldafroday.com to be better informed on this issue.

[Research](#) shows that 98% of UK Black people feel that their identity is compromised to fit in at workplaces, with their hair being a key issue. The 2023 Workplace Hair Acceptance [report](#) surveyed 1000 company decision-makers and showed a real risk to jobs. 1 in 3 company decision-makers could possibly deny a Black woman a job because of her natural Afro hair and then reverse the decision if she straightened her hair. 1 in 5 said that this could definitely happen in their workplace.

Many UK children are regularly punished and told that their Afro hair and African heritage styles are unacceptable at school. This has been common practice for generations: 2013 Children's Commissioner states: "the exclusion of children for hairstyles commonly worn by Black boys, such as cornrows..." Plus, there are also [serious concerns](#) for health, with higher levels of endocrine disrupting chemicals (EDC) found in many Afro hair products. These chemicals have been linked to higher rates of cancers, infertility, early puberty and uterine fibroids etc. According to a British Psychological Society [article](#), there is also ignorance and bias in the UK Mental Health sector, branding Afro hair washing practices in a derogatory manner e.g. 'self-neglect.'

The World Afro Day organisation is calling on the UK government to 'fix the law, not our hair' and become the first Western nation to introduce a national law to end Afro hair discrimination. This long overdue legislation will not only be a beacon of freedom in the UK but could also influence other nations to end hair discrimination, which has oppressed African descendants for generations.

Yours sincerely,

REAL VOICES SECTION

The 100 Voices, 100 Words Campaign

Why does a new Afro Hair Law matter?

Mel B 100 Words:

"My hair has always been a personal statement - all my life. I grew up a mixed race girl in working class Leeds in the 1970s. Kids at school had no idea what to call me. I was different. And I had my big wild curly hair that stood out. It wasn't neat and tidy. There was too much of it to fit into elastic hair bands and I wore it out. I got called names. I got singled out. But it was my hair and I wasn't going to change it - for anyone. The very first video shoot I did as a Spice Girl for Wannabe, the stylists took one look at my hair and told me it had to be straightened. My big hair didn't fit the pop star mould. But I stood my ground - backed by my girls - and I sang and danced as me, with my big hair, my brown skin and I was totally proud of who I was... So yes. I'm proud to support World Afro Day in its call for the Equality Act to protect against Afro hair discrimination in the UK." (Full statement [here](#))

Michelle De Leon 100 Words:

"Eight years of talking, listening, researching, creating events and resources for schools, workplaces and the public has led me to the conclusion that the scale of transformation needed can only be achieved through legal change. Laws are actually there to tell people what is right and what is wrong and to protect minority groups from oppression, discrimination and injustice. We simply do not have the right laws in the UK to stop generations of Afro hair discrimination from continuing. I hope that Britain can lead the world in doing what is right, so that people of African descent can live as free as anyone else."

Patrick Hutchinson 100 Words:

"It cannot be underestimated the importance for Black children to express themselves through their natural afro hair. It is crucial for their self-esteem, cultural identity, and overall well-being. Many schools, however, still in 2024 lack understanding and implement policies that unfairly target and restrict Black hairstyles, causing unnecessary stress and discrimination. Education in schools is vital to address this issue. Staff need training on the cultural significance of afro hair, its care requirements, and the negative psychological impact of restrictive policies. All students should be free to wear their hair naturally and proudly. By embracing and respecting afro hair, schools can create a more inclusive environment where Black children feel valued, confident, and free to be their authentic selves, helping to build strong self-esteem."

Evelyn Forde MBE 100 Words:

"There are many things that we often say define us, and for those of African descent, our hair is one of our defining features which we are rightly proud of. We are tired of having to conform to the stereotypical view that 'neat/tidy' hair somehow equates to being professional and we are tired of having to explain our wonderful different hairstyles. We teach our children to be positive and confident and to be proud of their heritage so to then reprimand and/or exclude a young person because of a particular hairstyle is totally at odds with this and totally unacceptable. I'm in absolute support of the need to change the law to end hair discrimination."

For Full list of 100 Word statements click [here](#)

Comments from "The 100 Voices, 100 Words Campaign" 2024

Another scenario involved an executive colleague telling me point blank that if had I shown up at an interview with my hair as an Afro he wouldn't take me seriously, and found it comparable to someone with rainbow coloured hair. I was shocked.

I remember I went into primary school with my Afro and it was made a big deal. I was forced to move from where I was sitting and was constantly called a diva. I've been wearing slick back buns since to feel more acceptable.

While working as a visual merchandiser for one of the UK biggest retailers and, after several episodes of bullying because of my hair and African styles that I used to sport, I was called to speak with the store manager. During our conversation he told me that I shouldn't have an Afro because I was not even African.

When I used to work in corporate banking, as a contractor, I noticed that I was getting more successful outcomes if I dressed and did my hair in a certain way. Especially if my natural hair were either straight or if I wore wigs or a weave.

When I was 13 my mum paid for me to have some tiny twists put in my hair, they were very short and very neat. When I went to school I was told it was not acceptable, reported to the head of year and told that I had to take them out.

At a previous workplace, I was constantly asked, by a HR Manager, when I was going to change my hair and how long my hair would 'stay like that'. I was also told that I must hate it when my hair becomes an Afro and no longer straight.

I was once about to chair a committee of clinical and non clinical leads when the Chair of the organisation breezed in and in front of everyone said 'oh my goodness your hair' and then proceeded to touch it.

I was told my hair was distracting a boss when I went on zoom due to my Afro.

Being in the acting industry I have experienced hair discrimination on many levels. For example, as I have long Afro hair I can't be cast as lawyer or corporate jobs or roles of leadership. It can be very frustrating and demoralising.

Texture Discrimination Timeline - 2015-2024

4 months old baby with Afro hair went to a parent & baby group, where her mother was told by another father: "she's got funny hair."

3 - 4 years old boy - was harassed by staff and other children, who repeatedly touched his hair, despite being asked not to. He went to two nurseries and experienced the same issue.

Five-year-old Josiah Sharpe was banned for a so-called 'extreme' haircut. He was punished, isolated and stopped from playing with his peers at break times. His parents did not change his hairstyle and the situation took three to four years to resolve.

11 years old Jaylen Mason, was isolated from his class on his first day at a new school allegedly because his hair was too short and classed as "extreme" by a teacher.

School girl banned from playground/canteen because of her heart braid hairstyle.

12 years old boy with long Afro hair in cornrows was expelled (and retracted) when he was transferred to a new school. He remains on the register at both schools but on probation at the new school for 3 months. The expulsion can be reinstated if he breaches the transfer.

14 years old Ruby Williams spent years 10 and 11 - while preparing for and sitting her GCSEs - being repeatedly sent home from school because of her hair.

Graduate Laura Odoffin had her job offer withdrawn because of her braids. She posted on social media: "If you are unable to take them out I unfortunately won't be able to offer you any work."

Working professional Daniella did not pass her probation because of her natural Afro hair texture. She was told that she may have been able to keep the role, had she worn her hair straight earlier.

Job seeker Jerelle Jules turned down a job at The Ritz due to discriminatory hair policies.

Women in the City can be told not to wear braids and cultural hairstyles, if they want to progress in their careers.

Hair Discrimination Files

Source: Hair Equality Report 2019

I had my boss tip water on my hair for "fun", to see what will happen. Been called a golliwog, had my hair pulled. Had my hair played with because it's so "fascinating".

I don't feel negative towards it, but I have had people treat me like I am not human or ugly because of it.

I only received compliments about my hair when it was straightened. I had my Afro out on occasions and told I look like a lion, or my hair was like sheep wool.

I have been asked "Why did you cut all your hair off and go natural? I liked you better with straight hair." Or comments like "what are you gonna do with that fro"? As if it wasn't okay to just wear my Afro.

When people love to tell me "Oh I prefer your hair like before (with a weave etc)", rather than more afro looking styles. Even if they are extensions e.g. braids. And people touching without asking!!

My curls are relatively loose so I've heard from all races that I'm lucky to not have "proper Black hair" which is very insulting.

Other students used to mock my hair, especially the length of it. I've been told it looks messy, looks like black candy floss, looks wild.

At the age of 13, I was told I was pretty, but it was a shame about my hair.

Was laughed at for not having hair when I arrived at work with my Afro. Exoticised and made to feel self conscious about it.

Full discrimination files [here](#)

Workplace case studies

[Ritz Case Study](#) April 2023, Jerelle Jules, 29, was in the final round of the application process for a role at The Ritz. Before the face to face interview, he decided to check the grooming policy for the dining reservations supervisor job. He pulled out of the interview process after being 'shocked and disappointed' to read the words "no unusual hairstyles such as spiky or afro style." The policy had been updated in June 2021 yet it still included this wording.

Mr Jules wrote in the Metro: 'I am deeply troubled by this policy as it perpetuates harmful stereotypes and undermines the self-esteem and confidence of Black individuals. As a young Black man, I have always been proud of my natural hair and consider it to be a part of my identity.'

Afro Hair in the workplace

[Hair Touching Case](#)

Below is an audio recording of an interview about hair touching and other workplace incidents. Amanda (not her real name) shares her hair journey from using relaxers, using the colloquial name, creamy crack (chemical straightening) at seven years old. She discusses that many years later she went on to do the big chop (extreme short haircut) and an incident of almost kung fu fighting her senior male colleague, who had grabbed her hair.

For the full audio recording of My Hair, My Space visit

<https://www.worldafroday.com/charity/>

RESEARCH SECTION

Introduction

It has been essential to gather evidence and conduct research to present the magnitude and severity of hair discrimination to the wider world. We have also worked with the following professors to highlight this issue further: Professor Des Tobin, three African American Professors: Angela Onwuachi-Willig, D. Wendy Greene, Trina Jones; Professor Sarah Younie and Professor Jonathan Wilson. Laura Waters, Professor of Pharmaceutical Analysis, has also indicated that she would be interested in looking at the chemical composition of Afro hair products and their safety. This section is a summary of research commissioned by World Afro Day and also some external reports.

The Workplace Hair Acceptance Report 2023

Executive Summary

The report draws on the seven-year global awareness raised by World Afro Day, other organisations and legal changes in the USA addressing Afro hair discrimination, as well as other academics, professionals, lawyers and case studies. A survey was commissioned through Shift Insight. Respondents were 1000 UK and USA decision-makers at various levels, from CEOs, Line Managers, HR Officers and DEI Specialists.

The major findings were that bias against Afro hair in the workplace is likely to cost jobs. Respondents were given a case study of a woman with Afro hair performing well in her role, while on probation at the company. She was the only Black professional in the 300 staff company and wore her natural long hair out, but she did not get the job role. However, before leaving the company, she happened to blow dry her hair straight and was told by the Director that she may have been able to keep the job if she had worn her hair straight before. 37% of respondents, more than a third felt that this could possibly happen in their own companies, one fifth of respondents said this could definitely happen. This is clear Afro hair discrimination and this person went on to become a successful business woman, so this company potentially acted unlawfully and missed out on an excellent employee.

The Employer Hair Attitudes Survey shows a hierarchy of hairstyles considered appropriate from more Eurocentric decreasing to Afrocentric styles. These are historic attitudes towards Afro hair which represent conformity to a European standard. 84% respondents considered straight hair on a woman appropriate in all circumstances versus 64% who felt an Afrocentric hairstyle (braids with buns) was appropriate. 82% approved of the very low fade for the black male, showing minimal visibility of Afro hair. 1 in 10 respondents (12%) considered several Afrocentric hairstyles completely inappropriate for the workplace.

Even companies with a strong DEI commitment show definite bias for Eurocentric hair appearance over Afrocentric hair appearance. 85% of those who felt DEI was important to their company felt 'straight hair' was considered appropriate for all employees and only 65% also felt Braids/ buns and Afros were considered appropriate for all employees. There is potentially a disconnect between some of the common DEI themes around authenticity and bringing your whole self to work, which may be a blind spot not applied to Afro hair. The survey indicates that a Black woman who straightens her hair, could increase the chances of her hair being seen as 'appropriate' for the workplace by 20 percentage points.

Currently, employees with Afro hair (like children in schools), are left with the burden of challenging workplace cultures that discriminate against Afro hair. However, most employees are hired by complying with a company's culture towards Afro hair. This can perpetuate a climate that reinforces Afro hair discrimination in the workplace. However, once positioned in employment, some employees with Afro hair will challenge workplace appearance codes from the inside. They may radically change their hair appearance, which can result in some unpleasant exchanges with their co-workers and management. (See Hair Discrimination Comments).

For the full report visit our website www.worldafroday.com/research

Teaching: Diversity & Inclusion Report 2022

The 'Teaching: Diversity & Inclusion' Report found that nearly 90 percent (88%) of educators had not received training about how the 2010 Equality Act applies to Afro hairstyles, an increasing aspect of racial discrimination in schools which falls within uniform policies.

Conducted by Shift Insight, in collaboration with World Afro Day, the research surveyed educators across the country and revealed that while more than half (52%) of respondents had very high confidence when discussing issues of race and ethnicity with students, almost one third (29%) were unable to correctly identify a scenario involving Afro hair discrimination.

For the full report visit our website www.worldafroday.com/research

Hair Equality Report 2019

This was the first large scale study of 1000 respondents, looking at UK hair discrimination, which was conducted with the support of De Montfort University. As an organisation we felt that there was an imperative to reveal the severity and scale of Afro hair discrimination, particularly in schools. The study was well received and well reported in the UK media and abroad. Key findings continue to influence discourse on the topic today:

- 95% of respondents want to see UK Equality Law updated to specifically protect against hair discrimination.
- 1 in 6 children are having a bad or very bad experience at school connected to their Afro-textured hair and identity.
- Nearly 67% rise in school policies that penalise Afro-textured hair, for this generation of children compared to their parents.

For the full report visit our website www.worldafroday.com/research

Research for Solutions

Our approach as an organisation has always been about immediate intervention into a problem that has been perpetuated and experienced over centuries. Far from accepting the status quo and thinking that Afro hair discrimination is too big as a global issue; from day one, we have been focused on positive solutions. Education is not only the biggest source of hair discrimination for young people, but it can also be hugely impactful in turning it around.

Music Lesson intervention research (unpublished)

World Afro Day created a song and music lesson plan as a positive intervention tool to create empowerment, empathy and celebration towards Afro hair in schools. They commissioned Shift Insight to do a pilot study of three schools to assess the effectiveness of this type of intervention.



Section 4 – Learn the Actions



It's time to dance!

What actions can you do to this song?

You can follow these actions in the video or create your own actions.

1. Sparkle
2. Dancing
3. World Afro sign
4. Celebrate hair action

Or create your own actions!

Shift Insight: “This research was only able to test the early outcomes of listening to the anthem and engaging in the music lesson. • The early outcomes, for both primary and secondary audiences, were incredibly positive. • Children with Afro hair were very positive about their own hair – they described themselves as feeling confident and included, they appeared to be using the positive language from the song to describe themselves and their hair. They also enjoyed the performance element of the lesson and one student noted ‘togetherness’ as the word they associated with the anthem. • Within the secondary audience, there was definitely an increased understanding of how attitudes towards Afro hair can be discriminatory and negative. Students referenced the history of racist policies, aligning discriminatory policies around hair with that of Jim Crow and segregation. They used positive language to describe how everyone was special and deserved to feel included. • Racism and discrimination around Afro hair comes from a number of places and it is difficult to ascertain whether the music lesson and anthem will lead to an end of Afro-hair discrimination in schools and workplaces. However, the positive language and associations the students had following the lesson suggests that an eventual impact of increasing happiness and joy is certainly possible, as this appeared to be the outcome in the short term. Similarly, both the primary and secondary audiences described Afro hair as normal – suggesting this position was further embedded as a result of the lesson.”

Kyla-Rose: education and empowerment



Kyla-Rose’s dark days started with an obsession with Elsa from Frozen. When Kyla-Rose looked in the mirror, her coily little Afro just wouldn’t grow to look like Elsa...So at just three years old she began to hate her hair and pull it out in pieces and hide it around her room. The destructive behaviour did not end there but she progressed to eating her hair as well.

Her desperate mother was so worried about her, that she took her to the doctor but what they both didn’t understand was that Kyla-Rose was demonstrating severe

internalised hatred, towards her own Afro hair! She said she wanted “long blond straight hair, which was soft and pretty, not like hers.”

The obsession for blond hair is all around us and Kyla is not the only Black and Brown girl obsessed with ‘yellow’ ‘swishy’ ‘down’ ‘scurlly’ ‘princess’ hair. Members of the World Afro Day team and hundreds of millions of girls, grow up wanting straight hair. Research shows this as 41% of UK Black children want straight hair. (Hair Equality Report 2019)

Turnaround

Kyla-Rose is now a happy and confident ‘Afro-loving’ 13 years old. She and her mum say that because her school took part in the World Afro Day, Big Hair Assembly event and also introduced Black recognition into the teaching and environment, that over time Kyla’s perspective on her hair has radically changed. Kyla-Rose says: “Now I love my hair and I’m passionate about other children loving Afro hair too!”



External Research

The body of research continues to grow around Afro hair discrimination. The apex of this is whether the higher levels of toxic ingredients found in Afro hair products, particularly relaxers (chemical hair straighteners) are causing higher incidences of cancers. There is a proven link but the research is ongoing to see if this is a causal link. Multiple hair product manufacturers are currently being sued in the USA in a massive plaintiff [case](#). Other Afro hair products are also under scrutiny; a [study](#) in the US has shown that higher levels of hazardous chemicals are common in Afro hair products. The US is the principal supplier of these products globally.

Research on other forms of discrimination can be read on our [website](#) but here are some more recent ones:

- Black British [Voices](#), a study of 10,000 Black Britons, found “almost all (98%) of those surveyed said that they have compromised self-expression and identity to fit into the workplace – by adapting speech or [hairstyles](#).” (Sept 2023) [Michelle De Leon](#) comments: “whereas hair is often dismissed in the dominant group in society as something trivial, a mere ‘beauty’ issue. These findings confirm that ‘hair’ is a critically significant issue for Black people and employment.
- Georgina Cox Associate Professor [Untangling the roots of hair racism in the nursing profession](#). (Oct 2021) “Time for nursing to eradicate hair discrimination” Feb 2021. Will nurse leaders help eradicate ‘hair racism’ from Nursing and Health Services? (Feb 2021)
- Samantha Griffiths, Assistant Educational Psychologist “[UK Black Hair Matters:](#)” (2021)
- [October 2020 report from the YMCA](#) found that 70% of young Black people had felt the need to change their hair to be “more professional” at work or school.

Although not a study, the 2022 EHRC intervention on this issue was hugely significant and widely reported in the media. The Equality and Human Rights Commission: Preventing hair discrimination in schools [guidance](#).

Conclusion

We hope that this Education and Evidence Pack for MPs has provided enough information to galvanise change in Britain. It is no longer justified to ignore hair discrimination that potentially impacts the education, employment and health of over 3 million Black and Mixed-race people in Britain. This document provides years of case studies, evidence of multiple lived experiences, independent studies, research, quantifiable job risks, expert opinion, influential voices, written statements and the will of the people: “95% of people with Afro hair want UK Equality Law updated to specifically protect against hair discrimination.”

We want to help MPs to understand this issue and to help the UK Government to correct this issue. The Labour Party have pledged change and this nation has voted for change, so we are hoping that this government will deliver change and work with us for a better, brighter and fairer Britain.

Currently, leaving hair discrimination as the norm, can be extremely damaging for children, who can grow up with an inferiority complex about their natural Afro hair. Some women may never recover from this and may see their own hair type as difficult and undesirable. However, intervention in children’s lives to counteract hair discrimination, can be extremely effective, even in a short space of time. Children from all backgrounds can benefit from inclusive hair activities as demonstrated in this Big Hair Assembly [feedback](#). The government can also make simple and far reaching changes that won’t blow the budget but will benefit millions of Britons for generations to come.

Recommendations

Our recommendations for taking urgent action are below:

- All interested MPs register their interest with the World Afro Day organisation and or with MPs Paulette Hamilton and Liam Conlon.
- All interested MPs to attend a Next Steps Meeting, date TBC.

Recommendations continued

- A written response from the UK Government to the “100 Voices, 100 Words Campaign” to update the Equality Act and recognise Afro hair as a protected characteristic.
- Hair discrimination (where applicable) to be urgently included in any updates to Employment, Equality and Education legislation and policy.
- Further investigation into the toxicity and potential harm of some Afro hair products with Professor Laura Waters and or The Office for Product Safety and Standards (OPSS).
- Hair discrimination to be included in the Public Sector Equality Duty (PSED) directives.
- Education on inappropriate Afro hair touching should be taught and integrated into the Early Years curriculum (where applicable) as part of statutory guidance: Relationships Education, Relationships and Sex Education (RSE) and Health Education.
- MPs and World Afro Day meeting with Ministers of State (Minister for Women and Equalities) Anneliese Dodds and Bridget Phillipson, Secretary of State for Education.
- In due course, for Britain to take a leading position in ending Afro hair discrimination globally, starting with the Commonwealth and other global allies.
- For anyone interested in supporting our work, you can email us at info@worldafroday.com