



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

Realizing Racial Justice: What's Black Hair Got to Do with It?

**December 1, 2023
1:00 p.m. – 2:30 p.m.**

**Richard J. Hughes Justice Complex
Advocacy Institute Conference Center
Fourth Floor, West Wing
25 Market Street, Trenton, New Jersey**

Program Summary

This program will explore how the contemporary social justice movement to combat racial discrimination on the basis of African descendants' natural and protective hairstyles is a critical component of a global movement to realize racial justice for African descendants and other people of color. Professor D. Wendy Greene, one of the nation's foremost legal experts on "grooming codes discrimination", will place this longstanding racial injustice within a historical, legal, and transnational context. She will also highlight key reforms addressing race-based hair discrimination, including civil rights litigation, enforcement guidance, policy, and legislation popularly known as CROWN Acts.

Eligibility

This program is open to all employees in the Department of Law and Public Safety.

Faculty

Doris "Wendy" Greene is a professor at Drexel University Thomas R. Kline School of Law. She teaches Constitutional Law, Employment Law, Employment Discrimination, Equitable Remedies, Real Property and seminars on Race and American Law, Critical Race Theory, as well as Appearance and Grooming Codes Discrimination in the Workplace.

Professor Greene has devoted her professional life to advancing racial, color, and gender equity in workplaces and beyond. She created two new legal constructs recognized within anti-

discrimination law theory: “misperception discrimination” and “grooming codes discrimination.” Her internationally recognized publications in these areas have shaped the enforcement stance of the Equal Employment Opportunity Commission, administrative law judges, federal courts, and civil rights organizations in civil rights cases. The definition of race Professor Greene proposed in her 2008 article, “Title VII: What’s Hair (and Other Race-Based Characteristics) Got to Do with It?”, is being adopted in C.R.O.W.N. Acts (Creating a Respectful and Open World for Natural Hair), the first laws in the nation to expressly recognize that race discrimination is inclusive of the discrimination African descendants encounter based upon their natural and protective hairstyles such as afros, twists, locs, and braids.

Professor Greene is the first tenured African American woman on the Drexel University School of Law faculty. She was previously a faculty member at Samford University’s Cumberland School of Law in Birmingham, Alabama. Professor Greene earned a B.A., *cum laude*, from Xavier University of Louisiana, a J.D. from Tulane University School of Law and an L.L.M. from The George Washington University School of Law.

CLE Credit

NJ CLE Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.8 hours of total CLE credit. Of these, 1.8 qualify as hours of credit for ethics/professionalism in the Diversity, Inclusion and Elimination of Bias category.

PA CLE Credit: 1.5 ethics credits (\$3.00 mandatory registration fee required).

Registration

Those who are interested in attending should fill out the registration form in the blast email sent by LPS. They will receive a registration confirmation when the form is submitted.