

*March 10, 2022*

**Written-Only Proponent Testimony, SB 130**  
***Senate Committee on Federal and State Affairs***

Chairman Olson and members of the Committee,

I am writing in support of SB 130 and appreciate the opportunity to address this bill and the uniformity and fairness that the bill provides if codified into law.

As Co-Chair of the Governor's Commission on Racial Equity and Justice (CREJ), I draw your attention to the recommendations on the universal equity policies that were adopted by the Commission, which can be found in our 2021 Final Report (<https://governor.kansas.gov/governors-commission-on-racial-equity-and-justice/>). The Commission conducted learning sessions with a variety of stakeholders, and subcommittees explored issues related to social determinants of health.

The Commission concluded that policies that encourage universal equity in all ways are essential to promote dialogue and improved access to benefits and services among a wide range of stakeholders. Considering the need for universal equity when developing and reviewing policies and programs creates opportunities to build culturally inclusive perspectives and practices. The CREJ recommended universal equity policies that included encouraging government policies and legislation that requires bias and equity analysis of policy decisions and legislation at all levels. We suggested the legislature adopt a procedure for developing and considering equity analysis and impacts of any policy change. The recommendation was made with the intent to place a specific emphasis on the verbiage of state legislation and its references and discussion of people of color. Additionally, the Commission recommended prioritization of recommendations that are low cost. SB 130 aligns with these recommendations and supports the outcomes addressing universal equity policies. By prohibiting discrimination based on hair style and hair texture and by extending protection for both, the Legislature will adopt legislation that reinforces the importance of universal equity policies and practices.

I stand in strong support of SB 130 and urge the committee to take action on this important bill.

Thank you,



Dr. Tiffany Anderson, Co-Chair  
Governor's Commission on Racial Equity and Justice  
[KansasCREJ@ks.gov](mailto:KansasCREJ@ks.gov)