

## ABOUT PROFESSOR D. WENDY GREENE, J.D., LL.M.



The daughter of American civil rights activists, Professor Doris “Wendy” Greene is a trailblazing anti-discrimination law scholar, teacher, and advocate who has devoted her professional life’s work to advancing, racial, color, and gender equality in workplaces and beyond. A visionary, she is a legal architect of federal and state-level C.R.O.W.N. Acts (Creating a Respectful and Open World for Natural Hair Act), the founder of the #FreetheHair movement, and the originator of two legal concepts recognized within civil rights praxis: “misperception discrimination” and “grooming codes discrimination.”

The first African-American woman tenured law professor at Drexel University Thomas R. Kline School of Law (Philadelphia, PA), Professor Greene, through her legal scholarship and public advocacy, has generated historic civil rights protections for victims of discrimination in workplaces, schools, public accommodations, and housing. *Teen Vogue*, *Now This News*, and *BBC World News* have celebrated Professor Greene for her pioneering scholarly activism that combats “grooming codes discrimination” and more specifically, the systematic discrimination African descendants suffer when donning natural hairstyles like afros, twists, braids, and locs. Between serving as a legal advisor and expert for civil rights cases challenging natural hair discrimination, co-drafting federal and state C.R.O.W.N. Acts, testifying in support of this legislation throughout the country, and publishing seminal legal scholarship used by lawyers and lawmakers, Professor Greene’s work has informed, to date, every legal pronouncement in the U.S.—on municipal, state, and federal levels—that natural hair discrimination is unlawful race discrimination.

As one of the world’s leading legal experts on this global civil rights issue, Professor Greene frequently provides legal commentary to international media outlets such as *The Washington Post* and the *BBC News*, and she is the author of a forthcoming book, #FreeTheHair: Locking Black Hair to Civil Rights Movements, under contract with the University of California, Berkeley Press. A native of Columbia, South Carolina, Professor Greene is a graduate of Xavier University of Louisiana (B.A. *cum laude* with Honors in English and a double-minor in African American Studies and Spanish); Tulane University School of Law (J.D.); and The George Washington University School of Law (LL.M.).

### PROFESSIONAL MILESTONES

- Co-drafter and Legal Advisor, H.R. 5309, the C.R.O.W.N. Act of 2020, passed by the United States House of Representatives in September 2020 and and S.

3167, the C.R.O.W.N. Act of 2019, currently pending in the United States Senate.

- Legal expert and Expert Witness for California's Creating Respectful and Open Workplaces for Natural Hair Act (C.R.O.W.N. Act) signed into law on July 3, 2019
- Legal Expert and Expert Witness on behalf of African American male students represented by the NAACP-Legal Defense Fund seeking a preliminary injunction against the enforcement of a high school grooming policy prohibiting them from wearing locs in *Arnold v. Barbers Hill Independent School District*, Civil Action No. 4:20-CV-1802 (May-August 2020)
- Co-drafter and Legal Advisor, *South Carolina House Bill 4692* introduced in January 2020 which clarifies the definition of race, national origin, and color for the purposes of S.C. statutes prohibiting racial discrimination in workplaces, schools, and public accommodations
- Legal publications shaped the New York City Commission on Human Rights groundbreaking enforcement guidance issued in February 2019 prohibiting natural hair discrimination in public and private schools, workplaces and public accommodations (which also serves as a primary justification for the NY State C.R.O.W.N. Act signed into law July 2019)
- The Equal Employment Opportunity Commission's employed her legal arguments in a seminal natural hair discrimination case arising under Title VII of the 1964 Civil Rights Act: *EEOC v. Catastrophe Management Solutions, Incorporated* (2017)
- Co-authored an amicus brief the NAACP-Legal Defense Fund, Legal Aid Society—Employment Law Center, and Dean Angela Onwuachi-Willig (Boston University) filed with the 11<sup>th</sup> Circuit Court of Appeals on behalf of the petitioners in *EEOC v. Catastrophe Management Solutions, Incorporated*
- Her published legal definition of race was endorsed by the Ninth Circuit of Appeals; adopted in the C.R.O.W.N Acts introduced and enacted throughout the United States; and quoted by the 11<sup>th</sup> Circuit of Appeals as a legal authority on the social construction of race