

**CALIFORNIA
BOARD OF BARBERING AND COSMETOLOGY**



SEPTEMBER 11, 2023

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

**Department of Consumer Affairs
1625 North Market Boulevard
HQ1 Hearing Room #102
Sacramento, CA 95834**



**CALIFORNIA BOARD
OF
BARBERING AND COSMETOLOGY
DIVERSITY, EQUITY, AND
INCLUSION COMMITTEE
MEETING NOTICE AND AGENDA**



**MEMBERS OF THE
COMMITTEE**

Tonya Fairley
Reese Isbell
Danielle Munoz
Jacob Rostovsky

*Action may be taken on
any item listed on the
agenda.*

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**1:00 P.M. or upon Adjournment of
the Legislative and Budget
Committee Meeting - Until
Completion of Business**

AGENDA

1. Call to Order/ Roll Call/Establishment of Quorum
2. Election of Committee Chairperson
3. Committee Member Remarks – Informational Only
4. Discussion of How to Collect Data on Underrepresented Communities
5. Discussion of Ways the Board Can Promote Diversity, Equity, and Inclusion in the Barbering and Beauty Industry
6. Public Comment on Items Not on the Agenda
Note: The Committee may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 11125.7(a))
7. Suggestions for Future Agenda Items
8. Adjournment

The time and order of agenda items are subject to change at the discretion of the Committee Chair and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Committee are open to the public.

Note: This meeting will be Webcast, provided there are no unforeseen technical difficulties or limitations. To view the Webcast, please visit <https://thedcapage.wordpress.com/webcasts/>. If you wish to participate or to have a guaranteed opportunity to observe, please plan to attend at a physical location. Adjournment, if it is the only item that occurs after a closed session, may not be webcast.

*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Committee prior to the Committee taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Committee, but the Committee Chair may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Committee to discuss items not on the agenda; however, the Committee can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).

The meeting is accessible to the physically disabled. A person who needs disability-related accommodation or modification in order to participate in the meeting may make a request by contacting: Natalie Mitchell at (916) 244-6644, email: natalie.mitchell@dca.ca.gov, or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request is a least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.

Agenda Items

No. 1-3

No Attachments



MEMORANDUM

DATE	September 11, 2023
TO	Members, Diversity, Equity, and Inclusion Committee
FROM	Kristy Underwood, Executive Officer
SUBJECT	Agenda Item 4 – Discussion of How to Collect Data on Underrepresented Communities

To promote diversity, equity, and inclusion in underrepresented communities, the Board of Barbering and Cosmetology needs information on which underrepresented communities are prevalent in the licensee population. Licensing applications are limited to the type of information that can be collected, so Board staff suggests creating a voluntary and anonymous survey that can be emailed to licensees.

A draft of the survey language is below.

The Board of Barbering and Cosmetology (Board) recognizes and celebrates California’s diverse barbering and beauty industry. To further promote diversity, equity, and inclusion, the Board invites licensees to complete this voluntary and anonymous survey so we can learn more about our population’s demographics.

1. Which license do you hold with the Board? *(If more than one, select the license type that you use the most)*
 - a. Barber
 - b. Cosmetologist
 - c. Esthetician
 - d. Manicurist
 - e. Electrologist
 - f. Hairstylist

2. Are you also an establishment owner?
 - a. Yes
 - b. No

3. How old are you?
 - a. 17-20
 - b. 21-29
 - c. 30-39
 - d. 40-40
 - e. 50-59
 - f. 60 or older

4. To which gender identity do you most identify with?
 - a. Male
 - b. Female
 - c. Transgender male
 - d. Transgender female
 - e. Non-binary
 - f. Prefer not to say
 - g. Other: _____

5. Which of the following best describes you?
 - a. Asian or Pacific Islander
 - b. Black or African American
 - c. Hispanic or Latino
 - d. Native American or Alaskan Native
 - e. White or Caucasian
 - f. Other

6. Do you have a disability? A person with a disability is an individual who has a physical or mental impairment or medical condition that limits one or more life activities, such as walking, speaking, breathing, performing manual tasks, seeing, hearing, learning, caring for oneself or working; has a record or history of such impairment or medical condition; or is regarded as having such an impairment or medical condition.
 - a. Yes
 - b. No

7. Which of the following best describes your current sexual orientation?
 - a. Asexual
 - b. Bisexual
 - c. Gay/lesbian
 - d. Heterosexual/straight
 - e. Pansexual
 - f. Queer
 - g. Prefer not to say
 - h. Other: _____

8. Were you born in the United States?
 - a. Yes
 - b. No

9. What is your primary language spoken?
 - a. English
 - b. Spanish
 - c. Vietnamese
 - d. Korean
 - e. Chinese
 - f. Arabic
 - g. Armenian
 - h. Dari
 - i. Farsi
 - j. French
 - k. Mongolian

- l. Nepali
- m. Persian
- n. Punjabi
- o. Russian
- p. Thai
- q. Ukrainian
- r. Other: _____

10. Have you experienced any acts or discrimination or bias when interacting with the Board?
a. Yes, explain: _____
b. No

11. What specific changes or improvements would you suggest the Board make to promote diversity, equity, and inclusion in the industry?

Action Needed: The Committee shall discuss ideas on how to collect data on underrepresented communities.



MEMORANDUM

DATE	September 11, 2023
TO	Members, Diversity, Equity, and Inclusion Committee
FROM	Kristy Underwood, Executive Officer
SUBJECT	Agenda Item 5 – Discussion of Ways the Board Can Promote Diversity, Equity, and Inclusion in the Barbering and Beauty Industry

To encourage the barbering and beauty industry to promote diversity, equity, and inclusion (DEI), Board staff recommend creating a flyer/handout that explains DEI, why it is important, and what they can do in their establishments.

A draft of the proposed content is below.

Promoting Diversity, Equity, and Inclusion in Board-licensed Establishments

California is home to the largest and more diverse barbering and beauty industry in the nation. While the Board of Barbering and Cosmetology’s mission is to ensure the health and safety of California consumers by promoting ethical standards and by enforcing the laws of the barbering and beauty industry, the Board would also like to encourage licensees to promote diversity, equity, and inclusion in their establishments. Whether in a salon, spa, suite, or shop, the Board wants every consumer receiving Board services to feel safe and welcome.

What is Diversity, Equity, and Inclusion?

Diversity, equity, and inclusion (often referred to as DEI) are three values that businesses should keep in mind when making decisions to promote fair treatment and support of individuals of different races, ethnicities, religions, abilities, genders, and sexual orientations.

Diversity refers to all the ways people differ, including characteristics such as gender, age, ethnicity, race, mental and physical abilities, sexual orientation, education, religion, and language skills.

Equity refers to fair practices and policies for all that take into account existing inequalities.

Inclusion refers to everyone feeling respected and that they belong.

Why is DEI Important?

DEI in the workplace creates an environment where everyone feels valued and respected, which can lead to a more positive environment for both licensees and consumers with:

- Increased job satisfaction and engagement
- Increased creativity and innovation
- Increased employee retention

- Increased profits and customer base
- Enhanced business reputation

DEI also prevents legal issues from arising, such as harassment and discrimination.

What Can I Do?

Here are some suggestions of ways you can promote DEI in your establishment:

- **Spread kindness.** Do not allow hate speech, crude jokes, or any behavior that could offend someone.
- **Create a welcoming space.** Think of ways to make your clients more comfortable. For example, some transitioning clients may not want to receive services on the salon floor in front of other clients. You could offer services in a private room or at the beginning or end of the day when other clients are not present. In addition, you can display pride flags to show the community that you are an ally, and they are welcome in your establishment.
- **Use an individual's preferred pronouns and name.** If you're unsure, then ask. Don't make assumptions. If you have client intake forms, update them so clients can share their preferred name and pronouns. Remove gendered language (she/her, he/his) from marketing and branding.
- **Take continuing education classes and training.** Everyone has different skin and hair types, so it's important for a licensee to know how to cater their services to fit their clients' specific needs. Take classes to broaden your knowledge and enhance your skill set so your clients are confident in your abilities.
- **Make restrooms gender neutral, if possible.** California Health and Safety Code section 118600 requires that all single-user toilet facilities in any business establishment be identified as all-gender toilet facilities.

Gender Pricing

The Gender Tax Repeal Act of 1995 prohibits a business from discriminating based on a person's gender for prices of similar or like-kind goods and services. However, the Act does not prohibit price differences based on the amount of time, difficulty, or cost of providing the services.

Action:

The Committee shall discuss the content above and other ways the Board can encourage the industry to promote DEI.

Agenda Items

No. 6-8

No Attachments