

**CALIFORNIA STATE BOARD
OF
BARBERING AND COSMETOLOGY**

DIVERSITY, EQUITY AND INCLUSION COMMITTEE MEETING

MINUTES OF JANUARY 22, 2024

COMMITTEE MEMBERS PRESENT

Jacob Rostovsky, Chair
Tonya Fairley
Reese Isbell
Danielle Munoz

STAFF MEMBERS PRESENT

Kristy Underwood, Executive Officer
Carrie Harris, Deputy Executive Officer
Sabina Knight, Board Legal Representative
Natalie Mitchell, Board Analyst

1. AGENDA ITEM #1: CALL TO ORDER / ROLL CALL / ESTABLISHMENT OF QUORUM

Jacob Rostovsky, Committee Chair, called the meeting to order at approximately 12:00 p.m. and confirmed the presence of a quorum.

2. AGENDA ITEM #2: DISCUSSION AND POSSIBLE APPROVAL OF THE SEPTEMBER 13, 2023, COMMITTEE MEETING MINUTES

Motion: Reese Isbell moved to approve the September 13, 2023, Committee Meeting Minutes. Tonya Fairley seconded the motion.

Public Comment: There were no public comments received.

Motion to approve the September 13, 2023, Committee Meeting Minutes carried: 4 yes, 0 no, and 0 abstain, per roll call vote as follows:

The Committee Members voted "Yes": Jacob Rostovsky, Tonya Fairley, Reese Isbell, and Danielle Munoz

3. AGENDA ITEM #3: DISCUSSION OF DIVERSITY, EQUITY and INCLUSION WEBPAGE

Kristy Underwood provided an update on the Diversity, Equity and Inclusion ("DEI") webpage, explaining that the information developed by the committee is now live on the BarberCosmo website. She highlighted that the website serves as a reference for anyone interested in the committee's work and welcomed suggestions or additions from the members.

Reese Isbell expressed appreciation for the discussions and efforts that led to these developments. Jacob Rostovsky echoed this sentiment, emphasizing the importance of equity in licensing and training in the field. He also stressed the significance of encouraging people to stay active in the field and the necessity of representing diverse groups. Danielle Munoz thanked the team for making the website live and acknowledged the early actions taken by the committee. Jacob Rostovsky further suggested improving the website's mobile navigation for better accessibility, underlining the importance of inclusivity for the disability community.

Public Comment:

Jaime Schrabek from Precision Nails expressed her appreciation for the information provided on the board's website. She suggested that the website should differentiate between government agencies, which are subject to specific laws for businesses in California, and non-governmental organizations (NGOs), to avoid confusion due to their different legal statuses and requirements. Jacob Rostovsky appreciated this input and noted it for consideration.

4. AGENDA ITEM #4: REVIEW AND DISCUSSION OF THE DEI SOCIAL MEDIA REPORT

Kristy Underwood presented the DEI Social Media Report, focusing on a survey conducted among the Board's licensees. The survey garnered 2,190 responses. The respondents predominantly consisted of cosmetologists (59%), followed by estheticians. In terms of demographics, the largest age group was between 50 and 59 years old (25%), followed by those aged 40 to 49 (22%). The majority of respondents were female (85%), with 22% identifying as Hispanic or Latino, and 12% as Asian or Pacific Islander. Additionally, 15% reported having a disability, 67% identified as heterosexual or straight, 19% were born outside of the United States and 87% consider English as their primary language.

Respondents offered several suggestions for the State Board to promote diversity, equity, and inclusion. A notable recommendation was to incorporate natural and textured hair education into the curriculum, reflecting a trend also seen in New York's recent legislative changes. Other suggestions included attending more trade shows, considering mandatory continuing education, and expanding exam translations to include more languages, in response to the growing diversity in language needs.

The report also outlined ongoing initiatives and social media efforts. These included the "Hair Do's for the Holidays" campaign, which showcased a vintage and multicultural approach to holiday hair styling. The board's efforts to recognize and celebrate various cultural events, such as Native American Heritage Month and Latino Heritage Month, were also highlighted. Ms. Underwood emphasized the board's commitment to supporting diverse communities and expressed openness to any further suggestions from the committee to improve or expand their DEI initiatives.

Tonya Fairley responded by emphasizing the importance of including textured hair education in the curriculum, citing the Crown Act's success in New York. She suggested that everyone should familiarize themselves with the Crown Act due to its significance in reducing discrimination based on hair texture. Ms. Fairley also highlighted the importance of college outreach, noting that community colleges offer more affordable cosmetology education compared to private schools, and therefore should be supported or promoted.

Danielle Munoz echoed Ms. Fairley's points, stressing the importance of the Crown Act and the need for community college options in cosmetology education. She shared personal experiences and observations about the difficulty of finding stylists knowledgeable in textured hair, underscoring the impact this has on individuals, particularly those of color. Ms. Munoz advocated for including textured hair education in the curriculum as a means to address these gaps. Jacob Rostovsky added to the discussion by mentioning financial barriers to licensing and the idea of waivers or scholarship programs to support individuals pursuing licensure. He emphasized the need for continuous education about the Crown Act and suggested that the board should consider it as a future agenda item.

Public Comments:

No comments were received from the public.

5. AGENDA ITEM #5: PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

No comments were received from the public.

Danielle Munoz raised a follow-up question related to the accessibility of the Department of Consumer Affairs (DCA) website, particularly its mobile device navigation. She inquired whether content posted on DCA websites is formatted to be accessible to individuals with visual impairments, such as through screen readers. Kristy Underwood responded, stating that while she believes the website adheres to ADA certification standards, she would double-check to confirm that it is indeed accessible and mobile-friendly.

6. AGENDA ITEM #6, SUGGESTIONS FOR FUTURE AGENDA ITEMS

In the discussion about future agenda items, Jacob Rostovsky expressed interest in continuing discussions on financial accessibility, including waivers and scholarship programs, to help break down barriers. He also suggested exploring diversity, equity, and inclusion initiatives in other states, with a focus on learning from initiatives like the Crown Act.

Tonya Fairley supported these suggestions and proposed further education on the Crown Act. She shared her involvement with a community initiative focused on breast cancer awareness and its impact on minority communities, linking this to natural hair care and the importance of the Crown Act in understanding the broader implications of DEI.

Reese Isbell suggested looking into national groups or associations that focus on racial equity, such as the Government Association on Racial Equity (GARE), to gather and share best practices from around the country.

Danielle Munoz agreed with the suggestions, emphasizing the importance of learning and education. She also proposed adding a verbal intention to ensure that their efforts align with their mission of public and consumer safety. Jacob Rostovsky acknowledged the importance of focusing on public protection and the diversity of the public they serve. He suggested that their efforts could be revolutionary in scope.

Concluding the discussion, Danielle Munoz suggested the addition of textured hair education to the curriculum as another agenda topic. Jacob Rostovsky agreed with the committee's consensus on being in an investigative phase and noted that the suggestions would be valuable for future agenda items.

7. AGENDA ITEM #7: ADJOURNMENT

There being no further business to discuss, the meeting adjourned at approximately 12:30 p.m.