



WISCONSIN STATE REPRESENTATIVE

Shelia Stubbs

77TH ASSEMBLY DISTRICT

Wednesday March 3rd, 2020
Assembly Bill 121
Assembly Committee on Regulatory Licensing Reform

Good morning members of the committee,

Thank you for the opportunity to testify on Assembly Bill 121, regarding the practicing of hairbraiding without a license. This bill is designed to eliminate arduous regulations in regards to hair braiding. African-style hair braiding is a natural and ancient craft that provides many talented practitioners pathways to self-sufficiency and entrepreneurship. This legislation will allow for more individuals, especially female entrepreneurs, to practice braiding. The bill will create more jobs and less people would be doing hair from home. This will not only impact the economic lives of people of color, but also stimulate our states economy as a whole.

Current Wisconsin law requires that a person must obtain a barbering or cosmetology license in order to perform natural hair braiding. This regulation stifles the ability for individuals to practice or profit from their skill. The Institute for Justice has found that these licensing programs have nothing to do with public health and safety, and are needlessly restricting entrepreneurship and individual expression.

Under this legislation, people are no longer burdened by strict licensing requirements. They can spend more time honing their craft instead of participating in programs that have little to do with braiding, as more cosmetology schools do not teach natural braiding styles or techniques. Braiding does not pose any threat to public safety since it does not use heat or chemicals. Additionally, it is extremely rare for braiders to receive complaints.

Wisconsin is not alone in the elimination of these regulatory requirements. Since 2015, twelve other states have scrapped these rules, and as of 2018, braiders may work without a license in the majority of states, including our neighbors in Minnesota and Iowa. These other states have analyzed natural hair braiding and came to the proper conclusion that cosmetology and barbering licenses are unnecessary. Wisconsin should follow suit, and AB 121 will allow our great state to get on the right track.

Thank you again to the members of the committee, and to my colleagues, Representative Sortwell, Senator Johnson and Senator Felzkowski for their great work on this bill.



STATE SENATOR
LaTonya Johnson

WISCONSIN STATE SENATE

6TH DISTRICT

Assembly Committee on Regulatory Licensing Reform
Testimony on Assembly Bill 121
March 3, 2020

Good morning members of the committee,

Thank you for holding this hearing on Assembly Bill 121 (AB 121), which will make it legal to engage in the practice of natural hair braiding without a barbering or cosmetology license.

AB 121 will align state statutes with what is already common practice in our community, and prevent natural hair braiders from running afoul of the law when providing this service. Hair braiding, as defined in AB 121, does not pose a threat to public health and safety because it does not involve the use of dyes, reactive chemicals, chemical hair joining treatments, or other preparations that are commonly used to straighten, curl, or alter the structure of hair.

Hair braiding has been practiced for thousands of years, with techniques often passed down from generation to generation. Requiring hair braiders to obtain a barbering or cosmetology license in order to practice their craft is unnecessary, burdensome and costly.

Recently, state legislatures across the country have been revisiting their licensing requirements for hair braiding, with 19 states eliminating licensing requirements since 2014. With passage of AB 121, Wisconsin would join with 30 other states in allowing hair braiding services to be provided without a license.

I would like to thank my co-authors, Representative Stubbs and Representative Sortwell, and Senator Felzkowski for their work on this bill and thank you, committee members, for your consideration of this proposal.



INSTITUTE FOR JUSTICE

Institute for Justice's Written Testimony in Support of AB 121

March 2, 2021

Dear Chairman Sortwell and Members of the Assembly Committee on Regulatory Licensing Reform:

My name is Jessica Gandy, and I am Legislative Counsel at the Institute for Justice. The Institute for Justice is a national nonprofit public interest law firm that works to protect civil liberties, including economic liberty. The Institute for Justice has untangled braiders from burdensome licensing by litigating civil rights cases in over 13 states. Additionally, we have collaborated with hair braiders to exempt hair braiding from cosmetology licensing in more than a dozen states, including Minnesota and Iowa.

The Institute for Justice supports AB 121 for three reasons. First, natural hair braiding is safe. It poses no risks to consumers. It does not use any chemicals, dyes, or straighteners. It relies solely on the talents that hair braiders have in their hands. Nationwide, there have been very few complaints filed with state boards of cosmetology about health and safety issues related to hair braiding.

Second, AB 121 codifies the Department of Safety and Professional Services' interpretation of the state's cosmetology licensing laws. The Department of Safety and Professional Services does not require hair braiders to obtain a cosmetology license, but there has been past confusion among the Cosmetology Examining Board and braiders regarding whether a cosmetology license is required. The Cosmetology Examining Board requested direction from the legislature on this issue, and AB 121 provides that direction.

Third, AB 121 is a jobs bill. It is an opportunity bill. The benefit of allowing braiders to work freely is well-recognized. Today, **30 states completely exempt braiders from licensure**. In those states, braiders no longer work in underground economies and freely open and work in salons. By removing the license requirement for braiders, AB 121 will reduce barriers to entrepreneurship. For example, in 2012, Mississippi, which did not require hair braiders to be licensed, had over 1,200 registered braiders, whereas its neighbor, Louisiana, which required 500 hours of training for a hair braiding license, had only 32 licensed braiders, despite having a larger Black population. This bill would allow hair braiding entrepreneurs to exercise their constitutional right to earn a living and grow their businesses.

In conclusion, I encourage you to support AB 121 to ensure that natural hair braiders have every opportunity to thrive in Wisconsin. Thank you for your time and the opportunity to submit testimony.

Very truly yours,

Jessica Gandy



Free Markets ■ Opportunity ■ Prosperity

March 3, 2021

Assembly Committee on Regulatory Licensing Reform

Public Hearing: Assembly Bill 121

Representative Sortwell and Members of the Committee:

The Badger Institute would like to submit written testimony in support of Assembly Bill 121, which would clarify the fact that someone does not need to obtain a barber or cosmetology license to perform natural hair braiding in Wisconsin. This bill would eliminate unnecessary confusion and overregulation in the hair-braiding industry and would allow hair braiders across the state to more easily work and obtain a living in their desired field.

According to the Institute for Justice,¹ 30 states already exempt hair braiders from state licensing laws. Yet in Wisconsin, aspiring or practicing hair braiders are sometimes told they must complete 1,500 hours of training from a licensed cosmetology school, a needless requirement that takes at least 10 months and costs thousands of dollars.

We've spoken to hair braiders who have told us that they want to ensure they're practicing legally but have received mixed messages from the Cosmetology Examining Board and the Department of Safety and Professional Services on what – if any – requirements they must complete. A Nigerian woman we spoke to who now lives in Green Bay has been braiding hair for as long as she can remember. She was told she had to attend cosmetology school – a significant investment – and obtain a license to continue practicing but discovered that the topics covered in the coursework were entirely unrelated to her profession. She was not dyeing or cutting hair, only braiding it.

A review by the Institute for Justice² found that customer complaints against hair braiders are extremely rare. They examined nine states and Washington, D.C., and found only six consumer complaints against hair braiders over a seven-year period. None of these were verified by a board.

As Wisconsin continues to recover from the economic impact of the COVID-19 pandemic, it is especially important that the state remove unnecessary barriers that prevent workers and aspiring entrepreneurs from earning a living. We believe AB 121 does just that, and we fully support its passage.

Julie Grace
Policy Analyst, Center for Opportunity
Badger Institute

¹ <https://ij.org/activism/legislation/model-legislation/model-braiding-law/>

² https://ij.org/wp-content/uploads/2016/07/Barriers_To_Braiding-2.pdf



MiladyPro

January 12, 2012 ·

Did you know that placing extensive tension on the hair while braiding can cause "traction alopecia"? This begins with scalp irritation and excessive flakiness and eventually leads to hair loss especially around the hair line.

51

17 Comments 7 Shares

Like

Comment

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Jane Lette So if this happens what is the recommended treatment?

Like · Reply · 8y

1



Yolanda Hunter yes i would like to know too

Like · Reply · 8y



Brandon Lee As well as aggressive on the scalp bleachinh

Like · Reply · 8y



Brandon Lee @jane u need to make sure u base the scalp, and also give your hair a break. Or u could permanently distort the follicle

Like · Reply · 8y

2



Mary Pelletier don't braid the hair so much

Like · Reply · 8y



Brandon Lee Which will lead to permanent damage

Like · Reply · 8y



Leonardo Rosa u tellig me notice my tape was getting higher than usual so no more braids

Like · Reply · 8y



Bobbie Jo Derossett-Williams Sooo true! It also cause tight bumps!

Like · Reply · 8y



Emma Maria Jimenez That is Alopecia Traumatic . Don't. Braid too tide. Do treatments for scalp and hair.

Like · Reply · 8y

1



Mary Murphy Grisham I knew this

Like · Reply · 8y



MiladyPro First step in treating traction alopecia is to educate the client on what is happening to their hair so that they can correct the habit of braiding too tightly. Then apply nurturing treatments to

encourage new hair growth. This may only result in intermittent growth, which is why it's important to re-educate the client as soon as either you, or they, begin to notice the damage.

Like · Reply · 8y

3



Mary Murphy Grisham even head bands do the same

Like · Reply · 8y

1



MaKenzie Anijo Just now learning about this in cosmetology school!

Like · Reply · 8y



Bobbie Jo Derossett-Williams Anybody that braids should know this!!!! Its jus sad that not enough stylist actually care about the integrity of their clients hair...

Like · Reply · 8y

2



Write a comment...



Natural HAIR Growth Challenge

Like Page

February 1 at 7:04 AM ·

🙄Stitch braid for Traction Alopecia for 🌻Protective Style 🌻🚩🚩🚩

Products to Use to Reverse while maintaining this LOOK is JBCO (Jamaican Black Castor Oil)

Add to👉

- massage essential oils (thyme, rosemary, lavender, and cedarwood) in a mixture of carrier oils (jojoba and grapeseed) into their scalp daily. 🌻🌿

#alopecia##thinhair##stitchbraids##feedinbraids##feedins##mediumbraids##blonde##blondehair##kanekalon##facebook##instagram##treatment##regimen##routine##black##braids##individuals##jbcO##essentialoils##oils



6

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Janneen Antonia Brown Black Wall Street Kalamazoo

January 6 ·

Do you have inflamed or extremely itchy scalp from braids with weave? You may have allergies to the coating (white film in second pic) that the hair manufacturer adds to the products. I provided allergy relief treatment services for those that have this issue. I can provide the hair or the client may drop off the hair 2 days prior to the appointment.

Many of my clients and others have reported that they had no itch to only a little itch after the treatment.

Products used for treatment: apple cider vinegar, clarifying shampoo and conditioner. Adding this info for those that may want to know how I remove the film.

I charge \$20 extra for this service which is added to your braid appointment cost.

Contact me for more details. [#kinkykicks](#)



19

5 Comments 1 Share

Like

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TC Custard This very well could be my issue

Like · 5w



Janneen Antonia Brown [TC Custard](#) I believe it could be for sure

Like · 5w



D'reisha Clark Very true! Once I washed my Marley twist hair my scalp was no longer itchy or irritated!

Like · 5w

1



Chasára Morgan Yesss I never keep any hairstyle in long Bc my head be itching soo bad

Like · 5w

1



Janneen Antonia Brown [Chasára Morgan](#) you could get more out of your style and save a little by getting the hair prewashed and treated.

Like · 5w

;



Bryan N Nicole **LOCS WORLD AND LOVIN IT**

December 23, 2019 ·

Traction alopecia is hair loss caused by tightly pulled hairstyles. Caught early, it is fully reversible and the hair can regrow. Over time, however, hair follicles can become irreversibly damaged so that the hair does not regrow.

2

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itchy braids



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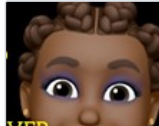
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Itchy Braids? How To Prevent Them

Kay Cola walks you through what she uses to prevent an itchy scalp when getting Corn Rows and how to refresh with minimal...

youtube.com
Nov 13, 2019 · 2 Shares



How to relive itchy scalp | itchy braids| permanent relief for itchy scalp

Music: Breathe slow Musician: Rook1e I personally know how bad a itch scalp could especially when I have braids installed. My...

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HOW TO RELIEVE ITCHY BRAIDS! - SYNTHETIC HAIR ALLERGY

Are your new box braids making your scalp itchy? Don't cut them off just yet! You might be allergic to the synthetic hair! Try this...

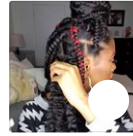
youtube.com
Jul 30, 2018 · 6 Shares



Wake-Up To Makeup

Page · 617 like this · Personal Blog

Dec 4, 2018 · ...to take these old, extremely itchy braids out 😬😬😬 like, I couldn't take it anymore. My scalp was unbearable 😬...feels good to have my hair back out!! Never been so excited for a wash day during my natural hair journey until now (because it's long &...



19

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Photos

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Imo Source Pty Ltd

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Jan 6 · ...things about this process, is how itchy braids make your scalp. This is because of a chemical that is used to coat the synthetic hair. The chemical makes the hair heat resistant and helps prevent mould. This chemical is the reason why the hair can be irritating to your scalp. But...



2

itchy braids



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ITCHY BRAIDS? Say no more! Best Products For Braids &...

ITCHY BRAIDS? Say no more! Best Products For Braids & Protective...

Natural, Black and Beautiful
July 16, 2018 · 5K Views



Get Rid Of Itchy Synthetic Hair w/ QUICK VINEGAR RINSE - White...

Get Rid Of Itchy Synthetic Hair w/ QUICK VINEGAR RINSE - White...

Natural, Black and Beautiful
February 16, 2018 · 2.6K Views



No Itchy Scalp | Moisturizing Box Braids

When wearing box braids, it is important to keep your scalp and...

DiscoveringNatural
November 21, 2018 · 95K Views

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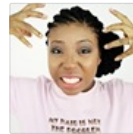
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HapaKenya

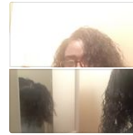
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Apr 16, 2018 · · Ladies, here is a simple solution to itchy braids



Tonya Henry

Nov 29, 2019 · · ...itchy braids, \$250 weave and \$400 wigs look at the HAIR FREEDOM....My FREE braid out is full curls popping ... I get plenty of attention from men, but women say (are those twists?) I Love my hair lol...PRICELESS



27



Braids by Eboni

Page · 1.8K like this · Product/Service

Dec 28, 2019 · · ...as well as promoting hair growth and relieving dry itchy scalp! Braids by Eboni



1 Share



Lisaterri Casimir

Jan 29 · · Are you wearing braids and your scalp has been itchy? Dry? . . Order "Refresh Me" today ✓ soothes itchy scalp ✓ reduces dandruff ✓ cools the scalp @amoramane_hair www.amoramanehair.com Also available at Luxe ! #scalptreatment #itchyscalp #dandruff...



16

3 Comments 11 Shares

itchy braids



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Aug 2, 2019 · ...things about this process, is how itchy braids make your scalp. This is because of a chemical that is used to coat the synthetic hair. The chemical makes the hair heat resistant and helps prevent mould. This chemical is the reason why the hair can be irritating to your scalp....



3

2 Shares

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Amariah Curry shared De'Ja Brown's post

Dec 23, 2019 · With these itchy braids 🙄

1



Pureasia Pinnick
Near Glen Allen, Virginia

Jan 2 · All natural all over. Just took all them damn annoying itchy braids out

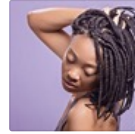


17



Lachelle Perry

Mar 24, 2019 · ...is coming up & I know y'all braids be ITCHY click link below (must watch) best cure ever !



1 Share



Meosha Shelby

Nov 1, 2019 · ...help me figure out what to use for itchy braids under a sew in? Please 🙄🙄

1

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Sha'Bre Lashay

Jan 9 · Since I got my braids my hair has been really itchy...I've washed it and greased my hair, does anybody know any hair products that will help?

2

11 Comments



JD Emery

Dec 2, 2019 · ALRIGHT IT'S WINTER TIME NO MORE NAPPY ITCHY BRAIDS



Kiki Harris

Jan 30 · Time for these braids to come out 🙄 itchy asf uh uh

itchy braids



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Jan 28 · · Dang Fr? ITCHY BRAIDS HO 🙌😬

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Dec 27, 2019 · · ...Natural oils and herbs help sooth dry, itchy scalp as well as help to promote hair growth & thickness. For best results, use daily as needed. \$7 per 4 oz jar, +\$4 for shipping Pickup available for locals www.paypal.me/bevllc



1

2 Comments

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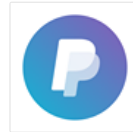
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Braids by Eboni

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Dec 20, 2019 · · ...Natural oils and herbs help sooth dry, itchy scalp as well as help to promote hair growth & thickness. For best results, use daily as needed. \$7 per 4 oz jar, +\$4 for shipping Pickup available for locals www.paypal.me/bevllc



2



Braids by Eboni shared Eboni Cole's post

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Dec 17, 2017 · · ...Braiders & all those that wear braids frequently.....1 last shipment of Fresh Hair Butter going out this week before Christmas! paypal.me/bevllc \$7 per 4oz jar, + \$4 for shipping 🌊Hair Butter is an all natural hair grease that restores vital nutrients to dull lifeless hair. Natural oils...



1



Braids by Eboni shared Eboni Cole's post

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Aug 20, 2017 · · ...Natural oils and herbs help sooth dry, itchy scalp as well as help to promote hair growth. For best result, use daily as needed.



Braids by Eboni shared Eboni Cole's post

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Dec 6, 2017 · · ...Natural oils and herbs help sooth dry, itchy scalp as well as help to promote hair growth & thickness. For best result, use daily as needed. Contact Braids by Eboni for more information



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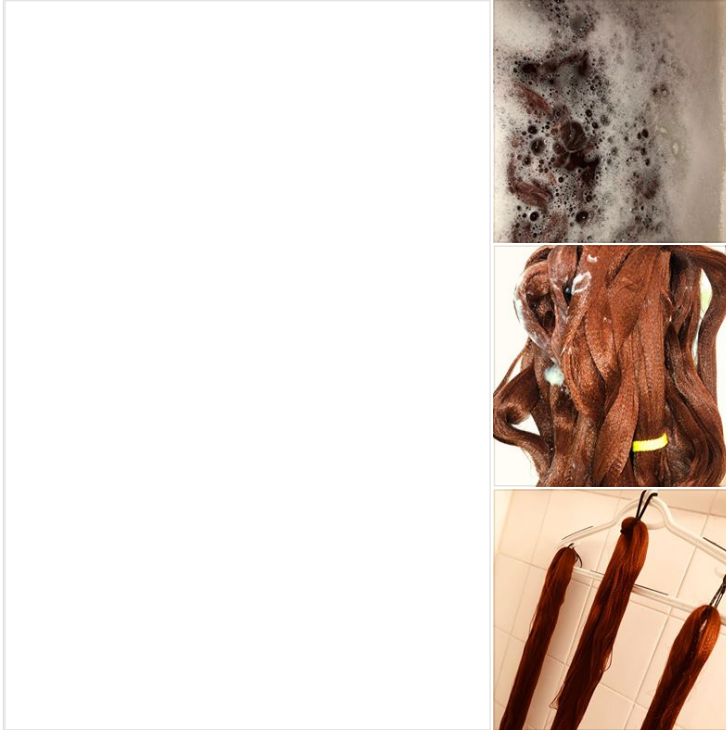
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Tiyana Motta

February 9 at 9:12 AM ·

If you have an itchy scalp while having a style using braiding hair, Soaking the hair in apple cider vinegar helps remove any chemical on the hair which causes most people scalp to become itchy or irritated after the first couple days. I did it and it works 🙌 Thank me later!!!!!!



6

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Tay Rivas Neeeeded next time u do my hair

Like · Reply · 6d



Tiyana Motta replied · 1 Reply



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Candida Esther B Flores

Mari Pliego is a mutual friend.

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Rina Poston

2 mutual friends

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Nicole Murry

January 30 at 10:15 AM ·

Ladies with LOC'S what can I used to stop my scalp from itching I never had problems with itchy scalps until I started wearing braids before locs 🤔

4

5 Comments

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Alexis NeviaEnt Johnson Tarah Spearman got bomb products cousin try those out

Like · 2w

1



Nicole Murry Alexis NeviaEnt Johnson ok thanks fam

Like · 2w

1



Tarah Spearman www.crownedbylocgod.com

It's the scalp relief or you can pick up from salon on hickory hill if you are local



CROWNEDBYLOGGOD.COM
HOME | Crowned by LocGod

Like · 2w



Nicole Murry Tarah Spearman ok thanks I'll be there around 1 today.. I need it bad 🤔

Like · 2w

1



Kee Bop How much u charge to lock my hair ?

Like · 2w

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Mari Pliego is a mutual friend.

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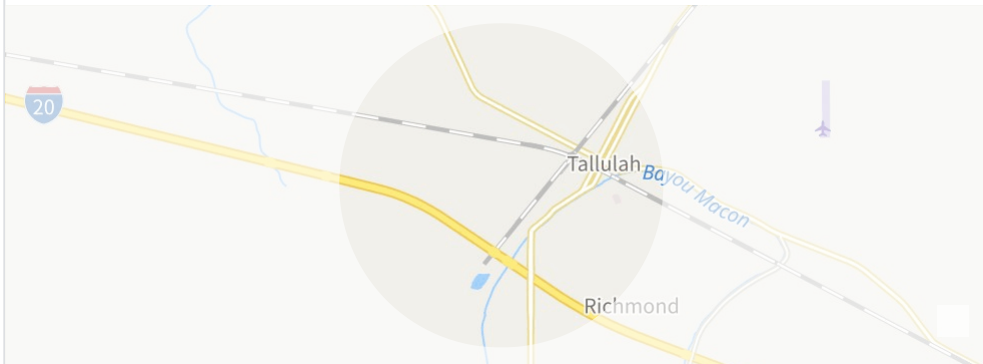
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Sha'Bre Lashay was looking for recommendations.

January 9 ·

Since I got my braids my hair has been really itchy...I've washed it and greased my hair, does anybody know any hair products that will help?



Looking for recommendations in
Tallulah, Louisiana



Michael, Kim and 19 other friends have asked for recommendations. You can too.

Try It

2

11 Comments

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Bridgette Henderson Sulfar 8 grease it will soothe your scalp

Like · Reply · 5w



KeKe Keeshun Get you a good leave in spray. Your scalp is just dry and probably exposed to the elements. Which in the winter months can be a huge factor. Cantu leave in spray in my go to

Like · Reply · 5w · Edited

1



Bridgette Henderson KeKe Keeshun wish u was here to braid mines

Like · Reply · 5w



KeKe Keeshun Bridgette Henderson me too auntie.

Like · Reply · 5w

1

[View 2 more replies](#)



KeKe Keeshun Coconut oil is not really a good choice in winter (my opinion) you could you a moisturizer and spray.

Like · Reply · 5w

1



Jalishia Phillips You Could Also Try Cleaning The Braiding Hair



Before You Use It. Ik Some People Be Allergic To The Chemicals In The Hair.

[Like](#) · [Reply](#) · 5w

1



Write a comment...



Meosha Shelby

November 1, 2019 ·

Can somebody help me figure out what to use for itchy braids under a sew in? Please



1

4 Comments

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Angela Lenore A good pen and some good oil 🙏🙏🙏🙏🙏🙏



Like · Reply · 15w

1



Alicia Marie Shampoo and toothbrush

Like · Reply · 15w



Angela Lenore



TENOR

Like · Reply · 15w



William Scott Take them out and scratch your shit

Like · Reply · 15w

2

Like · Reply · Love



Write a comment...

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Pureasia Pinnick is in Glen Allen, Virginia.

January 2 ·

All natural all over. Just took all them damn annoying itchy braids out



17

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Traction Alopecia

<https://www.facebook.com/MennyRoyal29/videos/1236598246549138/>



<https://dermnetz.org/topics/traction-alopecia/>



<https://www.baumanmedical.com/especially-women/traction-alopecia/>



<https://chicladyt.com/weaves-damage-hair-amazing-hair-transformations/>

<https://youtu.be/8LKBBqTDqhM>



State of Wisconsin
2021 - 2022 LEGISLATURE

LRB-0469/1
KP:emw

2021 BILL

1 **AN ACT** *to amend* 454.20 (2); and *to create* 454.20 (11m) and 454.20 (12m) of the
2 statutes; **relating to:** practicing hair braiding without a license.

Analysis by the Legislative Reference Bureau

This bill specifies that a person does not need to obtain a barbering or cosmetology license in order to perform natural hair braiding, which is defined in the bill as twisting, wrapping, weaving, extending, locking, crocheting, or braiding hair by hand or with a mechanical device.

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

3 **SECTION 1.** 454.20 (2) of the statutes is amended to read:

4 454.20 (2) “Barbering” means, for compensation, arranging, styling, dressing,
5 shampooing, cleansing, curling, dyeing, tinting, coloring, bleaching, waxing, waving,
6 straightening, cutting, shaving, trimming, relaxing, singeing, or performing similar
7 work upon the hair of the head, neck, or face of any person by any means. “Barbering”

BILL**SECTION 1**

1 does not include the removal of a person's hair at the root, natural hair braiding, or
2 the application of temporary or permanent eyelash extensions to the eyelashes of a
3 person.

4 **SECTION 2.** 454.20 (11m) of the statutes is created to read:

5 454.20 (11m) "Mechanical device" means a clip, comb, crochet hook, curler,
6 curling iron, hairpin, roller, scissors, needle, thread, or hair binder.

7 **SECTION 3.** 454.20 (12m) of the statutes is created to read:

8 454.20 (12m) (a) "Natural hair braiding" means twisting, wrapping, weaving,
9 extending, locking, crocheting, or braiding hair by hand or with a mechanical device.

10 "Natural hair braiding" includes all of the following:

11 1. Using natural or synthetic hair extensions, natural or synthetic hair or
12 fibers, decorative beads, and other hair accessories.

13 2. Trimming of natural hair or hair extensions incidental to twisting, wrapping,
14 weaving, extending, locking, crocheting, or braiding hair.

15 3. Making wigs from natural hair, natural fibers, synthetic fibers, or hair
16 extensions.

17 4. Using topical agents such as conditioners, gels, moisturizers, oils, pomades,
18 and shampooes in conjunction with an activity described in this paragraph.

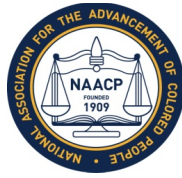
19 (b) "Natural hair braiding" does not include any of the following:

20 1. The application of dyes, reactive chemicals, or other preparations to alter the
21 color of the hair or to straighten, curl, or alter the structure of the hair.

22 2. Using chemical hair joining agents such as synthetic tape, keratin bonds, or
23 fusion bonds.

24

(END)



WWW.NAACP.ORG

NAACP
Dane County Branch #36AB

March 3, 2021

Office of Representative Shelia Stubbs
Room 17 North, 2 E Main St.
Madison, WI 53703

Re: Relating to practicing hair braiding without a license.

According to the Analysis by the Legislative Reference Bureau, this bill specifies that a person does not need to obtain a barbering or cosmetology license to perform natural hair braiding, which is defined in the bill as twisting, wrapping, weaving, extending, locking, or braiding hair by hand or with a mechanical device.

I agree with the Institute for Justice that “Natural hair braiding is a beauty practice popular among many African, African-American and immigrant communities in the United States. Braiding is a very safe practice as braiders do not use any dangerous chemicals, dyes or coloring agents and do not cut hair.”

The 30 states that do not require licensure are promoting small business development, entrepreneurship, and economic independence in our communities. Wisconsin can do the same.
Sincerely,

Greg Jones, President
NAACP Dane County