



State of Wisconsin
2023 - 2024 LEGISLATURE

LRB-2794/1
JAM:amn

2023 SENATE BILL 246

April 14, 2023 - Introduced by Senators TAYLOR, L. JOHNSON, WIRCH, SPREITZER, LARSON and HESSELBEIN, cosponsored by Representatives MYERS, STUBBS, DRAKE, VINING, EMERSON, BALDEH, BARE, GOYKE, ORTIZ-VELEZ, SNODGRASS, SHELTON, JOERS, RATCLIFF, CONLEY, OHNSTAD, SUBECK, JACOBSON, J. ANDERSON, HAYWOOD, CLANCY, C. ANDERSON, MADISON and PALMERI. Referred to Committee on Labor, Regulatory Reform, Veterans and Military Affairs.

1 **AN ACT** *to renumber* 15.04 (1) (g), 48.82 (1), 106.58, 118.13 (1), 118.20 (1), 230.18
2 and 756.001 (1); and *to create* 15.04 (1) (g) 1., 16.70 (10p), 16.70 (10t), 36.05
3 (10g), 36.05 (10r), 38.01 (6g), 38.01 (6r), 47.01 (4), 47.01 (4m), 48.82 (1g), 51.01
4 (13g), 51.01 (13r), 66.1011 (1m) (f), 66.1011 (1m) (g), 66.1201 (3) (mr), 66.1201
5 (3) (mv), 66.1213 (4) (ng), 66.1213 (4) (nr), 66.1301 (3) (pg), 66.1301 (3) (pr),
6 66.1331 (3) (hm), 66.1331 (3) (jm), 66.1333 (2m) (hm), 66.1333 (2m) (im), 106.50
7 (1m) (pg), 106.50 (1m) (pr), 106.52 (1) (dg), 106.52 (1) (er), 106.58 (1), 111.32
8 (12k), 111.32 (12L), 111.70 (1) (mg), 111.70 (1) (mr), 111.81 (15p), 111.81 (15u),
9 118.13 (1) (a), 118.134 (1g), 118.20 (1) (a), 118.40 (4) (ae), 194.01 (11m), 194.01
10 (12m), 224.71 (12g), 224.71 (12r), 227.01 (10g), 227.01 (10r), 230.18 (1), 234.01
11 (11), 234.01 (12), 321.01 (10g), 321.01 (10r), 440.40 (5g), 440.40 (5r), 600.03
12 (40g), 600.03 (40r) and 756.001 (1d) of the statutes; **relating to:** prohibiting

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1 discrimination based on traits historically associated with race, including hair
2 texture and protective hairstyles.

Analysis by the Legislative Reference Bureau

This bill provides that prohibitions of race-based discrimination include discrimination related to traits historically associated with race, including hair texture and protective hairstyles. “Protective hairstyle” is defined in the bill to include braids, locs, and twists.

Under current law, discrimination because of race is prohibited in employment, housing, education, service as a juror, adoption, and the equal enjoyment of a public place of accommodation or amusement. This bill prohibits discrimination based on traits historically associated with race in employment, housing, education, service as a juror, adoption, and the equal enjoyment of a public place of accommodation or amusement.

Current law also prohibits motor carriers, automobile insurers, mortgage bankers, mortgage loan originators, mortgage brokers, and real estate brokers and salespersons from discriminating against a person on the basis of race; prohibits discrimination based on race in the provision of vocational rehabilitation or mental health services; and prohibits the University of Wisconsin System Board of Regents from investing gifts, grants, and bequests in companies that practice discrimination on the basis of race. This bill prohibits discrimination based on traits historically associated with race in these areas.

For further information see the state and local 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.** 15.04 (1) (g) of the statutes is renumbered 15.04 (1) (g) 2.

4 **SECTION 2.** 15.04 (1) (g) 1. of the statutes is created to read:

5 15.04 (1) (g) 1. In this paragraph:

6 a. “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

7 b. “Race” includes traits historically associated with race, including hair
8 texture and protective hairstyles.

9 **SECTION 3.** 16.70 (10p) of the statutes is created to read:

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1 16.70 (10p) “Protective hairstyles” includes hairstyles such as braids, locs, and
2 twists.

3 **SECTION 4.** 16.70 (10t) of the statutes is created to read:

4 16.70 (10t) “Race” includes traits historically associated with race, including
5 hair texture and protective hairstyles.

6 **SECTION 5.** 36.05 (10g) of the statutes is created to read:

7 36.05 (10g) “Protective hairstyles” includes hairstyles such as braids, locs, and
8 twists.

9 **SECTION 6.** 36.05 (10r) of the statutes is created to read:

10 36.05 (10r) “Race” includes traits historically associated with race, including
11 hair texture and protective hairstyles.

12 **SECTION 7.** 38.01 (6g) of the statutes is created to read:

13 38.01 (6g) “Protective hairstyles” includes hairstyles such as braids, locs, and
14 twists.

15 **SECTION 8.** 38.01 (6r) of the statutes is created to read:

16 38.01 (6r) “Race” includes traits historically associated with race, including
17 hair texture and protective hairstyles.

18 **SECTION 9.** 47.01 (4) of the statutes is created to read:

19 47.01 (4) “Protective hairstyles” includes hairstyles such as braids, locs, and
20 twists.

21 **SECTION 10.** 47.01 (4m) of the statutes is created to read:

22 47.01 (4m) “Race” includes traits historically associated with race, including
23 hair texture and protective hairstyles.

24 **SECTION 11.** 48.82 (1) of the statutes is renumbered 48.82 (1r).

25 **SECTION 12.** 48.82 (1g) of the statutes is created to read:

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1 48.82 **(1g)** In this section:

2 (a) “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

3 (b) “Race” includes traits historically associated with race, including hair
4 texture and protective hairstyles.

5 **SECTION 13.** 51.01 (13g) of the statutes is created to read:

6 51.01 **(13g)** “Protective hairstyles” includes hairstyles such as braids, locs, and
7 twists.

8 **SECTION 14.** 51.01 (13r) of the statutes is created to read:

9 51.01 **(13r)** “Race” includes traits historically associated with race, including
10 hair texture and protective hairstyles.

11 **SECTION 15.** 66.1011 (1m) (f) of the statutes is created to read:

12 66.1011 **(1m)** (f) “Protective hairstyles” includes hairstyles such as braids, locs,
13 and twists.

14 **SECTION 16.** 66.1011 (1m) (g) of the statutes is created to read:

15 66.1011 **(1m)** (g) “Race” includes traits historically associated with race,
16 including hair texture and protective hairstyles.

17 **SECTION 17.** 66.1201 (3) (mr) of the statutes is created to read:

18 66.1201 **(3)** (mr) “Protective hairstyles” includes hairstyles such as braids, locs,
19 and twists.

20 **SECTION 18.** 66.1201 (3) (mv) of the statutes is created to read:

21 66.1201 **(3)** (mv) “Race” includes traits historically associated with race,
22 including hair texture and protective hairstyles.

23 **SECTION 19.** 66.1213 (4) (ng) of the statutes is created to read:

24 66.1213 **(4)** (ng) “Protective hairstyles” includes hairstyles such as braids, locs,
25 and twists.

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1 **SECTION 20.** 66.1213 (4) (nr) of the statutes is created to read:

2 66.1213 (4) (nr) “Race” includes traits historically associated with race,
3 including hair texture and protective hairstyles.

4 **SECTION 21.** 66.1301 (3) (pg) of the statutes is created to read:

5 66.1301 (3) (pg) “Protective hairstyles” includes hairstyles such as braids, locs,
6 and twists.

7 **SECTION 22.** 66.1301 (3) (pr) of the statutes is created to read:

8 66.1301 (3) (pr) “Race” includes traits historically associated with race,
9 including hair texture and protective hairstyles.

10 **SECTION 23.** 66.1331 (3) (hm) of the statutes is created to read:

11 66.1331 (3) (hm) “Protective hairstyles” includes hairstyles such as braids,
12 locs, and twists.

13 **SECTION 24.** 66.1331 (3) (jm) of the statutes is created to read:

14 66.1331 (3) (jm) “Race” includes traits historically associated with race,
15 including hair texture and protective hairstyles.

16 **SECTION 25.** 66.1333 (2m) (hm) of the statutes is created to read:

17 66.1333 (2m) (hm) “Protective hairstyles” includes hairstyles such as braids,
18 locs, and twists.

19 **SECTION 26.** 66.1333 (2m) (im) of the statutes is created to read:

20 66.1333 (2m) (im) “Race” includes traits historically associated with race,
21 including hair texture and protective hairstyles.

22 **SECTION 27.** 106.50 (1m) (pg) of the statutes is created to read:

23 106.50 (1m) (pg) “Protective hairstyles” includes hairstyles such as braids,
24 locs, and twists.

25 **SECTION 28.** 106.50 (1m) (pr) of the statutes is created to read:

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1 106.50 **(1m)** (pr) “Race” includes traits historically associated with race,
2 including hair texture and protective hairstyles.

3 **SECTION 29.** 106.52 (1) (dg) of the statutes is created to read:

4 106.52 **(1)** (dg) “Protective hairstyles” includes hairstyles such as braids, locs,
5 and twists.

6 **SECTION 30.** 106.52 (1) (er) of the statutes is created to read:

7 106.52 **(1)** (er) “Race” includes traits historically associated with race,
8 including hair texture and protective hairstyles.

9 **SECTION 31.** 106.58 of the statutes is renumbered 106.58 (2).

10 **SECTION 32.** 106.58 (1) of the statutes is created to read:

11 106.58 **(1)** In this section:

12 (a) “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

13 (b) “Race” includes traits historically associated with race, including hair
14 texture and protective hairstyles.

15 **SECTION 33.** 111.32 (12k) of the statutes is created to read:

16 111.32 **(12k)** “Protective hairstyles” includes hairstyles such as braids, locs,
17 and twists.

18 **SECTION 34.** 111.32 (12L) of the statutes is created to read:

19 111.32 **(12L)** “Race” includes traits historically associated with race, including
20 hair texture and protective hairstyles.

21 **SECTION 35.** 111.70 (1) (mg) of the statutes is created to read:

22 111.70 **(1)** (mg) “Protective hairstyles” includes hairstyles such as braids, locs,
23 and twists.

24 **SECTION 36.** 111.70 (1) (mr) of the statutes is created to read:

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1 111.70 (1) (mr) “Race” includes traits historically associated with race,
2 including hair texture and protective hairstyles.

3 **SECTION 37.** 111.81 (15p) of the statutes is created to read:

4 111.81 (15p) “Protective hairstyles” includes hairstyles such as braids, locs,
5 and twists.

6 **SECTION 38.** 111.81 (15u) of the statutes is created to read:

7 111.81 (15u) “Race” includes traits historically associated with race, including
8 hair texture and protective hairstyles.

9 **SECTION 39.** 118.13 (1) of the statutes is renumbered 118.13 (1) (b).

10 **SECTION 40.** 118.13 (1) (a) of the statutes is created to read:

11 118.13 (1) (a) In this subsection:

12 1. “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

13 2. “Race” includes traits historically associated with race, including hair
14 texture and protective hairstyles.

15 **SECTION 41.** 118.134 (1g) of the statutes is created to read:

16 118.134 (1g) In this section:

17 (a) “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

18 (b) “Race” includes traits historically associated with race, including hair
19 texture and protective hairstyles.

20 **SECTION 42.** 118.20 (1) of the statutes is renumbered 118.20 (1) (b).

21 **SECTION 43.** 118.20 (1) (a) of the statutes is created to read:

22 118.20 (1) (a) In this subsection:

23 1. “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

24 2. “Race” includes traits historically associated with race, including hair
25 texture and protective hairstyles.

SENATE BILL 246**SECTION 44**

1 **SECTION 44.** 118.40 (4) (ae) of the statutes is created to read:

2 118.40 (4) (ae) *Definitions.* In this subsection:

3 1. “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

4 2. “Race” includes traits historically associated with race, including hair
5 texture and protective hairstyles.

6 **SECTION 45.** 194.01 (11m) of the statutes is created to read:

7 194.01 (11m) “Protective hairstyles” includes hairstyles such as braids, locs,
8 and twists.

9 **SECTION 46.** 194.01 (12m) of the statutes is created to read:

10 194.01 (12m) “Race” includes traits historically associated with race, including
11 hair texture and protective hairstyles.

12 **SECTION 47.** 224.71 (12g) of the statutes is created to read:

13 224.71 (12g) “Protective hairstyles” includes hairstyles such as braids, locs,
14 and twists.

15 **SECTION 48.** 224.71 (12r) of the statutes is created to read:

16 224.71 (12r) “Race” includes traits historically associated with race, including
17 hair texture and protective hairstyles.

18 **SECTION 49.** 227.01 (10g) of the statutes is created to read:

19 227.01 (10g) “Protective hairstyles” includes hairstyles such as braids, locs,
20 and twists.

21 **SECTION 50.** 227.01 (10r) of the statutes is created to read:

22 227.01 (10r) “Race” includes traits historically associated with race, including
23 hair texture and protective hairstyles.

24 **SECTION 51.** 230.18 of the statutes is renumbered 230.18 (2).

25 **SECTION 52.** 230.18 (1) of the statutes is created to read:

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1 230.18 (1) In this section:

2 (a) “Protective hairstyles” includes hairstyles such as braids, locs, and twists.

3 (b) “Race” includes traits historically associated with race, including hair
4 texture and protective hairstyles.

5 **SECTION 53.** 234.01 (11) of the statutes is created to read:

6 234.01 (11) “Protective hairstyles” includes hairstyles such as braids, locs, and
7 twists.

8 **SECTION 54.** 234.01 (12) of the statutes is created to read:

9 234.01 (12) “Race” includes traits historically associated with race, including
10 hair texture and protective hairstyles.

11 **SECTION 55.** 321.01 (10g) of the statutes is created to read:

12 321.01 (10g) “Protective hairstyles” includes hairstyles such as braids, locs,
13 and twists.

14 **SECTION 56.** 321.01 (10r) of the statutes is created to read:

15 321.01 (10r) “Race” includes traits historically associated with race, including
16 hair texture and protective hairstyles.

17 **SECTION 57.** 440.40 (5g) of the statutes is created to read:

18 440.40 (5g) “Protective hairstyles” includes hairstyles such as braids, locs, and
19 twists.

20 **SECTION 58.** 440.40 (5r) of the statutes is created to read:

21 440.40 (5r) “Race” includes traits historically associated with race, including
22 hair texture and protective hairstyles.

23 **SECTION 59.** 600.03 (40g) of the statutes is created to read:

24 600.03 (40g) “Protective hairstyles” includes hairstyles such as braids, locs,
25 and twists.

