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Keeping It Real™

Sanitation,
Hygiene &
Health
Control
for the
Textured
Hair Stylists



"Three things in life – your health, your mission, and the people you love. That's it."

Naval Ravikant

**Written by:
Susan L. Peterkin
Diane C. Bailey**

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WELCOME To The New Normal of Sanitation, Hygiene & Health Control in the Beauty Industry

Who are you going to be when this pandemic is over? What will be your new normal?



Susan L. Peterkin

Entrepreneur, Industry Leader, Master Stylist, Advocate, Educator

Susan's passion for nurturing natural hair has taken her on a journey of a lifetime in the natural hair care industry. She is an industry leader; a senior licensed cosmetologist in New York and Maryland, a natural hair care conference and event planner, and an adjunct professor and Master Stylist who has consulted for SheaMoisture.

Susan's expertise includes the art and science of natural hair care, barbering, and hair coloring for textured hair. As an industry leader, Susan has established relationships that have helped fortify the natural hair industry. As a member of the CROWN Coalition, Susan supported efforts that led to the adoption of the CROWN Act, legislation passed in the Maryland General Assembly that expands the state's discrimination law to protect hair texture, Afro hairstyles, and protective hairstyles such as braids, twists and locs.

As the CEO and Co-founder of The Natural Hair Industry Convention (NHIC), Susan has worked diligently to deliver the annual trade show with the mission to establish a network of natural hair care professionals and foster an environment for members to develop camaraderie, support growth, and share and experience creativity among their peers. At NHIC, cosmetologists, natural hair stylists, braiders, locticians, and barbers learn hands on artistry and gain tools and resources to help them develop professional business skills.

As an adjunct professor at Montgomery College in Montgomery County Maryland, Susan educates professionals and consumers about natural hair care. In 2016, Susan created and implemented the first Natural Hair Care course in Maryland's Montgomery County Correctional Facility. The two pilot sessions were 8-week courses that were so successful that both courses are now a permanent part of the curriculum.

Susan's career has spanned over 35 years; including her 25 years as the salon owner and lead stylist of Jaha Hair Studio in Silver Spring, Maryland. Most recently, Susan has expanded her services as a hair loss consultant at the PeterKINDred Hair & Scalp Wellness Center in Columbia, Maryland.

"Even after 36 years, my passion and commitment to the natural hair industry remains as strong as ever. I love this industry that has blessed me for more than 3 decades. I'm determined to uphold the highest standards and integrity of the industry as I continue on this journey."

Susan L. Peterkin

Owner and Lead Stylist, Jaha Hair Studio

CEO/Co-Founder NHIC



Diane C. Bailey

CEO, Global Brand Ambassador, Master Stylist, Consultant, Author

For Diane Bailey natural hair is more than a hairstyle, it is a way of being and a lifestyle. For more than 40 years, Ms. Bailey has taken the journey into salon entrepreneurship. As the president and art director of Tendrils Hair Spa, Ms Bailey established one of the first salons in New York City to feature chemically free services for textured hair. As an appointed advisor to the state of New York, she has helped in the development of the nation's first natural hair styling license, in 1999, she wrote the first textbook Natural Hair and Braiding by Milady and has created several professional curriculums to teach the art form of natural hair styling. Ms. Bailey's second book, Milady's Natural Hair and Braiding launched in 2014, which has become the standard textbook for cosmetology schools.

Ms. Bailey is a thought leader, as the founder and CEO of EMERGE: Natural Beauty Industry Alliance, she has created a natural beauty trade association for the uplifting and transformation of the natural hair community and industry. This year Ms. Bailey has partnered with the NYC Commission On Human Rights, creating the event featuring the New Guidelines For Hair Diversity. As a member of the EMERGE:NBIA has collaborated with the Dove-CROWN COALITION at the Natural Hair Industry Convention; the Hair Discrimination Symposium: The Law, Advocacy and Healing.

As Global Brand Ambassador for SheaMoisture Brands, Ms. Bailey was a part of the Event and Marketing departments of Sundial Brands. As an expert presenter for SheaMoisture Brands, Ms. Bailey embodied the objectives of Sundial Brands, which is to provide credible, trustworthy brand value and share information that promotes real engagement to this international beauty brand.

As a writer, Diane Bailey has contributed editorial content, interviews and pictorials for many national hair and fashion magazines offline and online, including Oprah Magazine, Cosmopolitan UK, Nylon.com, NaturallCurly.com, Spotlyte.com StyleBlazer.com, Essence.com, Essence Magazine, Allure, Lucky, Heart and Soul, Modern Salon, Hype Hair, Braids and Beauty, New York Times and several others. As a celebrity hair stylist, she has been honored to work with Beyoncé Knowles, Lauryn Hill, Terry McMillian, Iyanla Vanzant and many other creative artists.

" The natural hair aesthetics is here to stay as a cultural standard of beauty, more people are embracing African and multi-textured hair. It is my passion to create educational events for everyone to embrace their textured hair and value a lifestyle that is healthy and balanced."

Diane C. Bailey

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Black Americans are disproportionately affected by COVID-19

Death statistics for Black Americans as of May 19, 2020:
All known deaths 20,195

State	COVID-19 Statistics	% of Population	% of Deaths
New York	6,768	14	26
Louisiana	1,360	32	55
DC	90	44	76
Georgia	807	31	49
Maryland	854	29	42

"APM Research Lab. (2020). [A graph that shows where Black deaths are over-represented or proportionally represented, relative to their population, in places with 10 or more known deaths]. Black Americans: Percent of COVID-19 deaths and population, through May 27, 2020. Retrieved from <https://www.apmresearchlab.org/covid/deaths-by-race>"

Protect Yourself First!

The US government recommends that ALL Americans wear masks/ face covering in public

[CDC link](#): refer to this link for details regarding the rules and regulations for your location.



Types of masks:

N95 (or KN95/FFP2)

- Filters 95% of particles
- Recommended for medical use only

Regular Surgical Masks:

- For general use
- Designed to contain droplets
- Acts as a barrier to keep moisture in and out.

Self made masks:

- Made with or without filters
- Made from cotton
- Cut up t-shirts, handkerchief, or a scarf

Cross-contamination:

- The process by which bacteria or other microorganisms are unintentionally **transferred** from one substance or object to another, with harmful effects.
- For example, removing your mask and placing it on your work space contaminates your work space and/ or mask.

Disposable masks:

- N95
- Regular surgical masks

Reusable Masks:

- Made from fabric
- Your scarf/bandana
- T-shirt
- Handkerchief

******Disposable Filters can be added to your homemade masks******

Examples of disposable filters: air conditioner filter and coffee filter

The background of the image is a blue-tinted photograph of a tiled floor. In the center, there is a white plastic sign with a blue border. The sign has a handle at the top and the words "CAUTION" and "CLEANING IN PROGRESS" printed on it. The sign is slightly tilted. The overall image has a strong blue color cast.

CAUTION CLEANING IN PROGRESS

The Decontamination Process

To decontaminate is to reduce or prevent the spread of disease caused by infectious germs in the salon environment.

The decontamination process always requires cleansing with soap and water first.

The Three (3) Levels of Salon Cleansing

Cleansing

a mechanical process using soap and water


Disinfectants

using an EPA Approved detergent; to be used on hard surfaces to, to not be used on soft or porous surfaces

Sterilization

to use high intense heat via a pressure autoclave or heat from a clothes dryer

Decontamination I:  Clean + Disinfect

Decontamination II:  Clean + Sterilization

Decontamination is important for preventing exposure to:

- Blood
- Infectious materials
- Dust
- Dirt
- Other contaminants & Pathogens

The Decontamination Process

The Three (3) Levels of Salon Cleansing

The Decontamination Process

- Decontamination I:
 - Clean + Disinfect
- Decontamination II:
 - Clean + Sterilization



Cleansing

- Soap+Water

Disinfectants

- EPA Approved detergent

Sterilization

- Heat or Pressure autoclave

Disinfectant Solutions

Four Important facts about disinfectant solutions

- Must be EPA Approved with an EPA number on the container/bottle
- To be used on hard non-porous surfaces e.g. glass, metal, and plastic/synthetic materials
- Soft surfaces cannot be disinfected, they must be cleaned and sterilized(heat)
- Only works on clean items, disinfect after cleaning with soap and water

How to Use

- Contact times
 - Submerging - 10 minutes
 - Spray - 10 minutes
- Make a fresh batch of submersible solution daily
- Spray solution should be used until finished
- To make a bleach solution, mix 5 tablespoons (1/3rd cup) bleach per gallon of room temperature water

The Importance of Disinfectants during the COVID-19 Pandemic

If clients lose confidence in the safety of your salon space, they will NOT return for future services. You should be well versed in the use of disinfectants and the cleaning process so that you can answer your clients questions with confidence. This will help to create a sense of safety and reassurance for your clients. Read the labels for instructions on how to measure and mix your disinfectant solutions. This is important because after the COVID-19 pandemic, your clients will demand a clean and infection free salon.

- For example, if your client is waiting in their car, text them to let them know that you are completing your cleaning process.



*Diamond Disinfectant 1000
www.magicwandandcompany.com



*Salon Care Disinfectant
www.sallybeauty.com



*Mada-Cide
www.madamedical.com



*Opti-Cide Max
www.mirco-scientific.com

Understanding the Decontamination Process

Wipes:

- Easy to use on hard surfaces (ie. dryers, air conditioners, fans, back bar, doorknobs, phones, iPads, credit cards machines).
- Contact time is 2-4 minutes.
- For porous/ soft surfaces , ie. chair coverings and upholstery use commercial cleaners like Method All- Purpose Cleaner, or warm water and vinegar or soap and water



Washing Hands: (The Golden Star)

- "Be sure to rub your hands vigorously for at least 20 to 30 seconds.
- Soap and water is one of the best solutions for infection control.
- The bubbles created when washing hands trap and remove the dirt.
- Antibacterial soap only kills bacteria, therefore it does not kill the COVID-19 virus. These soaps tend to be drying to the hands and may lead to cracked skin. Regular liquid soap is sufficient.



Plant Based Sanitizers:

- Tea tree and Eucalyptus essential oils both have antibacterial and antifungal properties.
- To create an effective sanitizer, you must add 70% Isopropyl or ethyl alcohol to the solution.
- This solution is very effective against bacteria, fungus, and viruses.
- Plant-based sanitizers are not disinfectants.



Universal Precautions

A set of guidelines that assume ALL human blood and body fluids are infectious with pathogens

Cross-contamination:

The process by which bacteria or other microorganisms are unintentionally transferred from one substance or object to another, with harmful effects.

- Use the decontamination process to correct cross-contamination.
- Having great personal hygiene and a clean and sanitized salon environment is the best way to reduce infection and control cross-contamination.

Examples of cross-contamination are:

- Reusing a tool that has fallen on the floor before disinfecting it.
- Using one comb on multiple clients without disinfecting.
- Not washing your hands before and after each client.

Daily Disinfection Checklist

This page can be printed and used in your salon.

Reception area:

- Tables, Counters/Surfaces
- Reception Desk
- Salon Phone, Cell phone
- Credit Cards Machine
- Computer Keyboard
- Door handles
- Electronics (wipes)
- Air condition
- Shelves, Glass
- Displays

Workstation Tools:

- Razors
- Mirrors
- Mixing utensils
- Clips, Rollers
- Clippers
- Hair Dryers
- Crochet needles
- Steamers
- Blow Dryers
- Chairs, Headrests
- Rolling Carts/Caddies



Sanitation Protocols Cleaning Checklist

Guidelines for a
healthy salon

- Always use an EPA (Environmental Protection Agency) approved disinfectant.
- Have an appropriate amount of washable drapes/capes for each guest due to the disinfection process.
- Have enough hair clips for the day. Use the Sanitary Maintenance Area (SMA) System (see page 14).
- A strong client communication plan and a system for rescheduling that complies with your state or county's legal guidelines. *Note: If the scheduling guidelines are not clear in your city yet, it is likely not a good time to reopen.*
- Have enough washable drapes/capes for each guest since they must be washed in hot water between each use.
- Have plenty of hair clips since you will need to disinfect between uses. Use the SMA System.
- Create a plan to disinfect all brushes, combs, and shears between uses.
- Develop a plan to disinfect your station in full after every guest.
- Have a plan to disinfect the salon's doorknobs, light switches, and all surfaces daily.
- Have a plan to alert your clients from their cars when you are ready for them (all signs indicate waiting rooms will not be allowed for the foreseeable future).
- Are sinks accessible for your clients to wash their hands with hand soap?
- Ensure all used towels and drapes are placed in a closed container until they can be cleaned and disinfected. Have a thorough and efficient laundry system to replace them regularly.
- Laundry: All towels must be washed with soap and water, then dried at high heat to completely ensure that pathogens are eliminated.
- Have an ample amount of washable masks to wear while working with clients.
- Have backup masks for your guests to wear in case they did not bring one.
- Have hand sanitizer(s) available in the lobby, break room, and at each station.
- Have alcohol wipes to use on chairs, hand rests, and other soft surfaces that clients touch.
- Reminder: Remove items that cannot be disinfected from the lobby – magazines, stylebooks, snacks, etc.
- The Golden Star: wash hands with soap and water.
- Wear plastic gloves when necessary.
- Develop and implement a strict protocol on how to handle unused gel. Gel on the back of the hand leads to cross-contamination. When styling a client, never apply styling gel to the back of your hand.
- Clean & Disinfect tools and implements consistently. Remember your decontamination process.
- Never share combs, brushes, clips or disposable caps between clients.
- Never eat or drink when servicing a client.

****Universal Precautions - Universe means all. Guidelines from the CDC (Center of Disease Control & Prevention) Everyone is to assume that ALL human blood and body fluids are infectious and contain pathogens.***

SMA: Sanitary Maintenance Area

An area kept clean/disinfected for setup of the stylists implements and supplies

See examples of SMAs below.

An SMA can be an individual color coded tray, container, or towel/ paper towel.

- Any tool or implement that touches the client's body, scalp, hair, and/or skin should always be placed on the SMA.
- Every client **MUST** have their own SMA.



SMA 1

SMA 1: the black area containing the tail comb, clips, clippers, and guards.

Note: items outside of black area will not come into contact with the client.

TIP:

TIP #1: TO SEPARATE YOUR SMAS, PLACE THEM IN COLOR-CODED CONTAINERS OR TOWELS.

SMA: Sanitary Maintenance Area

An area kept clean/disinfected for setup of the stylists implements and supplies



SMA 2

SMA 2: the white area containing the clips, combs, and pick.

Note: items outside of white area will not come into contact with the client.

Benefits of using SMAs:

- Limits cross-contamination
- Provides order and professionalism to your work space
- Increases your efficiency (time).
- A physical sanitization protocol that your clients can see
- A systematic approach that reinforces trust, creates safety and security in your salon workspace.

TIP:

TIP #2: SAVE TIME BETWEEN APPOINTMENTS BY PREPARING AN SMA FOR EACH CLIENT PRIOR TO STARTING YOUR DAY.

Professional Guidelines for the Travel and Home Based Stylist

Travel Stylists

- Schedule virtual consultations to find out what the client's hair needs are.
- Clients should send clear videos/photos of the work space they are providing
- All client waivers must be signed and collected prior to the client's scheduled appointment.
- Bring your own portable room partition.
- Wash your hands when entering the space.
- Prepare your SMA - Sanitary Maintenance Area, create several containers for your daily appointments
- Wear gloves, masks, shield/protective wear, cover shoes
- Bring your own:
 - Portable partition
 - Hand sanitizer
 - Paper towels
 - Disposable capes or several capes
 - Plastic caps
 - Small garbage bags
 - Lighting

Home Stylists

- Schedule virtual consultations to find out what the client's hair needs are.
- Prepare your SMA - **Sanitary Maintenance Area**, create several containers for your daily appointments
- Client waiver (Mandatory)
- Wear gloves, masks, shield/protective wear, cover shoes
- Client must wash their hands when entering the space
- Create a separate room/locked for privacy
- Prohibit foot traffic once your work space is sanitized and prepared for the next client.
- Sanitizer for yourself and clients
- Other items:
 - Provide hand sanitizer
 - Paper towels
 - Covered bins for used and clean towels
 - Covered garbage bin and small garbage bags
 - Disposable capes or several capes
 - Plastic caps
 - Lighting

As a professional hairstylist, you are not required to service a client if the following is present:

- Scars
- Sores
- Blood
- Open Cuts
- Pus
- Abrasions
- Inflammation
- Bugs or Parasites

****Your awareness can deter you from getting a communicable/contagious disease****

Communicable/Contagious Diseases

Can be spread by:

- person to person contact
- the common cold
- lice
- ringworm
- staph infection/MRSA
- viral infections.
- unclean hands
- dirty implements
- open sores or cuts
- pus, bleeding wounds
- mouth, nose discharge
- rashes, inflammation

Can be prevented by:

- Proper personal hygiene
- Regular environmental cleansing
- Clean and disinfect before and after for each client.

This includes:

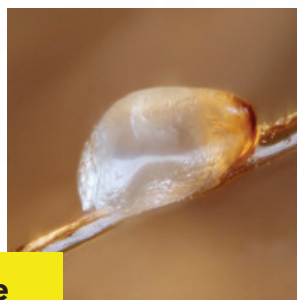
- Having a Sanitary Maintenance Area (SMA) for each client.
- This includes having a Sanitary Maintenance Area (SMA) for each client.



Common cold



Ringworm



Lice



MRSA

If You See Something, Say Something

- Cosmetologists/Trichologists are not a doctors and can not and should not treat infectious diseases.
- Always be professional and compassionate to the needs of the client, but gently let him/her know you cannot continue the service.
- The diagnosis or treatment of infectious diseases or prescribing of medication is only done by a Medical Doctor.

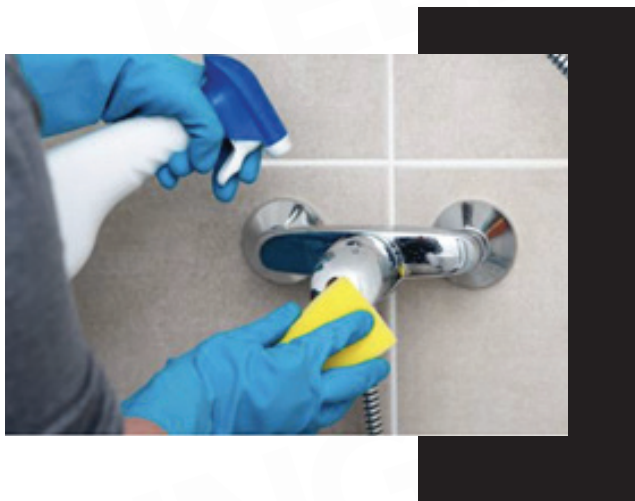
Employee/ Contractor Agreement Handbook



- Must create or update employee/contractor Agreement Handbooks with new Sanitation & Hygiene System
- This is non-negotiable because this is a life or death decision
- If they do not want to sign off on this, then this employee or independent contractor is not the a good fit for your business
- Create a simple but detailed duty chart
- Send out weekly reminders



Salon Systems for Sanitation and Hygiene



Plan for 15-30 min intervals between each client to do the following:

- Clean and disinfect the following:
 - Counter space, chair, mirrors, tools, combs, clips
 - Disinfect tools, combs, clips
 - Sweep around station
 - Place all used towels and drapes in a closed container
 - Change out SMA for next client

Daily

- Clean & Sanitize Bathroom
- Sweep & Mop floors
- Remove supplies and tools from counter
- Wipe down ALL jars, canisters, and containers
- Wipe down all chairs and salon furnitures
- Wipe down light switches, door knobs

Weekly

- Daily cleaning PLUS
- Discard unused containers
- Re-organize supplies, update inventory

Monthly

- Weekly cleaning PLUS
- Hire a professional Cleaning Service
(ie. cleaning services that clean doctor's offices)

Yearly

- Refresh/Spring clean/ paint
- Replace broken furniture/upgrade backbar space
- Take care of plumbing/ Snake out pipes/ plumbing

How to Take Your Quiz

After thoroughly reading your eBook, click the link below. Please use the name you'd like on your certificate in the name section of your quiz (ie. you may use your name or your salon name)

How to Get Your Certificate

You must receive a score of at least 7 out of 10 to receive a certificate. Once you've submitted your quiz, you will receive a certificate if you've passed. Otherwise, you'll receive an email with a link to retake the quiz. You may also purchase a private consultation for \$25 to review the eBook content with one of the eBook authors.

Please submit all questions via email to: thenhiconvention@gmail.com

List of Supplementary Information & References

Statistics

[Death Statistics for Black Americans](#)

[High Risk in the Black Community](#)

[Recent Developments on Coronavirus](#)

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Air Conditioner Filter:

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[Diamond Disinfectant 1000](#)

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