

**REPORT TO THE TWENTY-EIGHTH HAWAII STATE  
LEGISLATURE 2016**

**IN ACCORDANCE WITH THE PROVISIONS OF SECTION 367-3(8), HAWAII REVISED  
STATUTES, ANNUAL REPORT OF THE STATE COMMISSION ON THE STATUS OF WOMEN**

**DEPARTMENT OF HUMAN SERVICES  
Hawaii State Commission on the Status of Women  
December 2015**



HAWAII STATE  
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ON THE STATUS OF WOMEN

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Hawaii State Commission on the Status of Women  
Annual Report  
Submitted by Catherine Betts  
Executive Director

July 1, 2014-June 30, 2015

The Hawaii State Commission on the Status of Women (HSCSW) was created by Executive Order by Governor John Burns in 1964. The work of the HSCSW is detailed in section 367-1, Hawaii Revised Statutes (HRS), and sections 367-3 (1) through (8), HRS. In accordance with section 367-3(8), HRS, this report details the HSCSW's events, programs, conferences and activities during state fiscal year (SFY) 2014-2015, and provides recommendations to the governor and the legislature.

I. Events and Programs-Oahu

Co-Sponsor, Hawaii State Coalition Against Domestic Violence Annual Conference;

Sponsor, Ruby on Rails coding conference for girls, I'olani School;

Sponsor, Hawaii Women and Filmmaking, Making Media That Matters (Girls Media and Film Program);

Sponsor and Organizer, Violence Against Women Act Anniversary Celebration;

Assisted with Hawaii State Coalition Against Domestic Violence-Flight to Freedom Program; assisted in securing safety for two victims of domestic violence;

Sponsor and Organizer, Paid Family Leave Advocacy Day at the Capitol with Healthy Mothers,  
Healthy Babies of Hawaii;

Sponsor and Organizer, statewide radio Public Service Announcements on Healthy Relationships;

Co-Sponsor, Banzai Women's Pipeline Surf Contest;

Sponsor and Organizer, Book discussion and panel on "Caring Across Generations" with Ai-Jen Poo  
at the University of Hawaii at Manoa;

Sponsor, Organizer and Speaker of The Hunting Ground viewing (documentary on campus sexual  
assault and Title IX) at Hawaii International Film Festival and Arts at Mark's Garage;

Sponsor, Think Tank Tanaloa Conference on Violence within Pacific Islander communities; and

Sponsor and Organizer, Dottie Davis speaking event at the YWCA (Dottie Davis is a decorated  
retired police officer who suffered domestic violence at the hands of her former police officer  
ex-spouse).

## II. Neighbor Island Programs, Events and Activities-Kauai

Sponsor, Women's History Month event;

Sponsor, viewing of The Hunting Ground;

Sponsor, Women's Health month activities; and

Sponsor, Na Wahine Leadership Conference.

## III. Neighbor Island Programs, Events and Activities-Maui

Sponsor, Domestic Violence Awareness Month activities; and

Sponsor, Women's History Month activities.

## IV. Neighbor Island Programs, Events Activities-Hawaii

Sponsor, Ladies Night Out Health and Wellness Fair with Hui Malama O Na Oiwi;

Sponsor, Women's Empowerment Conference at UH-Hilo;

Sponsor, Radio Public Service Announcements on prenatal substance abuse; and

Sponsor, Radio Public Service Announcements on healthy relationships.

VI. Committees and Taskforces

- VAWA Implementation and Planning Team through the State of Hawaii, Office of the Attorney General;
- Perinatal Consortium for Healthy Mothers, Healthy Babies;
- Justice Reinvestment Initiative-Victim Services Group;
- Hawaii Supreme Court Committee on Equality and Access to the Courts/sub committee on cultural competency;
- Hawaii Says No More Core Working Group;
- Paid Family Leave Working Group;
- Co-Chair, Hawaii Women's Coalition;
- Honolulu City and County Domestic Violence Response Task Force, Co-Chair;
- Honolulu County Committee on the Status of Women, Ex-Officio Member; and
- Title IX Working Group.

VII. Community Advocacy and Provision of Testimony-Legislation:

Through the Hawaii Women's Coalition, the Commission helped in drafting, revising, and advocating for the following legislation:

HB 446-Relating to Address Confidentiality: would establish the Address Confidentiality program to help survivors of domestic violence, sexual assault and stalking to relocate and keep their addresses confidential.

HB 447-Relating to Domestic Violence: would remove unnecessary reporting responsibilities of the family courts and the Department of Human Services in cases where temporary restraining orders are sought.

HB 448-Relating to Domestic Violence: would require the Department of Health to conduct reviews of domestic violence fatalities, near deaths and suicides.

HB 60-Relating to Income Tax Credits: would amend the income tax credit for low income household renters to adjust for inflation.

SB 304-Relating to Maternal Morbidity and Mortality Review Panel: would establish the Hawaii maternal morbidity and mortality review panel within the department of health to conduct a comprehensive review of maternal deaths that have occurred in the state.

SB 396-Relating to Police Departments: specified that citizen complaints against a police officer that involve allegations of domestic abuse against a family or household member on the part of the police officer shall not be required to be in writing or sworn to by the complainant.

SB 728-Relating to Government Contracts: establishes a requirement for government contractors to report wages paid to employees by gender. Provides penalties for contractors found to be in violation of pay equity.

SB 752-Relating to Domestic Violence: would require telecommunications carriers to release individuals from shared or family wireless plans, without charge, upon written request in documented instances of domestic violence.

SB 129-Relating to Labor: would require certain employers to provide sick leave to service workers for specified purposes under certain conditions.

SB 683-Relating to Motor Vehicle Driver Licensing: would create a limited purpose driver's license, limited purpose provisional driver's license and limited purpose instruction permit for people lacking documentation to be in the United States.

HB 458/SB 394-Relating to Health: would require public schools to annually provide information about the human papillomavirus and other vaccines to parents and guardians of students entering grade 6.

HB 459/SB 395-Relating to Health: specified additional elements in Hawaii's existing sexuality health education law.

HB 451/SB 387- Relating to Affirmative Consent: requires the University of Hawaii to establish and enforce an affirmative consent standard for all policies and protocols relating to sexual assault, domestic violence, dating violence, and stalking as a condition of receiving state funds.

HB 56-Relating to Taxation: would establish a refundable state earned income tax credit.

HB 449/SB 388-Relating to Police Departments: would require each county police department to post its policies relating to domestic violence, officer involved domestic violence and standards of conduct on its official website.

HB 457/SB 397-Relating to the University of Hawaii: appropriates moneys for positions and materials to comply with Title IX of the Education Amendments of 1972 and the Violence Against Women Act Reauthorization of 2013.

HB 460/SB 398-Relating to Health: would establish limited immunity for individuals who seek medical assistance for victims of overdoses of drugs or alcohol.

SB 568-Relating to A Law Enforcement Standards Board: would establish a law enforcement standards board for the certification of county police officers, state public safety officers, and employees of the departments of transportation and land and natural resources with police powers.

SB 109-Relating to Police: would provide that county police commissions shall have the duty to establish procedures regarding the suspension, removal from a specified duty for disciplinary reasons or termination of any police officer.

SB 1012/HB 684-Relating to Employment: would allow employers to raise an affirmative defense against employees who have suffered sexual harassment in the workplace (advocated for revisions and testified against this measure along with the Hawaii Civil Rights Commission).

HB 864/SB 768-Relating to In Vitro Fertilization Insurance Coverage: would amend insurance coverage for in vitro fertilization to allow for expanded applicability.

HB 496/SB 965-Relating to Family Leave and Partial Wage Replacement: would establish a partial wage replacement for leave trust fund funded by employee wage withholdings for purposes of providing partial wage replacement when an employee needs to provide care to a family member or for family/medical leave. (The Commission on the Status of Women drafted this bill and acted as lead advocate for this measure).

HB 631-Relating to Certificates of Birth: would establish documentation required when requesting the Department of Health to issue a new birth certificate with a sex designation change.

#### VIII. National Advocacy and Legislation

- Worked with National Partnership for Women and Families, Institute for Women’s Policy Research, Family Values at Work to assist in advocacy for The Family Act.
- Assisted in statewide advocacy for The Family Act.
- Assisted in statewide education on The Pregnancy Discrimination Act.
- Organized roundtable discussion with the Secretary of Labor Thomas Perez on Paid Family Leave.

#### IX. Recommendations

Temporary Disability Insurance and Paid Family Leave Insurance: The modernization of our Temporary Disability Insurance (TDI) program is overdue. In order to build a strong foundation for a paid family leave insurance program, our TDI statute needs revision and our Department of Labor & Industrial Relations (DLIR) needs resources to support the infrastructure and capacity of the program.

County law enforcement agencies: Statewide stakeholders need to ensure that our law enforcement agencies are capable of handling cases of gender based violence. Despite the awareness brought to the issue of interpersonal violence and intimate partner violence within the Honolulu Police Department, complaints from victims are still regularly routed to the

HSCSW. The complaints range from intimidation by officers to not report domestic violence, intense questioning, blaming of domestic violence and sexual assault victims, and not adequately taking reports of criminal acts.

Training on Domestic Violence: Through community work on the issue of domestic violence, it is clear that many of those who interface with victims of domestic violence are not adequately trained in the dynamics of domestic violence or violence against women and children. A mandatory minimum of training for domestic violence should be instituted for all agents who respond to instances of domestic violence.

Pay Equity Legislation: Women in Hawaii still only make 83 cents per each dollar that is paid to a man for the same work with the same qualifications. The pay gap is the difference between men's and women's median earnings. Hawaii needs pay equity legislation with strong authority to combat overt and covert pay discrimination and discrimination in hiring and firing. This would include issues of cognitive bias, pregnancy discrimination and discrimination against women who request leave for caregiving responsibilities. Closing the wage gap would ensure the economic self sufficiency not just for women, but for their families as well. Due to wages stagnated over the last two decades, the wage gap is not set to close until the year 2059. Strong legislation to work on closing the wage gap has proven economically fruitful across the nation. The Institute for Women's Policy Research has thoroughly researched the issue of the wage gap throughout all of the states, and has determined that if the wage gap were to close, 50% of families living in poverty would be brought out of poverty and would be economically self-sufficient.