



HAWAII STATE
COMMISSION
ON THE STATUS OF WOMEN

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**Hawaii State Commission on the Status of Women
Annual Report
Submitted to the Hawaii State Legislature
2018 Regular Session**

July 1, 2016-June 30, 2017

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 sections 367-1 and 367-3 (1) through (8), Hawaii Revised Statutes. This report details the HSCSW's events, programs, conferences and activities during State Fiscal Year (SFY) 2016-2017.

I. Events and Programs-Oahu

- Organized and hosted National Association of Commissions for Women (NACW) 46th Annual National Conference and Empowerment Summit in Honolulu, Hawaii.
- Organized and sponsored state wide screenings of award winning documentary "Equal Means Equal" for International Women's Day, including one screening at the Hawaii Theatre.
- Completed United States Department of Labor Paid Leave Analysis grant (\$240,000) project including: economic analysis/actuarial study with the Institute for Women's Policy Research, feasibility and implementation study, focus groups, public polling, and story collection.
- Organized and co-sponsored legislative briefing with Wendy Chun-Hoon from Family Values @ Work to discuss family leave insurance and earned/paid sick days.
- Guest speaker at Pohai Nani regarding the Hawaii Says No More campaign including information on identifying domestic violence.
- Assisted in organizing speaking engagement with Sarah Jane Glynn, PhD, nationally renowned researcher on paid leave.
- Guest speaker, Hawaii Caregivers Coalition Annual Meeting
- Guest speaker, Hawaii Civil Beat podcast regarding Hawaii Women's March
- Attended United States Department of Labor's Paid Leave Symposium in Washington D.C.
- Guest speaker, AAUW panel on legislative and community advocacy
- Guest speaker, La Pietra School
- Organized Annual "Fighting for Families" Week of Action at Hawaii State Legislature to highlight economic justice issues affecting working families

- Organized and co-sponsored Equal Pay Day advocacy event at Hawaii State Legislature with the YWCA of Oahu and AAUW of Oahu
- Guest speaker on Equal Pay Day, Town Hall on Hawaii Public Radio
- Guest speaker on Kauai radio regarding Kauai's CEDAW resolution
- Guest speaker, Hawaii Civil Rights Commission training/conference on wage discrimination and wage equity
- Organized and co-sponsored "Know Your Rights" advocacy training at Hawaii State Bar Association regarding gender violence and immigration law

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

- Co-sponsor, Hawaii Island Leadership Conference
- Provided advocacy and written testimony for Kauai's CEDAW resolution before Kauai County Council

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

- Co-sponsor, Domestic Violence Awareness Month activities
- Co-sponsor, Women's History Month activities
- Guest speaker, Maui County Committee Status of Women Quarterly Meeting
- Attended STEM conference with Senator Mazie Hirono

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

- Sponsor, Women's Empowerment Conference at UH-Hilo
- Guest speaker (Hilo and Kona) on Legislative Advocacy: Nuts and Bolts for Successful advocacy

V. Honolulu County Programs, Events, and Activities-Oahu

- Co-Sponsor, Joint Externship for CEDAW Research with the Honolulu County Committee on the Status of Women

VI. Committees and Taskforces

- Violence Against Women Act (VAWA) Working Group
- Justice Reinvestment Initiative-Victim Services Group
- Hawaii Supreme Court Committee on Equality and Access to the Courts
- Hawaii Says No More Core Working Group
- Paid Family Leave Working Group
- Co-Chair, Hawaii Women's Coalition
- Honolulu County Committee on the Status of Women, Ex-Officio Member
- Title IX Working Group
- Co Chair, Act 222 Affirmative Consent Task Force

- National Association of Commissions for Women (NACW)

VII. Community Advocacy and Provision of Testimony-Legislation

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

1. HB1/SB673, Relating to Proposing Amendments To The Constitution Of The State Of Hawaii To Amend The Manner In Which Justices And Judges Are Appointed, Consented To, And Retained (Constitutional Amendment; Justices; Judges; Senate Consent Procedures; Term Renewals)
2. HB4/SB638, Relating to Health (Employment; Paid Sick Leave)
3. HB5, Relating to Labor (Minimum Wage; Employment)
4. HB13/SB1035, Relating to Public Safety (Corrections Officers; Concealed Weapon; Off-Duty)
5. HB36, Relating to Firearms (Firearms; Concealed Carry; Open Carry; Licenses)
6. HB78, Relating to Attorney’s Fees and Costs in Hawaii Family Court (Family Court Rules; Settlement Offer; Award of Attorney’s Fees and Costs)
7. HB79/SB167, Relating to Family Law (Divorce; Child Custody; Child Support; Mediation)
8. HB34, Relating to Nonresidents (Kamaaina Card; Nonresident Identification)
9. HB126, Relating to Social Services (Temporary Assistance for Needy Families; Drug Testing)
10. HB150, Relating to End of Life Option Act
11. HB201, Relating to Aid in Dying (Death with Dignity; Aid in Dying; Patient Choice; Physicians)
12. HB207, Relating to Taxation (Income Tax Credit; Low-Income Household Renters)
13. HB210, Relating to Taxation (Refundable Food Excise Credit)
14. HB212, Relating to Taxation (Earned Income Tax Credit)
15. HB214, Relating to Paid Family Leave (State Employees; Paid Family Leave)
16. HB663/SB501, Relating to Health (Limited Service Pregnancy Centers; Disclosures; Privacy; Remedy)
17. HB664/SB501, Relating to In VITRO Fertilization (Required Insurance Coverage)
18. HB665/SB503, Relating to Victims of Sexual Violence (Health Insurance; Mental Illness Benefits; Covered Services; Case Management Services; Victims of Sexual Violence)

19. HB666/SB504, Relating to Controlled Substances (Controlled Substances; Opioids; Benzodiazepines; Initial Prescription)
20. HB667/SB505, Relating to Health (Opioids; Informed Consent; Limitations on Prescription)
21. HB668/SB506, Relating to Sexual Assault (Sexual Assault Evidence Collection Kits; Reporting; Attorney General; Sexual Assault; Forensic Evidence)
22. HB669/SB507, Relating to Domestic Violence (Domestic Abuse; Department of Human Services; Family Court; Report)
23. HB670/SB508, Relating to Taxation (Tax Credit; Earned Income)
24. HB671/SB509, Relating to Equal Pay (Pay Equity; Gender Discrimination)
25. HB672/SB510, Relating to School-Based Health Services (Hawaii Keiki: Healthy and Ready to Learn Program; Department of Education; Department of Health; Department of Human Services; Special Fund; Appropriation)
26. HB673/SB511, Relating to Child Care Facilities (Child Care Facilities; Inspections; Reports; Website; Appropriation)
27. HB675/SB513, Relating to Contraceptive Supplies (Pharmacists; Prescriptive Authority; Contraceptive Supplies; Requirements)
28. HB676/SB514, Relating to Health (Health; Education; Human Papillomavirus Vaccine; Pharmacists)
29. HB677/SB515, Relating to IN VITRO Fertilization Insurance Coverage (In Vitro Fertilization Procedure Coverage)
30. HB678/SB516, Relating to Domestic Violence (Family Leave; Domestic Violence; Sexual Violence)
31. HB679/SB517, Relating to Domestic Violence (Domestic Violence; Training; State and County Employees)
32. HB680/SB518, Relating to Intimate Partner Violence (Board of Barbering and Cosmetology; Barbering; Cosmetology; Intimate Partner Violence; Training; Licensing)
33. HB681/SB519, Relating to Domestic Violence (County Police Departments; Police Officers; Citizen Complaints; Officer-involved Domestic Violence)
34. HB682/SB520, Relating to Police Commissions (County Police Commissions; Police Commissioners; Composition; Requirements)
35. HB683/SB521, Relating to Public Employment (Employment; Government Employees; Maternity Leave; Paternity Leave; Paid Leave)
36. HB384/SB522, Relating to Human Services (Sudden Infant Death Syndrome; Sudden Unexpected Infant Death; Safe Sleep Policy)
37. HB685/SB523, Relating to Civil Actions (Civil Actions; Limitation of Actions; Sexual Offenses Against Minors)

38. SB14, Relating to Minimum Wage (Minimum Wage; Employment; Living Wage Report)
39. SB15, Relating to Community Colleges (University of Hawaii; Community Colleges; Resident)
40. SB19, Relating to the Health Impacts of Pesticides (Pesticides; Disclosure; Pesticide Use Revolving Fund)
41. SB107 SD1, Relating to Minimum Wage (Minimum Wage; Tipped Employees; Adjusted Minimum Wage Rate)
42. SB115, Relating to Elections (Voter Registration; Verification; Appropriation)
43. SB118, Relating to Deferred Deposits (Deferred Deposits; Payday Loan; Fees)
44. SB124, Relating to Health (Termination of Pregnancy; Aspiration Abortion; Advanced Practice Registered Nurse)
45. SB425/HB986, Relating to Labor (Employment; Paid Sick Leave)
46. SB502/HB664, Relating to IN VITRO Fertilization Insurance Coverage (Required Insurance Coverage)
47. SB503 SD2/HB665, Relating to Victims of Sexual Violence (Health Insurance; Mental Illness Benefits; Covered Services; Case Management Services; Victims of Sexual Violence and Abuse)
48. SB504/HB666, Relating to Controlled Substances (Controlled Substances; Opioids; Benzodiazepines; Initial Prescription)
49. SB506/HB668, Relating to Sexual Assault (Sexual Assault Evidence Collection Kits; Reporting; Attorney General; Sexual Assault; Forensic Evidence)
50. SB507/HB669, Relating to Domestic Violence (Domestic Abuse; Family Court; Report)
51. SB508/HB670, Relating to Taxation (Tax Credit; Earned Income)
52. SB509/HB671, Relating to Equal Pay (Pay Equity; Gender Discrimination)
53. SB510/HB672, Relating to School-Based Health Services (Hawaii Keiki: Healthy and Ready to Learn; Appropriation)
54. SB511/HB673, Relating to Child Care Facilities (Child Care Facilities; Inspections; Reports; Oversight; Appropriation)
55. SB512/HB674, Relating to Child Care Providers (Child Care Providers; Liability Insurance)
56. SB515/HB677, Relating to IN VITRO Fertilization Insurance Coverage (In Vitro Fertilization Procedure Coverage)
57. SB516, Relating to Domestic Violence (Family Leave; Domestic Violence; Sexual Violence)
58. SB517/HB679, Relating to Domestic Violence (Domestic Violence; Training; State and County Employees)

59. SB518/HB680, Relating to Intimate Partner Violence (Board of Barbering and Cosmetology; Barbering; Cosmetology; Intimate Partner Violence; Training; Licensing)
60. SB519/HB681, Relating to Domestic Violence (County Police Departments; Police Officers; Citizen Complaints; Officer-involved Domestic Violence)
61. SB520/HB682, Relating to Police Commissions (County Police Commissions; Police Commissioners; Composition; Requirements)
62. SB521/HB683, Relating to Public Employment (Employment; Government Employees; Maternity Leave; Paternity Leave; Paid Leave)
63. SB522/HB684, Relating to Human Services (Sudden Infant Death Syndrome; Sudden Unexpected Infant Death; Safe Sleep Policy)
64. SB523/HB685, Relating to Civil Actions (Civil Actions; Limitation of Actions; Sexual Offenses Against Minors)
65. SB638/HB4, Relating to Health (Employment; Paid Sick Leave)
66. SB648SD1, Relating to Taxation (Earned Income Tax Credit; Income Tax Rates; Refundable Food/Excise Tax Credit; Appropriations)
67. SB675 /HB809, Relating to Employment (Employment Practices; Discriminatory Practices)
68. SB707, Relating to Taxation (Earned Income Tax Credit; Income Tax Rates)
69. SB726, Relating to Health Care Practitioners (Health Care Practitioners; Truth in Advertising Campaign; American Medical Association; Doctors)
70. SB753, Relating to Health (One Key Question Coordinator; Reproductive Health; Appropriation)
71. SB811, Relating to Voting (Automatic Voter Registration; Driver's License; Identification Card; Opt-out; Appropriation)
72. HB1362/SB408, Relating to Family Leave (Family Leave; Family Leave Insurance Program; Family Leave Trust Fund; Paid Leave; Study; Appropriation)
73. HB986/SB425, Relating to Labor (Labor; Employment; Family Leave; Sick Leave; Service Workers)
74. HB966, Relating to Family Leave (Family Leave; Definitions; Employee)
75. SB408/HB1362, Relating to Family Leave (Family Leave; Family Leave Insurance Program; Family Leave Trust Fund; Paid Leave; Study; Appropriation)
76. HB415, Relating to Limitation of Actions for Sexual Assault (Statute of Limitations; Civil Actions; Sexual Abuse of a Minor)
77. SB403/HB552, Relating to Health Insurance (Health Insurance; Individual Mandate; Tax Credit; Essential Benefits; Covered Services; Extended Coverage; Preexisting Conditions; Nondiscrimination)

78. HB930, Relating to Education (Erin's Law Task Force; Education; Sexual Abuse; Sex Trafficking; Prevention; Appropriation)
79. SB252/HB710, Relating to Education (Education; Sexual Abuse Prevention; Erin's Law)
80. HB458, Relating to Identification (Inmates; Civil Identification Cards; Appropriation)
81. SB401/HB912, Relating to Nursing (Advanced Practice Registered Nurses; Psychiatric Specialization; Health Care Practitioners; Minors; Assisted Community Treatment; Health Services)
82. SB270/HB1266, Relating to Minors (Conversion Therapy; Sexual Orientation; Minors)
83. HB801, Relating to Child Support (Child Support; Temporary Assistance for Needy Families Program; Appropriation)
84. HB710/SB252, Relating to Education (Education; Sexual Abuse Prevention; Erin's Law)
85. HB1487, Relating to Parental Rights (Involuntary Termination of Parental Rights)
86. HB1433, Relating to Minimum Wage (Labor; Minimum Wage; Consumer Price Index)
87. HB1402, Relating to Employees (Shared Leave Program; State and County Employees; Designation of Beneficiary Form)
88. HB1405, Relating to Racial Profiling Prevention (Racial Profiling Prevention; Racial Profiling Prevention Training; Appropriation)
89. HB1165, Relating to the University of Hawaii and Women in Technology (Center for Women in Technology; UH)
90. HB1177/SB1039, Relating to Public Safety (Public Safety; Inmates; Social Security Card; Birth Certificate; Identification Card)
91. HB1276/SB1081, Relating to Taxation (Student Loan Interest; Tax Deduction)
92. HB1489/SB1265, Relating to Civil Rights (Discrimination; Sex; Gender Identity or Expression; Sexual Orientation)
93. SB1265/HB1489, Relating to Civil Rights (Discrimination; Sex; Gender Identity or Expression; Sexual Orientation)
94. HB1203, Relating to Sentencing (Felony sexual assault of a minor less than fourteen years; mandatory minimum sentencing)
95. HB1207, Relating to Labor (Labor and Industrial Relations; Temporary Disability Insurance; Stop-Work Order)
96. HB1288, Relating to Licensure of Certified Professional Midwives (Certified Professional Midwives; Licensure)
97. HB1491/SB1282, Relating to the Offense of Abuse of Family or Household Members (Domestic Violence; Abuse of a Family or Household Member; Penalties; Judiciary; Report)

98. SB1274/HB934, Relating to Crime (Penal Code; Sentencing)
99. SB1312, Relating to Licensure of Midwives (Licensure; Midwives; Board of Midwifery; Certified Midwives; Certified Professional Midwives)
100. SB1282/HB149, Relating to Offense of Abuse of Family or Household Members (Domestic Violence; Abuse of a Family or Household Member; Penalties; Judiciary; Report)
101. SB1039/HB1177, Relating to Public Safety (Inmates; Identification Cards; Reentry; Appropriation)
102. HB80/SB166, Relating to Annulment, Divorce, and Separation (Automatic Restraining Order; Annulment; Divorce; Separation)
103. SB836/HB949, Relating to Education (Department of Education; Teachers; Sex Trafficking Prevention; Training)
104. HB932, Relating to Taxation (Taxation; Refundable Food/Excise Tax Credit)
105. SB332 SD1/HB717, Relating to Notaries Public (Notaries Public; Limited Purpose Driver's License)
106. SB1062, Relating to Parental Rights (Involuntary Termination of Parental Rights; Sexual Assault)

VIII. National Advocacy and Legislation

- Worked with Family Values @ Work, A Better Balance, National Partnership for Women and Families to elevate and uplift the need for paid sick days across the country
- Worked closely with Family Values @ Work to track family leave trends.
- Worked closely with the United States Department of Labor to educate lawmakers on paid family leave.
- Assisted in statewide advocacy for Paid Family and Medical Leave.
- Assisted in statewide education on pregnancy discrimination.
- Assisted in statewide education on Title IX.

IX. Recommendations

Paid Leave Insurance for Hawaii's Families

Currently, employees in Hawaii do not have the right to paid medical or family leave. While the federal Family Medical Leave Act (FMLA), leaves out 40 percent of the workforce, it does allow for unpaid leave with job protection up to 12 weeks for employers with 50 or more employees. Hawaii's Family Leave Law only applies to those businesses with 100 or more employees and allows for 4 weeks of unpaid leave. For employees at businesses of less than 100 employees, the decision of whether one receives unpaid maternity leave, paternity leave, or leave to take care of an aging and ill parent or spouse is completely dependent on the employer.

Most workers in Hawaii cannot take unpaid leave and still maintain financial stability. Forty-two percent of employees in Hawaii do not have access to even a single day of paid leave. Multiple states and jurisdictions have enacted and successfully implemented family leave insurance policies across the nation. Data from those states and jurisdictions reveal higher employee retention and loyalty, increased retention in the workforce, and positive impacts on business. Currently, Hawaii has the highest percentage of multi-generational households, the highest cost of living, the highest cost of housing, and the fastest growing age 65 and older population. It is *imperative* that we support our working families who are struggling to balance the demands of a multi-generational household. For the full Paid Leave Analysis report, see Hawaii Paid Leave Analysis Report at: https://www.dol.gov/wb/media/Hawaii_Report_Final_2.pdf

Safeguarding Pay Equity and Economic Justice for Hawaii's Working Families

The Commission recommends the passage of a stringent Equal Pay revision, to ensure that women have actual protection under the law, and that employers are cognizant and educated of their responsibilities under state and federal law. Additionally, as part of a strategic plan for economic justice, the state should consider a further elevation of the minimum wage to that of a living wage. Low income women and women of color, many of whom are primary breadwinners for their family, continue to make up the majority of minimum wage jobs and continue to live in poverty. Raising the minimum wage has been identified as a means to close the gender wage gap. Closing the wage gap has been identified as a means to lift a large percentage of families out of poverty.