



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 Governor and the Hawaii State Legislature  
pursuant to Section 347-3(8), Hawaii Revised Statutes

December 2016

The Hawaii State Commission on the Status of Women (HSCSW) was created in 1964 by the Executive Order of Governor John A. Burns. The work of the HSCSW is detailed in sections 367-1 and 367-3 (1) through (8), Hawaii Revised Statutes (HRS). This report details the HSCSW's events, programs, conferences and activities during state fiscal year (SFY) 2015-2016.

I. Events and Programs-Oahu

- Organizer and Sponsor, United States Secretary of Labor Thomas Perez roundtable with legislators and community groups, July 2015;
- Applied for one of six competitive grants from the United States Department of Labor Women's Bureau to for paid leave analysis, June 2016;
- Planned National Association of Commissions for Women (NACW) four day conference from July 2015 to June 2016 (actual conference took place in Honolulu during SFY 16-17), with over 30 local and national speakers;
- Participated in the Ms. Foundation Hawaii Learning Tour, featuring various national foundations;
- Met with Nadine Neufville, the Deputy Director of the United States Office on Violence Against Women, Hawaii Attorney General Douglas Chin, Director of Human Services Rachael Wong and their respective staff to discuss emerging issues in Hawaii;
- Sponsored two community screenings of "The Hunting Ground," a documentary about campus sexual assault;
- Participant, Public Policy Forum on "Closing the Gap in Gender Pay Equity" in Hawaii, YWCA of Oahu;
- Continued participation with Honolulu County Domestic Violence Task Force (through January 2016);

- Participated in Global Leadership program with visiting female students from Palo Alto, California;
- Sponsor and Organizer, "Paid Family Leave Advocacy Day" at the Capitol with Healthy Mothers, Healthy Babies Coalition of Hawaii; and
- Applied for and received one of six competitive grants from the United States Department of Labor, Women's Bureau to perform paid leave analysis.

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

Sponsor, Kauai County Committee on the Status of Women, Career Day (February 2016), and Sponsor, Public Service Announcements on "Healthy Relationships" aired during March, June, and July 2016.

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, and Activities-Hawaii

Sponsor, Women's Empowerment Conference at UH-Hilo;  
Sponsor, Radio Public Service Announcements on prenatal substance abuse;  
Sponsor, Hawaii Island Pride Parade; and  
Sponsor, Radio Public Service Announcements on healthy relationships.

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; and

Sponsor, Honolulu County Committee on the Status of Women Public Service Announcement/Radio Advertisements on "Consent."

VI. Committees and Taskforces

- Victims of Crime Act (VOCA) Working Group;
- Perinatal Consortium;
- 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;
- Title IX Working Group;
- Co Chair, Act 222 (2015) Affirmative Consent Task Force;
- Women in Construction Working Group;
- Address Confidentiality Working Group; and
- Conference Planning Team, National Association of Commissions for Women (NACW).

VII. Community Advocacy and Provision of Testimony-for the Twenty-Eighth Hawaii State Legislature, 2016:

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

HB 1701, Relating to Family Courts

HB 1782, Relating to Education

HB 1787, Relating to Education

HB 1895, Relating to Insurance

HB 1897, Relating to Insurance Coverage of Health Screening

HB 1898, Relating to Health

HB 1899, Relating to Licensure of Certified Professional Midwives

HB 1900, Relating to Address Confidentiality

HB 1901, Relating to Domestic Violence

HB 1902, Relating to Sex Trafficking

HB 1903, Relating to a Law Enforcement Standards Board

HB 1904, Relating to Police Commissions

HB 1905, Relating to Domestic Abuse Protective Orders

HB 1906, Relating to Domestic Violence

HB 1907, Relating to Sexual Assault

HB 1908, Relating to the Penal Code

HB 1909, Relating to Equal Pay

HB 1911, Relating to Employers

HB 1918, Relating to Tax Credits for Low Income Renters

HB 1920, Relating to Earned Income Tax Credit

HB 2011, Relating to Sick Leave  
HB 2084, Relating to Insurance  
HB 2087, Relating to Taxation  
HB 2095, Relating to Chapter 846E, Hawaii Revised Statutes  
HB 2102, Relating to Training  
HB 2106, Relating to Law Enforcement  
HB 2120, Proposing an Amendment to Article I of the Constitution of the State of Hawaii to  
Establish Rights for Victims of Crimes  
HB 2126, Relating to Employment  
HB 2127, Relating to Labor  
HB 2129, Relating to Education  
HB 2133, Relating to Health  
HB 2282, Relating to Parental Rights  
HB 2669, Relating to Social Workers  
SB 2229, Relating to Paid Leave  
SB 2232, Relating to Education  
SB 2234, Relating to Child and Maternal Death Reviews  
SB 2235, Relating to Education  
SB 2247, Relating to Sentencing  
SB 2290, Relating to Sick Leave  
SB 2291, Relating to Training  
SB 2299, Relating to the State Earned Income Tax Credit  
SB 2300, Relating to Low Income Housing Renters Credit  
SB 2309, Relating to Sexual Assault  
SB 2310, Relating to Domestic Abuse Protective Orders  
SB 2311, Relating to Domestic Violence  
SB 2312, Relating to the Penal Code  
SB 2313, Relating to Equal Pay  
SB 2314, Relating to the Offense of Abuse of Family or Household Member  
SB 2315, Relating to Jury Duty  
SB 2316, Relating to Health  
SB 2317, Relating Health

- SB 2318, Relating to Address Confidentiality
- SB 2319, Relating to Insurance
- SB 2321, Relating to Domestic Violence
- SB 2322, Relating to Sex Trafficking
- SB 2323, Relating to Insurance Coverage of Health Screenings
- SB 2325, Relating to Law Enforcement Standards Board
- SB 2326, Relating to Licensure of Certified Professional Midwives
- SB 2489, Relating to Department of Defense
- SB 2811, Relating to Parental Rights
- SB 2953, Relating to Domestic Violence
- SB 2961, Relating to Family Leave

#### 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 Paid Family and Medical Leave;
- 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; and
- Assisted in statewide education on Title IX.

#### IX. Recommendations

##### 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.

Continue Implementation and Enforcement of Title IX across the state

Through the Commission's work on the Act 222 (2015) Task Force, and our advocacy in the community to ensure safe schools for all students, it has become clear that Title IX compliance and implementation must be prioritized. In two short years, the University of Hawaii has made impressive gains in terms of Title IX and the Violence Against Women Act (VAWA) training, implementation, and policy revision. The Hawaii Department of Education (DOE) remains under investigation by the United States Department of Education, Office of Civil Rights (OCR), for violations of all protected classes. Victims of violence, assault, and harassment have continually called the Commission office for assistance and guidance in navigating their rights under these laws. The Commission recommends that the DOE strive to train all staff and students on Title IX rights, and more specifically, students right to an education free from harassment and gender discrimination.