

Hawai`i State Commission on the Status of Women
Public Meeting Minutes and Executive Sessions (w/o executive session minutes)
Thursday, April 18, 2019; 11:00 a.m. – 1:00 p.m.
Leiopapa A. Kamehameha Building
235 S. Beretania Street, Honolulu, Hawai`i 96813
2nd Floor Conference Room 204

Members Present: Leslie Wilkins (Wilkins), Amy Monk (Monk), Lisa Ellen Smith (Smith), Sherry Campagna (Campagna), Cyd Hoffeld (Hoffeld), Marilyn Lee (Lee), Judy Kern (Kern)

Staff: Khara Jabola-Carolus (Jabola-Carolus), Laney Trinh (Trinh), Isabelle Greene, Intern (Greene)

Public: Kahala Motoyama, Tamera Heine, Joanne Loeak

I. Public Notice, Call to Order

- A. 11:08 a.m. Quorum Declared – All in attendance

II. Review and approval of minutes

- A. MOTION to accept minutes, with amendment, for January 29, 2019 by Smith, Monk seconded - ADOPTED

III. Public Comment

- A. Presentation from Kahala Motoyama (distributed handouts of articles & her resume)
1. 11:10 a.m. Discussed her experiences as a past EEOC officer, discussed her years of assisting victims and her own workplace issues. She further noted her upcoming book which will include her experiences. Concluded: 11:33 a.m.
- B. Presentation by Tamera Heine/Joanne Loeak (PowerPoint)
1. 11:35 a.m. Heine and Loeak thanked the Commission for their support and reported on the successful outcomes of their Micronesian Women’s Day, which the Commission helped sponsor. The event greatly benefited the Micronesian community and provided opportunities for more discussions, especially when related to Domestic Violence. Concluded: 12 p.m.

IV. Chair’s Report

- A. NACW 2019 Update
1. The annual NACW Conference is scheduled for July 22-24, 2019 (Monday-Wednesday) in Chicago, Illinois. Meetings will be held at the Federal Reserve Bank of Chicago.
 2. The conference sessions will be focused on strengthening commissions by sharing best practices. NACW must balance the widely varying roles and restrictions places on state commissions across the country as determined by their enabling statutes and appointing authorities. Many state commissions do not have the advocacy mission and autonomy of the Hawaii Commission.
- B. The National Business and Professional Women’s Foundation (BPW/USA) with BPW/Hawaii members are celebrating their 100-year anniversary in 2019.
1. Established in 1919 by a grant from the U.S. Department of Labor, BPW is the first and longest-serving organization with the mission to advance opportunities and workplace equity for women. Recognitions will take place in D.C. and here in Hawaii.

- C. Maui Commissioner's Report:
 - 1. Congratulations and thanks to ED Jabola-Carolus for presenting the Sex Trafficking Study to the Maui County Committee on the Status of Women (MSW) meeting this week, which included attendees from law enforcement, prosecuting attorneys, and counselors. Governor Ige commended the study.
 - 2. Equal Pay Day candy bars and wage gap flyers were distributed to all state legislators, the Governor and Lt. Governor; all four County Mayors and all County Council Members on April 2, 2019. Governor Ige will sign the Equal Pay Day Proclamation on April 12, 2019.

V. Executive Directors' Report

- A. Legislation
 - 1. The legislative session is winding down and concerns regarding the budget remain. Hawaii Women's Coalition Bill Tracking spreadsheets, dated April 12, 2019, were distributed to Commissioners.
 - 2. Bills of mention: Equal Pay, Midwifery bills - taskforce created to start 2020 until 2023, Title IV, and Paid Family leave.
- B. Budget updates & Annual Women's Conference
 - 1. Budget Update
 - a) With no vacancy this year in the Executive Director position, there will be only a small budget overage resulting from staff member Trinh's maternity leave.
 - 2. "Baby at Work" replication from the state of Washington model
 - a) **Wilkins suggested, all Agreed, to use extra funds to support the Commission's lead on piloting "Baby at Work" program in Hawaii state departments, to purchase supplies for use in the Commission's office, i.e. breastfeeding chair, changing table, etc.**
 - 3. NACW Conference 2019
 - a) Estimates given for four members to attend, only with airfare and conference registration included for this fiscal year (estimated \$5,000 in FY19 budget).
 - b) Of note: the next fiscal year (FY20 budget funds) will need to include hotel, ground transportation, and per diem expenses for conference attendees (estimated \$7,800).
 - c) **Smith made MOTION FOR APPROVAL OF EIGHT (8) CONFERENCE REGISTRATIONS, one (1) per each of four County Committees, and four (4) State Commission members, for a total of eight (8) registrations – Hoffeld seconded – APPROVED**
- C. Community Outreach and Research
 - 1. Young Feminist Leaders Committee program will be ending soon. Last assignment is to have the students create social media promotions to inspire empathy for feminists. Entries will be reviewed by the Commission and will be promoted on the Commission's social media.
 - 2. Presenting Sex Trafficking study at IVAT conference next Thursday with partner in the study.
- D. Annual Women's Conference
 - 1. Discuss starting an annual conference with State Commission and County Committees.

2. Smith noted prior Women's Conferences including Neighbor Islands participation.
 3. Intern Greene shared Massachusetts State Commission conferences held in conjunction with their counties, which include trainings on legislation, advocacy, social media, etc. which strengthens the network of the Commissions.
- E. Follow up to Lisa Ellen Smith inquiries re: Kauai funding request and bylaws
1. Confirmed with Kauai Committee on the Status of Women (Kauai CSW) that there were no outstanding sponsorship requests from 2018. Smith confirmed it was an inadvertent miscommunication by Kauai CSW and they apologized.
 2. Confirmed Bylaws were drafted when the Commission was under the Lt. Governor's office and not administratively attached to Department of Human Services as it is today. Posed bylaws questions to Attorney General, AG affirmed some state commissions have internal bylaws and others do not. The AG confirmed that the governing authority for the HSCSW is found in HRS 367.
 - a) After discussion, it was agreed to recommend to the new Commission beginning July 1, 2019 to revisit this issue of bylaws in conjunction with a strategic planning endeavor. Wilkins and other outgoing commissioners will work with and mentor Kern on transition.

VI. State Commissioners' Reports and Updates

- A. Lisa Ellen Smith, Kaua'i
1. Kauai CSW met yesterday have questions to State Commission if doing anything on "Voices of America Women's Project."
 - a) Wilkins reported that Maryland and Massachusetts Commissions have been leading on this NACW project and referred Kauai CSW to the website and the NACW Chair and Vice Chair for more information.
 - b) After discussion, Wilkins suggested, all agreed, that it would be ideal for Kauai CSW to take the lead on implementing in Hawaii.
 2. Movie "Rise of the Wahine," sponsored by Commission did well, 300 people attended.
 3. Equal Pay Day, 25 showed, with Mayor Derrick Kawakami, but did not ask for gender parity audit mentioned in meeting yesterday.
- B. Sherry Campagna, O'ahu
1. Idea to create opportunities to help increase advocacy for Lanai and Molokai by creating state commissioners to represent each of those islands.
 2. Jabola-Carolus has been in discussion with Maui County Council Vice Chair and Budget Chair Keani Rawlins-Fernandez, who represents Molokai, regarding hosting a town hall.
 - a) Commission to craft presentation, what commission is, why needed, and listen to what the women's needs are from the community.
 - b) Rawlins-Fernandez's office will be responsible for getting community together.
 - c) Jabola-Carolus will bring it up when she returns from maternity.
 3. Title IX: Kalani High School finally got a girls' locker room.
- C. Marilyn Lee, O'ahu
1. Now a member of the Board of Directors of ALEA Bridge, planning another Women's retreat in September.

2. Soroptimist International had their annual “Live Your Dream Awards” event in April. Awarded \$40K in scholarships. Vera Zambonelli, Women in Film, won the prestigious Ruby Award, which was the same award Cathy Betts received last year.
 3. Discussion of the increasing problem of students vaping in public schools in Mililani.
- D. Judy Kern, O`ahu
1. Discussed gender workforce issues not dissipating, especially for women firefighters. Health issues ranging from not having own bathroom, feeling the need to continually prove themselves to males, so they often stay longer in dangerous situations than they should, to try to prove their toughness.
 - a) **Will send a link to a study.**
- E. Amy Monk, O`ahu
1. No follow up to report with Honolulu County CSW.
 2. Joined the board of Planned Parenthood (PP) of advocates in Indiana and Kentucky as the organization is close to forming a larger union of the PP of Hawaii and the greater Northwest.
 3. **Intern Greene’s last day with HSCSW is next week, she is returning to Boston.**
 - a) **Monk asked Greene to send a memo regarding how Massachusetts did their county conferences as a guide for Hawaii.**
- F. Cyd Hoffeld, Hawai`i
1. Thank you for the EPD bars. Had EPD radio ads on two major stations, well received.
 2. April 28th Real Women Essay contest again in Hilo, at Nani Mau Gardens.
 3. Thank you to Jabola-Carolus/Trinh for sending webinar on Sex Trafficking Study and Hawaii stories on Wednesday. Well done and watched with DOH.
 - a) **Asking to share archive of it.**

VII. Executive Session (w/o minutes)

- A. Parties not members of the Commission were excused.
- B. Motion to go into Executive Session at 1:14 p.m. by Lee, Seconded by Kern - APPROVED
- C. Commission approved unanimously for Executive Director Jabola-Carolus’s tenure to be extended for another year to June 30, 2020.
- D. Concluded 1:30 p.m.

VIII. Adjournment – 1:35 p.m.