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HAWAII STATE COMMISSION ON THE STATUS OF WOMEN
PUBLIC MEETING & EXECUTIVE SESSION
WEDNESDAY, APRIL 21, 2021, 12:00 PM –1:15 PM
VIRTUAL MEETING VIA ZOOM

In light of the evolving COVID-19 situation, protecting the health and welfare of the community is of utmost concern. As such, this will be a virtual meeting and written and verbal testimony will be accepted. If you would like to testify virtually via Zoom, please email ctrinh@dhs.hawaii.gov for more information by Noon on Friday, April 16, 2021.

If you are only interested in attending, please register here and the Zoom invitation will be sent directly to you: <https://tinyurl.com/yff7773m>. Mahalo!

- I. PUBLIC NOTICE, CALL TO ORDER, ESTABLISH QUORUM (2 Minutes)
- II. REVIEW AND APPROVAL OF MINUTES FROM THE JANUARY 19, 2021 MEETING (5 Minutes)
- III. PUBLIC COMMENT (20 Minutes)
 - A. Verbal or written testimony should be requested via email to ctrinh@dhs.hawaii.gov by Noon on Friday, April 16, 2021.
 - B. Due to the timing of this meeting, public comments may be addressed at the next Commission meeting.
 - C. Presentation by Tanya Smith-Johnson, Healthy Mothers Healthy Babies (10 mins)
 - D. Presentation by Amanda Shaw and Leela Bilmes Goldstein, PhD, Women's Fund of Hawai'i (10 mins)
- IV. REPORTS (22 Minutes)
 - A. Executive Director's Report (5 mins)
 1. Legislation
 2. Budget
 3. Anti-Racism and Diversity Equity and Inclusion Update
 - B. Chair's Report (5 mins)
 1. Legislative Policy: Vote on Sunshine Law & Delegation to Staff
 2. Transition Planning
 - C. State Commissioners' Reports and Updates (12 mins)
 1. Stacey Moniz, Maui Commissioner - (4 mins)
 - a) Continue discussion from August 26 & November 12, 2020, January 19, 2021: Plan for event on Missing and Murdered Indigenous Women's event on May 5th, 2021
 - b) Ma'i Movement partnership
 - (1) Support for county proclamations
 - (2) Ma'i Movement awareness events in May
 2. Cyd Hoffeld, Hawai'i Commissioner - (4 mins)
 - a) Update from Hawai'i Committee on the Status of Women
 - b) The Status of Women in Hawai'i County Report

3. Edie Ignacio-Neumiller (4 Minutes)
 - a) Collaboration with Chair of the Fairfax, Virginia Commission for Women, Lisa Sales, regarding legislation that impacts violence against women and gender equality
 - b) High School Essay Contest for Women's History Month
- V. EXECUTIVE SESSION: The Commission anticipates going into Executive Session to discuss the perpetuation of HRS 92-5 (a)(2) and HRS 367-2.5 (24 mins)
- VI. ANNOUNCEMENTS (1 min)
- VII. ADJOURNMENT (1 mins)

The public meeting is accessible for individuals with disabilities. Auxiliary aids and services are available upon request by calling the Hawai'i State Commission on the Status of Women's office at: (808) 586-5757 (voice); 711 (Hawai'i Relay Service); or email to ctrinh@dhs.hawaii.gov. A request for an auxiliary aid or service should be made no later than four (4) working days prior to the public meeting. Requests made as early as possible will allow additional time to fulfill your request. We will try to obtain the accommodation, but we cannot guarantee that the request will be fulfilled.

Hawai'i State Commission on the Status of Women
Tuesday, January 19, 2021; 2:30 p.m. – 3:45 p.m.
Public Meeting Minutes
VIRTUAL MEETING VIA ZOOM

Members Present: Cyd Hoffeld (Hoffeld), Deja Ostrowski (Ostrowski), Terri Ann Motosue (Motosue), Stacey Moniz (Moniz), Edie Ignacio-Neumiller (Ignacio-Neumiller)

Excused: Judy Kern (Kern), Marilyn Lee (Lee)

Public: Kanani Ching, Nai'a Newlight

Staff: Khara Jabola-Carolus (Jabola-Carolus), Laney Trinh (Trinh)

I. Public Notice, Call to Order (2 minutes)

A. 2:31 p.m. Quorum Declared

II. Review and approval of minutes (5 minutes)

A. **MOTION to accept minutes from November 12, 2020 by Ignacio-Neumiller, seconded by Motosue – ALL IN FAVOR, ADOPTED**

III. PUBLIC COMMENT (5 minutes)

- A. Kanani Ching – no questions or notice for Commission
- B. Nai'a Newlight - Not sure if this is a "community" comment, but, I'm doing an internship @ U.H. dealing with the Commission's impact on legislation and would like CSW to comment.
 - 1. Jabola-Carolus: Thank you for comment, would love to discuss, but due to time constraints please email outside of meeting

IV. REPORTS (60 minutes)

A. **Executive Directors' Report (9 minutes)**

- 1. Legislation – Jabola-Carolus:
 - a) Topics of bills discussed; still do not have all bill numbers
 - b) January 27th Women's legislative caucus will announce formal bill package: telework and MMIWG selected
 - (1) Trinh will send digital invite
- 2. Budget
 - a) Information was initially embargoed to DHS staff
 - b) Have been working with DHS/B&F to appeal loss of CSW's budget
 - c) Proposal from legislature is \$11K – numerically small but very significant impact; equates to over 1/3 of CSW's operating budget due to restrictions and salary adjustments
 - d) Each year budget restricted so \$55,820 is not accurate figure:
 - (1) \$18K is restricted so actual annual operating budget is \$37K
 - e) Then unfortunately, Leg did not offset to cover increase by union to salaries
 - (1) \$37K breaks down to about \$11K per quarter
 - (2) But \$3,600 needed to cover shortage in salaries
 - (3) Decreasing \$11K other expenses to \$7,500/per quarter

- f) Substantial decrease means will likely not be able to provide grants, travel, representatives from each island at meetings, or attendance at NACW conference
- g) NACW Conference
 - (1) Unlikely to be able to pay for this travel with \$11K cut
 - (2) Board mandates board member attendance but Jabola-Carolus does not feel comfortable in attending an in-person conference in July 2021 due to death toll, risk of transmission, Covid variants and uncertain situation
 - (3) If individuals want to attend, may need to look for outside fundraising, but during Covid donors are focusing on crisis needs; people are going hungry, tough sell
- h) Ostrowski requesting information on budget impact of Great Recession
 - (1) Jabola-Carolus will check with former DIR Cathy Betts, believe elimination of CSW budget occurred
- i) Hoffeld: Normally CSW sponsors NACW membership dues for County Committees – will CSW still be able to provide?
 - (1) Jabola-Carolus says it depends on session and how much cuts, as it could be worse than estimated
 - (2) Trinh estimates that each county's fees are about \$100-200, \$375 for HSCSW, so altogether less than \$1,000
 - (3) Jabola-Carolus will address later once budget outlook final
- 3. Request for Sponsorship - Hawai'i Women's Fund report on impact of COVID-19 pandemic on women
 - a) Jabola-Carolus mentioned at last meeting and to Chair Kern
 - (1) One of, if not first of its kind locally and nationally
 - (2) Asking for \$5K in sponsorship, rest of \$27K cost will come from outside donors
 - (3) Moniz in favor of report
 - (4) Ostrowski at first had concerns, wasn't at last meeting, but wanted to streamline requests for sponsorships
 - (5) Ostrowski concerned did not have local input in study with collaborators, for example no Native Hawaiian representatives in the proposal
 - (6) Jabola-Carolus appreciated the points – proposal was submitted in lieu of short form as proposal is very robust and detailed
 - (7) CSW has funds for \$5K sponsorship because no other sponsorships at this time, and unable to upfront NACW costs as can't pay for travel after the fact because CSW unlikely to have money for that due to cuts
 - (8) Jabola Carolus clarified urgent project so looking for funding immediately for session – Hawaii Women's Fund is the lead and community partner, they sponsor biennial women's report for State, partnered with UH
 - (9) Don't believe they were able to secure the funding for the women report they normally would do biannually. This report would be similar but with a special focus on impacts of COVID-19
 - (10) Ostrowski believes this would be good to support if no other report is being done

- (11) Jabola-Carolus worked with Amanda Shaw on the Hawaii Feminist Economic Recovery plan
- (12) Motosue/Hoffeld agree that since time of the essence can vote now to fund the report \$2,500 with presentation from Shaw on report at next CSW meeting to receive questions from commissioners
- (13) **Motosue MOTION SETASIDE \$2,500 SPONSORSHIP FOR GENDER IMPACT OF COVID-19 REPORT IN HAWAII, WITH SHAW PRESENTING A SUMMARY OF THE PROJECT AT THE NEXT COMMISSION MEETING, Moniz Seconded – ALL IN FAVOR, ADOPTED**
- (14) **Jabola-Carolus will speak to Shaw so she can present at our next meeting**
- 4. Public Statement request regarding women's representation in electoral politics
 - a) Request from Kim Coco Iwamoto re: limits of identity representation in politics and calling for feminist representation
 - b) Jabola-Carolus and previous CSW ED's regularly penned op-eds, although less during COVID due to lack of capacity
 - (1) Ostrowski suggests frame as culture about what women bring to the table; interrogating view of women's role in society vs. needing women's representation in legislature
 - (2) Jabola-Carolus believes this is what Iwamoto was suggesting, likes idea and good compromise
 - (3) Hoffeld agrees as well
 - (4) Public Comment: "Nai'a willing to take on Kim's project if needed" – Hoffeld thanked for comment – Jabola-Carolus can discuss via email outside of meeting.
 - (5) Jabola-Carolus will follow up w/Iwamoto
- 5. Gender Impact Statement Tool
 - a) Jabola-Carolus: Congrats to Ignacio-Neumiller passing legislation for feminist economic recovery on Kauai, great leadership
 - b) Next step, economic impact statements – gender impact statements, triggered by major economic tool would look like and internationally, even from Dept of Defense
 - c) New project asked to explore, and can give more tools at next meeting
- 6. Ma'i Movement Community Survey
 - a) New non-profit based on Hawaii Island and continent; aims to increase access to reproductive and menstrual products
 - b) Wants to partner with CSW to rollout survey on women's ability to deal with periods and pay for tampons/pads and asked to partner and gauge issue in Hawaii
 - c) Simple google form will be used to be disseminated until after session
 - d) Hoffeld works with Brandi Yee, sister and nurse at Queen's on Hawaii, and have been in touch with her and Nikki on a period products campaign
 - (1) Moniz supports this campaign, notes Scotland as recent model for making these products free
 - e) Rep. Perruso is introducing a bill to guarantee free period products in DOE schools this Session because DOE has discretionary funding to pay

- B. Chair's Report (9 minutes) – **Hoffeld tabled this section to the next meeting as Chair unable to attend meeting**
 - 1. Legislative Policy
 - 2. Vote on Sunshine Law: Delegation to Staff
 - 3. Stances on Issues
- C. State Commissioners' Reports and Updates
 - 1. Stacey Moniz, Maui Commissioner - (10 Minutes)
 - a) Continue discussion from August 26 & November 12, 2020: Plan for event on Missing and Murdered Indigenous Women's event on May 5th, 2021
 - (1) Request to Lindsay, Chair of OHA from Maui, to see if OHA will public awareness event, virtually
 - (2) Hoffeld will check if Hawaii CSW interested
 - b) Midwifery legislation review and discussion
 - (1) Maui CSW convened a midwifery sub-committee on proposed legislation to amend midwifery bill – will send copy of the proposal to Trinh/Jabola-Carolus to share w/Commission
 - (2) After getting the letter, please let Moniz know if other counties want to support the letter of support
 - (3) Maui CSW did survey online, and final report was not on the website this morning
 - (4) Continues to supply free feminine/baby hygiene products as they are very expensive
 - 2. Cyd Hoffeld, Hawai'i Commissioner - (10 Minutes)
 - a) Sponsorship Provided January 2021: A Gay Straight Alliance (GSA) Conference, Kea'au High School
 - (1) CSW paid for their registration for teachers and students for 4-day conference,
 - (2) Costs were more than what expected \$150 for teachers and \$50 for students – amounted to around \$662
 - (3) They will share their reflections from the conference at the next meeting
 - 3. Edie Ignacio-Neumiller (8 Minutes)
 - a) County of Kaua'i Committee on the Status of Women passed Kaua'i County Council's Resolution Supporting and Urging Equity, Inclusion, and Social And Economic Justice Principles In COVID-19 Related Recovery Initiatives, 2021-04 on December 16, 2020
 - (1) Kauai CSW will resume meetings suspended by admin tomorrow
 - (2) Committee members will find out how long the meetings will go on
 - (3) September was last Committee meeting
 - (4) Resolution passed unanimously, along with Jabola-Carolus's support
 - b) NACW
 - (1) In person in Leesburg, VA at the National conference center July 22-25, 2021
 - (2) NACW Planning Committee is still exploring mixed virtual option
 - (3) Jabola-Carolus: NACW set to in person, encouraging virtual, but want to charge substantial fee to attend virtually, and support at state level. May not be the best year to rely on membership for funding

- c) CSW Kauai
 - (1) Councilwoman Felicia Cowden went to a conference with legislative reps and will be discussing grant possibilities because feminist recovery resolution didn't ask for funding specifically – will give update at next meeting

V. Announcements (2 minutes)

- A. None
- B. **No date for next meeting yet – need to check with Kern and then will send out a poll**

VI. Adjournment (1 minutes) – MOTION TO ADJOURN by Ignacio-Neumiller, Seconded by Moniz, ALL IN FAVOR, ADOPTED - ADJOURNED 3:26 p.m.

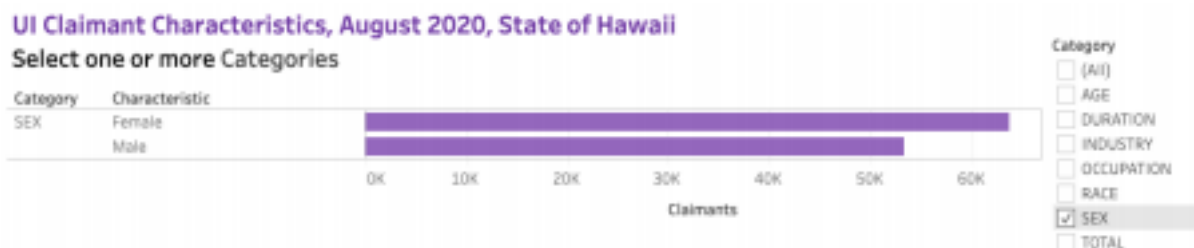
- A. Thank you all for attending

DRAFT

Women's Fund of Hawai'i Research Project Proposal: The Gendered Impact of COVID-19 in Hawai'i

Introduction

Hawai'i represents an interesting case to understand the impact of COVID-19 *in situ*: our economy has been heavily tourism-dependent, and the feminized nature of COVID-related job losses is stark, with **women making up 57% of Hawai'i unemployment claims filed in April 2020** (Tyndall and Garboden 2020), as they represent the majority of workers in hard-hit tourism, hospitality and service sectors. Native Hawaiian and Pacific Island peoples have also been disproportionately affected by COVID-19, and the gendered and racialized inequalities laid bare by COVID-19 combine with our existing high cost of living, care crisis and high ratio of multi-generational households. While our overall COVID-19 rates are low, the economic impact—felt mostly starkly by women of color and immigrant workers—has been significant. Yet data and information about these impacts remain largely anecdotal. Moreover, with severe budget shortfalls forecast for state expenditures, the already thin social safety is imperiled. It is therefore especially urgent that we gather and share data and information on these impacts in order to direct attention, mobilize community, and implement policies that address those most impacted, especially our most vulnerable: women living and fighting to survive against multiple oppressions.



Source: DLIR/Hawai'i Data Collaborative

While women's job loss is one of the most notable statistics outlining the economic impact of COVID-19, men's job loss can also have an impact on women and gender relations, as women may increase their paid employment to make up for shortfalls while coping with the impact of men's job loss on family dynamics. Indeed, locally **women's paid and unpaid work burdens have also in many cases intensified**, as they make up the majority (63%) of Hawai'i's healthcare and frontline workers (Hawai'i Appleseed Center 2020). Women frontline workers also live with kupuna (elders, grandparents) at twice the average national rate (ibid) and may also be facing increased care demands at home for children's education. Immigrant women are particularly impacted by intensified work on the frontline which is frequently at jobs with poor working conditions, as in the case of building cleaning workers, 37% of whom are immigrant women in Hawai'i (ibid).

The impacts of COVID-19 are unevenly distributed by geography,¹ race/ethnicity, immigration

status, socio-economic status, disability, sexual identity and other differences. For example, Native Hawaiian and Pacific Islanders have been disproportionately impacted by COVID-19 disease (Hiraishi 2020; PI-CoPCE 2020). Solo mothers and people who were/are pregnant/giving birth have also faced some of the sharpest impacts on their health and well-being (HSCSW 2020b).

To date, there has been much written about the gender dimensions of the pandemic (see for example, the list on Data 2x), the national picture (e.g., IWPR) and, to some extent, on the local situation in Hawai'i (e.g., HSCSW 2020a, b; Howe 2020). While there has been some analysis of unemployment, inadequate categories for people identifying as "more than one race" represent impediments to presenting a systematic and intersectional picture of impact. This report aims to bring together multiple data sources that can speak to these intersections, as outlined below, and fill gaps in data in order to develop effective policy and advocacy.

Aims and Approach

This proposed report has **four main aims**:

1. To synthesize and analyze the existing literature and data on the gendered impacts of COVID-19 in Hawai'i;
2. To collect and analyze a limited number of impact stories/case studies;
3. To highlight key data and knowledge gaps; and
4. To generate recommendations for addressing impacts and building momentum for longer term change at the level of local policy, research, and feminist organizing.

The research will be approached in a collaborative manner with lead researcher Amanda Shaw, Women's Fund of Hawai'i (WFH), the Hawai'i State Commission on the Status of Women (HSCSW), as well as in conversation with other relevant partners and advocates. The Hawai'i Appleseed Center has offered research support, primarily by contributing stories collected through their work with the Working Families Coalition. Another partnership to explore may be with Hawai'i Strategy Lab, that has also been collecting local stories of the impact of COVID-19 on local people. The stories will reveal many aspects of women's work experiences during the pandemic, including whether they have been able to continue working; whether they have been forced to stay in jobs that are unsafe and/or with unequal policies toward men and women, or both; whether they are experiencing an increase in unpredictable scheduling and

¹ For example, as of September 2020, Honolulu has seen a 40.8% decrease in employment since January 2020 (Track the Recovery data). Data were not available for Maui county. how it has affected them; the pandemic's influence on women getting hired, entering, or re entering the job market; and more.

Conceptual Framework

The conceptual framework for the report shall bring together feminist economic thinking with other areas of intersectional feminist research and a focus on the Hawai'i context. Several important theoretical framing issues are immediately worth noting:

- “**Gendered** impact” is used in contrast to a sole focus on women, and specifically includes trans* women, and people who identify as femme and gender-nonbinary. “Gendered” is also helpful to capturing changes in gender relations and highlighting concepts such as femininity and masculinity, motherhood, etc. that may be relevant to the issues and impacts found.
- At the same time, the framing of “**impact**” itself can tend to portray women as passive or vulnerable, rather than as agents who respond to changes in their lives. The exact wording and framing of the report are expected to evolve over the inception and research period.
- The **intersectional** nature of impacts will represent a centerpiece, with a focus on points of multiple oppression in line with good practices in intersectional feminist research. This may entail focusing especially on stories of those experiencing the brunt of impacts, including Native Hawaiian and Pacific Islander women, immigrant women, houseless, disabled and queer women or otherwise, to be determined together with WFH and partners.
- Finally, the report will aim to address impacts and gather stories from different islands, recognizing the O’ahu-centric nature of much data and policy and also bearing in mind the limited budget/travel restrictions and advocate and researcher location on O’ahu, which present important limitations.

Methodology and Plan of Work

The work will be approached in four main phases:

- Part I: Inception (April 19 – May 14, 2021)
- Part 2: Data Collection and Analysis (May 24 – June 18, 2021)
- Part 3: Report Writing and Publication (June 21 – August 16, 2021)
- Part 4: Dissemination and Wrap-Up (August 2021-)

In part I, **Key Informant Interviews** will be undertaken with advocates from the following areas:

- The Hawai'i Women's sector (HSCSW and members of the COVID-19 Response team; Rep. Ishihara; Director of DHS; Domestic Violence service providers; LGBT and trans* rights advocates, and more);
- Key economic policy actors, DBEDT and DLIR;
- Academics (staff from UHERO and elsewhere);
- Grassroots organizers (CoronaCare and others); and

- National think tanks (IWPR and Washington Center for Equitable Growth).

A **literature review** will survey the existing grey literature (e.g., policy and advocacy reports and media), as well as relevant academic publications. A **report outline** will then be submitted as part of the inception phase, which will flesh out the directions of the report more fully based on the above, refine the conceptual framework, and highlight key themes that can be investigated.²

Part 2 will entail the collation of any **quantitative data** that can be analyzed to shed light on gendered impacts. An initial list of data sources includes the following:

- Hawai'i Data Collaborative: <https://www.hawaiidata.org/covid19>
- Harvard Economic Tracker: <https://tracktherecovery.org/>
- Bureau of Labor Statistics: <https://www.bls.gov/regions/west/hawaii.htm>
- Individual data from DLIR and DBEDT to be obtained, and more.

Qualitative interviews or other methods of obtaining **case studies** will also be used. Given that collecting and analyzing qualitative data is expensive and time-consuming, one option may be to partner with organizations already gathering qualitative stories or case studies of impact such as HSCSW, Hawai'i Appleseed Center, and/or the Hawai'i Strategy Lab. These issues will also be fleshed out in the initial report outline.

A **final report** of between 25-30 pages shall be produced. The report shall be shared with a number of peer reviewers, to be determined, in order to ensure quality and accuracy. A webinar launch and social media dissemination activities may or may not form part of the work to be performed by the researcher/contractor.

This report will reveal in detail the pandemic's effects on this community's most marginalized and vulnerable members, raise public awareness, and influence practice and policy aligned with the goal of safe, fair, and dignified work for all Hawai'i women.

² For example, a recent IWPR report utilized themes such as "Employment and Earnings," while Howe (2020) examines impacts across three overarching themes of economy, gender-based violence, and sexual and reproductive health.

Timeline

Activities	Dates (April 19 – August 30, 2021)	Milestones
Preliminary Key Informant Interviews (KIIs)	April 19 - 30	
Research outreach for case studies/qualitative interviews	April 19 - 30	
Desk research/literature review	May 3 - 14	
Inception report/report outline	May 14	Key milestone
Feedback received and incorporated	May 24	
Quantitative data analysis	May 25 - June 4	
Case studies/qualitative analysis	June 7 - 18	
Report writing	June 21 – July 7	
Draft report due	July 7	Key milestone
Report feedback received	July 21	
Report edits incorporated and Final Report content submitted	July 31	
Graphic design and formatting completed; Final Report laid	August 16	Key milestone

out/designed		
Initial Report online workshop	Week of August 16 or later TBD	
Further dissemination activities with TUMU + TBD (e.g., online graphics and memes, further workshops, etc.	TBD	
Draft Grant Final Report submitted	August 30	

(Dissemination activities to be decided)

References

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Measure	Notes	Current Status	Introducer(s)	Referral	Companion
<u>SB618 SD1</u>  <u>Uniform Parentage Act; Expedited Process of Parentage</u> RELATING TO PARENTAGE. Amends the Uniform Parentage Act to allow non-gestational partners to voluntarily establish parentage of a child during the period immediately prior to or following the birth of the child. Requires the State to recognize parentage determinations from other states and territories. (SD1)	DEAD - Af3irm	(S) <u>2/19/2021</u> - Report adopted; Passed Second Reading, as amended (SD 1) and referred to JDC.	BAKER, CHANG, MISALUCHA, SAN BUENAVENTURA, English, Keith-Agaran, Nishihara, Shimabukuro	HTH, JDC	HB1096
<u>HB1096 HD2 SD1</u>  <u>Parentage; Task Force; DOH</u> RELATING TO PARENTAGE. Requires the department of health to convene a task force to recommend amendments to the Hawaii Revised Statutes to update existing parentage laws that reflect outdated, cisheteronormative concepts of families, parenthood, and parental rights. (SD1)	Af3irm	(S) <u>4/19/2021</u> - Received notice of appointment of House conferees (Hse. Com. No. 560).	SAYAMA, ICHiyAMA, KAPELA, MARTEN, MIZUNO, PERRUSO, TAM, WILDBERGER, D. Kobayashi	HTH, JDC	SB618
<u>HB570 HD2 SD1</u>  <u>Sexual Abuse of Minors; Civil Action; Statute of Limitations; Damages; Trauma-Informed Response</u> RELATING TO SEXUAL ABUSE OF MINORS. Expands the time period by which a civil action for childhood sexual abuse may be initiated. Extends the period during which a victim of childhood sexual abuse may bring an otherwise time-barred action against the victim's abuser or a legal entity having a duty of care. Allows recovery of treble damages in certain circumstances. Provides for training on trauma-informed response. Applies retroactively to 4/24/2020. (SD1)	Sex Abuse Treatment Center (see SB163)	(S) <u>4/19/2021</u> - Received notice of appointment of House conferees (Hse. Com. No. 560).	ICHIYAMA, GATES, HASHEM, HASHIMOTO, KAPELA, KITAGAWA, LOWEN, MCKELVEY, MIZUNO, NAKASHIMA, ONISHI, TAKAYAMA, TAM, YAMANE, YAMASHITA	JDC/WAM	SB833
<u>SB833</u>  <u>Sexual Abuse of Minors; Civil Action; Statute of Limitations; Damages; Information Disclosure; Trauma-Informed Response</u> RELATING TO SEXUAL ABUSE OF MINORS. Expands the time period by which a civil action for childhood sexual abuse must be initiated. Extends the period during which a victim of childhood sexual abuse may bring an otherwise time-barred action against the victim's abuser or an entity having a duty of care. Allows recovery of treble damages in certain circumstances. Prohibits	DEAD - Sex Abuse Treatment Center (see SB163)	(S) <u>1/29/2021</u> - Referred to JDC.	KIDANI, ACASIO, BAKER, CHANG, GABBARD, INOUYE, KIM, MISALUCHA, SHIMABUKURO, Kanuha, Moriwaki, Nishihara	JDC	HB570

settlement agreements and court orders that restrict disclosure of certain information. Provides for training on trauma-informed response. Applies retroactively to 4/24/2020.

SB1133



Gender-based Analysis Training

RELATING TO GENDER-BASED ANALYSIS TRAINING. Requires the Commission on the Status of Women to provide biannual gender-based analysis training to government officials.

DEAD - Commission on Status of Women

(S) 1/29/2021
- Referred to JDC.

KOUCHI (Introduced by request of another party)

JDC

HB979

HB979



Gender-based Analysis Training

RELATING TO GENDER-BASED ANALYSIS TRAINING. Requires the Commission on the Status of Women to provide biannual gender-based analysis training to government officials.

DEAD - Commission on Status of Women

(H) 1/29/2021
- Referred to JHA, FIN, referral sheet 2

SAIKI (Introduced by request of another party)

JHA, FIN

SB1133

HB567 HD1

Telework; Telecommuting; Alternative Work Schedule; Work From Home; Study; LRB

RELATING TO EMPLOYMENT. Requires the legislative reference bureau to conduct a study on telework and the use of alternative work schedules for state employees. Requires state departments and agencies to cooperate with the legislative reference bureau. Requires the legislative reference bureau to submit a report of its findings and recommendations, including proposed legislation, to the legislature no later than twenty days prior to the convening of the regular session of 2022. (HD1)

DEAD - HCAN and Commission on Status of Women

(H) 2/10/2021
- The committee(s) on JHA recommend(s) that the measure be deferred.

MATSUMOTO, BELATTI, BRANCO, DECOITE, ELI, HASHIMOTO, ICHIYAMA, KAPELA, KITAGAWA, LOWEN, MARTEN, MATAYOSHI, MIZUNO, MORIKAWA, NAKAMURA, PERRUSO, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA, LoPresti

LAT, JHA, FIN

SB830

SB830 SD2

DHRD; Telework; Working Group; Report

RELATING TO EMPLOYMENT. Directs the Department of Human Resources Development to convene a working group of stakeholders to update and create policies and procedures relating to telework and alternative work schedules to address the caregiving responsibilities and other needs of state employees and submit a report on its proposed telework and alternative work schedule policies and procedures, including any recommendations on proposed legislation or specific budget requests, to the Legislature no later than 20 days prior to the convening of the Regular Session of 2022. Requires departments to adopt Department of Human Resources Development policies that permit state employees to telework while caregiving during the COVID-19 pandemic. Effective 7/1/2020. (SD2)

DEAD - HCAN and Commission on Status of Women

(H) 3/17/2021
- Passed Second Reading and referred to the committee(s) on JHA with none voting aye with reservations; none voting no (0) and none excused (0).

BAKER, CHANG, FEVELLA, GABBARD, INOUE, KANUHA, KEOHOKALOLE, KIM, LEE, MISALUCHA, SHIMABUKURO, Acasio, Moriwaki, Nishihara, San Buenaventura

LAT, JHA, FIN

HB567



HB981 HD1

Permanent Supportive Housing; Source of Income; Rental Discrimination; Prohibited Practices; Housing Assistance Program; Section 8 Housing Choice Vouchers

DEAD - Commission on Status of Women (see SB36)

(H) 2/10/2021
- Passed Second Reading as amended in HD 1 and referred to the committee(s)

SAIKI (Introduced by request of another party)

HSG, JHA, FIN

SB1135

RELATING TO RENTAL DISCRIMINATION.

Prohibits discrimination, including in advertisements for rental property, in rental transactions based on participation in a section 8 housing choice program or any permanent supportive housing program or requirements related to participation in these housing assistance programs. Effective 7/1/2050. (HD1)

on JHA with none voting aye with reservations; none voting no (0) and Representative(s) Eli excused (1).

SB1135 SD1Source of Income, Rental Discrimination; Definitions

RELATING TO RENTAL DISCRIMINATION.

Creates a new chapter on "source of income" discrimination in rental transactions, adds definitions, and enforcement remedies by direct civil action. (SD1)

DEAD - Commission on Status of Women (see SB36)

(S) 2/18/2021

- Report adopted; Passed Second Reading, as amended (SD 1) and referred to JDC/WAM.

KOUCHI (Introduced by request of another party)

CPN, JDC/WAM

HB981

HB698DHS; HSCSW; Maternal Health Equity; Standards of Care; Implicit Bias Training

RELATING TO MATERNAL HEALTH.

Requires the department of human services to collect and report data on severe maternal morbidity incidents, disaggregated by county, race, and ethnicity. Establishes a maternal disparity and health equity task force to make recommendations on reducing maternal morbidity and improving maternal health outcomes for women, particularly women of color. Requires the task force to submit an initial report to the legislature no later than 6/30/2022 and an annual report prior to each regular session. Requires the department of human services to develop and the Hawaii state commission on the status of women to administer implicit bias training for health care professionals in perinatal facilities.

DEAD - Healthy Mothers, Health Babies

(H) 1/27/2021

- Referred to HHH, JHA, FIN, referral sheet 1

ELI

HHH, JHA, FIN

SB900

SB900 SD2DHS; HSCSW; Maternal Health Equity; Standards of Care; Implicit Bias Training

RELATING TO MATERNAL HEALTH.

Requires the department of human services to collect and report data on severe maternal morbidity incidents, disaggregated by county, race, and ethnicity. Requires the department of human services to develop and the Hawaii state commission on the status of women to administer implicit bias training for health care professionals in perinatal facilities. Effective 5/1/2029. (SD2)

DEAD - Healthy Mothers, Health Babies

(H) 3/16/2021

- The committee(s) on HHH recommend(s) that the measure be deferred.

SHIMABUKURO, ACASIO, CHANG, FEVELLA, LEE, Gabbard

HHH, JHA, FIN

HB698

HCR12 HD1Education; Title IX Corollary; Act 110 Implementation Task Force

CONVENING A TASK FORCE TO ADDRESS IMPLEMENTATION OF HAWAII'S STATE LAW COROLLARY TO TITLE IX TO STRENGTHEN HAWAII'S EFFORTS TO END CAMPUS-BASED SEXUAL VIOLENCE AND GENDER DISCRIMINATION.

DEAD - AAUW

(H) 3/29/2021

- The committee(s) on JHA recommend(s) that the measure be deferred.

KITAGAWA, BELATTI, DECOITE, ELI, HASHIMOTO, ICHIYAMA, KAPELA, LOWEN, MARTEN, MATAYOSHI, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, NAKASHIMA, NISHIMOTO, PERRUSO, TAKUMI, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA

EDN, JHA

HR13, SCR9

DEAD - AAUW

KITAGAWA, BELATTI, DECOITE, ELI,

EDN, JHA

HCR12

	HR13 HD1 <u>Education; Title IX Corollary; Act 110 Implementation Task Force</u> CONVENING A TASK FORCE TO ADDRESS IMPLEMENTATION OF HAWAII'S STATE LAW COROLLARY TO TITLE IX TO STRENGTHEN HAWAII'S EFFORTS TO END CAMPUS-BASED SEXUAL VIOLENCE AND GENDER DISCRIMINATION.		(H) <u>3/29/2021</u> - The committee(s) on JHA recommend(s) that the measure be deferred.	HASHIMOTO, ICHIIYAMA, KAPELA, LOWEN, MARTEN, MATAYOSHI, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, NAKASHIMA, NISHIMOTO, PERRUSO, TAKUMI, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA	
	SR8 SD2 <u>Education; Title IX Corollary; Act 110 Implementation Task Force</u> CONVENING A TASK FORCE TO ADDRESS IMPLEMENTATION OF HAWAII'S STATE LAW COROLLARY TO TITLE IX TO STRENGTHEN HAWAII'S EFFORTS TO END CAMPUS-BASED SEXUAL VIOLENCE AND GENDER DISCRIMINATION.	DEAD - AAUW	(S) <u>3/31/2021</u> - Report and Resolution Adopted, as amended (SD 2).	BAKER, CHANG, INOUE, KANUHA, KEOHOKALO, KIM, LEE, MISALUCHA, MORIWAKI, SHIMABUKURO, Acasio, Gabbard, Kidani, Nishihara, San Buenaventura	EDU/HRE, JDC HR13, SCR9
	SCR9 SD2 <u>Education; Title IX Corollary; Act 110 Implementation Task Force</u> CONVENING A TASK FORCE TO ADDRESS IMPLEMENTATION OF HAWAII'S STATE LAW COROLLARY TO TITLE IX TO STRENGTHEN HAWAII'S EFFORTS TO END CAMPUS-BASED SEXUAL VIOLENCE AND GENDER DISCRIMINATION.	DEAD - AAUW	(H) <u>4/8/2021</u> - Report adopted; referred to the committee(s) on JHA with none voting aye with reservations; none voting no (0) and Representative(s) McDermott excused (1).	BAKER, CHANG, INOUE, KANUHA, KEOHOKALO, KIM, LEE, MISALUCHA, MORIWAKI, SHIMABUKURO, Acasio, Gabbard, Kidani, Nishihara, San Buenaventura	EDN, JHA HCR12, SR8
	HB249 <u>Health Care; Insurance</u> RELATING TO HEALTH CARE. Requires health insurance coverage for various sexual and reproductive health care services.	DEAD - Planned Parenthood (see HCR13)	(H) <u>1/27/2021</u> - Referred to HHH, CPC, FIN, referral sheet 1	ICHIIYAMA	HHH, CPC, FIN SB623
	SB623 <u>Health Care; Insurance</u> RELATING TO HEALTH CARE. Requires health insurance coverage for various sexual and reproductive health care services.	DEAD - Planned Parenthood (see HCR13)	(S) <u>1/27/2021</u> - Referred to HTH, CPN.	BAKER, CHANG, KIDANI, RHOADS, Misalucha, San Buenaventura, Shimabukuro	HTH, CPN HB249
	HB576 HD3 <u>Aspiration Abortions; Advanced Practice Registered Nurses; Scope of Practice</u> RELATING TO HEALTH CARE. Authorizes advanced practice registered nurses to perform medication or aspiration abortions. (HD3)	Planned Parenthood	(S) <u>4/14/2021</u> - Act 003, 04/12/2021 (Gov. Msg. No. 1103).	ICHIIYAMA, BELATTI, MARTEN, MORIKAWA, NAKAMURA	HTH/CPN SB624
DEAD - Planned Parenthood BAKER, CHANG, RHOADS, Keohokalole, HTH, CPN HB576					

	SB624 <u>Abortions; Physician Assistants; Advanced Practice Registered Nurses; Scope of Practice</u> RELATING TO HEALTH CARE. Authorizes licensed physician assistants and advanced practice registered nurses to perform certain abortions.		(S) <u>2/8/2021</u> - The committee(s) on HTH deleted the measure from the public hearing scheduled on 02-10-21 1:00PM in conference room Via Videoconference.	Kidani, San Buenaventura, Shimabukuro		
	HCR11 HD1 SD1 <u>Hawaii State Commission on the Status of Women; Missing; Murdered; Native Hawaiian Women and Girls; Task Force; Study</u> REQUESTING THE HAWAII STATE COMMISSION ON THE STATUS OF WOMEN TO CONVENE A TASK FORCE TO STUDY MISSING AND MURDERED NATIVE HAWAIIAN WOMEN AND GIRLS.	DEAD - Commission on Status of Women (see SCR8)	(S) <u>4/19/2021</u> - Reported from JDC (Stand. Com. Rep. No. 1787) with recommendation of adoption.	ELI, BELATTI, BRANCO, DECOITE, HASHIMOTO, ICHIYAMA, KAPELA, KITAGAWA, LOWEN, MARTEN, MATAYOSHI, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, NAKASHIMA, NISHIMOTO, PERRUSO, TAKUMI, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA, McDermott	HWN, JDC	HR12, SCR8
	HR12 HD1 <u>Hawaii State Commission on the Status of Women; Missing; Murdered; Native Hawaiian Women and Girls; Task Force; Study</u> REQUESTING THE HAWAII STATE COMMISSION ON THE STATUS OF WOMEN TO CONVENE A TASK FORCE TO STUDY MISSING AND MURDERED NATIVE HAWAIIAN WOMEN AND GIRLS.	DEAD - Commission on Status of Women (see SCR8)	(H) <u>3/31/2021</u> - Resolution adopted in final form.	ELI, BELATTI, BRANCO, DECOITE, HASHIMOTO, ICHIYAMA, KAPELA, KITAGAWA, LOWEN, MARTEN, MATAYOSHI, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, NAKASHIMA, NISHIMOTO, PERRUSO, TAKUMI, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA, McDermott	HHH, JHA	HCR11
	SR7 SD1 <u>Hawaii State Commission on the Status of Women; Missing; Murdered; Native Hawaiian Women and Girls; Task Force; Study</u> REQUESTING THE HAWAII STATE COMMISSION ON THE STATUS OF WOMEN TO CONVENE A TASK FORCE TO STUDY MISSING AND MURDERED NATIVE HAWAIIAN WOMEN AND GIRLS.	DEAD - Commission on Status of Women (see SCR8)	(S) <u>2/17/2021</u> - Report adopted, as amended (SD 1) and referred to JDC.	BAKER, ACASIO, CHANG, FEVELLA, GABBARD, INOUE, KANUHA, KEOHOKALOLE, KIM, LEE, MISALUCHA, MORIWAKI, SHIMABUKURO, Kidani, Nishihara, San Buenaventura	HWN, JDC	HR12, SCR8
	SCR8 SD2 <u>Hawaii State Commission on the Status of Women; Missing; Murdered; Native Hawaiian Women and Girls; Task Force; Study</u> REQUESTING THE HAWAII STATE COMMISSION ON THE STATUS OF WOMEN TO CONVENE A TASK FORCE TO STUDY MISSING AND MURDERED NATIVE HAWAIIAN WOMEN AND GIRLS.	DEAD - Commission on Status of Women	(H) <u>3/30/2021</u> - Referred to HHH, JHA, referral sheet 30	BAKER, ACASIO, CHANG, FEVELLA, GABBARD, INOUE, KANUHA, KEOHOKALOLE, KIM, LEE, MISALUCHA, MORIWAKI, SHIMABUKURO, Kidani, Nishihara, San Buenaventura	HHH, JHA	HCR11, SR7
	HB734 <u>DHS; Child Support; Temporary Assistance for Needy Families Program; Employer; Fines; Appropriation</u> RELATING TO CHILD SUPPORT.	DEAD - Zonta	(H) <u>2/16/2021</u> - The committee(s) on JHA	TODD, HOLT, ILAGAN, KAPELA, LOWEN, MATAYOSHI, MCKELVEY, MORIKAWA, NAKAMURA, TARNAS, Tam	JHA, FIN	

Requires certain amounts of child support moneys collected by the Department of Human Services for public assistance of a child to pass through to the family receiving public assistance. Requires the Department of Human Services to disregard passed-through child support payments when calculating the income of an applicant for or recipient of public assistance. Increases the maximum fine for an employer who discharges from employment, refuses to employ, or takes disciplinary action against any noncustodial parent subject to income withholding or who fails to comply with an order of assignment of future income to pay child support. Appropriates funds.

recommend(s)
that the measure
be deferred.

SB279 SD2

Marriage; Legal Age

RELATING TO MARRIAGE OF MINORS.



Requires that in the event that one of the respective parties to a marriage contract is a minor and the other party is more than five years older than the minor, the child protective services unit of the department of human services shall investigate and report to the family court of the circuit in which the minor resides before the marriage is approved. Takes effect 5/6/2137. (SD2)

DEAD - Zonta

(H) 3/11/2021

- Referred to
HHH, JHA,
referral sheet 22

RHOADS

HHH, JHA

HB2

Employment; Paid Sick Leave

RELATING TO PAID SICK LEAVE.



Requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care and supplemental paid sick leave to employees under certain public health emergency conditions.

DEAD - HCAN

(H) 1/27/2021

- Referred to
LAT, PDP, FIN,
referral sheet 1

KAPELA, GANADEN, ICHIYAMA,
LOPRESTI, LOWEN, MARTEN, PERRUSO,
TAM, Branco, Nakamura, Sayama

LAT, PDP,
FIN

SB966

Menstrual Equity; Menstrual Products; Department of Education; Public Schools; Secondary Schools

RELATING TO MENSTRUAL EQUITY.

Requires the department of education to make menstrual products available for free to students on public secondary school campuses.



DEAD - Mai Movement - see
SCR100/SR77/HCR178/HR147

(S) 1/29/2021

- Referred to
EDU, JDC.

ACASIO, CHANG, FEVELLA, Keith-Agaran,
Shimabukuro

EDU, JDC

HB740 HD1

Automatic Voter Registration; Driver's License; Provisional License; Instruction Permit; State Identification Card; Affirmative Opt-out

RELATING TO VOTING.



Makes an application for voter registration, including an affidavit, part of all driver's license, provisional license, instruction permit, and state identification card applications. Automatically registers each applicant who elects to be registered to vote, unless the applicant affirmatively declines to be registered to vote. Requires sharing of information among the counties, department of transportation, and election personnel. Effective 1/1/2022. (HD1)

DEAD - Common Cause

(H) 2/11/2021

- Passed Second
Reading as
amended in HD 1
and referred to
the committee(s)
on FIN with none
voting aye with
reservations;
none voting no
(0) and
Representative(s)
Ohno excused
(1).

NAKASHIMA

JHA, FIN

	<u>SB159 SD1 HD1</u> <u>Automatic Voter Registration; Driver's License; Identification Card; Opt-in</u> RELATING TO VOTING. Makes an application for voter registration part of all state identification card or driver's license applications. Requires applicants to choose to be registered to vote or make changes to the applicant's voter registration information. Requires the sharing of certain information among the counties, department of transportation, election personnel, and online voter registration system. Effective 7/1/3021. (HD1)	Common Cause	(S) <u>4/19/2021</u> - Received notice of appointment of House conferees (Hse. Com. No. 559).	LEE, CHANG, IHARA, KEITH-AGARAN, KEOHOKALOLE, KIDANI, MISALUCHA, NISHIHARA, RHOADS, Gabbard, Kim, Wakai	JHA, FIN	
	<u>SB282</u> <u>Automatic Voter Registration; Driver's License; Provisional License; Instruction Permit; Identification Card; Affirmative Opt-out</u> RELATING TO VOTING. Requires that any person who is eligible to vote and applies for a new or renewal motor vehicle driver's license, provisional license, or instruction permit, or a new, renewal, or duplicate identification card be automatically registered to vote if that person is not already registered to vote unless the applicant affirmatively declines to be registered to vote. Authorizes access to and electronic transmission of databases maintained or operated by the counties or the department of transportation containing driver's license or identification card information to election officials and the statewide voter registration system. Effective 1/1/2022.	DEAD - Common Cause	(S) <u>1/25/2021</u> - Referred to TRS, JDC.	RHOADS, Dela Cruz	TRS, JDC	HB349
	<u>SB193 SD1</u> <u>Gender Representation; Corporate Boards; Department of Commerce and Consumer Affairs; Reports</u> RELATING TO EQUITABLE GENDER REPRESENTATION ON CORPORATE BOARDS. Requires publicly held domestic corporations to have a gender-diverse board of directors. Establishes reporting requirements for the Department of Commerce and Consumer Affairs and penalties. (SD1)	DEAD - AAUW	(H) <u>3/9/2021</u> - Referred to ECD, CPC, FIN, referral sheet 21	RHOADS, BAKER	ECD, CPC, FIN	HB1077
	<u>HB1077</u> <u>Gender Representation; Corporate Boards; Department of Commerce and Consumer Affairs; Reports</u> RELATING TO EQUITABLE GENDER REPRESENTATION ON CORPORATE BOARDS. Requires publicly held domestic corporations to include non□male and non□female individuals among the directors of their corporate board. Establishes reporting requirements for the Department of Commerce and Consumer Affairs and penalties.	DEAD - AAUW	(H) <u>2/1/2021</u> - Referred to ECD, CPC, FIN, referral sheet 3	BELATTI, ICHiyAMA, LUKE	ECD, CPC, FIN	SB193
	<u>HB565 HD1</u> <u>Divorce; Physical Presence; Residency Requirement</u> RELATING TO DIVORCE.	DEAD - HSCADV	(H) <u>2/19/2021</u> - Passed Second Reading as	NAKAMURA, BELATTI, BRANCO, DECOITE, ELI, HASHIMOTO, ICHiyAMA, KAPELA, KITAGAWA, LOWEN, MARTEN, MATAYOSHI, MATSUMOTO, MIZUNO,	JHA, FIN	SB828

<p>Grants exclusive original jurisdiction in matters of divorce to the family court of the circuit in which an applicant is domiciled at the time the application is filed. Repeals the requirement that a person be domiciled or physically present in the State for a continuous period of at least six months before completing a divorce. Effective 7/1/3021. (HD1)</p>		<p>amended in HD 1 and referred to the committee(s) on FIN with none voting aye with reservations; none voting no (0) and Representative(s) Har, Kong, Matayoshi excused (3).</p>	<p>MORIKAWA, NISHIMOTO, PERRUSO, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA, McDermott</p>
<p><u>SB828 HD1</u> <u>Divorce; Physical Presence; Residency Requirement</u> RELATING TO DIVORCE. Grants exclusive original jurisdiction in matters of divorce to the family court of the circuit in which an applicant is domiciled at the time the application is filed. Repeals the requirement that a person be domiciled or physically present in the State for a continuous period of at least six months before completing a divorce. Effective 7/1/3021. (HD1)</p>	<p>HSCADV</p>	<p>(S) 4/19/2021 - Received notice of appointment of House conferees (Hse. Com. No. 559).</p>	<p>SHIMABUKURO, BAKER, CHANG, FEVELLA, INOUE, KANUHA, KIM, LEE, MISALUCHA, Acasio, Gabbard, Keohokalole, Kidani, Moriwaki, Nishihara JHA, FIN HB565</p>
<p><u>HB566 HD1 SD1</u> <u>Abuse of Family or Household Members; Coercive Control; Petty Misdemeanor</u> RELATING TO ABUSE OF FAMILY OR HOUSEHOLD MEMBERS. Adds coercive control between family or household members to the pilot program to strengthen state and county responses to domestic violence and increase violator accountability established by Act 19, Regular Session of 2020. Sunsets 6/30/2026. (SD1)</p>	<p>HSCADV</p>	<p>(S) 4/19/2021 - Received notice of appointment of House conferees (Hse. Com. No. 560).</p>	<p>ICHIYAMA, BELATTI, BRANCO, DECOITE, ELI, HASHIMOTO, KAPELA, KITAGAWA, LOWEN, MARTEN, MATAYOSHI, MATSUMOTO, MIZUNO, MORIKAWA, NAKAMURA, NISHIMOTO, PERRUSO, TAKUMI, TAM, TARNAS, TODD, WILDBERGER, YAMASHITA JDC SB829</p>
<p><u>SB829 SD1</u> <u>Abuse of Family or Household Members; Coercive Control; Petty Misdemeanor</u> RELATING TO ABUSE OF FAMILY OR HOUSEHOLD MEMBERS. Adds coercive control as part of the petty misdemeanor offense of abuse of a family or household member to the pilot program to strengthen state and county responses to domestic violence and increase violator accountability established by Act 19, Regular Session of 2020. Sunsets 6/30/2026. (SD1)</p>	<p>DEAD - HSCADV</p>	<p>(H) 3/16/2021 - The committee(s) on JHA recommend(s) that the measure be deferred.</p>	<p>SAN BUENAVENTURA, ACASIO, BAKER, CHANG, INOUE, KIM, LEE, MISALUCHA, MORIWAKI, SHIMABUKURO, Kanuha, Keohokalole, Kidani, Nishihara JHA, FIN HB566</p>
<p><u>HB569 HD2</u> <u>Rules of Evidence; Victim-Counselor Privilege; UH Confidential Advocate</u> RELATING TO VICTIM-COUNSELOR PRIVILEGE. Expands the victim-counselor privilege under Rule 505.5 of the Hawaii Rules of Evidence to include victims of dating violence, stalking, and sexual harassment and confidential advocates employed by the University of Hawaii. Effective 7/1/2060. (HD2)</p>	<p>DEAD - HSCADV</p>	<p>(H) 2/18/2021 - Report adopted. referred to the committee(s) on FIN as amended in HD 2 with none voting aye with reservations;</p>	<p>ICHIYAMA, HASHIMOTO, HOLT, ILAGAN, KAPELA, KITAGAWA, MARTEN, MATAYOSHI, MCKELVEY, MIZUNO, NAKAMURA, NAKASHIMA, PERRUSO, TAM, TARNAS, YAMASHITA, McDermott HET, JHA, FIN SB832</p>

none voting no
(0) and
Representative(s)
Gates excused
(1).

SB832

Rules of Evidence; Victim-Counselor Privilege; UH Confidential Advocate



RELATING TO VICTIM-COUNSELOR PRIVILEGE.
Expands the victim-counselor privilege under Rule 505.5 of the
Hawaii Rules of Evidence to include confidential advocates employed
by the university of Hawaii.

DEAD - HSCADV

(S) 1/29/2021
- Referred to
JDC.

BAKER, ACASIO, CHANG, INOUE, KIM,
SHIMABUKURO, Kanuha, Kidani,
Misalucha, Moriwiki, Nishihara

JDC

HB569

HB5

Family Leave Insurance Program; Family Leave Insurance Benefits; Appropriation



RELATING TO FAMILY LEAVE.
Requires the department of labor and industrial relations to establish
and administer a family leave insurance program. Provides family
leave insurance benefits and extends period of family leave to 16
weeks for businesses that employs one or more employees who meet
the hourly qualifications. Appropriates funds.

DEAD - HCAN - see
HCR104/HR86/SCR98

(H) 1/27/2021
- Referred to
LAT, CPC, FIN,
referral sheet 1

KAPELA, GANADEN, ICHIYAMA,
LOPRESTI, LOWEN, PERRUSO, TAM,
WOODSON, Marten, Sayama

LAT, CPC,
FIN

SB679

Family Leave; Temporary Disability Insurance; Insurance Benefits; Employer Based Insurance Program



RELATING TO FAMILY LEAVE AND TEMPORARY DISABILITY
INSURANCE.
Provides employees with up to eight weeks of paid family leave
during a one-year period paid through an employer based private
insurance program currently used to provide for temporary disability
benefits. Repeals chapter 398, Hawaii Revised Statutes.

DEAD - HCAN

(S) 2/12/2021
- The committee
on LCA deferred
the measure.

TANIGUCHI

LCA,
CPN/JDC

HB466

SB36 SD2 HD1

Permanent Supportive Housing; Source of Income; Rental Discrimination; Prohibited Practices; Housing Assistance Program; Section 8 Housing Choice Vouchers



RELATING TO RENTAL DISCRIMINATION.
Prohibits discrimination, including in advertisements for rental
property, in rental transactions based on participation in a section 8
housing choice program or any permanent supportive housing
program or requirements related to participation in these housing
assistance programs. Effective 7/1/2050. (HD1)

DEAD - Commission on Status
of Women (see SB1135 and
HB981)

(H) 3/19/2021
- Passed Second
Reading as
amended in HD 1
and referred to
the committee(s)
on JHA with
Representative(s)
Okimoto voting
aye with
reservations;
none voting no
(0) and
Representative(s)
Todd excused
(1).

CHANG, DELA CRUZ, KEOHOKALOPE,
KIDANI, LEE, RHOADS, SAN
BUENAVENTURA, Baker, Gabbard,
Taniguchi

HSG,
JHA, FIN

**SB163 SD1**Childhood Sexual Abuse; Civil Actions; Statute of Limitations; Remedies

RELATING TO CHILDHOOD SEXUAL ABUSE.

Amends statutory limitations on the time period in which a survivor of childhood sexual abuse may file a civil suit. Allows punitive damages. Permits the court to order restorative justice measures at its discretion, if requested by the victim. (SD1)

DEAD - Sex Abuse Treatment Center (see HB570 and SB833)

(H) 3/11/2021
- Referred to HHH, JHA, FIN, referral sheet 22

LEE, GABBARD, KEITH-AGARAN, KEOHOKALO, MISALUCHA, RHOADS, Chang, Ihara, Kidani, Nishihara, Wakai

HHH, JHA, FIN

**HCR104 HD1 SD1**Paid Family Leave Pilot Program; Task Force

REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM.

HCAN (see HB5)

(S) 4/19/2021
- Reported from WAM (Stand. Com. Rep. No. 1776) with recommendation of adoption.

ONISHI

LCA, WAM

HR86

**HR86 HD1**Paid Family Leave Pilot Program; Task Force

REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE TO STUDY, DESIGN, AND DEVELOP A PAID FAMILY LEAVE PILOT PROGRAM.

HCAN (see HB5)

(H) 3/31/2021
- Resolution adopted in final form.

ONISHI

LAT, FIN

HCR104

**SCR98 HD1**Paid Family Leave Pilot Program; Department of Labor and Industrial Relations Task Force; Family and Medical Leave Act; Hawaii's Family Leave Law; Temporary Disability Law

REQUESTING THE DIRECTOR OF LABOR AND INDUSTRIAL RELATIONS TO CONVENE A TASK FORCE ON PAID FAMILY LEAVE.

HCAN (see HB5)

(H) 4/7/2021
- Report adopted. referred to the committee(s) on FIN as amended in HD 1 with none voting aye with reservations; Representative(s) Kapela, LoPresti, Perruso voting no (3) and none excused (0).

TANIGUCHI, ACASIO, BAKER, KANUHA, KIDANI, LEE, MISALUCHA, Gabbard, Ihara, Keith-Agaran, Moriwaki, Shimabukuro

LAT, FIN

**SCR100**Menstrual Equity; Menstrual Products; Schools; Education

REQUESTING THE DEPARTMENT OF EDUCATION TO PROVIDE FREE MENSTRUAL PRODUCTS TO STUDENTS ON ALL HAWAII PUBLIC SCHOOL CAMPUSES.

Mai Movement (see SB966)


(H) 4/8/2021
- Report adopted; referred to the committee(s) on FIN with none voting aye with reservations; none voting no (0) and Representative(s)

ACASIO, KIDANI, MISALUCHA, Moriwaki, San Buenaventura, Shimabukuro

EDN, FIN

HCR178, SR77

McDermott
excused (1).

 <p><u>SR77</u> <u>Menstrual Equity; Menstrual Products; Schools; Education</u> REQUESTING THE DEPARTMENT OF EDUCATION TO PROVIDE FREE MENSTRUAL PRODUCTS TO STUDENTS ON ALL HAWAII PUBLIC SCHOOL CAMPUSES.</p>	Mai Movement (see SB966)	(S) <u>3/31/2021</u> - Report and Resolution Adopted.	ACASIO, KIDANI, MISALUCHA, Moriwaki, San Buenaventura, Shimabukuro	EDU, WAM	HR147, SCR100
 <p><u>HCR178 SD1</u> <u>Menstrual Equity; Menstrual Products; Schools; Education</u> REQUESTING THE CONVENING OF A WORKING GROUP TO DISCUSS THE ROLE OF THE AUTHORIZER, ITS RELATIONSHIP WITH CHARTER SCHOOLS, THE ACCOUNTABILITY FOR THE USE OF PUBLIC FUNDS, AND WHETHER OR NOT LEGISLATION IS REQUIRED TO EFFECTUATE ANY DESIRED CHANGES.</p>	Mai Movement (see SB966)	(S) <u>4/19/2021</u> - Reported from EDU (Stand. Com. Rep. No. 1792) with recommendation of adoption, as amended (SD 1).	PERRUSO, BRANCO, GANADEN, KAPELA, LOPRESTI, MARTEN, WOODSON	EDU	HR147
 <p><u>HR147</u> <u>Menstrual Equity; Menstrual Products; Schools; Education</u> REQUESTING THE DEPARTMENT OF EDUCATION TO PROVIDE FREE MENSTRUAL PRODUCTS TO STUDENTS ON ALL HAWAII PUBLIC SCHOOL CAMPUSES.</p>	Mai Movement (see SB966)	(H) <u>3/31/2021</u> - Resolution adopted in final form.	PERRUSO, BRANCO, GANADEN, KAPELA, LOPRESTI, MARTEN, WOODSON	EDN, FIN	HCR178
 <p><u>HCR13</u> <u>Insurance</u> REQUESTING THE AUDITOR TO CONDUCT A SOCIAL AND FINANCIAL ASSESSMENT OF PROPOSED MANDATORY HEALTH INSURANCE COVERAGE.</p>	DEAD - Planned Parenthood (see HB249 and SB623)	(H) <u>2/18/2021</u> - Referred to HHH, CPC, FIN, referral sheet 15	ICHIYAMA	HHH, CPC, FIN	SCR143
 <p><u>SCR143 SD1</u> <u>Insurance</u> REQUESTING THE AUDITOR TO CONDUCT A SOCIAL AND FINANCIAL ASSESSMENT OF PROPOSED MANDATORY HEALTH INSURANCE COVERAGE.</p>	Planned Parenthood (see HB249 and SB623)	(H) <u>4/8/2021</u> - Report adopted; referred to the committee(s) on CPC with Representative(s) Matsumoto, Okimoto voting aye with reservations; none voting no (0) and Representative(s) McDermott excused (1).	BAKER, CHANG, KEOHOKALO, MISALUCHA, NISHIHARA, San Buenaventura, Shimabukuro	LMG, CPC	HCR13

CSW Budget Summary 4.12.21

Funds Available by Quarter
For SFY 2021
As of April 12, 2021

	<u>July - Sept 2020</u>	<u>Oct - Dec 2020</u>	<u>Jan - Mar 2021</u>	<u>Apr - June 2021</u>	<u>SFY 2021 Total</u>
Payroll:					
Quarterly Funds	31,335.00	31,335.00	31,335.00	24,210.00	118,215.00
Expenditures	(31,335.00)	(21,741.50)	(42,599.50)	(5,496.00)	(101,172.00)
Additional Allotment (FY21 CB EM No. 20-09)		6,080.00			6,080.00
Trf allotment from others				7,125.00	7,125.00
Transfers (reversions)		(15,673.50)	15,673.50		-
Balance	-	-	4,409.00	25,839.00	30,248.00
Other Current:					
Quarterly Funds	12,560.00	2,564.00	7,562.00	14,726.00	37,412.00
Expenditures	(4,352.15)	(4,399.48)	(6,938.92)	(103.20)	(15,793.75)
Reversion	(8,207.85)	8,207.85			-
Reversion		(6,372.37)	6,372.37		-
Emergency Restriction					-
Trf allotment to payroll				(7,125.00)	(7,125.00)
Encumbered Claims Balance					-
Transfers (reversions)					
Balance	-	-	6,995.45	7,497.80	14,493.25
Total Payroll & Other Current funds available					161,707.00

Total funds appropriated by Legislature:

Payroll	118,215.00
Collective Bargaining	6,080.00
Add transfer from "Others"	7,125.00
Funds available	131,420.00
Other Current	55,820.00
Less restrictions	(18,408.00)
Released Contingency Restriction	
Less transfer to "Payroll"	(7,125.00)
Funds available	30,287.00

QUICK REVIEW: Sunshine Law Options to Address State Legislative Issues and Measures July 2018

As the Hawaii State Legislature's opening day approaches, Sunshine Law boards that track legislation and submit testimony on legislative issues or measures are faced with the annual question: how can they keep up with the legislative calendar and submit testimony on a timely basis while still following the Sunshine Law? The state Office of Information Practices has prepared this Quick Review to provide several options.

When dealing with legislative matters, one major hurdle that boards face is the Sunshine Law's six-day notice requirement prior to conducting a meeting to discuss a legislative measure when legislative committees often give less than six days' notice of their hearings. Since most boards typically meet on a monthly or less frequent basis, their meeting schedule together with the notice requirement leave them with limited options to timely notice a meeting and discuss the adoption of legislative testimony or positions prior to the legislative hearing.

The Sunshine Law, however, allows board members to discuss board business outside a meeting in limited circumstances, as set forth in the "permitted interactions" section of the law. HRS § 92-2.5. These permitted interactions are not considered to be "meetings" of a board or subcommittee subject to the Sunshine Law's six-day advance notice requirements. HRS §92-2.5(h).

Generally, among the various types of permitted interactions authorized under section 92-2.5, HRS, the most useful in developing or adopting positions on legislative measures are the three described in: (1) section 92-2.5(a), HRS, which allows two members of a board to discuss board business between themselves so long as no commitment to vote is made or sought; (2) section 92-2.5(b), HRS, which allows a board to assign less than a quorum of its membership to present, discuss, or negotiate any board position that the board had previously adopted at a meeting; and (3) section 92-2.5 (e), HRS, which allows less than a quorum of board members to attend a legislative hearing (or other "informational meeting") and report their attendance at the next board meeting.

Permitted interactions are discussed in greater detail in OIP's three-part Quick Review series on "Who Board Members Can Talk To and When," which may be viewed on OIP's [Training page at oip.hawaii.gov](http://oip.hawaii.gov).

Besides permitted interactions, other options for a board to address legislative matters are through emergency or limited meetings or delegation to staff. The various options or practical approaches that a board could take to discuss and submit timely testimony on legislative issues or measures are discussed below.

First Option: Delegation to Staff

At the outset of the legislative session, a board may file a notice of a public meeting with an agenda indicating that the board will consider the adoption of a position or the general policy

direction it will take on specific legislative topics, subject matters and legislative measures, including the relevant bill numbers, if available, which the board desires to present in testimony during a legislative session. (A board may contact OIP's Attorney of the Day to discuss whether the notice of an agenda item is legally sufficient.)

The board could then delegate to staff (e.g., executive director) the authority to track legislative measures and provide testimony in accordance with the positions and policy directives previously adopted by the board. The members of a board's staff (assuming they are not board members) can freely discuss legislative measures the board is tracking among themselves without implicating the Sunshine Law. Likewise, discussions involving staff and a single board member would not raise Sunshine Law concerns, unless the discussions comprise a serial communication between staff and individual board members to solicit a commitment to vote on a specific matter.

The board's staff would report to the board on all legislative measures at the board's regularly scheduled meetings conducted during the legislative session and could seek confirmation or clarification of testimony that it planned to or had presented to the legislature. Alternatively, if the board has delegated legislative authority to two board members as discussed in the second option below, or to a permitted interaction group as in the third option below, then the staff could report to those groups at any time without having to notice a Sunshine Law meeting.

Second Option: Delegation to No More Than Two Board Members

If a board has no staff or if its members wish to take a more active role in legislative matters, then a board may delegate to two board members the authority to prepare and submit any legislative testimony in accordance with the position or policy direction the board had previously adopted. Under the permitted interaction authorized in section 92-2.5(a), HRS, two board members may discuss between themselves official board business, including testimony being presented to the Legislature, provided that no commitment by the board members to vote on board business is made or sought and the two members do not constitute a quorum of the board.

The two board members working on a legislative issue or measure can provide reports at any meeting of the board when the issue is on the agenda. Moreover, different combinations of members may be assigned to work on different legislative issues or measures. However, the two board members assigned to a legislative measure or issue must be careful to avoid involving additional members in discussions of that matter outside a board meeting because these additional discussions could constitute a serial discussion among three or more members in violation of the Sunshine Law.

Discussions by all members may take place at duly noticed board meetings. The full board can continue to oversee the implementation of the general policy direction by the two board members and address any new issues that arise during the legislative session at its regularly scheduled meetings. If necessary, the full board may also hold emergency meetings, as described in the sixth option below.

Third Option: Permitted Interaction Group under Section 92-2.5(b)(2), HRS

Some boards may prefer to have more than two members involved in legislative matters. If so, a board may consider the establishment of permitted interaction group (“PIG”) under section 92-2.5(b)(2), HRS, which could consist of more than two members, so long as it is less than a quorum of the board.

Initially, the board should adopt its position or establish policy directives at a public meeting duly noticed under the Sunshine Law. The agenda item in the public meeting notice would describe the specific topic, subject matter, or legislative measure, including any bill number, if known, that the board desires to adopt a position upon or to set a policy directive in response to any legislative measure the board anticipates could be discussed during a legislative session. An additional agenda item for the public meeting should describe the PIG to be established under section 92-2.5(b)(2), HRS, including the assignment of specific board members to the PIG and the establishment of the scope of each member’s authority to present, discuss, or negotiate any position that the board had previously adopted.

A legislative PIG established under section 92-2.5(b)(2), HRS, and acting within the scope of each member’s previously defined authority, would not be subject to the investigative PIG’s requirements under section 92-2.5(b)(1), HRS, to initially report its findings at a public meeting before the full board could discuss or act on the report at a subsequent meeting. Nor would a legislative PIG established under section 92-2.5(b)(2), HRS, be subject to the reporting requirements of section 92-2.5(e), HRS, for attending informational meetings described in the fourth option below.

Fourth Option: Informational Meeting or Presentation

Section 92-2.5(e), HRS, allows two or more members of a board, but less than a quorum, to attend and participate in discussion at an informational meeting or presentation on matters relating to official board business, including meetings of another entity or a legislative hearing. The meeting or presentation, however, must not be specifically and exclusively organized for or directed toward board members, and a commitment by board members relating to a vote on a matter cannot be made or sought. At the next duly noticed board meeting, the board members must report their attendance at the informational meeting or presentation and the matters relating to official board business that were discussed during the meeting or presentation.

Under this permitted interaction, it would not be necessary for the full board to have previously created a permitted interaction group authorized under section 92-2.5(b), HRS, or to have established a position or policy on a legislative measure or issue.

Fifth Option: Limited Meeting by County Council as Guests of Another Group

Any number of county councilmembers may attend a limited meeting that is open to the public, as guests of a board or community group holding its own meeting, provided that the following requirements of section 92-3.1(b), HRS, are met: (1) six days’ advance notice of the limited meeting must be provided to indicate whose board or community group the council is attending, but no agenda is necessary as it is not the council’s own meeting; (2) if the other board

or community group is subject to the Sunshine Law, then that board or group must still meet the Sunshine Law's notice requirements; (3) no more than one limited meeting per month may be held by the County Council involving the same board or community group; (4) no limited meetings may be held outside the State; and (4) the limited meeting shall not be used to circumvent the purpose of the Sunshine Law. Additional requirements under section 92-3.1(c), HRS, for limited meetings apply, such as prior OIP approval and videotaping of the limited meeting, as well as the general meeting requirements, such as keeping minutes.

This option would allow more than a quorum of a county council to meet with constituents or community groups regarding their legislative concerns, but would not be a preferred way for the council itself to address legislative matters. If a quorum or more of a board wanted to attend a specific legislative hearing together, however, this form of limited meeting would be the only option for doing so, other than noticing the hearing as a regular board meeting.

Sixth Option: Emergency Meeting

If an unanticipated legislative issue or measure arises that requires the full board's action, an emergency meeting could be noticed under section 92-8(b), HRS. An emergency meeting requires the board to meet the following conditions. The board must state in writing the reasons for its finding that an unanticipated event has occurred and that an emergency meeting is necessary, and must obtain the Attorney General's concurrence. Two-thirds of all members to which the board is entitled must agree that the conditions necessary for an emergency meeting exist. Although six days' advance notice is not required, the written finding that an unanticipated event has occurred and that an emergency meeting is necessary, and an emergency meeting agenda, must be electronically posted in the same way as for a regular meeting notice and agenda, and copies provided to the office of the Lt. Governor or appropriate county clerk's office and made available in the board's office. Persons requesting notification of board meetings on a regular basis must be contacted by postal mail, email, or telephone as soon as practicable. The board's action must be limited to only action that which must be taken within six days due to the unanticipated event.

Because of the additional requirements for noticing an emergency meeting, as well as the logistical challenges of frequently gathering a quorum of a board's membership on short notice, this option is not one that would be used on a regular basis to deal with legislative issues or measures.

In closing, there are various options available to a Sunshine Board to deal with legislative matters in a timely fashion. For additional guidance, please feel free to contact OIP's Attorney of the Day at 586-1400 or oiip@hawaii.gov.

The Status of Women in Hawai'i County

Report completed December 2020

by the

Hawai'i County Committee on the Status of Women



Introduction

The Hawai'i County Committee on the Status of Women purpose is to provide for permanent and continuing countywide program on behalf of women in the County of Hawai'i. In line with this mandate, the Committee completed a project focused on using data from U.S. government and other sources to analyze women's status in Hawai'i County across multiple issue areas. The results of the report are intended to be used to highlight women's progress and the obstacles they continue to face, to encourage policy and programmatic changes that can improve women's opportunities, and to guide the Committee's focus, programs and activities in the future. The report on the Status of Women in Hawai'i County compiled data grouped in two major categories:

- 1) Employment and earnings and
- 2) Poverty and opportunity.

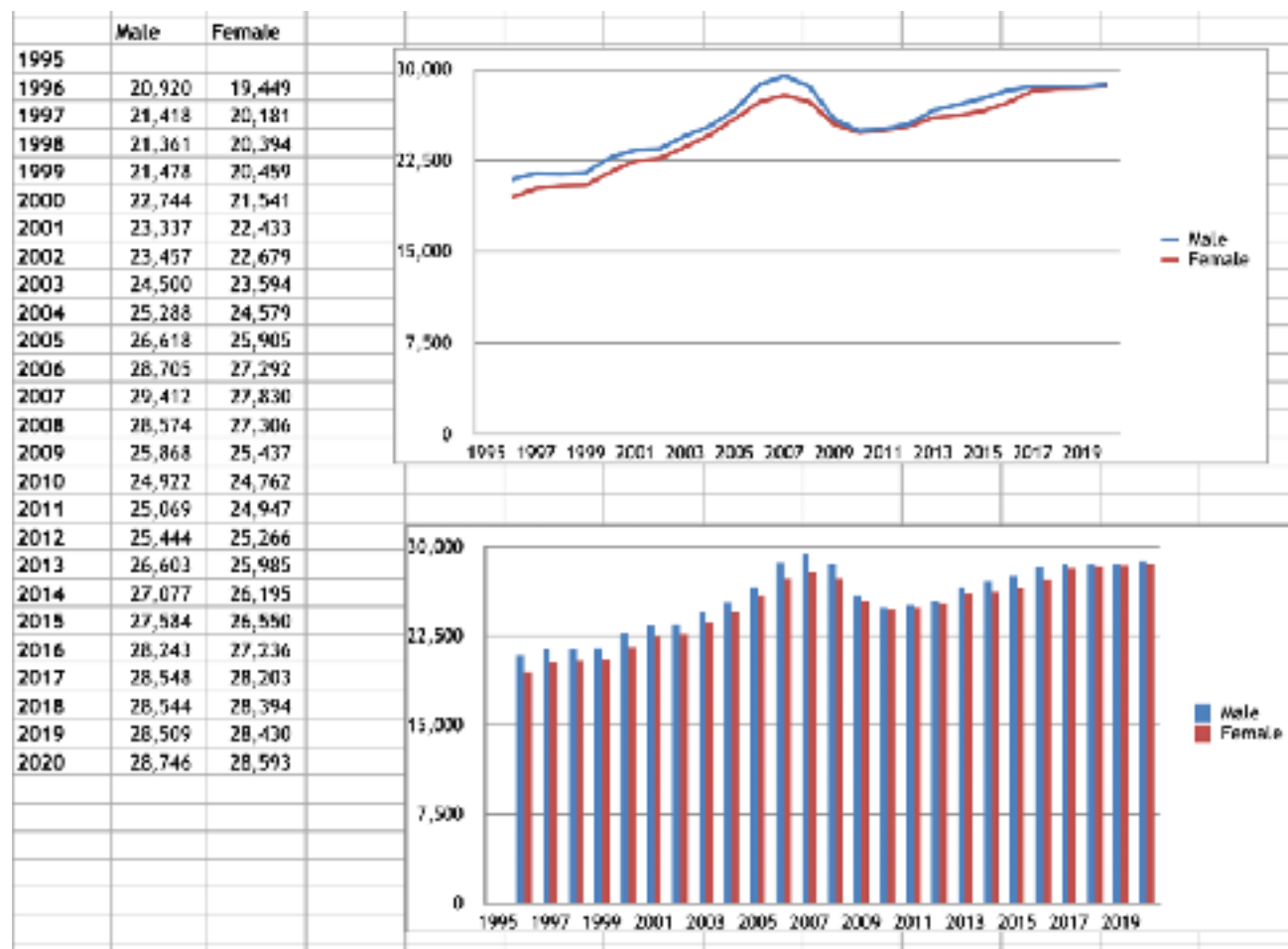
A third category - Violence and mental health - will be covered by another report in the future, as more relevant data becomes available.

According to the US Census July 2019 estimation, the total population in Hawai'i County is 201,513, of which 50.6% are women. Women in Hawai'i County have a diverse racial profile, with about 34% White, 21% Asian, 13% Native Hawaiian and Other Pacific Islander, 13% Hispanic or Latino (Source: US Census Bureau Quick Facts). We believe that this diversity is a testament to the tremendous contribution and potential women have to the County's development, vitality and well being.

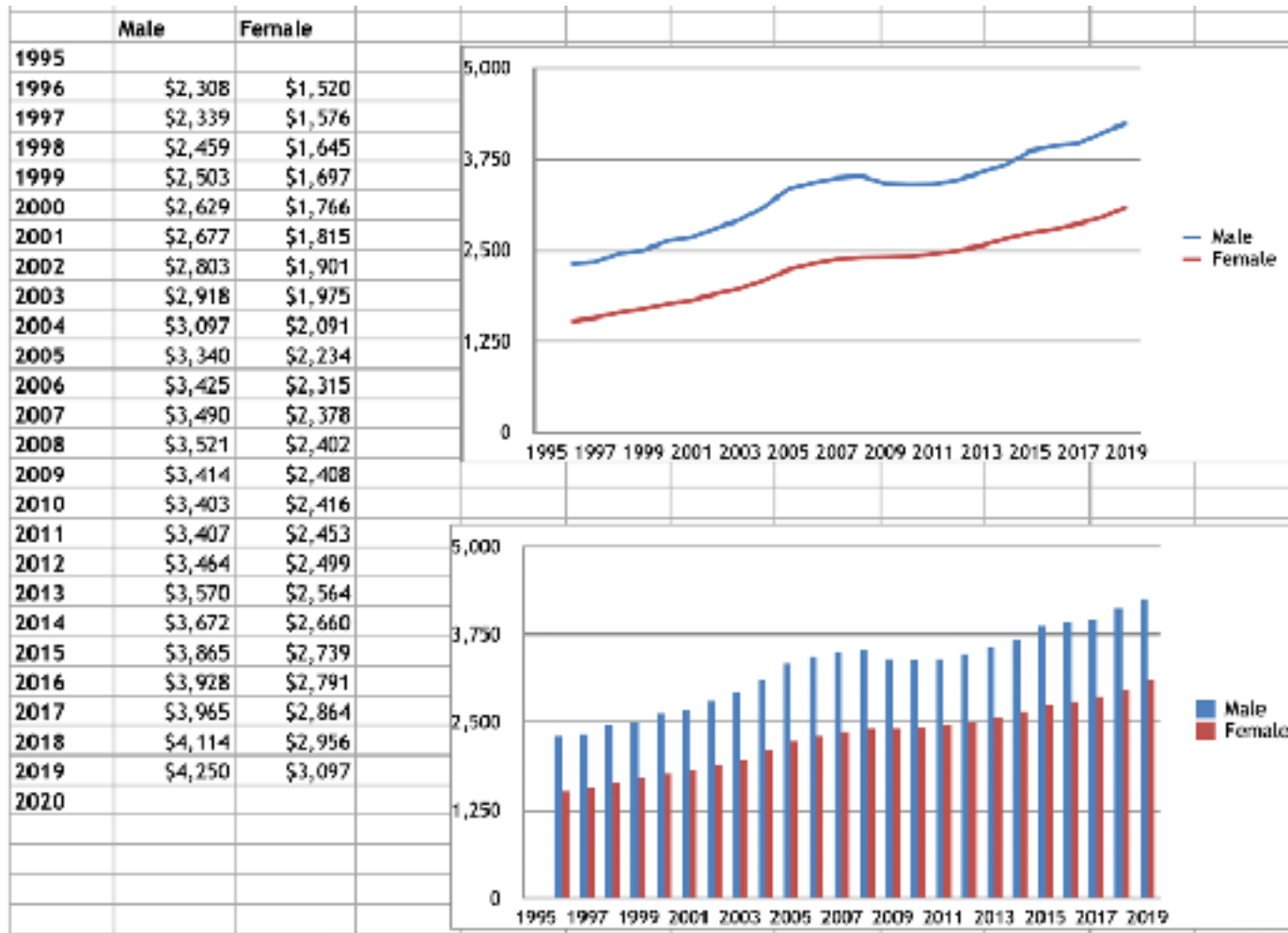
Employment and Earnings

Data obtained from the Local Employment Dynamics (LED) Program, which is the result of a partnership between the U.S. Census Bureau and the State of Hawaii, is presented in two sets of tables and charts below, showing the employment and earnings statistics between 1996 and 2020.

Hawai'i County Employment (data from LED Project)



Hawai'i County earnings (data from LED project)



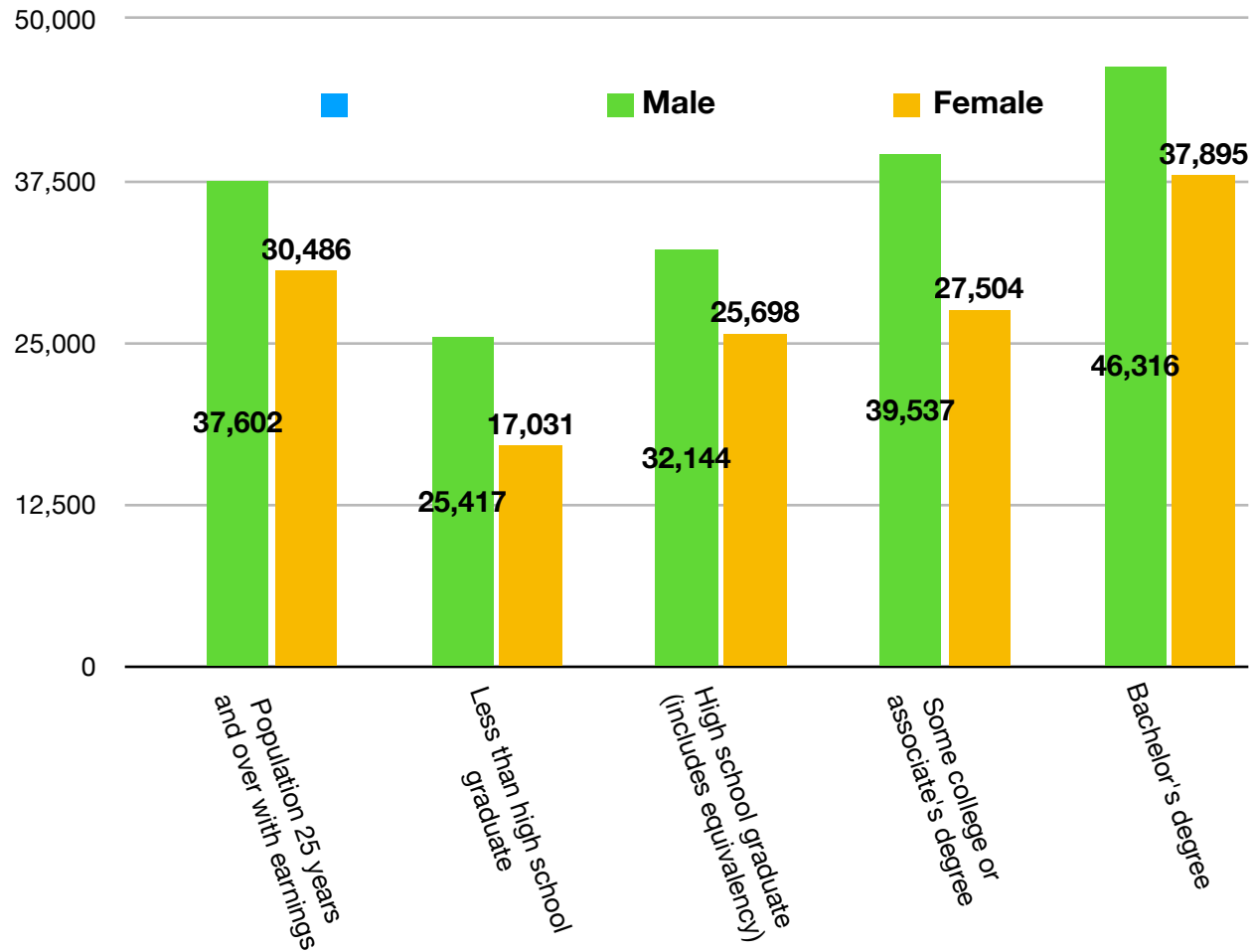
The data presented in the charts above suggest that although women are employed in a similar proportion as men, there is a disparity between women and men earnings, what is normally referred to as “the gender wage gap”. The table below, showing a comparison between women in Hawaiʻi County, the state of Hawaiʻi and women in the United States, further supports the argument of an gender wage gap: although the gender wage gap in Hawaiʻi County is smaller when compared to the entire State of Hawaiʻi or the entire US, in our County women are paid only about 85% of what men are paid, on average.

Table 1: Key Indicators of Women’s Employment & Earnings (US, Hawaiʻi State and Hawaiʻi County)

	2004 Status of Women in the States	2017 Status of Women in Hawaiʻi	2017 Status of Women in Hawaiʻi County
Median Annual Earnings for Women Employed Full-Time, Year-Round	\$39,500.00	\$40,000.00	\$37,427.00
Earnings Ratio Between Women and Men Employed Full-Time, Year-Round	83.4%	81%	85.2%
Percent of Women in the Labor Force	60.8%	59.6%	70.3%
Percent of All Employed Women in Managerial or Professional Occupations	30.3%	40.2%	54.3%

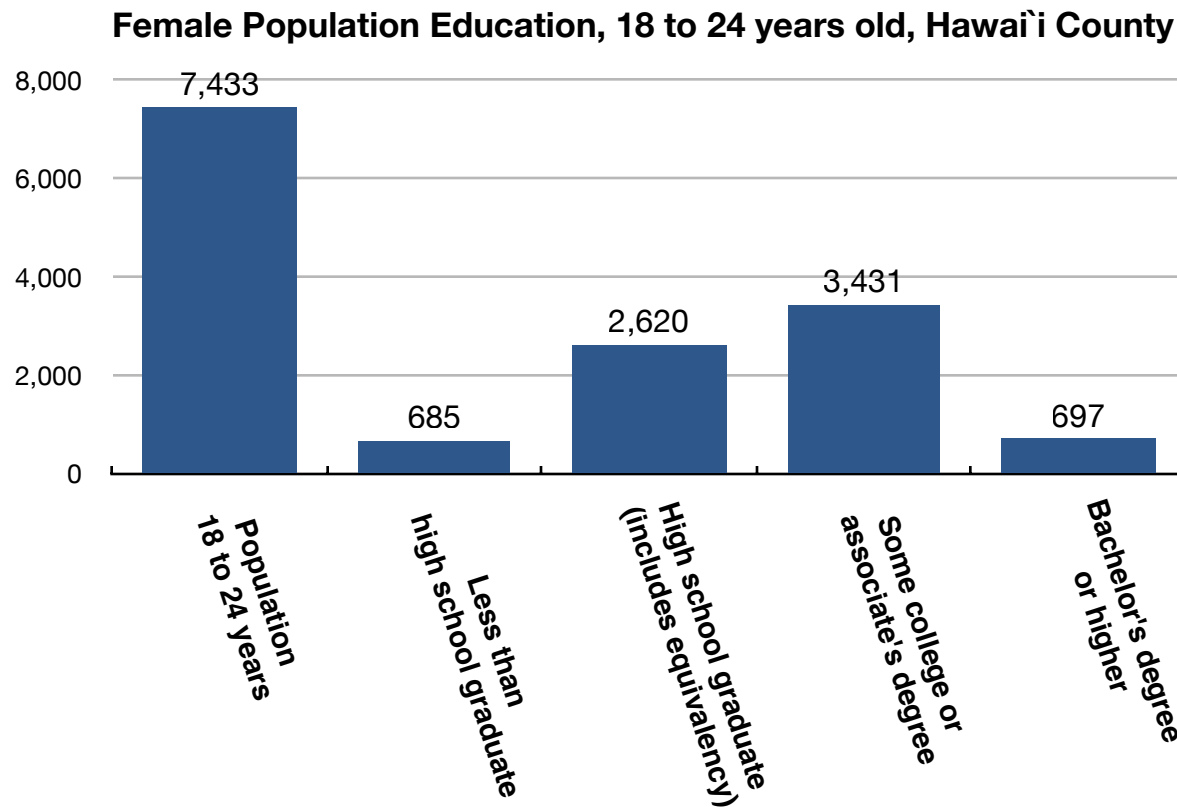
The gender wage gap holds true regardless of the education level, as shown by the bar chart below: although the statistics show that higher education results in higher pay, a female high school graduate is paid about the same as a male who did not graduate high school, a female with some college or associates degree is paid much less than a male with only a high school diploma, and a woman with a bachelors degree is paid much less than a male who did not finish college.

HAWAII COUNTY MEDIAN EARNINGS IN THE PAST 12 MONTHS, AGE 25 YEARS AND OLDER (IN 2017 INFLATION-ADJUSTED DOLLARS)



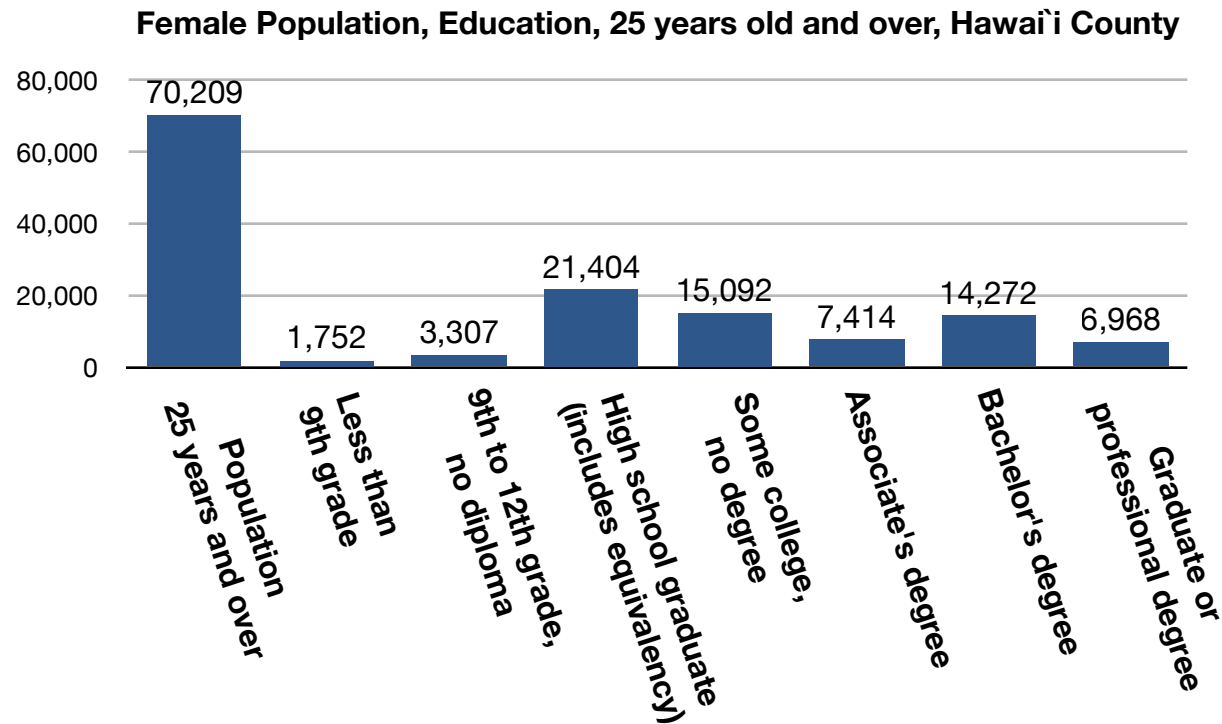
Women's educational attainment

In Hawai'i County, of 7,433 women 18-to-24 year old, more than 90% have a high school degree or higher, 46% have some college or associate's degree, while only 9% have a bachelor's degree or higher (see chart below). When compared to their male counterparts, a higher percentage of women in this age group pursued higher education: only 44% male have some college or associate's degree, and only 5% a bachelor's degree or higher.

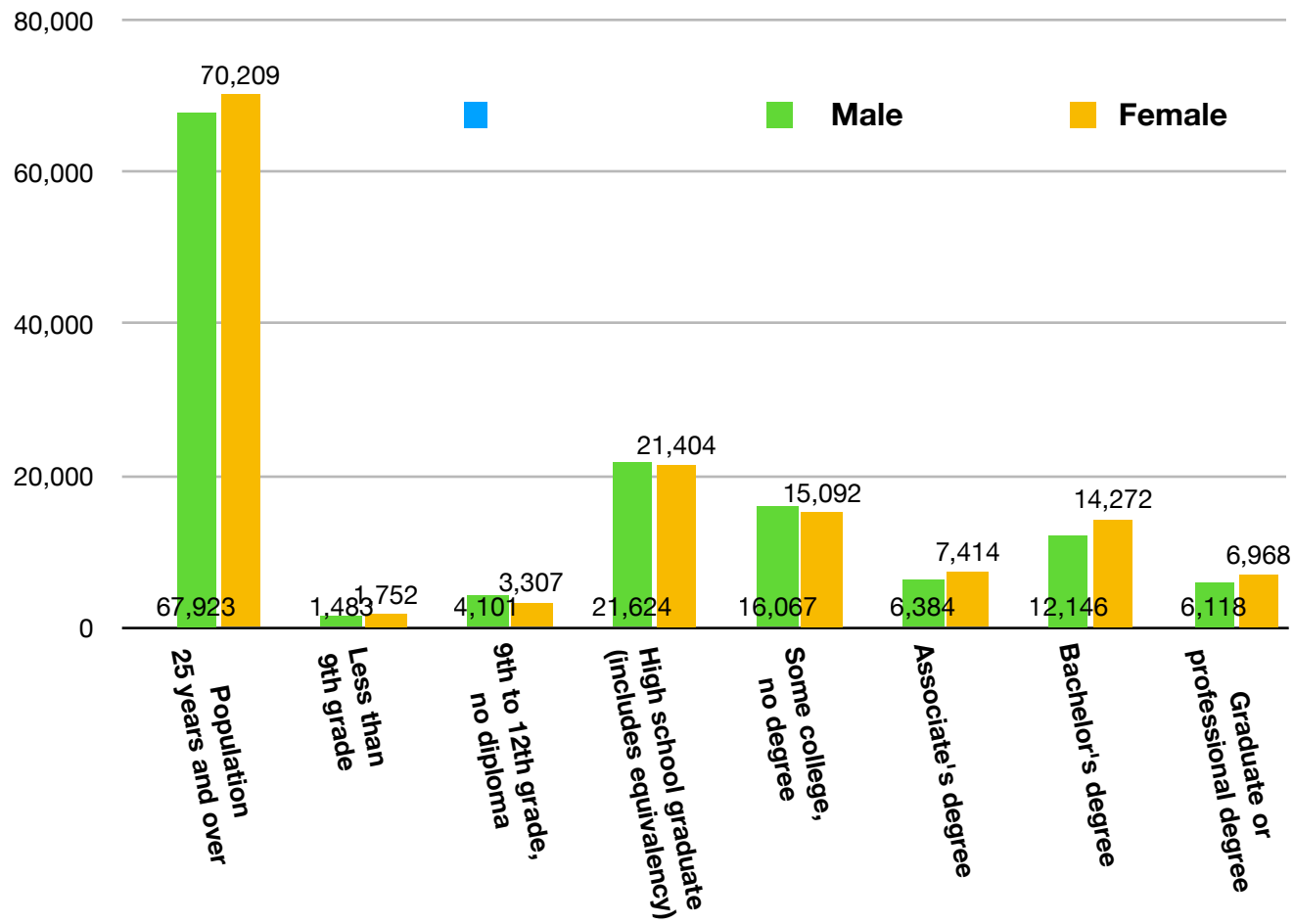


Hawai'i County has 70,209 women 25 years old and over. Of this number, about 93% have a high school degree or higher, 20% have a bachelor's degree, and only 10% have a graduate or professional degree (see chart below). When compared to their male counterparts, only 18% of the male population in this age group has a bachelor's degree, and only 9% and graduate or professional degree.

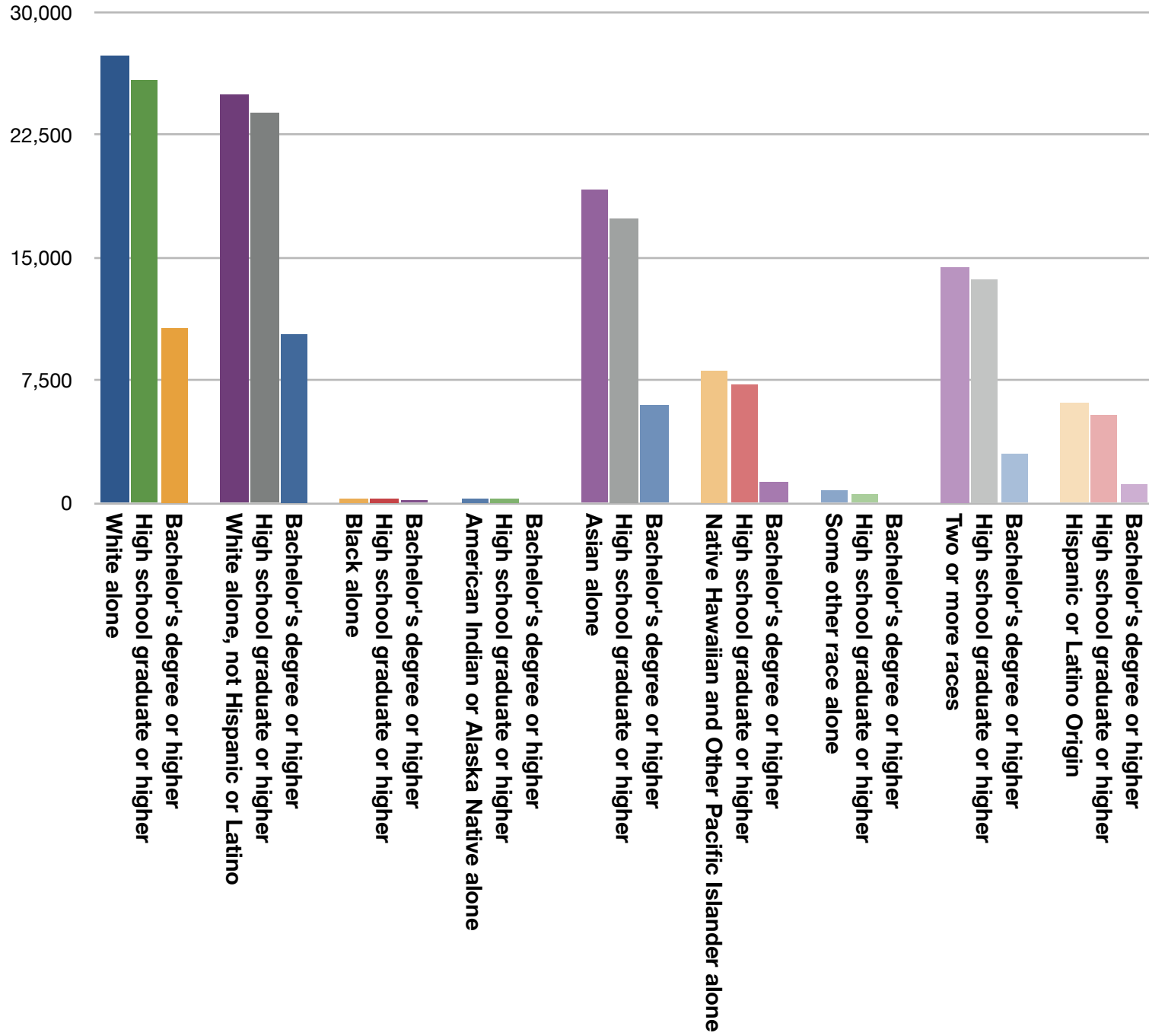
The data of women's education by race and ethnicity shows that race is not a factor in educational achievement for women. Overall, about the same percentage, regardless of race, have a high school degree, or a college degree or higher.



Female & Male Population, Education, 25 years and older, Hawai'i County



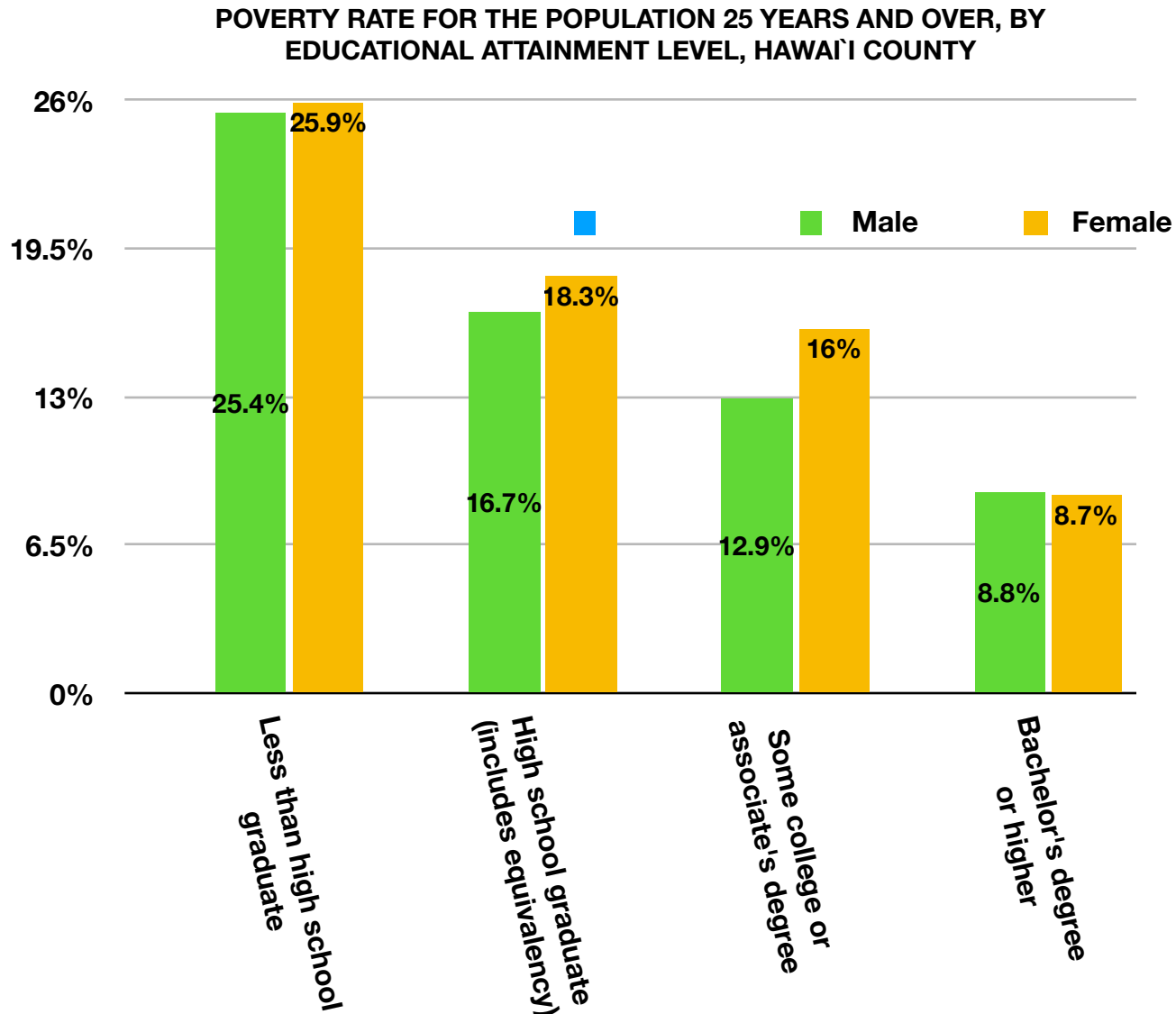
Hawai'i County women's educational attainment by race/ethnicity



The conclusion is that overall, women in all age groups have higher level of education compared to males. It is surprising, however, more education does not translate into higher income levels for women. The expectation is that higher education leads to higher income, but as we have seen from the data presented in the section discussing employment and earnings, the median earnings is higher for men than for women, regardless of the education level. It is important to understand the cause of this situation. Is it because women in general chose or have access to lower paying jobs compared to men? Or is it gender discrimination, where for the same position and education background women are paid less than men? We do not have the necessary data to understand this issue in depth.

Poverty and economic security

In Hawai'i County, poverty rates are direct proportional to the education level: a person who did not graduate high school has over 25% chance to live in poverty, compared to only about 9% chance for a person with a bachelor's degree or



higher. The data suggests that among the high school graduates or persons with some college or associates degree, women tend to have a higher likelihood to live in poverty compared to men. For the higher or lower levels of education, there is no difference between gender.

Conclusions

Data collected from US Census Bureau regarding women's status in the Hawai'i County led to the following conclusions:

- Women represent more than half of the population in the County
- Although the employment numbers are similar, women on average earn 15% less compared to men. These numbers show clearly that **women are paid less money for the same work**
- Women on average have a higher education level than men
- Among the high school graduates or persons with some college or associates degree, women tend to have a higher likelihood to live in poverty compared to men

The data we had access to and analyzed show that women appear to do everything right: they pursue education more than men, are employed in the same percentage as man, and yet they seem to be paid less. As a result, they have less economic freedom and opportunities and are more likely to fall into poverty. According to the Women's Policy Research, a typical woman who worked full time and year round would lose out approximately half million dollars over her lifetime, compared to her male counterpart. A college-educated woman would lose about \$800,000 over her lifetime. Understanding why the gender wage gap still exists, and focusing in reducing and eventually eliminating it, must be of primary importance in improving the status of women in Hawai'i County.

There are several possible explanations for the persistence of the gender wage gap and for women poverty level in Hawai'i County:

1. Women may be more likely to choose lower-paying occupations;
2. Women are more likely to reduce or leave paid work in order to care-take for children or other family members, thus reducing their earnings and slowing career advancement;
3. Employers' methods of setting pay is affected by gender bias and discrimination;
4. Women are less aggressive in negotiating over pay (or women's assertiveness is less likely to be successful).

State Policy Strategies

1. **Adopt “pay secrecy” laws** to prohibit employers from discriminating against employees who ask about salaries in the workplace.

In 2018 the Hawai'i State Legislature passed “Act 108”, which prohibits employers and employment agencies to inquire into a job applicants current or past compensation. Augmenting this law by not allowing discrimination against employees who ask about salaries will be impactful.

2. **Don't base employee pay on salary history**, which perpetuates pay inequality for women.

Banning salary history questions from the negotiation process makes it possible for women to enter into negotiations on level footing with men, by reducing the likelihood that women would have to negotiate from a lower starting point than male counterparts.

3. **Make salaries public** because when employees have access to information about on what their co-workers earn, and pay gaps at specific employers are exposed, employers will be pressured to fix pay disparities.

Hawai'i legislature introduced a bill in 2019, and in 2020 (HB 1192) related to equal pay, but both times the bill failed to pass into law. Hawai'i County CSW must work with the State Commission on the Status of Women and other relevant agencies to resurrect this effort and enact an equal pay law.

References

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