

Hawai'i State Commission on the Status of Women  
WEDNESDAY, APRIL 21, 2021, 12:00 PM –1:15 PM  
Public Meeting Minutes  
Executive Session Minutes - Confidential  
VIRTUAL MEETING VIA ZOOM

Members Present: Judy Kern (Kern), Marilyn Lee (Lee), Cyd Hoffeld (Hoffeld), Deja Ostrowski (Ostrowski), Stacey Moniz (Moniz), Edie Ignacio-Neumiller (Ignacio-Neumiller)

Excused: Terri Ann Motosue (Motosue)

Public: Vera Zambonelli (Zambonelli), Sarah Hamid (Hamid), Tanya Smith-Johnson (Smith-Johnson), Leela Bilmes Goldstein (Goldstein), Amanda Shaw (Shaw), Kristin Hamada (Hamada), Ann Freed, Laurie Field, Younghee Overly, Amy Monk

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

**I. Public Notice, Call to Order (2 minutes - 12-12:02p)**

A. 12:00 p.m. Quorum Declared

**II. Review and approval of minutes (5 minutes - 12:03-12:08p)**

A. **MOTION to accept minutes from January 19, 2021 by Ignacio-Neumiller, seconded by Hoffeld – ALL IN FAVOR, ADOPTED**

**III. PUBLIC COMMENT (20 minutes - over by 14 minutes from estimate - 12:09p - 12:46p)**

A. Public Comment - 2 minutes each (12:09-12:23p)

1. Sarah Hamid – Testified about how minorities/women of color (WOC) have been prejudiced in the Hawaii Women’s Coalition and State Commission has been beneficial in internally mediating issues that have surfaced
2. Vera Zambonelli - Testified in support of minorities/WOC who have been harmed by racism within the Hawaii Women’s Coalition. Testified in support of collective demands of the Anti-Racism Advisory Council, and how the State Commission has been beneficial in mediating issues that have surfaced.
3. Ann Freed - Declined to comment
4. Laurie Field - Declined to comment
5. Younghee Overly – Declined to comment
6. Amy Monk - Declined to comment
7. Kathleen Algire - Did not appear
8. Kern thanked members of the public for sharing experiences

B. Presentations - 10 minutes each (12:24-12:46p)

1. 12:10 pm - Tanya Smith-Johnson, Policy Director, Healthy Mothers Healthy Babies (12:21-12:30)
  - a) Introduced the Hawaii Anti-Racism Advisory Council (ARAC) as a subcommittee of the Hawaii Women’s Coalition (HWC) and facilitated by Commission ED Jabola-Carolus to support women of color (WOC). Critical opportunity for

positive change on systemic racism and to nurture genuine Diversity Equity and Inclusion

- b) ED/State Commission created a safe space for Black, indigenous and women of color to decompress and improve sense of belonging within HWC
- c) ARAC is not selective group; ARAC is 12-15 members who previously left or are uncomfortable within HWC, and are now coming back now that issues are trying to be rectified
- d) Provided review of why ARAC submitted “demands” to create a more empowering culture
  - (1) Consensus vote gives more powerful organizations control so one-organization, one-vote is standard and preferred in social justice coalitions
  - (2) Need internal process to address harm
  - (3) Retaliation is serious concern
  - (4) White leadership proposed outside mediator, but this is not needed; respect for and trust in the expertise of WOC members is needed
  - (5) May come as a surprise because harmful incidents have been occurring but now there is a group brave enough to come forward

2. 12:20 pm - Dr. Amanda Shaw, Dr. Leela Bilmes Goldstein, & Kristin Hamada, Women’s Fund of Hawaii (WFH) (12:31-12:40)

- a) Goldstein introduced WFH which focuses on funding Hawaii women/girls programs, invests in research, publish reports by identifying challenges and opportunities needed in Hawaii
  - (1) Commissioned gender impact of COVID-19 in Hawaii report, to be disaggregated by race, ethnicity and indigeneity
  - (2) Thanked HSCSW for commitment to support, not only financially but in partnership, invite further support if possible
- b) Shaw is lead researcher, assisted by Hamada
  - (1) Report will focus on intersectional and gender impacts during the pandemic
  - (2) Scope of her work: collect and synthesize data, gather impacts stories from communities, document data knowledge gaps for policy makers - move entry points and mobilization
  - (3) Timeframe:
    - (a) May/June - Data collection
    - (b) June - Write up
    - (c) July - Finish report - plan to share; Looking for peer reviewers and critical feedback on July draft report
- c) Goldstein announced that project received significant fiscal support from TIMESUP organization and Jabola-Carolus also helped to disseminate the information
- d) Jabola-Carolus congratulated on the funding, has worked with Tina Chen this past year

- (1) UN women is doing a launch of the Feminist Economic Recovery plan, which Shaw has cowritten
- e) Shaw requested insights on community data compiling
- f) Questions or concerns on Women Impact Report:
  - (1) Kern asked if aware of DOH data/statistics, Shaw confirmed she is aware
  - (2) Ostrowski expressed concerns on when funding community projects, in the past Commission funding more data/research versus for needs in the community
  - (3) Should ensure collaboration with community is balanced, especially for programs who are not able to get funding elsewhere
  - (4) Shaw thanked for insights
- 3. Kern thanked for sharing

#### IV. REPORTS (22 minutes) (12:46-1:00p)

- A. Executive Directors' Report (5 minutes) (12:46-12:50p)
  - 1. Legislation – Jabola-Carolus:
    - a) Final week of session
    - b) Resolution of multi-year task MMIWG task force is poised to pass
      - (1) Bill list included for reference for full status
    - c) Will give full legislative overall and forensics on where the bills went next meeting when Session done
  - 2. Budget
    - a) FIN and WAM completing HB200 CD1, Budget bill by Friday, worksheets will be posted, during the conference committee no details. Possible cut: \$11K
    - b) DHS, BPMO and HR/accounting sent notice that retro and salary adjustments unpaid over a number of years and will be deducted soon
      - (1) Unexpected and will impact current budget because could deduct \$7-10K more. Budget has not proportional increased to cover the mandatory CBA salary adjustments
      - (2) Due to timing requests will need to be carried over to FY22
      - (3) May 20th will find out the final lump sum amount
      - (4) Was not informed this was happening, multiple years that this was occurring
  - 3. Anti-Racism and Diversity Equity and Inclusion Update
    - a) CSW received late notice of public who signed up at the last minute to testify today so feel compelled to provide context although not initially planned
    - b) HWC is an informal network, not NGO, meant to be community based and CSW operate as bridge between legislative caucus and the women's nonprofits. Has with active, regular 20-25 members
    - c) 12-15 members are on Anti-Racism Advisory Council
      - (1) Jabola-Carolus is one of longest serving members on the Hawaii Women's Coalition; 10 years w/Cathy Betts as an her intern

- (2) For over 10 years, the community co-chair who represents community in Hawaii has been white
- (3) Validated experiences of testifiers
  - (a) No pipeline for WOC to lead and hostile environment that undermines WOC empowerment
  - (b) Acknowledged not all WOC share same experiences of Hawaii Women's Coalition but socioeconomic class, colorism and age also factors compound racism
  - (c) Corroborated systemic racism and harmful behavior extant for entire 10 years; Race determines who is respected and who is considered divisive. Behavior amounts to a whole system, not bad apples, it's about the culture. Double standard for women of color: rules changed arbitrarily, WOC heavily vetted, WOC assumed to be less smart and experienced, WOC spoken down to, WOC retaliated against and smeared
- (4) CSW facilitated Anti-Racism subcommittee and Popolo Project to address internally. ARAC is not exclusive or new group. Subcommittee already existed over a year, anyone can join, and brave group of women who represent about half of the HWC
- (5) ARAC put in exhaustive work to create collective demands to address internal issues of racism
- (6) Does not serve self-interest of ED to stand with ARAC, additional work, Trinh and ED have been mediating disputes, comforting members, all behind the scenes, no credit, but may be fired for, but right thing to do
- (7) ARAC's demands are modest, rooted in equity
- d) Kern acknowledged big issues for discussion
- e) Moniz thanked Jabola-Carolus for taking a bold stand because easier to leave and not come back; harder to stay. Issue is not new and can speak from personal experience
  - (1) Willing to do subcommittee to discuss further
- f) Trinh validated experiences of WOC members of Hawaii Women's Coalition; Racist and harmful behavior not new, has experienced and witnessed it
- g) Kern thanked all for sharing as it takes courage

B. Chair's Report (5 minutes) (12:51-12:50p)

1. Legislative Policy: Vote on Sunshine Law & Delegation to Staff

- a) Carried over from previous agendas
- b) Previous meetings it was suggested to go with Option #1 delegation
- c) **MOTION TO ACCEPT OPTION #1 DELEGATION TO STAFF, BY LEE, SECONDED BY MONIZ**
- d) Lee discussion
  - (1) Important that the board can delegate to the staff and provide directives

previously adopted by the board

**(2) ALL IN FAVOR (Ignacio-Neumiller, Ostrowski, Lee, and Hoffeld) -  
MOTION ADOPTED**

- e) Transition Planning
  - (1) Acknowledged Lee and Kern are terming out June 2021, Lee was not sure when
  - (2) Nominating and electing a chair for the next period
  - (3) Moniz/Kern support meeting to discuss new chairs
  - (4) Trinh reminded would need to be put on the agenda
  - (5) Kern confirmed will put out a Doodle, 20-minute discussion or via email or pre-send in new Chair nominations to Trinh before the end of May

C. State Commissioners' Reports and Updates (12 Minutes) (12:51-1:02p)

1. Stacey Moniz, Maui Commissioner - (4 Minutes) (12:51-12:52p)

- a) Maui purchased canvas tote bags, with COM seal filling with diaper for women's drive, slippers, underwear, feminine hygiene products, 100s of these bags distributed
- b) Ma'i Movement working to get feminine products with EBT, not that it will take away from food/cash benefit, but will be its own line-item
- c) Discussion of social media for COM CSW: committee will post under COM's page, sincere appreciation to State Commission
- d) 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
  - (1) May 1st, next week Saturday event on Maui, to honor MMIWG and happy about the task force will keep fingers crossed
  - (2) COM sponsored Lita's Women biker group event on Maui and online: will have a page that will be posted, and streaming Facebook live from bike ride on Maui and San Diego. With non-profit fiscal sponsor
- e) Ma'i Movement partnership
  - (1) Support for county proclamations all over Hawaii on period poverty
  - (2) Ma'i Movement awareness events in May
  - (3) Moniz will share with Trinh to share

2. Cyd Hoffeld, Hawai'i Commissioner - (4 Minutes) (12:53-12:56p)

- a) Update from Hawai'i Committee on the Status of Women
  - (1) Held COH meeting this morning
  - (2) Continue on projects: domestic violence, real women's' essay: adult women/men, who empowers them and what kinds of situations and events empowered them, open mic
  - (3) Finalizing family services directory, draft launching next month
  - (4) Human Trafficking Panel in Hilo: Drive in movie format, cars listen to panelists via radio station - July 30th, 2 hours in Hilo
  - (5) Equal Pay with other counties

- b) The Status of Women in Hawai'i County Report
  - (1) Sent to everyone and was looking to see if any feedback. If there are any databases around the state that have resources that can add to or reference in the report
- c) Ma'i Movement working on county proclamation
- 3. Edie Ignacio-Neumiller (4 Minutes) (12:57-1:00p)
  - a) Collaboration with Chair of the Fairfax, Virginia Commission for Women, Lisa Sales, regarding legislation that impacts violence against women and gender equality
    - (1) Sales contacted Ignacio-Neumiller and Jabola-Carolus to discuss collaboration
    - (2) Jabola-Carolus met with Sales, who seeks Senator Mazie Hirono to be champion on reso to extend deadline for equal rights amendment
    - (3) Reso already introduced and other covid/urgent competing matters
    - (4) Next step meeting with Senator Hirono and national organization to see if there's an opportunity there**
  - b) COK CSW has a Teams meeting at 5pm today
  - c) High School Essay Contest for Women's History Month
    - (1) Last year, 14 participants and narrowed down to 4 and received a \$100 cash prize, had 7 participants and will decide winners with press release to follow. Will share with Trinh later to share
  - d) Ignacio-Neumiller working with Ma'i Movement partnership
    - (1) Advised that the proclamation draft has to be submitted to our Mayor, and if any other agencies on Kauai can provided period products to accompany with proclamation reading
    - (2) Ignacio-Neumiller confirmed Kawakami only allows 6 people at events
  - e) Jabola-Carolus also working with Governor, can host a Zoom and invite Governor, but no ceremony; Will send information once confirmed
  - f) **Maui, Kauai, Hawaii and State Commission will confirm when each proclamation is scheduled to share with all by Trinh**

- 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) (\*29 Mins 1:00p-1:28p)
  - A. Motion to Adjourn Public Meeting and Enter into Executive Session by Ignacio-Neumiller, seconded by Hoffeld, ALL IN FAVOR - ADOPTED 1:09 p.m.
  - B. Motion to Adjourn Executive Session and Return to Public Meeting by Lee, seconded by Ignacio-Neumiller, ALL IN FAVOR - ADOPTED 1:33 p.m.
  - C. **Results of Executive Session - Motion by Moniz, seconded by Ignacio-Neumiller to Extend Executive Director Jabola-Carolus's tenure for two fiscal years (FY2022-2023) - ADOPTED**
    - 1. **Executive Session attendees Kern, Lee, Hoffeld, Ostrowski, Moniz, and Ignacio-Neumiller**

VI. **Announcements** (1 minute) (1:29p)

A. Ignacio-Neumiller retired - Congratulations!

**VII. Adjournment (1 minute) (1:30p)– MOTION TO ADJOURN by Lee, seconded by Ignacio-Neumiller, ALL IN FAVOR, ADOPTED - ADJOURNED 1:42 p.m.**