



HAWAII STATE COMMISSION ON THE STATUS OF WOMEN

Chair LESLIE WILKINS

COMMISSIONERS: SHERRY CAMPAGNA, CYD HOFFELD, JUDY KERN, MARILYN B. LEE, AMY MONK, LISA ELLEN SMITH

Executive Director KHARA JABOLA-CAROLUS

Visit us at: humanservices.hawaii.gov /hscsw/

235 S. Beretania St #407 Honolulu, HI 96813 Phone: 808-586-5757 FAX: 808-586-5756

HAWAII STATE COMMISSION ON THE STATUS OF WOMEN PUBLIC MEETING TUESDAY, JANUARY 29, 2019 11:00 AM - 1:00 PM LEIOPAPA A KAMEHAMEHA BUILDING 235 S. BERETANIA STREET, HONOLULU, HAWAII 96813 4th FLOOR CONFERENCE ROOM 405

- I. PUBLIC NOTICE, CALL TO ORDER, ESTABLISH QUORUM
II. REVIEW AND APPROVAL OF MINUTES FROM THE OCTOBER 18, 2018 MEETING
III. PUBLIC COMMENT
A. Any person may submit testimony on any agenda item. Members of the public may join Commission members at the identified location above.
B. Presentation by Sha Talebi (10 minutes)
C. Presentation by Nanci Kreidman and/or Marci Lopes (10 minutes)
D. Presentation by Chief Susan Ballard or her Designee (10 Minutes)
IV. REPORTS
A. Chair's Report
B. Executive Director's Report
1. Legislation
2. Budget updates
3. Community Outreach and Research
C. State Commissioners' Reports and Updates
1. Cyd Hoffeld, Hawaii Island Commissioner; Hawaii Island Activities for 2019
V. ADJOURNMENT

The public meeting is accessible for individuals with disabilities. Auxiliary aids and services are available upon request by calling the Hawaii State Commission on the Status of Women's office at (808) 586-5757 (voice); 711 (Hawaii 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.

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**HAWAII STATE  
COMMISSION**  
ON THE STATUS OF WOMEN

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    1. Succession Planning
  - B. Executive Director's Report
    1. Legislation
    2. Budget updates
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**PLAIN FORMAT TO POST ON CALENDAR EVENTS PER ADA:**

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**IV. REPORTS**

A. Chair's Report

B. 1. Succession Planning

B. Executive Director's Report

1. Legislation

2. Budget updates

3. Community Outreach and Research

C. State Commissioners' Reports and Updates

1. Cyd Hoffeld, Hawai'i Island Commissioner: Hawaii Island Activities for 2019 and funding request

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Hawai'i State Commission on the Status of Women  
Public Meeting Minutes  
Tuesday, January 29, 2019; 11:00 a.m. – 1:00 p.m.  
Leiopapa A. Kamehameha Building  
235 S. Beretania Street, Honolulu, Hawai'i 96813  
4<sup>th</sup> Floor Conference Room 405

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

Staff: Khara Jabola-Carolus (Jabola-Carolus)

Ex-Officio: Lili Young; Erin Lau

Public: Sha Talebi; Nanci Kriedman

**I. Public Notice, Call to Order**

- A. 11:10 a.m. Quorum Declared – All in attendance

**II. Review and approval of minutes**

- A. MOTION to accept minutes for October 18, 2018 by Campagna, Monk second - ADOPTED

**III. Public Comment**

- A. Presentation from Sha Talebi
1. Introduction of professional background, Title IX Coordinator role at University of Hawaii, Leeward Community College, shares multi-disciplinary responses and lessons from Washington State re: sexual exploitation
- B. Presentation from Nanci Kriedman
1. Full background and status of Safe Unseen Program with Honolulu Police Department; continued need for on-site advocate on HPD staff who works with victims making their way through investigation; requests CSW to inspire collaboration and cooperation w/ police statewide

**IV. Chair's Report**

- A. Election updates – Maui County Council has 6/9 women members, chair is female, and Maui County Council Chair's Chief of Staff is chair of Maui County CSW
- B. Succession planning – MOTION by Monk who nominates Judy Kern into Vice Chair (VC) elect position – intent of the motion is to succeed to the Chair when Wilkins vacates
1. MOTION by Smith – Smith moves to withhold the vote because there may be a rule that chair cannot be state official
  2. Deferred motion awaiting information relevant from the Attorney General (AG) Lili Young (who is present)
  3. Commission sought guidance from AG Erin Lau who clarified that there are no statutory restrictions to state employees from being chair
  4. Kern – excused for discussion
  5. Nominations closed for VC position

6. Vote approving Kern as Vice Chair for succession to Chair– MOTION CARRIED BY UNANIMOUS ORDER

**V. Executive Directors' Report**

- A. Legislative Updates describing Hawai'i Women's Coalition and Women's Legislative Caucus final bill packages for 2019
- B. News that Scott Murkami is new director of Department of Labor and Industrial Relations for Paid Family Leave
- C. Program Updates – Deaf women's convening and concerns; Molokai Voices of American Women; Baby-at-Work see Healthy Mothers Healthy Babies template. CSW should set example and standard for infants at workplace to improve status of working women
  1. Chair Wilkins introduces GUIDING MOTION that commissioners "endorse and encourage replication of Baby-at-Work model from Washington state with appropriate name for Hawai'i to go into effect Feb. 8 to be adopted by the permanent policy and encourage the state to adopt"
  2. Monk MOTIONS; Hoffeld second - ADOPTED UNANIMOUSLY

**VI. State Commissioners' Reports and Updates**

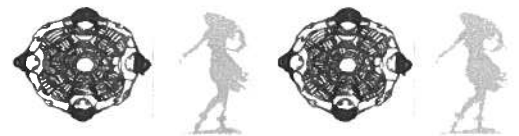
- A. Cyd Hoffeld, Hawai'i
  1. Describes request for funding awareness campaign for human trafficking, equal pay day, and annual Women's Leadership Conference
  2. Updates on the Real Women's Contest and directory (not requesting funding)
- B. Lisa Ellen Smith, Kaua'i
  1. Wants Kauai funding request from July 2018 put on agenda for April.
- C. Hoffeld MOTIONS for \$1,250 for equal pay day sponsorship by Commission – MOTION IS CARRIED
- D. Sherry Campagna, O`ahu
  1. Update for Women's March, no women's march on O`ahu. but travel team went to Washington, D.C. (12). Women's March is now Women's March Inc, non-profit 501(c)(4)
- E. Amy Monk, O`ahu
  1. Honolulu County Commission is now functioning, Bev Munson AAUW new chair of Honolulu Commission, suggests convening a Hawaii Conference of Commissions; February 21 new Planned Parenthood clinic opens
- F. Marilyn Lee, O`ahu
  1. Point in time count (the state's homeless count annually)

**VII. Adjournment – 2:11 p.m.**

Hawai`i Women's  
Coalition

2019

Legislative Package





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## REPRODUCTIVE JUSTICE

### **(Planned Parenthood Northwest and Hawai`i)**

- **State-Level Title X Backfill and Program Improvement:** In anticipation of the federal administration's "domestic gag rule," which will make it impossible for PPGNHI and the state of Hawai`i to accept Title X funds, we are working with Governor Ige and the Department of Health to include over \$2 million in the biannual budget to backfill lost dollars and ensure that patients continue to receive family planning services across the state.
- **Expansion of Private Insurance Coverage Requirements:** We'll continue to push back against federal attempts to undermine the Affordable Care Act by pursuing legislation that strengthens and expands our state law by requiring insurers to cover a wide range of sexual and reproductive health care services, including abortion.
- **Increased Access to Abortion Providers:** Across the state, women are delayed or unable to access abortion care because Hawai`i has an abortion provider shortage. Although advanced practice clinicians can provide medication abortions, current law limits the provision of aspiration abortions to physicians. We will seek to eliminate this barrier by pursuing legislation to allow qualified health care providers like physician's assistants, advanced practice registered nurses, and midwives to provide abortion care.
- **Family Planning Expansion:** While Hawai`i has a low uninsured rate, gaps in coverage still exist for some populations. We will pursue legislation to develop a state-funded family planning program for those who would be eligible for Medicaid if not for their citizenship status and extend eligibility to at least 6 months post-partum.

### **Midwife Licensure Bill (Breastfeeding Hawai`i)**

- This bill is similar to [HB2184](#) introduced last year. It follows the recommendations of the State Auditor's Report [17-01](#) and State Auditor's Report [99-14](#) to regulate the profession of midwifery.
- Currently a variety of people attend birth, varying from no formal training through nationally certified providers, all whom call themselves midwives and who charge approximately the same fee. This has become a business for many non-formally trained providers.
- Additionally Hawai`i attracts certified professional midwives (nationally certified) who have held licenses in other state(s), and whose license was either suspended or revoked.
- Currently we have at least 3 persons practicing in this state who've lost their license elsewhere and 1 whom was practicing without a license in another state and moved here after the death of an infant, which led that state to require mandatory licensing. These providers do not disclose this to their clients; consumers often do not know how to look up the public records of their providers.
- Due to continuing poor outcomes arriving in our hospitals across the state from non-regulated birth providers, the State of Hawai`i has the duty to provide minimum protections to consumers by regulating midwifery.

- The State previously provided protections through midwifery laws up through 1999, at which point the State repealed the midwifery law to place certified nurse-midwives under the board of nursing as advanced practice registered nurses.
- The State did not follow through with the Auditor's recommendation to regulate midwifery at that point and took away the rights of consumers to have minimum protections in place.
- At this time consumers are denied their right to informed choice and their right to access midwifery care with providers who meet the International Confederation of Midwives definition of a midwife (a formally trained provider).
- This bill seeks to recognize the profession of midwifery, provide a definition of a midwife, and allow midwives to practice to their fullest scope - which will expand women's health care access across the state.
- This version of the bill, per legislators request, will include an exemption for traditional birth attendants as long as they provide a disclosure form to clients to include language that they are not licensed and clients have no recourse should a poor outcome occur.

## **VIOLENCE AND SAFETY**

### **Sex Assault/Abuse (Sex Abuse Treatment Center)**

#### ➤ **Clinical Victim Support Services:**

Survivors of sexual violence can require clinical victim support services from qualified mental health providers to access resources, coordinate care, and address safety and reasonable accommodations with employers, schools and other entities. These medically necessary, standard of care services are not generally covered or provided by health insurers, and many survivors do not qualify for existing care coordination programs, such as QUEST programs for the severely mentally ill. This bill would resolve this service gap, and increase overall access to mental health services for survivors of sexual violence.

#### ➤ **Sexual Violence Prevention Education (Erin's Law):**

Despite the high rate of sexual violence experienced by children and young people in Hawai'i, our state has not adopted Erin's Law to establish a system wide program for the delivery of sexual violence prevention education to children enrolled in public school. This bill requires the Department of Education to convene a multidisciplinary task force of agency, community and legislative stakeholders to establish a program for the consistent delivery of sexual violence prevention (Erin's Law) to students in grades pre-K through 12 through age appropriate curricula, provide relevant training to teachers and school staff, and inform parents about important sexual abuse topics. This bill further requires the Department to adopt and implement a program following the task force, and provides working group funding for FY 2018-2020.

#### ➤ **Civil Statute of Limitations Reform:**

Under current law, a lawsuit must be brought by age 26 years, or within 3 years of victims' discovery as adults that they suffered an injury resulting from the child sexual abuse. The current law prevents victims from being able to seek justice, as many do not disclose their abuse until after age 26, and 3 years from discovering that one was injured leaves little time to recover from the injury and be ready to face one's abuser in court. This bill would extend the civil statute of limitations to age 40 years, or within 10 years of discovering injury.

## SEX TRAFFICKING

- **“Survivors Not Criminals” Bill (Hawai`i State Commission on the Status of Women)**  
This bill would allow all people bought and sold in the sex trade to vacate a conviction under section 712-1200 (prostitution - selling), 712-1206, or 712-1207, regardless proven victimization under sex trafficking or promoting prostitution statutes. The sex trade is a highly feminized system where the majority of those bought and sold are women-identified, minors, the poor and powerless. This bill would allow for women to better successfully exit prostitution without the barriers and burden of attached social stigma.
  
- **Hawai`i Sex Trafficking Database Bill (Hawai`i State Commission on the Status of Women)**  
Hawai`i faces a data crisis around sex trafficking. Due to the covert nature of sex trafficking activities, creating reliable statistics on prevalence, frequency, geography, and particulars of sex trafficking have been difficult to develop. This has stymied efforts to address the issue. This bill would add a new section in Chapter 712 that will create a centralized sex trafficking database for Hawai`i. The bill will designate the Hawai`i State Commission on the Status of Women as the state's data collector and require a mandatory annual report to Legislature. This bill will allow for increased public access to sex trafficking.
  
- **Human Trafficking Statewide Training Bill (Hawai`i State Commission on the Status of Women)**  
This bill would add a new section to HRS § 712 to create a Statewide Training on Hawai`i's Human Trafficking laws for all criminal justice personnel. The Attorney General will provide or coordinate training for law enforcement personnel, prosecutors, and court personnel cover Hawai`i's state anti-trafficking laws. The training shall encourage interdisciplinary coordination among criminal justice personnel, build cultural competency, and develop understanding of the diverse victim populations including, children, youth, adults, Native Hawaiians, immigrants and LGBTQs. The AG shall provide annual report to the Legislature.

## ECONOMIC JUSTICE

### **EQUAL PAY (AAUW):**

**BACKGROUND:** In 2017, median annual earnings for men in Hawai`i were \$51,594 compared to \$41,664 for women — an earnings ratio of just 81 percent, or 23rd out of all states and the District of Columbia, based on the most recent census data (Source: AAUW Simple Truth about the Gender Pay Gap - Fall 2018 Edition). The earnings ratio was 84 percent in 2015. Gender pay gap has worsened in Hawai`i.

**Passage of Act 108** in 2018 that becomes effective January 1, 2019 was a step towards ensuring that the disparity between men and women diminishes and this equal pay Act proposes to establish Hawai`i as a leader in this field, as Hawai`i has led the way in civil rights.

**The purpose of this Act** is to: Expand and provide an interpretation of Section 378-2.3, Hawai`i Revised Statutes to make it a more effective and enforceable tool to end pay disparity:

- Clarification on factors which can be used by the employers to defend the pay difference,
- Addition of classes of people covered (including LGBTQ) to match Section 378-2,
- Change of standard used to compare wages to “substantially similar” from “equal”;
- Clarify that Hawai`i's law is stronger than the federal Equal Pay Act; and
- Increase salary transparency by making salary range available which would help employers control their pay expenses and ensure pay equity.

**Raise the minimum wage. (Appleseed)**

- Most likely to \$17 over a number of years. This is a women's issue because the majority of minimum wage workers are women, the lowest-paid occupations are female-dominated.

**Elimination of income tax for workers in poverty. (Appleseed)**

- Hawai`i is in the minority of states that imposes state income tax on families living in poverty. This is a women's issue because women have higher poverty rates than men, and families headed by single moms have the highest poverty rates of all family types.

**SNAP Double Bucks. (Appleseed)**

- This program would allow SNAP recipients to get double credit when using their SNAP benefits to purchase Hawai`i-grown fresh produce. Most SNAP recipients are female, and most SNAP households have children in them.

**Hawai`i's Child and Dependent Care Tax Credit (Hawai`i Children's Action Network)**

- Bill to expand the existing Hawai`i Dependent Care Tax Credit by raising the limit of the tax credit and increasing the percentages used to calculate a family's benefit amount.

**Paid Family Leave (Hawai`i Children's Action Network)**

- Bill creating a paid family leave program to provide earned, job-protected, paid time off for workers who need to care for a new child or seriously ill or injured family member. This bill will include a process for designating an individual as “family” for purposes of this law, job protection so that workers have a job to return to once their leave ends, and progressive wage replacement so that low-income workers can maintain financial stability while experiencing a leave-triggering life event.

## CIVIL RIGHTS

### Ho`okipa (J20)

**The Bill:** The Ho`okipa bill re-introduced in the 2019 session. Recent court decisions validate the constitutionality of sanctuary legislation, with apparently little or no effect on federal funding. Hundreds of jurisdictions across the nation have retained their sanctuary laws because they maintain community safety.

**Purpose:** The Ho`okipa (Welcoming) bill is designed to maintain community safety by limiting the assistance that state and local law enforcement agencies provide to federal immigration enforcement agencies. The bill represents a compassionate response to President Trump's cruel and inhumane immigration policies.

**Background:** An estimated 45,000 undocumented women and men immigrants live in Hawai'i. The great majority of them entered the country with a visa, but overstayed, which is not a crime. For the most part, they are living peacefully in our communities. Many of their friends and neighbors do not even realize they are undocumented. Women and Children are being impacted disproportionately by violence, sex assault and abuse as a direct result of The Trump anti-immigrant policies.

- President Trump signed an executive order on Jan. 25, 2017 that is designed to do the following: (1) Deport all 11 million undocumented immigrants from our country; (2) Deputize local police to act as agents of federal immigration enforcement agencies; and (3) Withhold federal grants from jurisdictions that do not assist federal immigration enforcement agencies.
  - 43% of advocates have worked with immigrant survivors who dropped civil or criminal cases because they were fearful to continue with their cases as a result of this order.
  - Survivors are concerned that they will be detained if they make a police report or call 911. A 16-year-old survivor attempted suicide because she was concerned that her offender would report her and her family to ice.
  - Immigration is a purely federal function. State and local governments need not assist federal agencies in implementing federal immigration law. Hundreds of cities, counties – and even a few states – realize that such assistance threatens community safety, and have adopted legislation that limits it. Although these laws are referred to as “sanctuary” legislation, they provide no special protections to undocumented immigrants that are not available to anyone else.
- The Ho`okipa bill was introduced in the 2018 session, but it did not pass. As it was being considered, two questions arose:
- (1) Is the bill legal, and can it pass constitutional muster?
  - (2) Can the Trump administration withhold federal grant funds from sanctuary jurisdictions? Recent court decisions have answered these questions.
- First, a federal judge upheld the sanctuary law passed by California in 2017. Hawai'i's Ho`okipa bill is conceptually similar to it. Second, the U.S. Ninth Circuit Court of Appeals ruled that the federal administration may not withhold federal grants from sanctuary jurisdictions, as only Congress can put conditions on federal grants.

- Still, there may be some concern that, if Hawai`i adopts the Ho`okipa bill, President Trump would withhold federal funds, such as disaster relief funds from Hawai`i for areas affected by the Kilauea volcano and Hurricane Lane. Fortunately, California serves as a precedent. California's sanctuary law seems to have had no effect on federal disaster assistance that is being provided to victims of the recent fires in California. In addition, more than \$200 million in federal funds were recently released for long-term recovery from the California fires of 2017.

### **"No License to Discriminate" Bill (Trans Rights) (Hawai`i State Commission on the Status of Women)**

- Allow an applicant to apply for a new limited purpose driver's license or renewing a limited purpose driver's license, limited purpose provisional driver's license, or limited purpose instruction permit to opt-out of having a sex/gender marker. Sex-marked identity documents offer institutional cover for administrative agents to express transgender animus under the pretense of fraud. It is overly burdensome to obtain a new sex/gender on a driver's license.

## **Gender Equity**

### **Baby Diaper-Changing Accommodations Bill (Hawai`i State Commission on the Status of Women)**

- Add a new part to Chapter 489 to require all places of public accommodation to provide baby diaper-changing accommodations that are equally accessible to men and women. Incentivize men to participate equally in childcare.

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## **SUPPORT PACKAGE**

### **Voting**

### **MAKING DEMOCRACY WORK: Automatic Voter Registration (League of Women Voters of Hawai`i)**

- Hawai`i has reformed its voter registration processes in recent years (to include online voter registration and same day voter registration), yet a significant number of eligible persons remain unregistered.
- "Automatic Voter Registration" would provide that eligible citizens seeking a driver's license or State identification would automatically be registered to vote, unless they affirmatively decline.
- This approach preserves the County Clerk's current responsibility for maintaining accurate registration rolls, but makes this important process more efficient. A voter's registration information (such as residence address) could also be updated using this approach.

- At least two bills for this purpose will be introduced during session, including one sponsored by the Office of Elections. League will testify in support (with suggestions) on each measure.

Hawai'i State Commission on the Status of Women  
Public Meeting (without Executive Session) Minutes  
Thursday, October 18, 2018; 9:00 a.m. – 11:00 a.m.  
Leiopapa A. Kamehameha Building  
235 S. Beretania Street, Honolulu, Hawai'i 96813  
4<sup>th</sup> Floor Conference Room 405

Members Present: Leslie Wilkins (LW), Amy Monk (AM), Lisa Ellen Smith (LES), Sherry Campagna (SC), Cyd Hoffeld (CH)

Members Excused: Judy Kern (JK), Marilyn Lee (ML)

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

**I. Public Notice, Call to Order**

A. 9:20 a.m. Quorum Declared – LW, AM, LES, SC, CH

**II. Review and approval of minutes**

A. CH issues Motion to accept minutes for May 17, 2018 - ADOPTED

**III. Public Comment**

A. No members of the public present

**IV. Chair's Report**

A. NACW Annual Conference in Los Angeles, CA, August 2018 - Report/Debrief

1. Congratulations to HSCSW for receiving program award for all counties adapting CEDAW
  - a) Next Step: Moving CEDAW from principle to practice
  - b) Set a template and let our county committees know how to proceed further
2. Budget: Extra funds last fiscal year allowed more Commission/Committee members to attend the conference.
  - a) However, as the conference was actually in this fiscal year, not able to cover all travel last fiscal year, so meeting delayed to make up difference.
  - b) Conference was a great opportunity for both Commission/Committee members to make national connections for future programs.
3. Congratulations to KJC on her election to the NACW Board of Directors, along with LW and Cathy Betts, for two years.

**V. Executive Directors' Report**

- A. Budget: LW reviewed above. Some funds not used last quarter, will transfer to next quarter.
- B. LT now permanent secretary with the Commission.
- C. Community Programs & Research
  1. Discussed #MeToo Prevention training; Cohosted #MeToo U event with UH, Richardson Law School, and Jenn Rose; Micronesian Women's Empowerment Event; Micronesian Women's taskforce, co-lead by Marshallese task force; Young Feminist Leaders Training; three Commission interns; Sex Trafficking Study; Initiated Voices of American Women planned for all islands.
  2. **LW commended AM and Cathy Betts for speaking to David Lassner, UH President, regarding assigning Title IV coordinators to all campuses.**



- a) LES enters Motion to send David Lassner a thank you note from the Commission - ADOPTED

3. LES suggested to KJC to contact ACLU regarding massive DOE lawsuit.

D. Legislative Planning and Programming:

- 1. Equal Pay: Met with AAUW's new policy director, Youghee Overly. Lead organization is AAUW.
- 2. Paid Family Leave: Study is still going on, another year for that issue.
- 3. Women's Coalition Retreat: On October 26, 2018, will have a trainer regarding inclusivity and how to build healthy democratic coalition.

VI. Commissioner's Report

A. LW, Maui

- 1. Kate Griffiths, new chair for Maui CSW.
- 2. At a National Workforce conference in Montana, LW volunteered Hawaii to be one of seven states for a pilot with the National Governors' Association study regarding 1099 economy, a look at workforce perspective. Allison Tasaka is the representative for Hawaii.

B. LES, Kauai

- 1. Enjoyed attending NACW conference; partnering with Women's Veterans council for women's resource event; planning Human Trafficking event in May/June; Women's history month, asking for sponsorship; Airing "Rise of the Wahine" movie; planning Career day in "Voices of American Women," will ask KJC to come over; Starting Youth Council, Erika contacted KJC for information; Denim day, "Equal Means Equal;" Women's Health Fair, successful, but discussing if will continue due to budget.

C. SC, Oahu

- 1. Women's March January 19, 2019 in Washington, D.C. on FB, join travel team or local teams organizing marches. The women who attend D.C. will be on main stage.

D. AM, Oahu

- 1. Have not checked w/Honolulu CSW in the past month. Many new members, Kathleen Algire; Becky Soon, new deputy director.
  - a) KJC: To ask Becky regarding HUD housing voucher issues.
- 2. Planned Parenthood, new national director Dr. Wen. Head of public health in Baltimore. Will be here maybe in January for opening of new clinic on Beretania. First in nation that will be expanding.
  - a) LW: Commission should have a quarterly meeting there to show support.

E. CH, Hawai'i

- 1. Hawai'i island Leadership Summit tomorrow at Sheraton Kona Resort and Spa, KJC will present; Giving out urgent services directory, cell phone, books; Working with Dr. Jill Murray, regarding teen dating violence; October 22, YWCA "Walk a Mile in Her Shoes" event; Participated in 30<sup>th</sup> annual walking peace vigil last week Friday. Looking forward to equal pay annually. Brought copy of "Real Women's Creative Writing." Cyd will send in PDF Cyd will send everyone.

F. JK, Oahu

1. LW thanked JK for sending information on Mana Wahine Hats and Hawaii Sexual and Gender Minority Health Report 2018 for her report although absent (see handouts).

**VII. Executive Session**

- A. 10:31 a.m. – 10:52 p.m. Discussion of Executive Director KJC's tenure after December 3, 2018.

**VIII. Return to Public Meeting**

- A. 10:52 p.m. Chair LW advised KJC that the Commission approved an extension of her appointment.
- B. **KJC – ACCEPTED**

**IX. Next Meetings**

- A. January 2019: Same day as the Women's Legislative Caucus breakfast.
  1. Wants to sponsor or reserve table for 11 people (Commission & Committee members).
  2. KJC will ask Noriko, YWCA, about sponsoring or reserving a table.
  3. Plan to have meeting after the Caucus breakfast.
- B. April 2, 2019, Equal Pay Day: Plan to have the meeting after visiting the legislature.

**X. Recruitment of New Commissioners**

- A. Commissioners have been working on contacting possible new members for next year.

**XI. Adjournment – 11:04 a.m.**