



**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

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**HAWAII STATE COMMISSION ON THE STATUS OF WOMEN
PUBLIC MEETING & EXECUTIVE SESSION
THURSDAY, APRIL 18, 2019
11:00 AM – 1:00 PM
LEIOPAPA A KAMEHAMEHA BUILDING
235 S. BERETANIA STREET, HONOLULU, HAWAII 96813
2ND FLOOR CONFERENCE ROOM 204**

- I. PUBLIC NOTICE, CALL TO ORDER, ESTABLISH QUORUM
- II. REVIEW AND APPROVAL OF MINUTES FROM THE JANUARY 29, 2019 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. Community Presentation by Kahala Motoyama (10 minutes)
 - C. Community presentation by Tamera Heine re: CSW Micronesian Women's Taskforce and Grant Request (10 minutes)
- IV. REPORTS
 - A. Chair's Report
 1. NACW 2019 Update
 2. Professional and Business Womens' 100 Years
 - B. Executive Director's Report
 1. Legislation
 2. Budget updates
 3. Community Outreach and Research
 4. Annual Women's Conference
 5. Follow-up to Lisa Ellen Smith inquiries re: Kauai funding request and bylaws
 - C. State Commissioners' Reports and Updates
- 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
- VI. ADJOURNMENT

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.

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OFFICE
LIEUTENANT GOVERNOR S

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

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

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

Public: Kahala Motoyama, Tamera Heine, Joanne Loeak

I. Public Notice, Call to Order

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

II. Review and approval of minutes

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

III. Public Comment

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

IV. Chair's Report

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

C. Maui Commissioner's Report:

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

V. Executive Directors' Report

A. Legislation

1. The legislative session is winding down and concerns regarding the budget remain. Hawaii Women's Coalition Bill Tracking spreadsheets, dated April 12, 2019, were distributed to Commissioners.
2. Bills of mention: Equal Pay, Midwifery bills - taskforce created to start 2020 until 2023, Title IV, and Paid Family leave.

B. Budget updates & Annual Women's Conference

1. Budget Update

- a) With no vacancy this year in the Executive Director position, there will be only a small budget overage resulting from staff member Trinh's maternity leave.

2. "Baby at Work" replication from the state of Washington model

- a) **Wilkins suggested, all Agreed, to use extra funds to support the Commission's lead on piloting "Baby at Work" program in Hawaii state departments, to purchase supplies for use in the Commission's office, i.e. breastfeeding chair, changing table, etc.**

3. NACW Conference 2019

- a) Estimates given for four members to attend, only with airfare and conference registration included for this fiscal year (estimated \$5,000 in FY19 budget).
- b) Of note: the next fiscal year (FY20 budget funds) will need to include hotel, ground transportation, and per diem expenses for conference attendees (estimated \$7,800).
- c) **Smith made MOTION FOR APPROVAL OF EIGHT (8) CONFERENCE REGISTRATIONS, one (1) per each of four County Committees, and four (4) State Commission members, for a total of eight (8) registrations – Hoffeld seconded – APPROVED**

C. Community Outreach and Research

1. Young Feminist Leaders Committee program will be ending soon. Last assignment is to have the students create social media promotions to inspire empathy for feminists. Entries will be reviewed by the Commission and will be promoted on the Commission's social media.
2. Presenting Sex Trafficking study at IVAT conference next Thursday with partner in the study.

D. Annual Women's Conference

1. Discuss starting an annual conference with State Commission and County Committees.

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

VI. State Commissioners' Reports and Updates

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

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

VII. Executive Session (w/o minutes)

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

VIII. Adjournment – 1:35 p.m.

Funds Available by Quarter
For SFY 2019
As of April 17, 2019

	<u>July - Sept 2018</u>	<u>Oct - Dec 2018</u>	<u>Jan - Mar 2019</u>	<u>Apr - June 2019</u>	<u>SFY 2019 Total</u>
Payroll:					
Quarterly Funds	28,126.00	28,126.00	28,126.00	28,126.00	112,504.00
Expenditures	(29,781.92)	(29,983.48)	(26,208.52)	(6,815.00)	(92,788.92)
Salary adj	1,276.00	1,277.00	1,277.00	1,277.00	5,107.00
Transfers (reversions)					-
Balance	<u>(379.92)</u>	<u>(580.48)</u>	<u>3,194.48</u>	<u>22,588.00</u>	<u>24,822.08</u>

Other Current:					
Quarterly Funds	11,924.00	11,925.00	11,925.00	11,925.00	47,699.00
Expenditures	(7,362.68)	(12,066.57)	(1,940.99)		(21,370.24)
Reversion	(4,561.00)	4,561.00			-
Emergency Restriction					-
Transfers (reversions)					-
Transfers (reversions)					-
Balance	<u>0.32</u>	<u>4,419.43</u>	<u>9,984.01</u>	<u>11,925.00</u>	<u>26,328.76</u>

Total Payroll & Other Current funds available	<u><u>165,310.00</u></u>
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Total funds appropriated by Legislature:

Payroll	112,504.00
Collective Bargaining	5,107.00
Less transfer to "Others"	-
Funds available	<u>117,611.00</u>
Other Current	55,820.00
Less restrictions	(8,121.00)
Released Contingency Restriction	
Add transfer from "Payroll"	
Funds available	<u>47,699.00</u>

Women's Coalition Tracking
Friday, April 12, 2019

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
<u>HB1192</u> <u>HD2 SD2</u>	AAUW	RELATING TO EQUAL PAY.	Conforms statutory prohibitions against wage discrimination with other prohibitions on employment discrimination. Clarifies allowable justifications for compensation differentials and remedies for pay disparity. Requires employers to disclose wage ranges to employees and prospective employees. (SD2)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	JOHANSON, BELATTI, CABANILLA ARAKAWA, CREAGAN, DECOITE, ELI, GATES, ICHiyAMA, KITAGAWA, KONG, C. LEE, LOWEN, MATAYOSHI, MATSUMOTO, MORIKAWA, OHNO, PERRUSO, THIELEN, WILDBERGER, San Buenaventura	LCA, JDC/WAM
<u>HB483</u> <u>HD2 SD2</u>	AAUW	RELATING TO CIVIL RIGHTS.	Effective 1/1/2020, incorporates federal law regarding social groups and youth services organizations, same-sex living facilities, and sex-restricted scholarships and other forms of financial assistance into Act 110, Session Laws of Hawaii 2018. Extends the deadline for the legislative reference bureau to complete the study requested by Act 110 on existing federal Title IX enforcement practices and procedures on the federal level and in other jurisdictions. Requires the legislative reference bureau to make a report to the legislature no later than 8/1/2019. (SD2)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	ICHIYAMA, BELATTI, CREAGAN, ELI, HASHIMOTO, LOWEN, MIZUNO, NISHIMOTO, OHNO, TARNAS, WILDBERGER, YAMASHITA	GVO, JDC
<u>HB1191</u> <u>HD1 SD2</u>	Appleseed	RELATING TO MINIMUM WAGE.	Provides an income tax credit for qualifying small businesses to offset the increase in the minimum hourly wage that employers must pay employees. Increases the minimum wage to \$12.00 per hour beginning 1/1/2020 and \$15.00 per hour beginning 1/1/2023. Establishes a minimum wage of \$17.00 per hour for any person employed in a full-time position with the State of Hawaii beginning upon approval of the Act. Tax credit applies to taxable years beginning after 12/31/2019. Effective 7/1/2050. (SD2)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	JOHANSON, CREAGAN, ELI, ICHiyAMA, KITAGAWA, C. LEE, LOWEN, MATAYOSHI, WILDBERGER	LCA, WAM
<u>SB789 SD2</u> <u>HD2</u>	Appleseed	RELATING TO MINIMUM WAGE.	Changes minimum wage rates annually from 1/1/2020, to 1/1/2024. Provides lower minimum wage rates for employees who receive employer-sponsored health benefits under the Hawaii Prepaid Health Care Act. Includes persons with disabilities under generally applicable minimum wage requirements. (SB789 HD2)	H 4/11/2019: Received notice of disagreement (Sen. Com. No. 893).	TANIGUCHI	LAB, FIN

Women's Coalition Tracking
Friday, April 12, 2019

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
HB2 HD1 SD1 CD1	Women's Coalition	RELATING TO THE STATE BUDGET.	Appropriates funds for the operating budget of the Executive Branch for fiscal years 20192020 and 20202021. (HB2 CD1)	H 3/27/2019: Transmitted to Governor.	SAIKI, LUKE	WAM
HB486 HD1 SD1	Commission	RELATING TO PROSTITUTION.	Permits persons convicted of certain prostitution offenses to file a motion to vacate the conviction if the defendant is not convicted of another offense under the Penal Code within three years of the prostitution offense. (SD1)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	WILDBERGER, BELATTI, CREAGAN, DECOITE, ELI, HAR, HASHIMOTO, ICHiyAMA, KITAGAWA, MATSUMOTO, MIZUNO, MORIKAWA, NAKAMURA, OHNO, OKIMOTO, PERRUSO, TARNAS, THIELEN, YAMASHITA	JDC
SB1039 HD1	Commission	RELATING TO PROSTITUTION.	Permits persons convicted of certain prostitution offenses to file a motion to vacate the conviction if the defendant is not convicted of another offense under the Penal Code within three years of the prostitution offense and without regard to the defendant's status as a victim of trafficking or promoting prostitution. (SB1039 HD1)	H 4/5/2019: Received notice of disagreement (Sen. Com. No. 685).	KIM, BAKER, S. CHANG, DELA CRUZ, INOUE, J.KEOHOKALO, KIDANI, NISHIHARA, K. RHOADS, RUDERMAN, L. THIELEN, English, Fevella, Kanuha, Kouchi, Shimabukuro	JUD
HR5	Commission	REQUESTING MEMBERS OF THE UNITED STATES CONGRESS TO AMEND FEDERAL LAW TO ENSURE THAT VICTIMS OF SEXUAL HARASSMENT AND SEXUAL ASSAULT WHO MIGHT OTHERWISE BE FORCED INTO ARBITRATION AND SILENCE INSTEAD HAVE ACCESS TO THE COURTS.		H 3/28/2019: Report adopted; referred to the committee(s) on FIN with none voting aye with reservations; none voting no (0) and Representative(s) Cabanilla Arakawa, C. Lee excused (2).	ICHIYAMA, BELATTI, CREAGAN, DECOITE, ELI, HASHIMOTO, KITAGAWA, LOWEN, MATSUMOTO, MIZUNO, MORIKAWA, NAKAMURA, OHNO, PERRUSO, TARNAS, THIELEN, WILDBERGER, YAMASHITA	JUD, FIN
SCR12	Commission	REQUESTING MEMBERS OF THE UNITED STATES CONGRESS TO AMEND FEDERAL LAW TO ENSURE THAT VICTIMS OF SEXUAL HARASSMENT AND SEXUAL ASSAULT WHO MIGHT OTHERWISE BE FORCED INTO ARBITRATION AND SILENCE INSTEAD HAVE ACCESS TO THE COURTS.		H 4/10/2019: Resolution scheduled to be heard by JUD on Friday, 04-12-19 2:00PM in conference room 325.	L. THIELEN, BAKER, S. CHANG, DELA CRUZ, FEVELLA, INOUE, J.KEOHOKALO, KIDANI, NISHIHARA, K. RHOADS, English, Gabbard, Kanuha, Kim, Kouchi, Shimabukuro	JUD, FIN

Women's Coalition Tracking

Friday, April 12, 2019

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
<u>SR11</u>	Commission	REQUESTING MEMBERS OF THE UNITED STATES CONGRESS TO AMEND FEDERAL LAW TO ENSURE THAT VICTIMS OF SEXUAL HARASSMENT AND SEXUAL ASSAULT WHO MIGHT OTHERWISE BE FORCED INTO ARBITRATION AND SILENCE INSTEAD HAVE ACCESS TO THE COURTS.		S 4/4/2019: Report and Resolution Adopted.	L. THIELEN, BAKER, S. CHANG, DELA CRUZ, FEVELLA, INOUE, J.KEOHOKALOLE, KIDANI, NISHIHARA, K. RHOADS, English, Gabbard, Kanuha, Kim, Kouchi, Shimabukuro, Wakai	PSM, JDC/WAM
<u>SB1041</u> <u>SD2 HD2</u>	Commission	RELATING TO EMPLOYMENT PRACTICES.	Prohibits written nondisclosure agreements involving sexual assault and sexual harassment as part of an employee's conditions of employment. Prohibits employers from retaliating against an employee for disclosing or discussing sexual harassment or sexual assault. (SB1041 HD2)	H 4/11/2019: Received notice of disagreement (Sen. Com. No. 893).	L. THIELEN, BAKER, S. CHANG, DELA CRUZ, FEVELLA, INOUE, J.KEOHOKALOLE, KIDANI, NISHIHARA, K. RHOADS, Gabbard, Kanuha, Kouchi, Riviere, Shimabukuro, Wakai	LAB, JUD
<u>SB1048</u> <u>SD1 HD1</u>	Commission	RELATING TO SEXUAL HARASSMENT.	Makes confidentiality clauses in employment contracts unenforceable as to sexual harassment claims. Bans mandatory arbitration agreements as to sexual harassment claims. Makes mandatory confidentiality clauses in an arbitration agreement unenforceable as to sexual harassment claims. (SB1048 HD1)	H 4/9/2019: Received notice of disagreement (Sen. Com. No. 885).	L. THIELEN, MORIWAKI, Kim, Riviere	LAB, JUD, FIN
<u>HB1165</u> <u>HD2 SD2</u>	Commission	RELATING TO GENDER IDENTIFICATION.	Requires a license or state identification card to include a person's full legal name, date of birth, gender designation, residence address, and license number. Specifies gender designation options of F, M, or X. Effective 7/1/2020. (SD2)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	NAKAMURA, ELI, HASHIMOTO, KITAGAWA, PERRUSO, QUINLAN, TAKUMI, TARNAS, WOODSON, Wildberger	TRS, JDC
<u>HCR175</u> <u>HD2</u>	Commission	REQUESTING THE STATE OF HAWAII DEPARTMENT OF THE ATTORNEY GENERAL TO MAINTAIN A DATABASE ON SEX TRAFFICKING OFFENSES.		S 4/10/2019: The committee(s) on JDC has scheduled a public hearing on 04-16-19 10:10AM in conference room 414.	ELI, GATES, ICHiyAMA, JOHANSON, D. KOBAYASHI, MIZUNO, NISHIMOTO, TARNAS, WILDBERGER, YAMASHITA	JDC
<u>HR154</u> <u>HD1</u>	Commission	REQUESTING THE STATE COMMISSION ON THE STATUS OF WOMEN TO MAINTAIN A DATABASE ON SEX TRAFFICKING OFFENSES.		H 3/28/2019: Report adopted. referred to the committee(s) on JUD as amended in HD 1 with none voting aye with reservations; none voting no (0) and Representative(s) Cabanilla Arakawa, C. Lee excused (2).	ELI, GATES, ICHiyAMA, JOHANSON, D. KOBAYASHI, MATAYOSHI, MIZUNO, NISHIMOTO, TARNAS, WILDBERGER, YAMASHITA	HSH, JUD

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
HB467 HD1 SD2	Dr. Goto	RELATING TO THE KUPUNA CAREGIVERS PROGRAM.	Changes the kupuna caregivers program allocation cap from \$70 per day to \$350 per week. Appropriates funds for the continued implementation of the kupuna caregivers program. Effective 7/1/2050. (SD2)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	TAKAYAMA, AQUINO, CACHOLA, CREAGAN, DECOITE, ELI, GATES, HAR, HASHEM, HASHIMOTO, HOLT, ICHiyAMA, KITAGAWA, C. LEE, LOWEN, MATAYOSHI, MATSUMOTO, MCKELVEY, MIZUNO, MORIKAWA, NAKAMURA, NISHIMOTO, OKIMOTO, PERRUSO, SAY, TARNAS, THIELEN, WARD, WILDBERGER, WOODSON, YAMASHITA	CPH, WAM
SB1025 SD1 HD2	Dr. Goto	RELATING TO THE KUPUNA CAREGIVERS PROGRAM.	Requires the Executive Office on Aging (EOA) to develop and implement a plan to maximize the number of Kupuna Caregivers Program (Program) participants and submit a copy of the Program plan to the 2020 Legislature. Authorizes EOA to adopt administrative rules to implement and administer the Program. Changes the Program funding allocation cap. Includes coordination or case management under the scope of services qualified caregivers can receive program funding for. Appropriates funds. (SB1025 HD2)	H 4/11/2019: Received notice of disagreement (Sen. Com. No. 893).	IHARA, S. CHANG, FEVELLA, HARIMOTO, K. KAHELE, J.KEOHOKALO, MORIWAKI, RUDERMAN, English, Kanuha, Keith-Agaran, Kim, Riviere, Shimabukuro	HSH/HLT, FIN
HB32 HD1 SD2	HCAN	RELATING TO FAMILY LEAVE.	Extends the deadline for the Legislative Reference Bureau to submit the sunrise analysis required by Act 109, Session Laws of Hawaii 2018, from 9/1/2019 to 11/13/2019. Effective 7/1/2050. (SD2)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	JOHANSON	LCA, WAM
SB821 SD1 HD1	HMHB, NASW	RELATING TO GENDER EQUITY.	Requires all places of public accommodation and state building construction constructed or substantially modified after December 31, 2020, to provide baby diaper changing accommodations and baby feeding accommodations that are equally accessible to men and women. (SB821 HD1)	H 4/9/2019: Received notice of disagreement (Sen. Com. No. 885).	BAKER	LAB, FIN
HB437 HD1 SD1	HSCADV	RELATING TO CRIME VICTIM COMPENSATION FOR MENTAL HEALTH SERVICES.	Authorizes crime victim compensation for mental health services for survivors in cases involving a death and for children who witness domestic violence. (SD1)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	TAKAYAMA, AQUINO, CACHOLA, CREAGAN, DECOITE, ELI, HAR, HASHEM, HASHIMOTO, HOLT, ICHiyAMA, KITAGAWA, C. LEE, LOWEN, MIZUNO, NAKAMURA, NISHIMOTO, OKIMOTO, PERRUSO, SAY, TARNAS, WILDBERGER, WOODSON, YAMASHITA	JDC, WAM

Women's Coalition Tracking

Friday, April 12, 2019

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
<u>HB295</u> <u>HD1 SD1</u>	HSCADV	RELATING TO DOMESTIC ABUSE.	Amends the definition of domestic abuse under Hawaii's insurance laws and domestic abuse protective order statutes to include emotional abuse between family or household members. Defines emotional abuse. Effective 7/1/2050. (SD1)	S 4/9/2019: Received notice of disagreement (Hse. Com. No. 638).	TARNAS, CREAGAN, ELI, HAR, ICHiyAMA, KITAGAWA, MIZUNO, NAKAMURA, PERRUSO, SAY, TAKAYAMA, TOKIOKA, WILDBERGER, Okimoto	JDC
<u>SB1037</u> <u>SD1 HD1</u>	HSCADV	RELATING TO DOMESTIC VIOLENCE.	Amends the offense of abuse of family or household member by amending the type of physical abuse that constitutes strangulation to include blocking the nose and mouth or applying pressure to the chest. Clarifies that infliction of a visible bodily injury is not required to establish the offense. (SB1037 HD1)	H 4/5/2019: Received notice of disagreement (Sen. Com. No. 685).	INOUE, S. CHANG, DELA CRUZ, FEVELLA, KIDANI, RUDERMAN, L. THIELEN, Baker, English, Gabbard, J.Keohokalole, Kim, Kouchi, Nishihara, Riviere, Shimabukuro	JUD
<u>SB1047</u> <u>SD1 HD2</u>	HSCADV	RELATING TO DOMESTIC VIOLENCE.	Creates new petty misdemeanor for the abuse of a family or household member. Repeals June 30, 2022. (SB1047 HD2)	H 4/11/2019: Received notice of disagreement (Sen. Com. No. 893).	L. THIELEN, Kim, Moriwaki, Riviere	HSB, JUD
<u>HB1433</u> <u>HD1 SD1</u>	HSCADV	RELATING TO ADDRESS CONFIDENTIALITY.	Appropriates funds for two full-time equivalent (2.0 FTE) positions, operating costs, and equipment to support the Attorney General's Hawaii Criminal Justice Data Center in administering the Address Confidentiality Program. Effective 7/1/2050. (SD1)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	ICHIYAMA	JDC, WAM

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
HB1248 HD1 SD2	League	RELATING TO ELECTIONS.	Enacts voting by mail uniformly across all counties for all elections commencing in 2022. Establishes a limited number of voter service centers that would remain open from the tenth business day preceding an election through the day of the election to receive personal delivery of mail-in ballots, accommodate voters with special needs, offer same day registration and voting, and provide other election services. Allows for additional places of deposit for personal delivery of mail-in ballots. Appropriates funds for the implementation and administration of the election by mail program. Requires the office of elections to submit a report to the legislature prior to the convening of each regular session from 2020 through 2025, regarding the implementation of a vote by mail system. Requires the Chief Election Officer, with assistance from the county clerks for elections involving county offices and countywide ballot issues, to publish an online voters' pamphlet on the Office of Elections' public website and publish and distribute postcards notifying voters of the online voters' pamphlet website address. Appropriates moneys to allow the chief election officer to produce and distribute an online voters' pamphlet and voters' pamphlet postcards for each election. Effective 7/1/2050. (SD2)	5/4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	SAIKI	JDC, WAM
HB1485 HD2 SD1	League	RELATING TO VOTER REGISTRATION.	Establishes a process, beginning on January 1, 2020, for automatically preregistering or registering public school- and charter school-enrolled students who are at least 16 years old to vote. Effective 7/1/2030. (SD1)	5/4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	C. LEE, CREAGAN, ICHiyAMA, MIZUNO, QUINLAN, WOODSON, Brower, San Buenaventura	EDU/JDC


Women's Coalition Tracking

Friday, April 12, 2019

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
<u>SB412 SD2 HD1</u>	League	RELATING TO VOTING.	Makes an application for voter registration, including an affidavit, part of all driver's license and identification card applications. Automatically registers each applicant who elects to register for voting unless the applicant affirmatively declines to be registered to vote. Requires sharing of information among the counties, DOT, and election personnel. (SB412 HD1)	H 4/11/2019: Received notice of disagreement (Sen. Com. No. 893).	K. RHOADS, S. CHANG, KEITH-AGARAN, J.KEOHOKALOLE, RUDERMAN, L. Thielen	JUD, FIN
<u>SB1033 SD2 HD2</u>	Midwives Alliance	RELATING TO THE LICENSURE OF MIDWIVES.	Establishes licensure of midwives. Temporarily exempts birth attendants and exempts Native Hawaiian healers from licensure requirements. Establishes task force. Appropriates funds. (SB1033 HD2)	S 4/11/2019: Senate agrees with House amendments. Placed on the calendar for Final Reading on 04-12-19.	BAKER, S. CHANG, DELA CRUZ, FEVELLA, GABBARD, INOUE, J.KEOHOKALOLE, KIDANI, KIM, NISHIHARA, L. THIELEN, English, Kanuha, Kouchi, Riviere, Shimabukuro	HLT, FIN
<u>HB710 HD1 SD1</u>	Planned Parenthood	RELATING TO EMPLOYMENT PRACTICES.	Adds reproductive health decisions to the list of categories that are protected against discriminatory employment practices. Effective 1/1/2050. (SD1)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	C. LEE, BROWER, ELI, JOHANSON, KITAGAWA, LUKE, MCKELVEY, MIZUNO, MORIKAWA, NAKASHIMA, PERRUSO, QUINLAN, SAIKI, TAKUMI, THIELEN, WILDBERGER, YAMASHITA, San Buenaventura	LCA/JDC, WAM
<u>SB1034 SD1 HD1</u>	Planned Parenthood	RELATING TO INSURANCE.	Clarifies that the existing health insurance mandate for coverage of low-dose mammography includes coverage for advancing methodologies of digital mammography and breast tomosynthesis. Sunsets June 30, 2024. (SB1034 HD1)	H 4/11/2019: Received notice of disagreement (Sen. Com. No. 893).	INOUE, BAKER, S. CHANG, DELA CRUZ, FEVELLA, GABBARD, KANUHA, J.KEOHOKALOLE, KIDANI, KIM, NISHIHARA, K. RHOADS, RUDERMAN, L. THIELEN, English, Kouchi, Riviere, Shimabukuro	HLT, CPC, FIN
<u>HB18 HD1 SD1</u>	SATC	RELATING TO CHILDHOOD SEXUAL ABUSE.	Repeals statutory limitations on the time period in which a survivor of childhood sexual abuse may file suit. (SD1)	S 4/12/2019: Received notice of disagreement (Hse. Com. No. 804).	THIELEN	JDC, WAM
<u>SCR8</u>	SATC	URGING THE HAWAII STATE DEPARTMENT OF THE ATTORNEY GENERAL TO CONDUCT A STATEWIDE INVESTIGATION OF SEXUAL ABUSE OF MINORS IN THE STATE OF HAWAII BY CLERGY OF THE ROMAN CATHOLIC CHURCH.		H 4/9/2019: Resolution scheduled to be heard by HSH on Friday, 04-12-19 9:00AM in conference room 329.	K. RHOADS, Baker, S. Chang, Kim, Shimabukuro	HSH, JUD

Number	Responsible Organization	Title	Summary	Status	Introducers	Referral
SR4	SATC	URGING THE HAWAII STATE DEPARTMENT OF THE ATTORNEY GENERAL TO CONDUCT A STATEWIDE INVESTIGATION OF SEXUAL ABUSE OF MINORS IN THE STATE OF HAWAII BY CLERGY OF THE ROMAN CATHOLIC CHURCH.		S 4/11/2019: One Day Notice 04-12-19.	K. RHOADS, S. Chang, Kim, Shimabukuro	HMS/JDC, WAM
HR88	SATC	REQUESTING THE AUDITOR TO ASSESS THE SOCIAL AND FINANCIAL EFFECTS OF REQUIRING HEALTH INSURERS TO PROVIDE COVERAGE FOR CLINICAL VICTIM SUPPORT SERVICES FOR VICTIMS OF SEXUAL VIOLENCE AND ABUSE.		H 4/4/2019: Resolution adopted in final form.	ICHIYAMA, CABANILLA ARAKAWA, DECOITE, ELI, HASHIMOTO, KITAGAWA, LOWEN, MATSUMOTO, MORIKAWA, NAKAMURA, PERRUSO, SAN BUENAVENTURA, THIELEN, WILDBERGER, Har	LMG, FIN
SR138 SD1	SATC	REQUESTING THE AUDITOR TO ASSESS THE SOCIAL AND FINANCIAL EFFECTS OF REQUIRING HEALTH INSURERS TO PROVIDE COVERAGE FOR CLINICAL VICTIM SUPPORT SERVICES FOR VICTIMS OF SEXUAL VIOLENCE AND ABUSE.		S 4/3/2019: Report and Resolution Adopted, as amended (SD 1).	BAKER, FEVELLA, Moriwaki, Shimabukuro, L. Thielen	CPH
HCR93	SATC	REQUESTING THE AUDITOR TO ASSESS THE SOCIAL AND FINANCIAL EFFECTS OF REQUIRING HEALTH INSURERS TO PROVIDE COVERAGE FOR CLINICAL VICTIM SUPPORT SERVICES FOR VICTIMS OF SEXUAL VIOLENCE AND ABUSE.		S 4/9/2019: Referred to CPH/WAM.	ICHIYAMA, CABANILLA ARAKAWA, DECOITE, ELI, HASHIMOTO, KITAGAWA, LOWEN, MATSUMOTO, MORIKAWA, NAKAMURA, PERRUSO, SAN BUENAVENTURA, THIELEN, WILDBERGER, Har	CPH/WAM
SCR171 SD1	SATC	REQUESTING THE AUDITOR TO ASSESS THE SOCIAL AND FINANCIAL EFFECTS OF REQUIRING HEALTH INSURERS TO PROVIDE COVERAGE FOR CLINICAL VICTIM SUPPORT SERVICES FOR VICTIMS OF SEXUAL VIOLENCE AND ABUSE.		H 4/11/2019: The committees on CPC recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 7 Ayes: Representative(s) Takumi, Ichiyama, Aquino, Cachola, Har, Kong, Onishi; Ayes with reservations: none; Noes: none; and 4 Excused: Representative(s) Belatti, Cabanilla Arakawa, Mizuno, Matsumoto.	BAKER, Moriwaki	CPC, FIN

Elizabeth-Ann Kahalaopuna Motoyama
Civil Rights Specialist - Educator - Consultant (Workplace Investigations)-
Cultural Descendant



POINTS OF SPEECH AT PUBLIC MEETING TO BE HELD BEFORE
THE HAWAII COMMISSION ON THE STATUS OF WOMEN

April 18, 2019

(PLEASE NOTE: For the duration of this speech, names of individuals that have not been revealed publicly through litigation or within filed documents, will not be mentioned).

I. Proper Introduction

- A. What's in a name?
- B. Cultural Differences Make A Difference
- C. Professional Background – Civil Rights Specialist/Investigator
(Federal, State, City, Private)

II. Shocking Reality (Workplace Examples)

- A. The Status of Women Who Filed Complaints in the Workplace
(Examples: Sexual Assault at the H3 Tunnel Work Site)
- B. The Status of Disabled Women Who Filed Complaints (Examples)
- B. Retaliation – Wrongful Termination (more common than you know)
- C. Immunity for Some But Not For All (no consequences for misconduct)

III. Even More Shocking: *Lack of Justice (Examples)

*Lack of Care/Concern From “Advocates” (Examples)

IV. What The HSCSW Can Do As Individuals And As A Commission

V. A Genuine (Lucrative) Offer To All Commissioners

Elizabeth-Ann Kahalaopuna Motoyama
"Kahala Motoyama"

Kahala, who is of Hawaiian, Portuguese, and Irish ancestry, was born and raised in Mānoa Valley, Honolulu, Hawai'i. She is married to Karl Motoyama and is the mother of three and the grandmother of three. She was educated at Kamehameha School for Girls, the University of Hawai'i, and San Francisco State University. As an Education major, she became a licensed, credentialed teacher of Hawaiian Language, and later acquired a second degree in Special Education. She has taught with San Francisco Unified School District and the State of Hawai'i Department of Education.

Kahala prides herself on being an advocate for youth and their right to receive a quality education. She has translated her passion for fighting for those who are disabled, developmentally delayed, and cannot assert their own rights, by becoming a Civil Rights Specialist for the State and City. She is now retired and teaching part-time while running a legal research, workplace investigation consultancy.

Her Hawaiian musical upbringing included learning hula from the Beamer 'Ohana, performing for Aloha Airlines as Pro Bowl half-time entertainment, singing for various Hawaiian groups and as a back-up singer for the original Olomana, for Kihei Brown, and as a vocalist in the Danny Kaleikini Show. Through her classical training, she became a member of the San Francisco Symphony Chorus, the Honolulu Symphony Chorus, and Aaron Mahi's Ecumenical Chorus. Kahala also became heavily involved with many other Hawaiian Civic Club music productions which raised scholarship funds for deserving, aspiring native Hawaiian students who planned to attend college.

In 1989, she was nominated for the Jefferson Award and was recognized for her 20 plus years of volunteer work. She also became the Adult Friends for Youth "Volunteer of the Year" along with her husband, Karl. She rode Pā'ū for several years in the Kamehameha Day and Aloha Week parades. As a woman of Hawaiian ancestry, she has become very aware of how important it is to assist in developing the poise, confidence, and talents of the po'e Hawai'i. She believes that by educating, and by increasing the social awareness of Hawaiian men and women, she can make a difference and improve the future of our people.



Dilbert >> By Scott Adams

ANITA SILVERS / 1940-2019

Authority on disability rights cited her own experiences as inequities

By Neil Genzlinger
New York Times

Anita Silvers, a philosophy professor who was a leading voice in the interpretation of the Americans With Disabilities Act, arguing that disability rights should be viewed the same as other civil rights and not as an accommodation or as a social safety net issue, died March 14 in San Francisco. She was 78.

San Francisco State University, where Silvers taught for half a century, said the cause was pneumonia.

Silvers was already a well-regarded scholar with an expertise in aesthetics in the 1990s, when she started to focus increasingly on disability law and definitions related to it. She knew about disabilities

firsthand: She had polio as a child, and the disease left her with limited mobility. The Americans With Disabilities Act had been passed in 1990, and Silvers began to examine how it was being interpreted, whether philosophically, in the courts or on her own campus.

"A critical thing for her was to understand the ADA as a civil rights statute," said Leslie P. Francis, a professor of law and philosophy at the University of Utah who wrote papers and edited a book with Silvers. "Not as an approach to giving people special privileges, but as a way of giving people the rights that everyone else has."

Silvers wrote or co-wrote numerous papers on the subject, arguing that a fundamental flaw in many inter-

pretations of the act was measuring people with disabilities against an idea of "normal."

"Progress depends on constructing a neutral conception of disability, one that neither devalues disability nor implies that persons with disabilities are inadequate," she wrote in a 2003 paper published in the journal *Theoretical Medicine and Bioethics*. An earlier paper, published in 1994, was subtitled "Equality, Difference and the Tyranny of the Normal."

She and Francis edited a 2000 book, "Americans With Disabilities: Exploring Implications of the Law for Individuals and Institutions," for the 10th anniversary of the passage of the Americans With Disabilities Act. She



NEW YORK TIMES

Anita
Silvers

way the act was being interpreted in legal rulings, and although most of her writing was as a scholar and not as someone affected by polio, she would play that card to make a point.

"As I search through deci-

article in *Newsday* excoriating the Supreme Court for what she viewed as its unhelpful rulings on disabilities in the workplace, "the terrors of past suffering shadow my future. To cloak my polio-crippled gait, will I have to arrive at work before dawn and leave long after other workers, as I used to do? Will I have to crawl upstairs again because colleagues take offices on the first floor?"

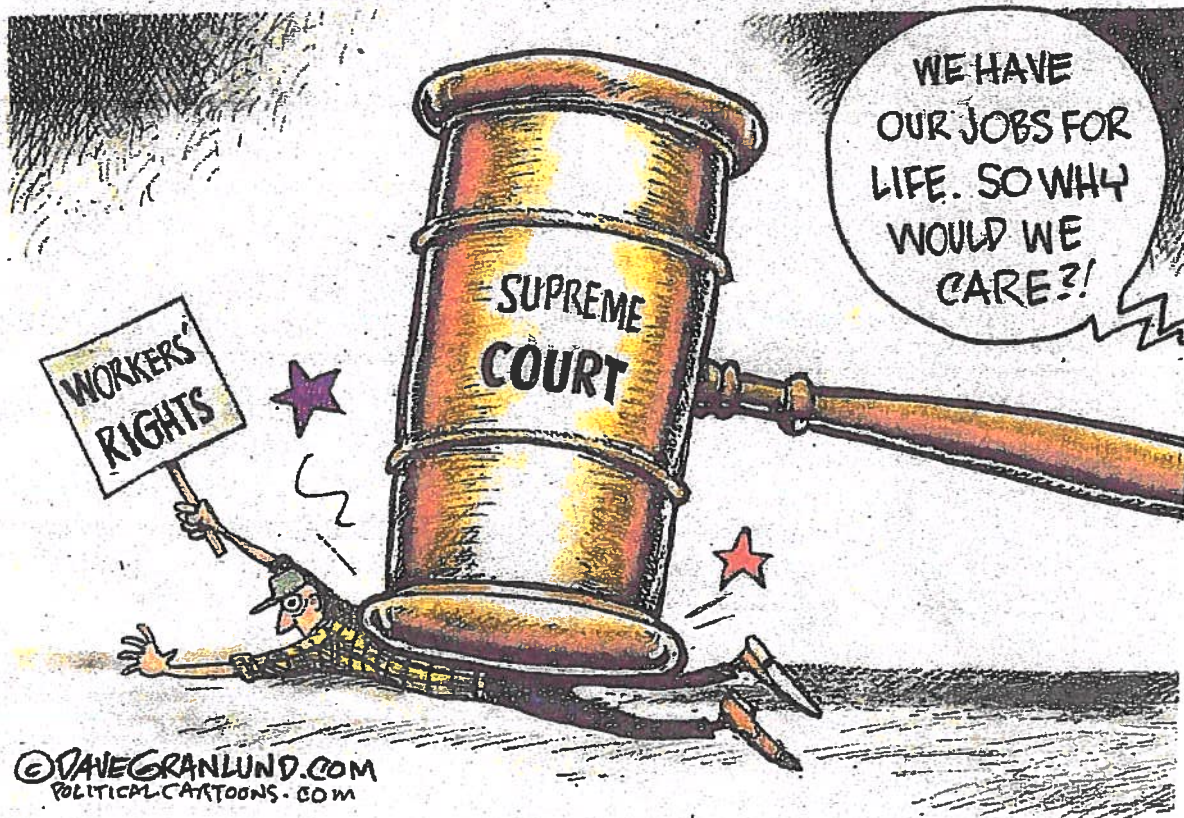
"Judges' own privileges safeguard them against discrimination," she concluded, "while they dodge their duty to give less fortunate Americans equitable opportunity to work."

Anita Silvers was born Nov. 1, 1940, in Brooklyn, N.Y., to Seymour and Sarah

"She went to Girl Scout camp in 1949 and returned with a severe case of polio," her brother, David N. Silvers, said, "which required her to spend over a year in an iron lung," the respiration device.

The disease left her with partial quadriplegia. She was angry about her limited mobility, her brother said, but was also determined not to be constrained by the condition.

After receiving a bachelor's degree at Sarah Lawrence College in 1962, she earned a Ph.D. in philosophy at Johns Hopkins University in Baltimore in 1967 and was hired to teach philosophy at San Francisco State.



Conservative court gives employers the upper hand



Kahala Research/Consulting
Specializing in Employment Investigations
Member - Assoc. of Workplace Investigators

Kahala Motoyama
Consultant/Civil Rights Specialist
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(808) 282-7739

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Elizabeth-Ann Kahalaopuna Motoyama



WORK EXPERIENCE

September 2009 to Present -

Kahala Research/Consulting (self-employed)

Conduct research and prepare legal documents for attorneys.
Investigate workplace complaints of labor and civil rights violations.

State of Hawai'i Department of Education -

Substitute Teacher – Hawaiian History, Math, Science, Lang. Arts.

September 2007 to September 2009

State of Hawai'i, Dept. of Transportation (HDOT)

Office of Civil Rights
869 Punchbowl Street
Honolulu, HI 96813

Position Title: Equal Employment Opportunity/Affirmative Action Officer (Civil Rights Specialist V)

DUTIES:

A. Program Administration and Management

40%

1. Serves as the HDOT's EEO Specialist to develop, manage, coordinate, implement, monitor and evaluate the HDOT's EEO program on a statewide basis and ensure compliance with Federal laws, executive orders, rules and regulations. Develops and implements policies, rules and procedures to ensure non-discrimination in the department's operations and services.
2. Acts as the HDOT's expert on the EEO Program and Plan and serves as staff advisor to the HDOT Director, Deputies and Civil Rights Coordinator. Provides expert advice and technical assistance to Administrators of the Airports, Harbors and Highways Divisions, and Chief Staff Officers. As designated, represents the HDOT at national and regional U.S. Department of Transportation civil rights meetings, public and private meetings and on various committees involving EEO matters and civil rights issues.

3. Studies the existing HDOT workforce to determine under-representation of females and/or minority groups in each job category. Conducts studies of management practices, organizational structure, employment practices, lines of progression (career ladder) etc., to determine their effect on the workforce of the department. Identifies causes and effects of discriminatory practices, barriers to equal employment, and other problem areas. Develops departmental affirmative action goals and designs the departmental program for achieving these goals.
4. Coordinates and maintains liaison with federal, state, city and county agencies regarding EEO issues. Develops and maintains effective working relationships with the HDOT staff, the Department of Human Resource Development, and other groups and organizations involved in affirmative action.
5. Prepares and/or reviews all correspondence and reports concerning EEO. Monitors federal and state legislation, court decisions, and federal regulations to determine impact on the HDOT. Keeps abreast of all current developments and court actions concerning EEO.

B. Monitoring and Program Evaluation

15%

1. Monitors and evaluates the departmental affirmative action program to ensure that selected courses of action are producing the desired effect. Responsible for monitoring of the program by collecting, compiling, and evaluating employment data.
2. Review, evaluate and change internal employment policies, practices and training opportunities to assure compliance with State and Federal equal employment opportunity laws.
3. Review systemic factors related to program effectiveness such as program compliance practices, workflow, work organization, management, personnel, quality controls and availability of necessary resources. Take appropriate actions to achieve equal opportunity compliance.

C. Complaint Investigations

25%

1. Investigate, evaluate and conciliate EEO complaints from employees, employee organizations, other governmental agencies, and the general public.
2. Analyze facts and opinions to identify and determine if there is a basis for the discrimination charge.
3. Design specific courses of action to resolve problems. Render final recommendations to the Director on hearings, appeals, investigations, or decisions resulting from EEO complaints.
4. Follow-up and monitor programs to ensure actions are being taken in accordance with the terms of the decisions or settlements.

D. Training and Outreach

15%

1. Prepares and conducts training for all levels of HDOT personnel to develop knowledge of their respective roles and achieving HDOT goals, familiarity with EEO/AA

- requirements, and an awareness of their role in the prevention of possible discriminatory practices.
2. Inform and instruct HDOT personnel on equal opportunity requirements.
 3. Speak before various groups about the HDOT equal employment opportunity program.

E. Other Duties as Assigned

5%

May 2007 to September 2007

**State of Hawai'i Dept. of Land & Natural Resources
Bureau of Conveyances
Kalanimoku Bldg., Rom 121
1151 Punchbowl Street
Honolulu, HI 96813**

Position Title: Administrative Services Assistant

Supervisor: Dennis Ihara, Deputy Registrar of Conveyances (discharged)

Supervisor: Carl Watanabe, Registrar (retired subsequent to an investigation)

DUTIES:

Assist Registrar of Conveyances (Division Director) by coordinating various administrative matters and making investigations and special studies of departmental problems; prepare reports and recommendations on assigned subjects; assume limited administrative responsibilities as directed; and perform other related duties as assigned.

Further aspects of job description:

- Plan and coordinate program activities and solving operations problems involving administrative processes and the relationships between programs.
- Analyze programs and projects and services to assess effectiveness.
- Identify problems and alternative solutions.

NOTE: Secretary resigned on the day I was hired; therefore, duties of her position (e.g., processing timesheets, G-1 documents, procurements, and payments, etc.) were also handled by me.

March 2007 to June 2007 (overlapped position above)

**City & County of Honolulu
Department of Human Resources
650 South King Street, 10th Floor
Honolulu, HI 96813**

Position Title: Equal Opportunity Investigator (Temporary 89 Day Hire Appointment)

DUTIES:

Independently take complaints and conduct intake interviews with Complainants (Internal, City & County employees only). Determine whether Complainant's allegations establish a prima facie case for discrimination to warrant a formal Charge of Discrimination against the Respondent. Prepare documentary evidence and testimonial evidence for investigations of charges of unlawful discriminatory employment practices proscribed in Hawai'i Employment Practices Law and Title VII of the Civil Rights Act (EEOC).

- Further aspects of job description:
- Gather evidence through depositions, affidavits, interrogatories, inquiries, interviews, and the collection of relevant data and statistics.
- Prepare reports which include findings, a decision, and recommended corrective action required if a violation is found.
- Conduct conciliation meetings (if requested) with both parties and assist in preparation for litigation in non-compliance situations.
- Assist EEO Director with setting up new database to archive and record all complaints received (investigated and not investigated).
- Conduct overtime fraud investigation and report results to Personnel Officer of department involved.
- Assist the Director and Corporation Counsel with preparing litigation responses.

May 2006 to August 2006

**State of Hawai'i
Department of Labor & Industrial Relations
Hawai'i Civil Rights Commission
830 Punchbowl Street
Honolulu, HI 96813**

Position Title: Civil Rights Investigator

DUTIES:

Independently take complaints and conduct intake interviews with Complainants (Statewide jurisdiction). Determine whether Complainant's allegations establish a prima facie case for discrimination to warrant a formal Charge of Discrimination against the Respondent. Prepare documentary evidence and testimonial evidence for investigations of charges of unlawful discriminatory employment practices proscribed in Hawai'i Employment Practices Law and Title VII of the Civil Rights Act (EEOC).

Further aspects of job description:

- Gather evidence through depositions, affidavits, interrogatories, inquiries, interviews, and the collection of relevant data and statistics.
- Prepare reports which include findings, a decision, and recommended corrective action required if a violation is found.
- Conduct conciliation meetings (if requested) with both parties and assist in preparation for litigation in non-compliance situations.

July 2004 to October 2005

**State of Hawai'i
Dept. of Education
Queen Liliuokalani Bldg.,
1390 Miller Street
Honolulu, HI 96813**

**Position Title: District Resource Teacher – Leeward District Special Svcs.
Supervisor: Eileen Muraoka, District Educational Specialist**

DUTIES:

Advised, assisted, and consulted with school administrators.
Enhanced instructional expertise through in-service training (teachers and paraprofessionals).
Directly assisted teachers and paraprofessional tutors in carrying out their duties and responsibilities. Supervised hiring of paraprofessionals.
Assisted with the interpretation and implementation of curriculum programs, goals, and objectives.
Coached teachers and administrators. Attended Individualized Education Program meetings and assisted in the preparation and writing of IEP documents. Monitored schools' compliance with Special Education laws (i.e., IDEA and Section 504 of the ADA), and the Department of Education's compliance with Due Process procedures.

August 2001 to June 2004

**State of Hawai'i
Dept. of Education
Queen Liliuokalani Bldg.,
1390 Miller Street
Honolulu, HI 96813**

**Position Title: Special Education Teacher – (Various Schools on O'ahu)
Supervisor: Principals and Vice-Principals of Several Schools**

DUTIES:

Care Coordinator and Special Education teacher of Emotionally Impaired, Communicatively Handicapped, Autistic, Cognitively Delayed (MR), and Specific Learning Disabled students.

Settings: Fully Self-Contained, Resource, and Inclusion.

- Modified and planned instruction for Special Education students.
- Implemented modifications and accommodations.
- Planned transition to post-secondary institutions.
- Supervised paraprofessional staff.
- Planned, coordinated, and conducted IEP meetings.

August 1994 to July 2001

**San Francisco Unified School District
555 Franklin Street
San Francisco, California 94102**

Position Title: Special Education Teacher (last school assignment: Lincoln High)

Supervisors: Shannon Manini, Ronald Pang

Care Coordinator (counselor_ and Special Education teacher of Emotionally Impaired, Communicatively Handicapped, Autistic, Cognitively Delayed (MR), and Specific Learning Disabled students. Settings: Fully Self-Contained, Resource, Inclusion.

- Modified and planned instruction for Special Education students.
- Implemented modifications and accommodations.
- Planned transition to post-secondary institutions.
- Supervised paraprofessional staff.
- Planned, coordinated, and conducted IEP meetings.

January 1993 to April 1994

**State Bar of California
Office of Certifications
100 Van Ness Avenue
San Francisco, California 94102**

Position Title: Minimum Continuing Legal Education Compliance Coordinator

DUTIES: (Equivalent To: Senior Administrative Assistant)

Planned, implemented, and managed the **MCLE** compliance process for 143,000 attorneys licensed by the state of California (included audit and non-compliance components).

- Hired, trained, supervised **MCLE** staff.
- Handled inquiries and prepared original correspondence.
- Made recommendations for full utilization of computer capabilities.

- Prepared evaluations of policies, problems and procedures with recommendations.
- Managed program budget and prepared financial reports.
- Prepared reports regarding status of program and agenda items for the Board of Governors

March 1991 to January 1993

**State Bar of California
Office of Investigations
555 Franklin Street
San Francisco, CA 94102**

Position Title: Investigator (Enforcement of Professional Code for Attorneys)

DUTIES:

Conducted independent investigations to prevent and detect violations of the California State Bar Act, Rules of Professional Conduct, which govern the legal profession for attorneys licensed in the state of California (regardless of residence).

- Developed evidence, secured information and documents to ascertain violations.
- Prepared and submitted concise report of findings to supervisors.
- Prepared cases for State Bar attorneys' review and action. Appeared and testified at hearings and court proceedings.
- Interpreted regulatory laws, rules and regulations of boards, commissions, programs and divisions.

May 1989 to November 1990

**State of Hawai'i
Department of Commerce and Consumer Affairs
Regulated Industries Complaints Office
State Office Tower
235 S. Beretania St., 9th Floor
Honolulu, Hawaii 96813**

Position Title: Investigator (Regulatory Laws for Licensed Professions)

Supervisors: Paul Lewis (Retired), Gary Mau (Retired)

DUTIES:

Provided field investigative services to prevent and detect violations of regulatory laws, rules and regulations, and policies of the various boards, commissions, programs, and divisions of the Department.

- Developed evidence by securing information and documents to ascertain violations.

- Prepared and submitted written reports of findings.
- Prepared evidence for staff attorneys' review and action.
- Appeared at administrative hearings.
- Interpreted regulatory laws, rules and regulations of boards, commissions, programs, and divisions, to licensees and to the general public.

March 1988 – May 1989

**State of Hawai'i
Department of Human Services
Public Welfare System - Investigative & Recovery Services (INVO)
(Criminal Law Enforcement: Welfare Fraud)**

Investigated allegations of violations of state and federal statutes that govern the Public Welfare system.

- Gathered facts, information, and evidence needed to refute or sustain allegations of criminal wrong-doing by interviewing or interrogating complainants, witnesses, or suspects.
- Examined and analyzed records and documents.
- Directly observed or conducted surveillance of the suspects or principals involved.
- Presented findings in clear, logical, impartial, and properly documented reports to support the referral of alleged perpetrators for prosecution in the criminal justice system.
- Appeared and testified before grand and petit juries and other judicial, quasi-judicial and administrative bodies.

September 1985 to March 1988

**State of Hawai'i
Dept. of Labor & Industrial Relations
Enforcement Division – Discriminatory Practices
830 Punchbowl Street
Honolulu, HI 96813**

**Position Title: Fair Employment Practices Specialist (EEO Investigator)
Supervisor: Charles Mitsuyama (Retired)**

DUTIES:

Independently take complaints and conduct investigations of charges of unlawful discriminatory employment practices proscribed in Hawai'i Employment Practices Law and Title VII of the Civil Rights Act.

- Gathered evidence through depositions, affidavits, interrogatories, inquiries, interviews, and the collection of relevant data and statistics.

- Prepared reports which included findings, a decision, and recommended corrective action required if a violation is found.
- Conducted conciliation meetings with both parties and assisted in preparation for litigation in non-compliance situations.
- Assisted in carrying out a public speaking education program through guest speaking appearances.

January 1985 to September 1985

**State of Hawai'i
Office of the Governor (Governor George Ariyoshi)
Office of Affirmative Action
Hawai'i State Capitol
Honolulu, HI 96813**

**Position Title: Fair Employment Practices Specialist
Supervisor: Annelle Amaral, State Affirmative Action Officer**

DUTIES:

- Planned, organized, and conducted audits and reviews of state Departments and Programs with respect to compliance with non-discrimination law and affirmative action policies. This review included an analysis of ongoing policies and procedures.
- Assisted in the development and presentation of informational programs, public meetings, and staff training (new state employees training).
- Lobbied for legislative change in discrimination laws.

EDUCATION

2009-Enrolled in Kapi'olani Community College Paralegal Program - ABA Accredited - (4.0 GPA)

2001-Special Education Teaching Credential – San Francisco State University, San Francisco, California (36 Semester Credits – 3.8 GPA)

1985-University of Hawai'i – College of Education
Secondary Level, Foreign Language

1984-University of Hawai'i – William S. Richardson School of Law -
(Completed equivalent requirement in California for Juris Doctor – eligible for California Bar)

1979-Bachelor of Arts, Liberal Studies – University of Hawai'i- Manoa
Major: Hawaiian Language - Minor: Psychology

VOLUNTEER WORK EXPERIENCE

Nominated for Jefferson Award (1989). Received recognition award from Hawai'i's First Lady for 20 years of volunteer service to the state of Hawai'i. This included:

Kalihi-Palama Health Clinic – Member of the Board of Directors (1985 – 1990)

Adult Friends for Youth ("At risk" teenagers) – (1987 – 1990) (Volunteer of the Year – 1989)

Kane'ohe Hospital – Mental Health Facility, Volunteer Companion for Lono Ward patients

Kapi'olani Medical Center - Neo-Natal Intensive Care

- **Most Recent** (after returning to Hawai'i in 2001) **Volunteer Work:**
 - Shriners Hospital (established screening for Leeward children)
 - Assistance League of Hawai'i
 - Mālama o Mānoa & Mānoa Heritage Center
 - Kids First Hawai'i – Hawai'i State Judiciary - (Recognition Awards: August 2006, August 2007)

LICENSES

- National Certified Investigator – National Clearinghouse on Licensure, Lexington, Kentucky, University of Missouri School of Law, Federal Bureau of Investigation
- Special Education Teaching License – State of California (Including Reading Instructor Competency), State of Hawai'i Standard Teaching License (Hawai'i Teacher Standards Board)
- Hawai'i Real Estate Sales License
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MEMBERSHIP (Current)

- Association of Workplace Investigators, 770 L Street, Sacramento, CA
- Mānoa Neighborhood Security Watch
- Mālama Mānoa
- 'Ahahui Ka'ahumanu
- Assistance League of Hawai'i
- Navy League of Hawai'i

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
4th 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 Wilkins, 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.