

DAVID Y. IGE
GOVERNOR

JOSH GREEN
LIEUTENANT GOVERNOR



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
www.labor.hawaii.gov

ANNE PERREIRA-EUSTAQUIO
DIRECTOR

JOANN A. VIDINHAR
DEPUTY DIRECTOR

March 17, 2022

To: The Honorable Ryan I. Yamane, Chair,
The Honorable Adrian K. Tam, Vice Chair, and
Members of the House Committee on Health, Human Services, &
Homelessness

Date: Thursday, March 17, 2022

Time: 9:30 a.m.

Place: Conference Room 329, State Capitol & via Videoconference

From: Anne Perreira-Eustaquio, Director
Department of Labor and Industrial Relations (DLIR)

Re: S.B. 2459 SD1 RELATING TO LANGUAGE ACCESS

Chair Yamane, Vice Chair Tam, and Members of the Committee:

My name is Anne Perreira-Eustaquio, and I am the Director of the Department of Labor and Industrial Relations (DLIR). I am testifying in support of SB2459, specifically Section 2, which requires the Executive Director of the Office of Language Access (OLA) to submit an annual report to the Legislature and defer to the departments identified in other sections of the measure.

The DLIR strongly supports strengthening the means of the Office of Language Access's ability to assure compliance with state and federal language access laws through an annual report to the Legislature. During the interim between the 2021 and 2022 Legislatures, the DLIR convened a Working Group pursuant to HCR169 to improve access to government services for immigrants and increase immigrant opportunities to make civic and economic contributions to the community.

The report¹ detailed the absolutely vital role that immigrants, especially those with Limited English Proficiency (LEP), play in Hawaii's economy, workforce and community. However, despite immigrants' integral contributions, foreign-born residents still encounter significant barriers to full integration into Hawai'i as they encounter barriers across a variety of domains, including legal, language, financial, citizenship, and cultural literacy ones, amongst others. Therefore, the Working Group identified bolstering the state's language access law and provision of language access resources as another important component to addressing current immigrant needs in accessing state services.

Requiring OLA to annually report to the Legislature will furnish the Legislature with crucial, timely information on the status of the State's efforts to enhance and promote language access. Strengthening OLA's ability to help assure compliance with state and federal language access laws will help the agency effectuate implementation and delivery of state agencies' language access plans.

Thank you for the opportunity to testify on this vital matter.

¹ <http://labor.hawaii.gov/wp-content/uploads/2021/12/HCR169-Report20211200.pdf>

DAVID Y. IGE
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ANNE E. PERREIRA-EUSTAQUIO
DIRECTOR

JOANN A. VIDINHAR
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EXECUTIVE DIRECTOR

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IN REPLY, REFER TO:
OCS 22.1065

March 15, 2022

To: The Honorable Ryan I. Yamane, Chair,
The Honorable Adrian K. Tam, Vice Chair, and
Members of the House Committee on Health, Human Services, & Homelessness

Date: Thursday, March 17, 2022

Time: 9:30 a.m.

Place: Conference Room 329, State Capitol & Via Videoconference

From: Jovanie Domingo Dela Cruz, Executive Director
DLIR – Office of Community Services

Position: Support

Re: S.B. 2459, SD 1 – RELATING TO LANGUAGE ACCESS

I. OVERVIEW OF PROPOSED LEGISLATION

SB 2459, SD 1, would require the Executive Director of the Office of Language Access (OLA) to submit an annual report to the governor and legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access. The bill would also appropriate for FY 2022-2023 an unspecified sum to establish Limited English Proficiency language coordinator positions in the Departments of Commerce and Consumer Affairs, the Department of Health, the Department of Agriculture, and the Hawaii Emergency Management Agency. These would be new positions. Each of these four positions would be 1 FTE.

II. CURRENT LAW

Currently, the statute that establishes the Office of Language Access, HRS Chapter 321C, does not require the Executive Director of OLA to submit annual reports to the Governor or the Legislature, nor is there currently a statutory requirement or funding for coordinators for Limited English Language Proficiency in DCCA, the Department of Health, the Department of Agriculture, or the Hawaii Emergency Management Agency. These would be new positions.

III. COMMENTS ON THE PRESENT BILL

The Office of Community Services (OCS) is pleased to support this bill, which would assist two of OCS's core constituencies, namely immigrants and refugees. OCS was created by the Legislature by Act 305, SLH 1985, codified as Chapter 371K, Hawaii Revised Statutes. The mission of OCS is to eliminate the causes and conditions of poverty for economically disadvantaged persons, immigrants, and refugees in the State of Hawaii, by facilitating and enhancing the development, delivery, and coordination of effective programs for these persons and communities to enable them to achieve and maintain greater economic self-sufficiency and integration into Hawaii's society.

Having OLA provide annual reports would be very helpful to keep all of us who serve the immigrant community in Hawaii apprised of new developments and new activities. We look forward to enhanced coordination with OLA, and to the opportunity to interact with the new Language Access coordinators in the named departments and in HEMA.

As always, we look forward to helping the Legislature and our sister agencies in any way that we reasonably can. Thank you very much for the opportunity to testify.

DAVID Y. IGE
GOVERNOR



CRAIG K. HIRAI
DIRECTOR

GLORIA CHANG
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

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ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

WRITTEN ONLY
TESTIMONY BY CRAIG K. HIRAI
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON HEALTH, HUMAN SERVICES, &
HOMELESSNESS
ON
SENATE BILL NO. 2459, S.D. 1

March 17, 2022
9:30 a.m.
Room 329 and Videoconference

RELATING TO LANGUAGE ACCESS

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill No. 2459, S.D. 1:

- Amends Chapter 321C, HRS, to require the Executive Director of the Office of Language Access to submit an annual report to the Governor and Legislature on compliance, complaints, resolutions of complaints, and recommendations to enhance and promote language access.
- Appropriates unspecified amounts in general funds in FY 23 to the Departments of Commerce and Consumer Affairs, Health, and Agriculture and the Hawai'i Emergency Management Agency for the establishment of 1.00 full-time equivalent Limited English Proficiency Language Coordinator position in each respective agency.

B&F notes that, with respect to the general fund appropriations in this bill, the federal Coronavirus Response and Relief Supplemental Appropriations Act requires that

states receiving Elementary and Secondary School Emergency Relief (ESSER) II funds and Governor's Emergency Education Relief II funds must maintain state support for:

- Elementary and secondary education in FY 22 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

Further, the federal American Rescue Plan (ARP) Act requires that states receiving ARP ESSER funds must maintain state support for:

- Elementary and secondary education in FY 22 and FY 23 at least at the proportional level of the state's support for elementary and secondary education relative to the state's overall spending, averaged over FYs 17, 18 and 19; and
- Higher education in FY 22 and FY 23 at least at the proportional level of the state's support for higher education relative to the state's overall spending, averaged over FYs 17, 18 and 19.

The U.S. Department of Education has issued rules governing how these maintenance of effort (MOE) requirements are to be administered. B&F will be working with the money committees of the Legislature to ensure that the State of Hawai'i complies with these ESSER MOE requirements.

Thank you for your consideration of our comments.



STATE OF HAWAII
DEPARTMENT OF DEFENSE
HAWAII EMERGENCY MANAGEMENT AGENCY

TESTIMONY ON SENATE BILL 2459, SD1
RELATING TO LANGUAGE ACCESS

BEFORE THE HOUSE COMMITTEE ON
HEALTH, HUMAN SERVICES, & HOMELESSNESS
BY

Luke P. Meyers
Administrator, Hawaii'i Emergency Management Agency (HI-EMA)
MARCH 17, 2022

Aloha Chair Yamane, Vice-Chair Tam, and Members of the Committee:

Thank you for the opportunity to submit testimony to provide **COMMENTS** on SB 2459, SD1.

Senate Bill 2459, SD1 requires the executive director of the office of language access to submit an annual report to the governor and legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access; appropriates moneys to establish limited English proficiency language coordinator positions in the departments of Commerce and Consumer Affairs, Health, and Agriculture; and the Hawaii Emergency Management Agency.

Limited English Proficiency (LEP) is a barrier that directly impacts one in nine persons living in Hawaii'i. This barrier creates limitations for the LEP population to access lifesaving and property protecting information in the event of natural and human-caused emergencies and disasters. Communication to those impacted during incidents tends to be on the biggest challenges, building capability and capacity prior to is greatly needed and a best practice among the emergency management profession.

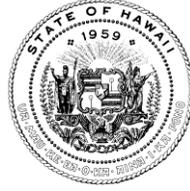
Recent incidents, including the COVID-19 pandemic have thrown into sharp relief the vital need for the Hawaii'i Emergency Management Agency's (HI-EMA) to quickly communicate emergency information to a large portion of the population.

The HI-EMA would benefit from a language access coordinator to help identify and improve ways to communicate with the LEP population on how to prepare for, mitigate against, respond to, and recover from emergencies and disasters.

The HI-EMA takes no position on the reporting elements of this bill, deferring to the office of language access, but is in support of its other provisions provided it does not interfere with the Governor's budget priorities.

Thank you for the opportunity to provide comments on Senate Bill 2459, SD1.

Luke P. Meyers: Luke.P.Meyers@hawaii.gov; 808-733-4300



DAVID Y. IGE
GOVERNOR

JOSH GREEN
LT. GOVERNOR

**STATE OF HAWAII
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CATHERINE P. AWAKUNI COLÓN
DIRECTOR

JO ANN M. UCHIDA TAKEUCHI
DEPUTY DIRECTOR

Testimony of the Department of Commerce and Consumer Affairs

**Before the
House Committee on Health, Human Services, & Homelessness
Thursday, March 15, 2022
9:30 a.m.
Via Videoconference**

**On the following measure:
S.B. 2459 S.D. 1, RELATING TO LANGUAGE ACCESS**

Chair Yamane, and Members of the Committee:

My name is Catherine P. Awakuni Colón, and I am the Director of the Department of Commerce and Consumer Affairs (Department). The Department appreciates the intent of this bill and offers comments.

This bill requires the executive director of the office of language access to submit an annual report to the governor and legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access, and appropriates funds to establish limited English proficiency language coordinator positions in the departments of commerce and consumer affairs, health, and agriculture, and the Hawaii emergency management agency.

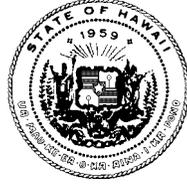
In comparing S.B. 2459 S.D.1 with its companion, H.B. 1762, H.D.1 (“House Draft 1”), the Department prefers and supports the language adopted by this committee in the House Draft 1 rather than the approach set forth in this bill. The House Draft 1 strengthens the Office of Language Access’s ability to ensure compliance with state and federal language access laws while providing three Limited English Proficiency

Testimony of DCCA
S.B. 2459 SD1
Page 2 of 2

Language Coordinator positions in the Office of Language Access to work with all state departments and agencies.

Thank you for the opportunity to testify on this bill.

DAVID Y. IGE
GOVERNOR



CATHY BETTS
DIRECTOR

JOSEPH CAMPOS II
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES

P. O. Box 339
Honolulu, Hawaii 96809-0339

March 15, 2022

TO: The Honorable Representative Ryan I. Yamane, Chair
House Committee on Health, Human Services, & Homelessness

FROM: Cathy Betts, Director

SUBJECT: SB 2459 SD1 – RELATING TO LANGUAGE ACCESS.

HEARING: March 17, 2022, 9:30 a.m.
Via Videoconference, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports the intent of this measure and defers to the Office of Language Access (OLA) and other impacted departments.

PURPOSE: The purpose of this measure requires the Executive Director of the Office of Language Access to submit an annual report to the Governor and Legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access. Appropriates moneys to establish limited English proficiency language coordinator positions in the departments of Commerce and Consumer Affairs, Health, and Agriculture; and the Hawaii Emergency Management Agency. Effective 7/1/2050. (SD1) The SD1 amended the measure by defecting the effective date and making technical amendments.

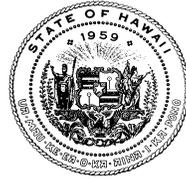
The Department provides benefits and services to one in three residents in Hawaii. The Department's major benefit programs support the well-being of individuals, families, and Hawaii's communities with financial assistance, Supplemental Nutrition Assistance Program (SNAP), child care subsidies, medical insurance coverage through Med-QUEST, vocational rehabilitation services, and protective services for vulnerable children and adults.

The Department is committed to removing language barriers that may prohibit qualified residents from fully participating in DHS programs that lead to self-sufficiency and improved well-being.

The LEP coordinator is essential to the Department's LEP program. State and federal laws require DHS and other government entities to maintain language access services for Hawaii's culturally diverse population regarding all public benefits and services. In addition, all entities receiving federal funds are subject to provisions of Title VI of the Civil Rights Act of 1964, 42 USC 2000d, et seq. (Title VI), that prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance and must provide meaningful access to services.

The LEP coordinator position requires knowledge of the needs of both oral and written communication of Hawaii's diverse LEP client population, federal and state laws and regulations, public administration policies and principles, utilization of information systems and related technologies, and effective communication and presentation techniques. Notably, the DHS LEP coordinator position is one of the positions included in administration measure SB3106 SD2 Relating to Exemptions From Civil Service For Positions In the Department of Human Services that is part of this hearing calendar.

Thank you for the opportunity to provide testimony on this bill.



STATE OF HAWAII
DEPARTMENT OF HEALTH
OFFICE OF LANGUAGE ACCESS
1177 Alakea Street, Room B-100
Honolulu, HI 96801-3378
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**Testimony COMMENTING on SB 2459 SD1
RELATING TO LANGUAGE ACCESS**

REPRESENTATIVE RYAN I. YAMANE, CHAIR
HOUSE COMMITTEE ON HEALTH, HUMAN SERVICES, & HOMELESSNESS

Hearing Date: 3/17/2022

Room Number: Via Videoconference

1 **Fiscal Implications:** This measure may impact the priorities identified in the Governor's
2 Executive Supplemental Budget Request for appropriations and personnel priorities within the
3 Departments of Commerce and Consumer Affairs (DCCA), Health (DOH), Agriculture
4 (HDOA), and the Hawai'i Emergency Management Agency (HI-EMA).

5 **Agency Testimony:** The Office of Language Access (OLA) appreciates the intent of this
6 measure, provided the measure's passage does not replace or adversely impact priorities in the
7 Governor's Executive Supplemental Budget Request. We offer the following comments.

8 This measure would require the executive director of the OLA to submit an annual report to the
9 governor and legislature on compliance, complaints, resolution of complaints, and
10 recommendations to enhance and promote language access. It also appropriates funds to
11 establish Limited English Proficiency (LEP) language coordinator positions in the DCCA, DOH,
12 HDOA, and the HI-EMA.

13 OLA has no objection to submitting an annual report with information related to compliance,
14 complaints, resolution of complaints, and recommendations to enhance and promote language
15 access as outlined under Chapter 321C, Hawai'i Revised Statutes (HRS).

16 With regard to the establishment of full-time equivalent permanent language access coordinator
17 positions within the DCCA, DOH, HDOA, and the HI-EMA, this measure offers a
18 decentralization approach to addressing issues and resources related to language access at the

1 departmental level, with technical assistance from OLA. Decentralization will give a department
2 flexibility in decision making to address their unique needs. OLA respectfully defers to each
3 department identified under this measure as it will impact their organizational structure, needs,
4 and functions.

5 Alternatively, there is a centralization approach to addressing issues and resources by providing
6 additional resources to OLA, and directing OLA to coordinate those resources among
7 departments to reduce the burden of the implementation of their language access obligations.

8 Centralization can be helpful for encouraging collaboration between departments, streamlining
9 best practices and coordinating with stakeholders.

10 OLA is committed to continued collaboration with all State language access coordinators in the
11 implementation of language access mandates in their respective agencies.

12 Thank you for the opportunity to comment on this measure.

Statement Before The
HOUSE COMMITTEE ON HEALTH, HUMAN SERVICES, & HOMELESSNESSThursday, March 17, 2022
9:30 AM
Conference Room 309 and Videoconferencein consideration of
SB 2459, SD1
RELATING TO LANGUAGE ACCESS.Chairs YAMANE, Vice Chair TAM, and Members of the
House Health, Human Services, & Homelessness Committee

Common Cause Hawaii comments in support of SB 2459, SD1, which (1) requires the executive director of the office of language access to submit an annual report to the governor and legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access and (2) appropriates funds to establish limited English proficiency language coordinator positions in the departments of commerce and consumer affairs, health, and agriculture, and the Hawaii emergency management agency.

Common Cause Hawaii is a nonprofit, nonpartisan, grassroots organization dedicated to reforming government and strengthening our representative democracy - one that works for everyone.

The recent Decennial Census shows that Hawaii is the most diverse state in the nation with a diversity index of 76.0%. See <https://www.census.gov/library/visualizations/interactive/racial-and-ethnic-diversity-in-the-united-states-2010-and-2020-census.html> (retrieved Jan. 31, 2022). The April 2016 DBEDT Research and Economic Analysis Division report on Non-English Speaking Population in Hawaii indicates that non-English speakers at home in Hawaii increased by 44% from 1980 to 2014. See https://files.hawaii.gov/dbedt/economic/data_reports/Non_English_Speaking_Population_in_Hawaii_April_2016.pdf at Executive Summary (retrieved Jan. 31, 2022).

For limited English proficient residents of Hawaii to be able to fully engage with our government and participate in our democratic society, it is imperative that we know where the barriers are in government and how to address them. SB 2459, SD1 will work to achieve this end.

For these reasons, Common Cause Hawaii comments in support of SB 2459, SD1. If you have questions for me, please contact me at sma@commoncause.org.

Very respectfully yours,

Sandy Ma
Executive Director, Common Cause Hawaii



CATHOLIC CHARITIES HAWAII

TO: Rep. Ryan I. Yamane, Chair
Rep. Adrian K. Tam, Vice Chair
Committee on Health, Human Services & Homelessness

FROM: Rob Van Tassell, President and CEO

DATE: Thursday, March 17, 2022 (9:30 a.m., Via Videoconference, Conf. Rm. 329)

RE: **IN SUPPORT OF SB 2459, SD1, to Language Access**

CCH supports SB 2459, SD1, which would require the Executive Director of the Office of Language Access (OLA) to submit an annual report to the Governor and appropriate funds to establish limited English proficiency language coordinator positions in specific State departments.

Catholic Charities Hawai'i (CCH) is a tax exempt, non-profit agency that has been serving people in need in the State of Hawaii since 1947. Our agency serves limited English proficient clients across all of our 40+ programs. We sought information on COVID safety and health for our elderly LEP clients to help them keep safe during the height of the pandemic. This information was slow to be provided in languages other than English. We tried to assist LEP clients who lost jobs or work hours and were trying to file for Unemployment. The challenges of online filing, combined with lack of language access made this extremely difficult for them. Some of them have still not received any Unemployment Compensation.

Language access was particularly important during the COVID pandemic, when already limited English as a Second Language (ESL) programs were temporarily closed, leaving LEP individuals with no alternatives to improve their English communication. Even CCH's ESL class was only able to continue on a Zoom platform, which not all students were able to access. This limited means to improve their English skills came at a time when the need for COVID information and resources was critical for everyone, including LEP residents.

Requiring State departments and agencies to provide information to the Office of Language Access on how they are ensuring compliance with language access requirements will provide the transparency that is needed to improve accountability on a regular, annual, basis.

Catholic Charities Hawai'i asks for your support of SB 2459, SD1. This bill will help improve compliance with Federal and State language access laws. Limited English proficient members of our community deserve equitable access to the benefits and services to which they are entitled.

For more information or questions, please feel free to email Diane Terada, Division Administrator, at diane.terada@catholiccharitieshawaii.org or call her via phone at (808) 527-4702.

Thank you for this opportunity to provide testimony.





March 15, 2022

COMMITTEE ON HEALTH, HUMAN SERVICES, & HOMELESSNESS

Rep. Ryan I. Yamane, Chair

Rep. Adrian K. Tam, Vice Chair

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Hearing Date: Thursday, March 17, 2022, 9:30 a.m.

Conference Room 329 & Videoconference

**Testimony in Support of Senate Bill 2459, SD 1
Relating to Language Access**

Chair Yamane; Vice-Chair Tam; and Members of the Committees:

The Legal Clinic (“TLC”) submits this testimony in support of SB 2459, SD 1, which would require the Executive Director of the Office of Language Access to submit an annual report to the Governor and Legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access; and would appropriate funds to establish limited English proficiency language coordinator positions in the departments of commerce and consumer affairs, health, and agriculture, and the Hawai'i emergency management agency.

TLC provides legal services to Hawai'i's low- and moderate- income immigrant community. In the course of our work, we encounter on a daily basis the difficulties that a significant portion of our immigrant community faces in virtually all aspects of their public lives. This can range from the mundane, such as accessing public transportation, to the dire, such as obtaining health care and public benefits like unemployment insurance. Passage of Senate Bill 2459 would be an important step in helping overcome these difficulties by assuring compliance with federal and state laws, which require the provision of language services to those who lack proficiency in the English language.

Nearly one in five Hawai'i residents is an immigrant. According to the 2020 Census, immigrants (those born outside the United States) make up 19.3% of our population (273,012 of our residents). This is a significantly higher proportion than for the United States as whole, where immigrants comprise 13.7% of the total U.S. population. Moreover, according to the 2020 State of Hawai'i Data Book, 354,344 of our residents, or 27% of our population, speak a language other than English at home. And, over 158,100, or 45% of that portion of our population, speak English “less than ‘very well’.”

This growing segment of our population has a civil right to language access. This is guaranteed them by both federal law (Title VI of the Civil Rights Act of 1964 and Executive Order 13166 (2000)) and state law (Chapter 321C, Hawai'i Revised Statutes). As such, they are entitled to language services, such as for interpretation and translation, in order to ensure meaningful access to government services, programs and activities.

Unfortunately, Hawai'i has not fulfilled its obligations to the those with limited English proficiency. This was most recently evidenced by the U.S. Department of Labor's recent consent decree with the State's Department of Labor and Industrial Relations compelling it to provide required language access services in its unemployment insurance program.

Moreover, there are good reasons beyond legal compulsion for the State to provide language services to our immigrant community and, additionally, to do all that it can to strengthen the immigrant community because of the key role it plays in Hawai'i's economy. This was recently underscored in a report by New American Economy, "Immigrants and Migrants in Hawai'i, Essential Contributors to the State's Workforce and Economy," released in May 2021. Among its key findings were:

- **Immigrants are vital to industries and occupations that are essential to Hawaii's economy.** Despite making up 18 percent of Hawaii's population, immigrants accounted for nearly 40 percent of agricultural workers, and 33 percent of the workers in the tourism, entertainment, and hospitality industry. Within specific industries, immigrants are playing critical roles in certain occupations, accounting for 68 percent of housekeeping workers, over half of all chefs and head cooks, 47 percent of all nursing assistants, and 20 percent of all physicians.
- **Immigrants make significant economic contributions to Hawaii's economy.** Alongside the \$1.55 billion that immigrants paid in federal taxes and \$874 million in state and local taxes, immigrants contributed \$780 million to Social Security and \$195 million to Medicare in 2018. After taxes, immigrants in the state had a spending power of \$5.8 billion, and contributed over \$17.5 billion to Hawaii's GDP.
- **Immigrants are creating jobs in Hawai'i.** In 2018, immigrants accounted for over a quarter of all entrepreneurs in the state, making them 24.4 percent more likely to be entrepreneurs than their U.S.-born counterparts.

https://research.newamericaneconomy.org/wp-content/uploads/sites/2/2021/05/NAE_Hawaii_V7_FINAL.pdf

A recent New York Times analysis of new census data further emphasizes the need to support our immigrant community and develop its potential. That analysis shows that population growth fell to an historically low 0.1 percent. However, while the decline occurred in both the number of immigrants arriving in the U.S. and the number of births in excess of death, "[i]mmigration, even at reduced levels, is for the first time making up a majority of population growth." In fact, as of December 2021, immigrants made up the highest portion of our population (14.1%) since the record high reached in 1890 (14.8%). The analysis further noted that "The movement of the baby boom generation out of the labor force amid a plummeting birthrate has put into sharper relief the need to reverse the decline in new immigration." (The problem is exacerbated in Hawai'i, where we face the additional concern of residents leaving "for less expensive pastures." "Hawaii's Population Drain Outpaces Most States — Again," Hawai'i Civil Beat, January 5, 2022, <https://www.civilbeat.org/2022/01/hawaiis-population-drain-outpaces-most-states-again/>.)

Despite this clear need to support the immigrant community, the Times analysis concluded that, “it will take bold political moves to harness the economic benefits of the existing foreign-born population.”

While not quite a “bold move,” passage of SB 2459, SD 1, would be an important step toward addressing the immediate problem of the lack of language access services and hopefully be part of a broader movement to enhance the ability fully to realize the potential offered by our more recently arrived immigrant community.

We urge you to pass SB 2459, SD 1, out of committee.

Thank you.

A handwritten signature in cursive script, appearing to read "Corey Park".

Corey Park
President, Board of Directors
The Legal Clinic



HAWAI'I FRIENDS OF CIVIL RIGHTS

March 15, 2022

TO: **COMMITTEE ON HEALTH, HUMAN SERVICES, AND HOMELESSNESS**
Representative Ryan I. Yamane, Chair
Representative Adrian K. Tam, Vice-Chair

FROM: Amy Agbayani, Co-Chair & Pat McManaman, Co-Chair

SUBJECT: **SB2459, SD1 – RELATING TO LANGUAGE ACCESS**

HEARING: March 17, 2022, at 9:30AM
Conference Room 329 & Via Videoconference, State Capitol

The **Hawai'i Friends of Civil Rights** stands in **Strong Support SB2459, SD1's intent**. We thank the Chair and concur with the Chair's position taken in HB1761, HD1. Specifically, we recommend that Sections 3, 4, 5, and 6 of SB2459, SD1 be deleted. In its place, we recommend adding 1 FTE permanent language access coordinator position and trading off the other 2 FTEs with \$135,000 for other current expenses. This will align SB2459, SD1 with the Finance Committee's executive budget recommendation. Funding for other current expenses will be used for capacity building of qualified interpreters and translators, language access proficiency testing, and the development of a comprehensive state plan for language access that includes enterprise-level digital solutions for state departments.

Today, Hawai'i is home to more than a quarter of a million immigrants who make up 18% of Hawai'i's population. Within this population, 348,130 or one in four persons report speaking a language other than English at home. Of this cohort, one in nine Hawai'i residents or 161,055 persons is limited English proficient (LEP) having reported speaking English "less than very well."¹

¹ Department of Business, Economic Development & Tourism, State Data Book (2019), <https://dbedt.hawaii.gov/blog/20-16/>, (accessed 2/5/2022).

Language is a clear and profound barrier for many of these New Americans. Many recently arrived asylees, refugees, or family-based immigrants work two to three jobs, often below minimum wage, to support their families leaving little or no time for language studies. The collateral costs of attending language classes such as transportation fees, child care costs, and tuition are often beyond the reach of many immigrants. Yet, virtually all immigrants want to learn English. They want better jobs. They want to succeed. And they want their children to succeed.

Section 2. Section 2 will strengthen the Office of Language Access’s ability to assure compliance with an array of federal and state language laws. These laws require recipients of federal or state funding to provide interpreters, translation of vital documents, and digital access to LEP persons seeking federal or state-funded services.²

Hawai‘i has been repeatedly sanctioned by the federal court, federal offices for civil rights (including the Department of Justice), and the Hawai‘i Civil Rights Commission for its failure to provide language access services to LEP persons.³

In 2021, Hawai‘i was again in the news for its failure to abide by federal and state language access laws. On September 20, 2021, the Department of Labor and Industrial Relations Unemployment Insurance Division(DLIR/UI) entered into a Settlement Agreement with the U.S. Department of Labor compelling the DLIR/UI to provide language access services.⁴ The Settlement Agreement followed well-documented efforts by Hawai‘i’s civil rights

² Federal authorities include Title IV of the Civil Rights Act of 1966, 42 U.S.C. §§2000d to 2000d7; Executive Order 13166 issued by President Clinton on August 11, 2000, *Improving Access to Services for Persons with Limited English Proficiency*, 3 C.F.R 13166 (2000); and *Lau v. Nichols*, 414 U.S. 563 (1974). In 2006, the Hawai‘i Legislature affirmed the State’s commitment to civil rights and inclusive access to services regardless of national origin through the creation of the Office of Language Access (OLA). Hawai‘i Revised Statutes, §321-C.

³ Hawai‘i Department of Human Services, Consent Decree, Department of Health and Human Services (2008); Hawai‘i Office of Elections, United States District Court for the District of Hawai‘i, Settlement Agreement (2010); Hawai‘i Department of Labor and Industrial Relations, Settlement Agreement (2014); Hawai‘i Department of Transportation, FACE v. DOT, United States District Court for the District of Hawai‘i Settlement Agreement (2015); Hawai‘i Judiciary, Technical Assistance Agreement, Department of Justice (2015); Hawai‘i Public Housing Authority, Settlement Agreement, Hawai‘i Civil Rights Commission (2016).

⁴ Civil Beat, Hawaii to Update Unemployment Application after Federal Investigation, <https://www.civilbeat.org/beat/hawaii-to-update-unemployment-application-after-federal-investigation/>, (accessed 2/5/2022).

advocacy community to communicate and work with the DLIR/UI to resolve its substantial failures to provide access to LEP persons seeking benefits throughout the COVID-19 pandemic.

On April 30, 2021, the National Health Law Program filed a complaint against the Hawai'i Department of Health and 17 other states for failing to provide COVID-19 services to LEP individuals. Specifically, the complaint alleges that Hawai'i failed to provide interpreters in its contact tracing program for most of 2020, failed to translate testing information related to LEP persons, and often published inaccurately translated materials.

Thank you for your support and the opportunity to testify on this measure.



Hawaii
Children's Action Network Speaks!
Building a unified voice for Hawaii's children

Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: House Committee on Health, Human Service & Homelessness

Re: **SB 2459, SD1 – Relating to Language Access**

Hawai'i State Capitol, Via Videoconference, Conference Room 329

March 17, 2022, 9:30 AM

Dear Chair Yamane, Vice Chair Tam, and committee members,

On behalf of Hawai'i Children's Action Network Speaks!, I am writing in SUPPORT of SB 2459, SD1, relating to language access. This bill would require the Executive Director of the Office of Language Access to submit an annual report to the Governor and Legislature on language access as well as appropriate funds to establish limited English proficiency language coordinator positions in the departments of Commerce and Consumer Affairs, Health, and Agriculture, and the Hawaii Emergency Management Agency.

During the past two years of the pandemic, non-profit organizations like ours have worked hard to help limited English proficiency (LEP) families access the federal pandemic relief benefits that they qualify for. We focused mostly on outreach to parents who qualify for Pandemic EBT (food purchasing funds when keiki are missing out on free or reduced price school meals due to COVID school closures) and the enhanced Child Tax Credit.

While working on this outreach, we learned that our state departments lack resources for meaningful language access and that the federal government and national advocacy organizations do not provide translations of outreach materials and applications¹ in many of the languages that are the most spoken by LEP students in Hawai'i² – such as Ilocano, Marshallese, and Chuukese. While private funders were willing to support our outreach work in those languages, the funds were provided as one-time only pandemic relief grants.

As one of the states with the highest portion of foreign-born residents,³ combined with the lack of existing resources for translations of government documents and outreach materials into many of the languages that are spoken most here, Hawai'i needs to devote more resources to ensure language access to our government services. That's why this bill so important.

Mahalo for the opportunity to provide this testimony. Please pass this bill.

Thank you,
Nicole Woo
Director of Research and Economic Policy

¹ United States Department of Agriculture Food and Nutrition Service, <https://www.fns.usda.gov/cn/translated-applications>

² Hawai'i Data Exchange Partnership, https://hawaiiidxp.org/quick_data/datastory/el

³ Statista, <https://www.statista.com/statistics/312701/percentage-of-population-foreign-born-in-the-us-by-state/>



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Testimony in SUPPORT of SB2459 SD1 RELATING TO LANGUAGE ACCESS

COMMITTEE ON HEALTH, HUMAN SERVICES, & HOMELESSNESS

Rep. Ryan I. Yamane, Chair
Rep. Adrian K. Tam, Vice Chair

Hearing Date: 3/17/2022

Dear Committee Members,

We write to SUPPORT SB2459 SD1. This bill will enable greater assurance of necessary compliance with state and federal language access laws. We recommend an amendment: that in place of providing state departments with Language Access Coordinator positions the Committee approve funding for Limited English Proficiency Coordinators staffing and program funds to the Office of Language Access (OLA). We believe that additional staff and resources appropriated to OLA will improve language access in the state.

Compliance with language access laws and regulations is essential for Hawai`i.

One out of nine persons in Hawai`i have limited English proficiency (LEP),¹ a clear and profound barrier that many are unable to change due to the exorbitant costs of language studies that the majority who are working and supporting families cannot afford. That is at least 161,055 people in our community unable to access essential information, necessary benefits, and earned benefits.² They are struggling on an everyday basis due to these language barriers.

The problem is exacerbated by the lack of compliance within government entities. The laws requiring language access for these individuals have already been in place for many decades. Nonetheless, Hawai`i has an extensive history of repeated sanctions by the federal court, federal offices for civil rights, and the Hawai`i Civil Rights Commission for its failure to provide language access services to LEP persons.³ These failures to provide what is required to asylees,

¹ *The State of Hawaii Data Book: A Statistical Abstract 2019*, Department of Business, Economic Development & Tourism, at 81 (Sept. 2020), https://files.hawaii.gov/dbedt/economic/databook/db2019/DB2019_final_rev09-2020.pdf.

² *Id.*

³ Examples include: Hawai`i Department of Human Services, Consent Decree, Department of Health and Human Services (2008); Hawai`i Office of Elections, United States District Court for the District of Hawai`i, Settlement Agreement (2010); Hawai`i Department of Labor and Industrial Relations, Settlement Agreement (2014); Hawai`i Department of Transportation, *FACE v. DOT*, United States District Court for the District of Hawai`i Settlement Agreement (2015); Hawai`i Judiciary, Technical Assistance Agreement, Department of Justice (2015); and Hawai`i Public Housing Authority, Settlement Agreement, Hawai`i Civil Rights Commission (2016).



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refugees, and other immigrants have been broadcasted on the news and gave rise to multiple lawsuits. Some of these suits were brought due to specific Departments neglecting to provide COVID-19 services or information relating to LEP persons.

For example, on September 20, 2021, the U.S. Department of Labor (DOL) and the Hawai'i Department of Labor and Industrial Relations Unemployment Insurance Division (DLIR/UI) entered into a language access Settlement Agreement compelling DLIR/UI to come into compliance.⁴ Most recently, the National Health Law Program filed a language access complaint against Hawai'i and 17 other states, alleging failure to provide interpreters in its contact tracing program for most of 2020, failed to translate testing information related to LEP persons, and often published inaccurately translated materials.⁵

These lawsuits magnify how failure to provide language access services endangers the health and well-being of *all* people in our community.

Transparency through annual reports will ensure necessary compliance.

Requiring submission of a report to the governor and legislature on compliance, complaints, resolution of complaints, and recommendations to enhance and promote language access will facilitate needed accountability, encourage a more efficient community, and improve Hawai'i's standard of living.

Due to these repeated sanctions and failure to afford language access compliance, transparency on who is upholding their duty to follow the law is necessary. Passing legislation to require the Office of Language Access to submit an annual report to the Governor and Legislature will help facilitate obligatory accountability. The Governor and Legislature should be made aware of any lack of legal compliance from these reports—rather than from already-filed lawsuits—so that steps can be taken to prevent further legal action that can be very costly for the state.

Additional staff and resources appropriated to OLA will improve language access.

State agencies that provide essential information and services (including providing public-facing information on emergency and life-threatening situations) must be accessible to LEP persons. OLA should develop a comprehensive organizational state plan for language access, including capacity building for language proficiency testing and interpretation and translation costs.

⁴ Specifically, the settlement compelled compliance with the non-discrimination provisions of the Workforce Innovation and Opportunity Act, 29 U.S.C. §3248, Title VI of Civil Rights Act of 1964, and the DOL's regulations implementing Title VI at 29 C.F.R. part 31.

⁵ Civil Rights Complaint Filed over Discriminatory Provision of COVID-19 Services to Persons with Limited English Proficiency, National Health Law Program (Apr. 30, 2021), <https://healthlaw.org/news/civil-rights-complaint-filed-over-discriminatory-provision-of-covid-19-services-to-persons-with-limited-english-proficiency/>.



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This is critical for our public health, safety, and economy. Immigrants account for nearly 40% of agricultural workers, 33% of the workers in the tourism, entertainment, and hospitality industry, and 47% of all nursing assistants.⁶ Furthermore, there are 18,000 immigrant entrepreneurs across Hawai`i, making up 22% of all business income in the state.⁷ Failing to ensure a percentage of those in our community are safe and healthy imperils everyone, not just LEP persons and their families. Additional resources for OLA will allow OLA to mitigate language access issues within the state, diminishing language access barriers and allowing our economy and workforce to strengthen. This will foster a safer and healthier community.

We fully SUPPORT SB2459 SD1. Thank you for your support and consideration.

Catherine Chen, Co-chair, Hawai`i Coalition for Immigrant Rights

Liza Ryan Gill, Co-chair, Hawai`i Coalition for Immigrant Rights

⁶ New American Economy, *Immigrants and Migrants in Hawai`i* (May 2021), at 13, https://research.newamericaneconomy.org/wp-content/uploads/sites/2/2021/05/NAE_Hawaii_V7_FINAL.pdf.

⁷ *Id.* at 23.

SB-2459-SD-1

Submitted on: 3/16/2022 7:48:19 AM

Testimony for HHH on 3/17/2022 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Genevieve Kessler	Refugee Advocacy Lab	Support	Written Testimony Only

Comments:

RE: SB 2459 RELATING TO LANGUAGE ACCESS

Submitted by: Genevieve Kessler, State Strategy Lead with the Refugee Advocacy Lab

March 16, 2022

Thank you to Chair Yamane and Members of the House Committee on Health, Human Services, and Homelessness for the opportunity to submit testimony in support of SB 2459 Relating to Language Access, which recognizes the contributions of all Hawaii residents regardless of their language proficiency and develops accountability measures to ensure that all Hawaiians can access state services, benefits, and public health information. I write today on behalf of the Refugee Advocacy Lab, an initiative hosted at Refugees International and co-founded with the International Refugee Assistance Project (IRAP), International Rescue Committee (IRC), and Refugee Congress. We collaborate with a wide range of partners who power our work. Our mission is to grow the diverse constituency for U.S. leadership on refugee protection. We do so by building partnerships, supporting inclusive policies, and developing communications products for the common good. On behalf of the Lab, I ask you to support and advance this measure.

Here in the United States, 21 million people are Limited English Proficient (LEP) – meaning they are not fluent in English. Across the country, states are advancing language access policies that ensure state residents can fully integrate into their new lives. The strongest policies are: 1) inclusive and ensure access for all LEP individuals; 2) comprehensive; 3) impactful, with a clear implementation and enforcement mechanism, and 4) accountable through data collection. This measure not only establishes standards of accessibility, but also accountability by the agencies to report on their efforts annually.

Across the country, states are advancing language policies to ensure that English-learning residents can fully integrate into their new lives. Such comprehensive policy as we see in this measure is a model example for other states, and we thank the sponsor and cosponsors for their thoughtfulness in crafting this measure. On behalf of the Refugee Advocacy Lab,

we ask the members of this committee to please advance SB 2459 and create an ever more welcoming community for the English Language Learners of the great state of Hawaii!

SB-2459-SD-1

Submitted on: 3/14/2022 10:31:55 PM

Testimony for HHH on 3/17/2022 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Thaddeus Pham	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Yamane, Vice Chair Tam, and HHH Committee Members,

I write to SUPPORT SB2459 SD1, which 1) requires the Office of Language Access to submit an annual report to the Governor and Legislature and 2) appropriates funds to establish limited English proficiency language coordinator positions in the Departments of Commerce and Consumer Affairs, Health, and Agriculture, and the Hawai`i Emergency Management Agency. This bill will enable greater assurance of necessary compliance with state and federal language access laws.

Compliance with language access laws and regulations is essential for Hawai`i, where one out of nine persons have limited English proficiency. Problems with language access have long been present and were exacerbated with COVID-19. As a public health professional working with foreign-born immigrants and refugees, language access is of tantamount importance to ensuring not only individual and community health, but also population health.

This bill offers an important step toward solving this problem. It allows for transparency on who is following the law and creates centralized administration for successful and efficient language access. This is crucial so that all members of the community can obtain essential resources to which they are entitled, strengthening our workforce and economy.

I fully SUPPORT SB2459 SD1.

Thank you for your support and consideration,

Thaddeus Pham (he/him)

SB-2459-SD-1

Submitted on: 3/15/2022 5:41:23 PM

Testimony for HHH on 3/17/2022 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Christy MacPherson	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Yamane, Vice Chair Tam and members of the House Committee on Health, Human Services, & Homelessness,

I am in strong support of SB2459, SD1. Language access is crucial, especially here in Hawai`i with all of the different languages that are spoken. People need to be able to both communicate and receive important communication in their own languages!

Mahalo for your consideration.

SB-2459-SD-1

Submitted on: 3/16/2022 9:51:32 AM

Testimony for HHH on 3/17/2022 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Liza Ryan Gill	HI Coalition for Immigrant Rights	Support	Remotely Via Zoom

Comments:

Testimony in SUPPORT of SB2459 SD1

RELATING TO LANGUAGE ACCESS

COMMITTEE ON HEALTH, HUMAN SERVICES, & HOMELESSNESS

Rep. Ryan I. Yamane, Chair

Rep. Adrian K. Tam, Vice Chair

Hearing Date: 3/17/2022

Dear Committee Members,

We write to SUPPORT SB2459 SD1. This bill will enable greater assurance of necessary compliance with state and federal language access laws. We recommend an amendment: that in place of providing state departments with Language Access Coordinator positions the Committee approve funding for Limited English Proficiency Coordinators staffing and program funds to the Office of Language Access (OLA). We believe that additional staff and resources appropriated to OLA will improve language access in the state.

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The problem is exacerbated by the lack of compliance within government entities. The laws requiring language access for these individuals have already been in place for many decades. Nonetheless, Hawai`i has an extensive history of repeated sanctions by the federal court, federal offices for civil rights, and the Hawai`i Civil Rights Commission for its

failure to provide language access services to LEP persons.³ These failures to provide what is required to asylees,

1 The State of Hawaii Data Book: A Statistical Abstract 2019, Department of Business, Economic Development & Tourism, at 81 (Sept. 2020),

3 Examples include: Hawai'i Department of Human Services, Consent Decree, Department of Health and Human Services (2008); Hawai'i Office of Elections, United States District Court for the District of Hawai'i, Settlement Agreement (2010); Hawai'i Department of Labor and Industrial Relations, Settlement Agreement (2014); Hawai'i Department of Transportation, FACE v. DOT, United States District Court for the District of Hawai'i Settlement Agreement (2015); Hawai'i Judiciary, Technical Assistance Agreement, Department of Justice (2015); and Hawai'i Public Housing Authority, Settlement Agreement, Hawai'i Civil Rights Commission (2016).

refugees, and other immigrants have been broadcasted on the news and gave rise to multiple lawsuits. Some of these suits were brought due to specific Departments neglecting to provide COVID-19 services or information relating to LEP persons.

For example, on September 20, 2021, the U.S. Department of Labor (DOL) and the Hawai'i Department of Labor and Industrial Relations Unemployment Insurance Division (DLIR/UI) entered into a language access Settlement Agreement compelling DLIR/UI to come into compliance.⁴ Most recently, the National Health Law Program filed a language access complaint against Hawai'i and 17 other states, alleging failure to provide interpreters in its contact tracing program for most of 2020, failed to translate testing information related to LEP persons, and often published inaccurately translated materials.⁵

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Legislature should be made aware of any lack of legal compliance from these reports—rather than from already-filed lawsuits—so that steps can be taken to prevent further legal action that can be very costly for the state.

Additional staff and resources appropriated to OLA will improve language access.

State agencies that provide essential information and services (including providing public-facing information on emergency and life-threatening situations) must be accessible to LEP persons. OLA should develop a comprehensive organizational state plan for language access, including capacity building for language proficiency testing and interpretation and translation costs.

4 Specifically, the settlement compelled compliance with the non-discrimination provisions of the Workforce Innovation and Opportunity Act, 29 U.S.C. §3248, Title VI of Civil Rights Act of 1964, and the DOL’s regulations implementing Title VI at 29 C.F.R. part 31. 5 Civil Rights Complaint Filed over Discriminatory Provision of COVID-19 Services to Persons with Limited English Proficiency, National Health Law Program (Apr. 30, 2021),

This is critical for our public health, safety, and economy. Immigrants account for nearly 40% of agricultural workers, 33% of the workers in the tourism, entertainment, and hospitality industry, and 47% of all nursing assistants.⁶ Furthermore, there are 18,000 immigrant entrepreneurs across

Hawai`i, making up 22% of all business income in the state.⁷ Failing to ensure a percentage of those in our community are safe and healthy imperils everyone, not just LEP persons and their families. Additional resources for OLA will allow OLA to mitigate language access issues within the state, diminishing language access barriers and allowing our economy and workforce to strengthen. This will foster a safer and healthier community.

We fully SUPPORT SB2459 SD1. Thank you for your support and consideration.

Catherine Chen, Co-chair, Hawai`i Coalition for Immigrant Rights

Liza Ryan Gill, Co-chair, Hawai`i Coalition for Immigrant Rights

To: Senator Ryan I. Yamane, Chair
Senator Adrian K. Tam, Vice Chair
Members of the Senate Committee on Health, Human Services, and
Homelessness

Date: March 17, 2022

Re: SUPPORT OF SB 2459 SD1: RELATING TO LANGUAGE ACCESS

Chair Yamane, Vice Chair Tam, and Committee Members,

My name is Chloe Stewart, and I am a graduate student in the Master of Social Work program at the University of Hawaii at Manoa. Thank you for the opportunity to testify **in strong support of SB 2459**, which would require the executive director of the Office of Language Access to submit an annual report to the governor on compliance with language access laws and would fund Limited English Proficiency language coordinator positions within multiple state agencies.

Our state is home to one of the largest immigrant communities in the nation. In Hawaii, one in nine people - at least 161,000 residents - have Limited English Proficiency (LEP).¹ During the pandemic, language barriers caused people with LEP to disproportionately suffer from homelessness, poverty, and job loss. This suffering could have been prevented if Hawaii had not failed to provide adequate language access services to those with LEP.

As a social work intern, I have spent the past two years providing direct services to members of Hawaii's most vulnerable populations. At one organization, I witnessed people with LEP being denied access to housing, healthcare, child safety items, and essential information on a daily basis, simply because our agency did not have a language access program.

The wellbeing of immigrants is essential to the wellbeing of the entire State of Hawaii. Nearly half of all Hawaii's nursing assistants, 40% of agricultural workers, and 33% of the hospitality and tourism industry are immigrants.² Immigrant entrepreneurs also contribute over 20% of the state's entire business income.³ As a state that prides itself in its diversity, hospitality, and Aloha Spirit, Hawaii has both an ethical and legal responsibility to comply with federal and state guidelines requiring language access for persons with LEP. This bill would be an important step towards addressing language barriers and strengthening our local communities.

Thank you again for the opportunity to testify for this important bill.

Aloha,

Chloe Stewart
MSW Candidate, University of Hawaii at Manoa

¹ Hawaii Department of Business, Economic Development & Tourism, *The State of Hawaii Data Book: A Statistical Abstract 2019* (September 2020): 81.

https://files.hawaii.gov/dbedt/economic/databook/db2019/DB2019_final_rev09-2020.pdf.

² New American Economy, *Immigrants and Migrants in Hawai'i* (May 2021): 13.
https://research.newamericaneconomy.org/wp-content/uploads/sites/2/2021/05/NAE_Hawaii_V7_FINAL.pdf

³ *Ibid.*, 23.