stand. com. rep. no. **1684** 

Honolulu, Hawaii

MAR 28 , 2025

RE: H.R. No. 96

Honorable Nadine K. Nakamura Speaker, House of Representatives Thirty-Third State Legislature Regular Session of 2025 State of Hawaii

## Madame:

Your Committee on Labor, to which was referred H.R. No. 96 entitled:

"HOUSE RESOLUTION REQUESTING THE STATE OF HAWAII TO REQUIRE THAT ANY INDIVIDUAL OR GROUP THAT ADMINISTERS THE MANDATORY HARASSMENT AND DISCRIMINATION TRAINING TO EMPLOYEES DEMONSTRATE ADEQUATE COMPETENCY IN LGBTQ+ (LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, AND MORE IDENTITIES) IDENTITY AND CULTURALLY SPECIFIC GENDER IDENTITY RELEVANT TO HAWAI'I,"

begs leave to report as follows:

The purpose of this measure is to request the State of Hawaii to require that any individual or group that administers the mandatory harassment and discrimination training to employees demonstrate adequate competency in LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, and more identities) identity and culturally specific gender identity relevant to Hawaii.

Your Committee received testimony in support of this measure from the Hawaii State LGBTQ+ Commission; Pride at Work Hawaii; and two individuals. Your Committee received comments on this measure from the Hawaii Civil Rights Commission.

Your Committee finds that existing training programs for state employees across various agencies would benefit from greater consistency in their understanding of LGBTQ+ identities and culturally specific gender identities, such as  $m\bar{a}h\bar{u}$ , and could be

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enhanced by incorporating best practices for fostering effective and respectful dialogue with colleagues, managers, directors, constituents, clients, and customers from diverse communities, including the LGBTQ+ community. Your Committee believes this measure will improve training programs provided to Hawaii's workforce to better reflect the diversity and cultural contexts within the LGBTQ+ community.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee concurs with the intent and purpose of H.R. No. 96 and recommends that it be referred to your Committee on Judiciary & Hawaiian Affairs.

Respectfully submitted on behalf of the members of the Committee on Labor,

CKSON D. SZYAMA, Chair

## State of Hawaii House of Representatives The Thirty-third Legislature

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## **Record of Votes of the Committee on Labor**

Bill/Resolution No.:  HR 96	Committe L AB,	e Referral: JHA	Date	3-25-	25	
The committee is reconsidering its previous decision on the measure.						
The recommendation is to:	Pass, unamended ( Pass short form bil		s, with amendments			
LAB Members		Ayes	Ayes (WR)	Nays	Excused	
1. SAYAMA, Jackson D	). (C)					
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2. LEE, Mike (VC)	SHIP NO THE PARTY OF THE PARTY					
	The A. S. Haller Str.					
3. GARRETT, Andrew	Takuya					
4. KAPELA, Jeanne	The state of the s		0		500 mm m m m m m m m m m m m m m m m m m	
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5. KONG, Sam Satoru			114, a 500 100 1 70	Silver (2001 - 100)	TWO IS THE WATER TO SEE	
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6. REYES ODA, Julie					<del></del>	
TOTAL (	(6)	4				
The recommendation is:	Adopted  If joint referral,c	-				
Vice Chair's or designee's signature:						
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO						