



Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission



Advocating for the Hawai'i LGBTQIA+ Community

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March 23, 2025

House's Committee on Labor
Hawai'i State Capitol
415 South Beretania Street
Honolulu, HI 96813

Hearing: Tuesday, March 25, 2025

RE: **Strong Support for House Concurrent Resolution 100**

Aloha Chair Sayama, Vice Chair Lee, and committee members,

I am writing in strong support of House Concurrent Resolution 107 on behalf of the Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Commission, which was established by the 2022 Hawai'i State Legislature with the following purpose:

"...to improve the State's interface with members of the lesbian, gay, bisexual, transgender, queer, plus community; identify the short- and long-range needs of its members; and ensure that there is an effective means of researching, planning, and advocating for the equity of this population in all aspects of state government."

The Hawai'i State LGBTQ+ Commission submits this testimony in **strong support** of **House Concurrent Resolution 100 (HCR 100)**, which requests that the State of Hawai'i require any individual or group administering mandatory harassment and discrimination training to employees demonstrate **adequate competency in LGBTQ+ identity and culturally specific gender identity relevant to Hawai'i**.

Discrimination and harassment continue to be significant concerns for LGBTQIA+ employees across multiple sectors in Hawai'i. While state-mandated harassment and discrimination prevention training is a positive step toward fostering safe and inclusive workplaces, **generic, one-size-fits-all training programs fail to account for the unique experiences and challenges faced by LGBTQIA+ individuals, especially those within our diverse and culturally rich communities**.

Cultural Competency Matters

Hawai'i's LGBTQIA+ community reflects a unique intersection of identities, including the māhū, queer, transgender, nonbinary, and intersex identities that have existed in these islands for generations. To be effective, harassment and discrimination training must be **grounded in a deep understanding of these diverse identities and cultural contexts**. Competency in culturally specific gender identities and the lived experiences of LGBTQIA+ individuals ensures

Proudly established pursuant to Hawai'i Revised Statutes Chapter 369, as enacted through Act 41, Session Laws of Hawai'i 2022

HI State LGBTQ+ Commission Testimony in Strong Support of HCR 100

that trainers can accurately address implicit biases, promote inclusive language, and offer practical solutions to prevent discrimination and harassment in the workplace.

Lack of Competency is Harmful

Without requiring demonstrated competency in LGBTQIA+ identities, harassment and discrimination training risks perpetuating harm by providing **incomplete, inaccurate, or even harmful information**. Employees may leave these sessions with misconceptions, contributing to a workplace culture where microaggressions, exclusion, and discrimination persist. Further, failing to acknowledge the rich cultural legacy of Hawai'i's māhū and other indigenous identities reinforces systemic erasure and marginalization.

Ensuring Accountability and Efficacy

HCR 100 rightly recognizes that any individual or group tasked with administering mandatory training must **demonstrate adequate competency in LGBTQ+ identities and culturally specific gender identities**. This ensures that the training provided is not only factually correct but also reflects Hawai'i's values of inclusion, respect, and cultural awareness. By establishing this requirement, Hawai'i can lead by example and create workplaces where all employees, regardless of their identity, feel safe, valued, and respected.

Call for Action

The Hawai'i State LGBTQ+ Commission strongly urges this Committee to **pass HCR 100** and take this necessary step toward ensuring that the training provided to Hawai'i's workforce reflects the diversity and vibrancy of our communities. We also encourage ongoing oversight and evaluation to ensure that training providers maintain high standards of cultural competency and relevance.

Should you or any member of your staff have any questions regarding this testimony you can reach the Hawai'i State LGBTQ+ Commission at hawaiistatelgbtqpluscommission@gmail.com.

Mahalo nui loa for the opportunity to testify in strong support of this measure.

Michael Golojuch, Jr. (he/him)

Vice Chair

[Hawai'i State LGBTQ+ Commission](#)



HAWAI‘I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KIWILA O HAWAI‘I

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Tuesday, March 25, 2025

9:30 a.m.

Conference Room 309 & Videoconference
State Capitol, 415 South Beretania Street

To:

COMMITTEE ON LABOR

Rep. Jackson D. Sayama, Chair

Rep. Mike Lee, Vice Chair

From: Dr. William J. Puette, Chair

and Commissioners of the Hawai‘i Civil Rights Commission

Re: HCR 100 Relating to Training; LGBTQ+; Culturally Specific Gender Identities

Hawai‘i Civil Rights Commission (HCRC) staff submits these comments, and informs the Committee that the HCRC Commissioners have not yet taken a position on HCR 100. HCRC positions on legislation are taken by its Commissioners, and testimonies in support or opposition are prepared and presented by staff to implement and reflect those Commission policy positions. At its next meeting the Commission will review and discuss its position on this resolution.

The Hawai‘i Civil Rights Commission (HCRC) has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment, housing, public accommodations, and access to state and state funded services. The HCRC carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5.

While the HCRC has not yet taken a position on this particular measure, in the past it has consistently supported similar efforts to educate members of the public about the state’s laws prohibiting harassment and discrimination. Now more than ever, it is vital that state employees and the public at large understand that sexual orientation, gender identity, and gender expression have been and continue to be protected categories under the state’s non-discrimination laws.

HR-96

Submitted on: 3/24/2025 9:13:02 AM

Testimony for LAB on 3/25/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Pride at Work – Hawai‘i	Pride at Work – Hawai‘i	Support	Written Testimony Only

Comments:

Aloha Representatives,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports House Concurrent Resolution 100.

We ask that you support this needed resolution.

Mahalo,

[Pride at Work – Hawai‘i](#)

HR-96

Submitted on: 3/21/2025 2:04:45 PM

Testimony for LAB on 3/25/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

Comments:

I strongly support HCR100. Please pass this resolution.

HR-96

Submitted on: 3/24/2025 8:19:40 AM

Testimony for LAB on 3/25/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Joey Badua	Individual	Support	Remotely Via Zoom

Comments:

Aloha Chair Representative Jackson Sayama, Vice Chair Representative Mike Lee, and Members of the Labor Committee,

My name is Joey Badua, and I submit this testimony in **strong support** of **House Concurrent Resolution 100 (HCR 100)**. I have been practicing law for approximately ten years and have been actively involved in organizations that advocate for the dignity and rights of LGBTQIA+ individuals, both in my professional capacity and through civic engagement.

One of the most profound lessons I have learned is the distinction between sex and gender. My first exposure to this critical education came through an Equal Employment Opportunity Commission (EEOC) training in law school—a concept I had never encountered before. I remember feeling awkward and even guilty for not having received this education earlier. Looking back, I realize that if I had been taught about gender diversity sooner, I would have made different decisions in my life—ones rooted in a deeper understanding of my own identity.

As someone who does not fit neatly into the gender binary, learning about diverse gender identities that have existed for centuries, including in my own culture, gave me the confidence to embrace my authentic self. It also gave me the tools to advocate for more inclusive workplaces, something I was previously unable to do due to a lack of language and awareness. Too often, I found myself in professional environments where bias and microaggressions were present but difficult to name or address. Without training, I—and many others—lacked the ability to articulate the problem, let alone push for meaningful change.

In one workplace, however, a colleague who was not gender non-binary stood up for me. He recognized the discrimination I faced and used his voice to advocate on my behalf. That moment was transformative—I felt respected, valued, and, as a result, became more engaged and productive in my work. Years later, I remain committed to public service because of another colleague having been trained with knowing what to do.

Given the rising tide of hateful rhetoric and violence against transgender and non-binary individuals, it is more critical than ever that state employees receive high-quality, culturally competent training on LGBTQIA+ identities and the unique gender identities specific to Hawai‘i and the Pacific. This resolution is an important step toward ensuring that Hawai‘i remains a leader in inclusivity, respect, and cultural awareness.

By passing **HCR 100**, the state will recognize and validate gender identities that have existed in Pacific cultures for centuries, including:

- **Māhū** (Hawai‘i & Tahiti)
- **Bakla** (Philippines)
- **Vaka sa lewa lewa** (Fiji)
- **Palopa** (Papua New Guinea)
- **Fa’afafine** (Samoa, American Samoa, Tokelau)
- **Akava’ine** (Cook Islands)
- **Fakaleiti / Leiti** (Tonga)
- **Fakafifine** (Niue)

I urge the committee to support this resolution and take a meaningful step toward a more equitable and inclusive future for all employees and residents of Hawai‘i.

Mahalo for your time and consideration.

Respectfully submitted,
Joey Badua
(he/him/they/them)