

HAWAI‘I CIVIL RIGHTS COMMISSION

830 PUNCHBOWL STREET, ROOM 411 HONOLULU, HI 96813 · PHONE: 586-8636 FAX: 586-8655 TDD: 568-8692

April 15, 2016
Rm. 329, 11:30 a.m.

To: The Honorable Mark. M. Nakashima, Chair
The Honorable Jarrett Keohokalole, Vice-Chair
Members of the House Committee on Labor & Public Employment

The Honorable Angus L.K. McElvey, Chair
The Honorable Justin H. Woodson, Vice-Chair
Members of the House Committee on Consumer Protection & Commerce

From: Linda Hamilton Krieger, Chair
and Commissioners of the Hawai‘i Civil Rights Commission

Re: S.C.R. No. 132 / SSCR 3406

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.

S.C.R. No. 132 / S.S.C.R. 3406 asks state departments and counties to affirm and uphold the tenets of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). CEDAW is a 1981 United Nations treaty designed to bring equality to women internationally. Of the 194 U.N. members, 187 countries have ratified CEDAW; unfortunately the United States is one of the seven countries who have not ratified the convention.

HCRC strongly supports S.C.R. 132, and urges adoption of this resolution.

The resolution also asks the state and counties to work with the Hawaii State Commission on the Status of Women to develop gender analysis guidelines and to implement a gender analysis of governmental functions. HCRC supports this research as it will protect the rights of women, and further gender equality in the workplace.

The City and County of Honolulu has become the most recent city to join the Cities for the Convention on the Elimination of All Forms of Discrimination Against Women campaign, and implementation of this measure will address the barriers that reduce the quality of life and equity of opportunity for women and girls. We urge the State to join the City and County of Honolulu in affirming CEDAW’s tenets.



April 14, 2016

To: Hawaii State House Committee on Labor & Public Employment,
and Committee on Consumer Protection & Commerce
Hearing Date/Time: Friday, April 15, 2016 (11:30 a.m.)
Place: Hawaii State Capitol, Rm. 329
Re: Testimony of American Association of University Women –
Hawaii in **support** of S.C.R. 132 / S.R. 97, requesting state
departments and the several counties to affirm the tenets and
principles found in the Convention on the Elimination of all
forms of Discrimination Against Women

Dear Representative Mark M. Nakashima (Chair), Representative Jarrett
Keohokalole (Vice Chair), Representative Angus L.K. McKelvey (Chair),
Representative Justin H. Woodson (Vice Chair), and Members of the Committee,

I am grateful for this opportunity to testify in **strong support of S.C.R. 132 / S.R. 97**, requesting state departments and the several counties to affirm the tenets and principles found in the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

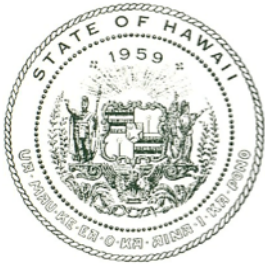
My testimony is on behalf of the 442 members of the American Association of University Women (AAUW) in Hawaii. AAUW has focused on equality for women since 1881. S.C.R. 132 / S.R. 97 reminds us that CEDAW “is the only human rights treaty focused on women’s rights” (lines 11-12), and as such, honoring this treaty has special significance for women in Hawaii.

Women number approximately half the population in Hawaii, but are under-represented in many important socio-economic spheres here. For example, “women hold 27.6% of seats in the state legislature;” “women ... will not see equal pay until 2051;” “women own only 31% of businesses in the state;” etc. (Institute for Women’s Policy Research [2015] “Status of Women in Hawaii”). It is time to examine seriously the situation of women in this state, and a good first step is to become more aware of the CEDAW principles. In conclusion, passage of S.C.R. 132 / S.R. 97 is an important step toward a more CEDAW-aware and compliant state and county government for the good of half the population, currently under-represented in government.

Thank you for the opportunity to testify.

Sincerely
Susan J. Wurtzburg, Ph.D.
Policy Chair

HAWAII
STATE
COMMISSION
ON THE
STATUS
OF
WOMEN



Chair
LESLIE WILKINS

COMMISSIONERS:

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April 14, 2016

To: Representative Mark Nakashima, Chair
Representative Jarrett Keohokalole, Vice Chair
Members of the House Committee on Labor and Public Employment

Representative Angus McKelvey, Chair
Representative Justin Woodson, Vice Chair
Members of the House Committee on Consumer Protection and
Commerce

From: Cathy Betts
Executive Director
Hawaii State Commission on the Status of Women

Re: Testimony in Support, SCR 132

Thank you for this opportunity to testify in strong support of SCR 132. The Convention on the Elimination of Discrimination Against Women (CEDAW) was adopted in 1979 and entered into force in 1981. It is the only human rights treaty focusing on women's rights. Almost all countries in the world have ratified CEDAW—187 out of 194 countries. The United States is one of 7 countries which have refused to ratify CEDAW. In countries which have ratified CEDAW, women and girls have been able to partner with their governments to improve the status of women and girls and institutionalize gender equity using innovative methods. In 1998, San Francisco became the first municipality in the world to adopt the principles of CEDAW. Other cities and counties across the nation are moving towards the adoption and implementation of CEDAW as a means to ensure gender equity in all city and county services, policies, and procedures. Earlier this year, Honolulu County became the first county in the state to pass CEDAW legislation.

Although women have made major gains in the struggle for equality, women in Hawaii still only make 86 cents to a man's dollar (for the same work performed and with the same qualifications). Additionally, women still serve as primary caretakers of family members, despite also serving in the workforce and acting as sole or primary breadwinners in a majority of Hawaii families. While we have made some strides in preventing violence against women, women and girls in Hawaii are still at high risk of intimate partner violence, sexual assault, and stalking. Anecdotally and statistically, it is clear that we can and should be doing more to ensure the safety, economic self sufficiency, and equitable treatment of women and girls in Hawaii.

SCR 132 calls for all state departments and counties to affirm and uphold the tenets found in CEDAW. Specifically, SCR 132 calls for a gender analysis of city and state functions and additionally calls for the collection of disaggregate data, which is crucial to understanding the differences in discrimination throughout the state and various counties. SCR 132 also urges all counties and state departments to work with the Commission in order to create a gender analysis framework, which the Commission is willing and able to do. The Commission supports this resolution and urges the Committees to pass it.

While we live in a time where gender roles aren't as segregated as years past, it seems that women are still underpaid and deal with a number of work place issues – which, I applaud the implementation to stop all discrimination against women – there are women who discriminate against other women, so a more substantial law would be to stop discrimination/harassment (and to change the law where “not all harassment is illegal” especially)...though to change that, one would need to correct the mentality/mindset of people who have the power to address these issues within a company and externally, not just tote about the laws that are in place. As there are a number of laws that are in place to supposedly govern and protect employees/women, but were remiss in my case. For example, I worked for a company for many years, under various management personnel – male and female.

– One manager who thought it was appropriate to tell me that I should wear more make up or make up. (Course he also told me that I needed to fall in love with him as well...which led to the difference in makeup and clothing over time...shouts in my neighborhood of “I'd have f...d him” or “you're not pretty enough”, depending on the person/party also occurred – though none who bore witness during a meeting where he admitted to it – yet I was still punished by the company...)

- As everyone knew that I wasn't dating or with anyone, rumors of how I must be “gay” or “you need a man” followed me around the company – amazingly, after it was shouted and partied over in my neighborhood, I even had a few ask why I never married or wanted to date, people that I didn't know at all, so had no idea how they would know my relationship status - with harassment in my neighborhood as claims of this being for their own personal pay back...

-“Be happy you have a job”/“harassment is a part of your job”; a promotion turns into a decrease in pay. Fixed, but after a few months, the call for a demotion, and issued again the pay that they originally offered for the promotion – because “you need a job right”/“be glad you have a job”...

-Contracts about the type of undergarment, “no g-strings”, one can wear to work. Which as one lawyer put it, not relevant unless noticeable – and more a jab into their participation in the “co-op” for my housing duplex, a contract that they opposed – though both owners agreed to this portion of the contract, but was a means to create havoc in my home life. (With during the last 5 months a request for authorization into education, background/personal information, etc. Which I suppose is more appropriate for the misuse of information by the company against employees)

Externally:

-Met a male who was educated and supposedly in the medical field (prominent even) who voiced his hatred for women and mentioned that he refused to deal with a company that had a female in charge. (amazingly, this male was friends with a friend of mine, who is a female, which is why I met this male)

-Met a sexual harassment lawyer – and apparently saying “your lips must be sore” during a conversation about horseback riding is appropriate. (Female he spoke with was in a rage at the time) Another one who indirectly pointed out that everyone has their place, and not to try to improve ones position, but to be satisfied with that position.

I can actually go on and on, about the mentality of some people – the same way I can go on and on about the cost of living - food, housing, insurance, etc. vs. the salary/wages an employee makes. A weekly paycheck is gone after shopping for food – than what types of food does that purchase (is it healthy? Nutritious? Milk, eggs, bread...broken down into hours worked for that one purchase...) How much do people pay for rent/mortgage/roof over their heads? What does a single person/a single mother deal with, in order to make ends meet? How many have multiple jobs to make ends meet? Is the wage limit vs. the cost of living what's causing the state to pick up the slack for some households? While I applaud the homeless venture, what about prevention so that it doesn't come to this? Especially for the able bodied who are struggling even with section 8 and various other assistance...

Also, while these laws are in place, how does someone get the agency's involved to actually enforce and regulate these issues.

LABtestimony

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, April 13, 2016 12:46 PM
To: LABtestimony
Cc: mikegolojuch808@gmail.com
Subject: Submitted testimony for SCR132 on Apr 15, 2016 11:30AM

SCR132

Submitted on: 4/13/2016

Testimony for LAB on Apr 15, 2016 11:30AM in Conference Room 329

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Mike Golojuch | Individual | Support | No |

Comments: Support, support, support.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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