
A BILL FOR AN ACT

RELATING TO GENDER-BASED ANALYSIS TRAINING.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The threat to women's equality no longer
2 resides in overtly discriminatory statutes. Today, policies,
3 plans, and programs that appear gender-neutral continue to
4 impede women's equality. As a result, during the COVID-19
5 pandemic, women in Hawaii have suffered increased physical
6 insecurity, economic distress, job losses, mental health strain,
7 reproductive oppression, and sexual exploitation. Decision-
8 makers should be equipped by the State to counteract
9 deterioration to women's political, economic, and social status
10 as a result of the crisis.

11 The late Justice Ruth Bader Ginsburg demonstrated the
12 importance of incorporating a gender perspective to correct
13 inherent discriminatory bias against women in the law. The
14 Hawaii state commission on the status of women is an important
15 institution to improve and address gender inequality within
16 government and community-based organizations. The State can
17 mature its efforts to tackle cultural and structural barriers to
18 gender equality by implementing the successful gender-based

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1 analysis training model that has been adopted by the Canadian
2 national government. Providing gender-based analysis training
3 across all government departments and agencies will lead Hawaii
4 to become the first state in the nation to integrate a gender
5 lens throughout state government, which would enable departments
6 and agencies to develop, renew, and assess policies,
7 legislation, and regulations that are sensitive to the different
8 impacts that decisions can have on men, women, and gender non-
9 conforming people.

10 The purpose of this Act is to establish the gender-based
11 analysis training program to be known as the Ruth Bader Ginsburg
12 legacy training program to be administered by the Hawaii state
13 commission on the status of women.

14 SECTION 2. This Act shall be known and may be cited as the
15 Ruth Bader Ginsburg Legacy Training Program Act.

16 SECTION 3. Section 367-3, Hawaii Revised Statutes, is
17 amended to read as follows:

18 "**§367-3 Powers and duties of commission.** The commission
19 shall:

- 20 (1) Act as a central clearinghouse and coordinating body
21 for governmental and nongovernmental activities and
22 information relating to the status of women;

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- 1 (2) Create public awareness and understanding of the
2 responsibilities, needs, potentials, and contributions
3 of women and their roles in the changing society;
- 4 (3) Recommend legislative and administrative action on
5 equal treatment and opportunities for women;
- 6 (4) Encourage a long-range program of education of women
7 in their political rights and responsibilities,
8 particularly with respect to their voting duties;
- 9 (5) Maintain contacts with appropriate federal, state,
10 local, and international agencies concerned with the
11 status of women;
- 12 (6) Cooperate and collaborate with national groups on the
13 status of women and arrange for participation by
14 representatives of the State in White House
15 conferences and other national conferences from time
16 to time;
- 17 (7) Administer funds allocated for its work; be authorized
18 to accept, disburse, and allocate funds that may
19 become available from other governmental and private
20 sources; provided that all such funds shall be
21 disbursed or allocated in compliance with any specific
22 designation stated by the donor and in the absence of

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1 such specific designation, such funds shall be
2 disbursed or allocated on projects related to any of
3 the purposes of this chapter; ~~and~~

4 (8) Submit an annual report with recommendations to the
5 governor and the legislature~~[-]~~; and

6 (9) Provide biannual gender-based analysis training to the
7 following:

8 (A) Director and deputy directors of each state
9 department;

10 (B) Director and deputy directors of each attached
11 agency;

12 (C) Chair of each state board and commission;

13 (D) Appointing authorities for state boards and
14 commissions;

15 (E) Mayor or the mayor's designee of each county; and

16 (F) Managing director of each county.

17 For purposes of this paragraph, "gender-based analysis
18 training" means a curriculum for government officials
19 to understand how gender is an essential determinant
20 of policy and program outcomes, and to ensure that
21 decision making considers and reflects the diverse
22 needs of women."

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1 SECTION 4. Statutory material to be repealed is bracketed
2 and stricken. New statutory material is underscored.

3 SECTION 5. This Act shall take effect upon its approval.

4

5

INTRODUCED BY: 

BY REQUEST

JAN 25 2021

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Report Title:

Gender-based Analysis Training

Description:

Requires the Commission on the Status of Women to provide biannual gender-based analysis training to government officials.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

JUSTIFICATION SHEET

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DEPARTMENT: Department of Human Services

TITLE: A BILL FOR AN ACT RELATING TO GENDER-BASED ANALYSIS TRAINING.

PURPOSE: To establish the gender-based analysis training program to be administered by the Hawaii State Commission on the Status of Women.

MEANS: Amend section 367-3, Hawaii Revised Statutes.

JUSTIFICATION: The COVID-19 pandemic has exacerbated the crisis of sexism in Hawaii and throughout the world. The burdens of economic shocks, service interruption, and heightened violence are being disproportionately borne by women. Instituting gender-based analysis training throughout government will enable state and local officials to understand how gender is an essential determinant of policy and program outcomes, and to ensure that decision making considers and reflects the diverse needs of women. Training will allow the State to mature its approach to gender inequality.

Impact on the public: Training will foster fair development and assessment of policies, programs, and services for women.

Impact on the department and other agencies: Use of training resources at the Department of Human Resources Development may be required.

GENERAL FUND: None.

OTHER FUNDS: None.

PPBS PROGRAM DESIGNATION: HMS 888.

OTHER AFFECTED
AGENCIES:

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Department of Human Resources Development.

EFFECTIVE DATE:

Upon approval.