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# HOUSE CONCURRENT 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.

1           WHEREAS, the Williams Institute at the UCLA School of Law  
2 published a study in 2023 finding that 5.1 percent of Hawaii's  
3 adult population is a part of the LGBT community, which, in the  
4 study, was estimated to be 56,900 adults and which some are  
5 LGBTQ+ individuals who are also employees of the State of  
6 Hawaii; and  
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8           WHEREAS, sexual orientation, gender identity, and gender  
9 expression are protected categories under the State's non-  
10 discrimination laws, yet structural and societal stigma persist,  
11 which can hinder the full respect, inclusion, and acceptance of  
12 LGBTQ+ individuals in various settings, including the workplace;  
13 and  
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15           WHEREAS, various state agencies conduct mandatory trainings  
16 for its permanent and temporary employees covering harassment  
17 and discrimination in the workplace; and  
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19           WHEREAS, existing training programs for state employees  
20 across various agencies would benefit from greater consistency  
21 in their understanding of LGBTQ+ identities and culturally  
22 specific gender identities, such as māhū, and could be enhanced  
23 by incorporating best practices for fostering effective and  
24 respectful dialogue with colleagues, managers, directors,  
25 constituents, clients, and customers from diverse communities,  
26 including the LGBTQ+ community; and  
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1 WHEREAS, culturally specific gender identity can also be  
2 inclusive of familial, genealogical, social, and cultural roles  
3 that should be acknowledged and respected in the workplace; and  
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5 WHEREAS, educating state employees on LGBTQ+ best practices  
6 can create a more inclusive environment, helping to attract a  
7 broader and more diverse range of qualified candidates from the  
8 LGBTQ+ community who may otherwise feel excluded from the  
9 workplace; help management or employees make more informed  
10 decisions on LGBT-related issues; regaining public trust in the  
11 State; and creates a cordial, respectful environment for anyone  
12 interacting with state employees; and  
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14 WHEREAS, regardless of personal beliefs, being  
15 knowledgeable of LGBTQ+ identities can improve relations with  
16 colleagues, managers, directors, constituents, and members of  
17 the public with whom state employees interact with on a regular  
18 basis; now, therefore,  
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20 BE IT RESOLVED by the House of Representatives of the  
21 Thirty-third Legislature of the State of Hawaii, Regular Session  
22 of 2025, the Senate concurring, that the State of Hawaii is  
23 requested to require that any individual or group that  
24 administers the mandatory harassment and discrimination training  
25 to employees demonstrate adequate competency in LGBTQ+ (Lesbian,  
26 Gay, Bisexual, Transgender, Queer, and more identities) identity  
27 and culturally specific gender identity relevant to Hawai'i,  
28 including:  
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- 30 (1) Māhū (Tahiti and Hawaii);
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- 32 (2) Bakla (Philippines);
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- 34 (3) Vaka sa lewa lewa (Fiji);
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- 36 (4) Palopa (Papua New Guinea);
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- 38 (5) Fa'afafine (American Samoa, Samoa, and Tokelau);
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- 40 (6) Akava'ine (Cook Islands);
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- 42 (7) Fakaleiti or Leiti (Tonga); and



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(8) Fakafifine (Niue); and

BE IT FURTHER RESOLVED that certified copies of this  
Concurrent Resolution be transmitted to the Director of Human  
Resources Development and Administrative Director of the Courts.

OFFERED BY:

A handwritten signature in black ink, appearing to be 'A. King', written over a horizontal line.

MAR 07 2025

