

STAND. COM. REP. NO.

1685

Honolulu, Hawaii

MAR 28, 2025

RE: H.C.R. No. 100

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.C.R. No. 100 entitled:

"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,"

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 māhū, and could be

HCR100 HSCR LAB



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.C.R. No. 100 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,



JACKSON D. SAYMA, 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.: HCR 100	Committee Referral: LAB, JHA	Date: 3-25-25
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The committee is reconsidering its previous decision on the measure.

The recommendation is to: Pass, unamended (as is) Pass, with amendments (HD) Hold
 Pass short form bill with HD to recommit for future public hearing (recommit)

LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	—			
2. LEE, Mike (VC)	—			
3. GARRETT, Andrew Takuya				—
4. KAPELA, Jeanne	—			
5. KONG, Sam Satoru	—			
6. REYES ODA, Julie		—		
TOTAL (6)	4	1		1

The recommendation is: Adopted Not Adopted
 If joint referral, _____ did not support recommendation.
committee acronym(s)

Vice Chair's or designee's signature:

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