

STAND. COM. REP. NO.

1866

Honolulu, Hawaii

APR 03

, 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 Judiciary & Hawaiian Affairs, 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 ensure that mandatory harassment and discrimination training in Hawai'i is conducted by individuals or groups with demonstrated competency in LGBTQ+ identities and culturally specific gender identities. This will promote inclusivity, prevent discrimination, and create safer, more equitable workplaces for all employees.

Your Committee received testimony in support of this measure from Hawaii State LGBTQ+ Commission; Hawaii State Civil Rights Commission; Pride at Work Hawai'i; and from two individuals. Your Committee received testimony in opposition from one individual.

The Committee finds that effective harassment and discrimination training requires cultural and identity competency. Many LGBTQ+ individuals in Hawai'i face unique challenges related to gender identity and cultural context. Ensuring trainers

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demonstrate adequate knowledge of LGBTQ+ identities, including culturally specific aspects relevant to Hawai'i, will improve workplace safety, inclusivity, and compliance. This resolution supports equitable and meaningful training that reflects the diverse identities and lived experiences of Hawai'i's workforce.

As affirmed by the record of votes of the members of your Committee on Judiciary & Hawaiian Affairs that is attached to this report, your Committee concurs with the intent and purpose of H.C.R. No. 100 and recommends its adoption.

Respectfully submitted on
behalf of the members of the
Committee on Judiciary &
Hawaiian Affairs,



DAVID A. TARNAS, Chair



