



EXECUTIVE CHAMBERS
HONOLULU

NEIL ABERCROMBIE
GOVERNOR

Testimony of
Tony Benabese
Manager of Boards and Commissions
State of Hawai'i

Providing Comments on SB 1295

Senate Committee on Judiciary and Labor
Chair, Senator Clayton Hee
Vice Chair, Senator Maile S.L. Shimabukuro

Friday, February 15, 2013
10:00 AM, Room 016

Chair Hee, Vice Chair Shimabukuro, and members of the Committee:

This bill amends 26-34 to set a clear aspirational goal for appointments to state boards and commissions with respect to gender.

The Governor and his Administration fully support the principle of gender equality. This principle is taken that into consideration every time individuals are appointed to Hawai'i State boards and commissions. Many boards and commissions require practitioners of a particular field to be appointed and in many instances, these fields are male-dominated. As Manager of Boards and Commissions, I make an effort to identify possible female practitioners who could serve on these male-dominated boards/commissions.

As an example in striving for gender equity, the Governor appointed four (4) females out of the nine (9) appointments to the Board of Education. A gender balanced board/commission would definitely bring valuable perspective to state agencies. The Governor and the Administration will continue to strive for gender equity.



HAWAI‘I CIVIL RIGHTS COMMISSION

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

February 15, 2013
10:00 a.m.
Conference room 016

To: The Honorable Clayton Hee, Chair
and Members of the Senate Committee on Judiciary and Labor

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

Re: S.B. No. 1295

The Hawai‘i Civil Rights Commission (HCRC) has enforcement jurisdiction over state 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 because of race, religion, sex or ancestry". Art. I, Sec. 5.

The HCRC supports S.B. No. 1295, which encourages the Governor or relevant appointing authority to strive for equal gender representation when appointing members or filling vacancies on boards and commissions. Hawai‘i has a long history of valuing its diversity, and equal gender representation on boards and commissions will encourage various perspectives to be heard and considered.

HAWAII
STATE
COMMISSION
ON THE
STATUS
OF
WOMEN



Chair
LESLIE WILKINS

COMMISSIONERS:

ELENA CABATU
ADRIENNE KING
CARMILLE LIM
AMY MONK
LISA ELLEN SMITH
CAROL ANNE PHILIPS

Executive Director
Catherine Betts, JD

Email:
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Visit us at:
humanservices.hawaii.gov
/hscsw/

235 S. Beretania #407
Honolulu, HI 96813
Phone: 808-586-5758
FAX: 808-586-5756

February 15, 2013

Testimony in Support of SB 1295, Relating to Boards and Commissions

To: Senator Clayton Hee, Chair
Senator Maile S.L. Shimabukuro, Vice Chair
Members of the Senate Committee on Judiciary and Labor

From: Cathy Betts, Executive Director, Hawai'i State Commission on the Status of Women

Re: Testimony in Support of SB 1295

On behalf of the Hawai'i State Commission on the Status of Women, I would like to thank the committee for this opportunity to provide testimony on such a vitally important issue.

The Commission wholeheartedly supports SB 1295, which would place a priority on gender equity when appointments to boards and commissions are made. Nationally and locally, women have long been excluded from certain decision-making authority. We see this trend even more so in historically traditional male fields, like land and water use, natural resources and science based fields—where women are essentially left out of positions of power completely.

In order to ensure full equity, women should be actively recruited to fill vacancies on boards and commissions, and those vacancies should be highly publicized to the general public. In order to be fully inclusive, special attention should be made to include women of different fields and backgrounds to ensure diversity on our boards and commissions. The first step toward that diversity is ensuring that women of all backgrounds have an active voice at the table.

Thank you for this opportunity to testify.

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

UNIVERSITY OF HAWAI'I AT MĀNOA

Women's Center

DATE: February 14, 2013

FROM: Christine Quemuel, Women's Center, (808) 956-8059

RE: Supporting SB 1295, Relating to Boards and Commissions

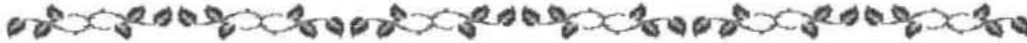
I respectfully submit testimony for the hearing of Senate Bill 1295 on Friday, February 15, 2013 in strong support of SB 1295 relating to Boards and Commissions, to require the Governor to achieve or maintain gender equity in the composition of boards and commissions when making nominations and appointments. In order to adequately represent the needs and concerns of the community, it is essential to achieve gender equity in these very important groups. While women and men are almost equal in numbers in the general population, women remain significantly underrepresented on critical decision making boards and commissions, and SB 1295 will ensure that they are more fairly represented.

This testimony does not represent the official testimony of the University of Hawai'i system, but reflects the support of the Women's Center. We strongly encourage the passage of this bill. Please support SB 1295, relating to gender equity in the composition of boards and commissions.

COMMUNITY ALLIANCE ON PRISONS

76 North King Street, Honolulu, HI 96817

Phones/E-Mail: (808) 533-3454, (808) 927-1214 / kat.caphi@gmail.com



COMMITTEE ON JUDICIARY AND LABOR

Sen. Clayton Hee, Chair

Sen. Maile Shimabukuro, Vice Chair

Friday, February 15, 2013

10:00 a.m.

Room 016

STRONG SUPPORT FOR SB 1295 – GENDER EQUITY

Aloha Chair Hee, Vice Chair Shimabukuro and Members of the Committee!

My name is Kat Brady and I am the Coordinator of Community Alliance on Prisons, a community initiative promoting smart justice policies for more than a decade. This testimony is respectfully offered on behalf of the 5,800 Hawai'i individuals living behind bars, always mindful that approximately 1,500 individuals are serving their sentences abroad, thousands of miles away from their loved ones, their homes and, for the disproportionate number of incarcerated Native Hawaiians, far from their ancestral lands.

SB 1295 requires the governor to achieve or maintain gender equity when making nominations and appointments.

Community Alliance on Prisons is in strong support of this measure.

One of the questions always at the forefront of the debates about gender equality consist of wondering whether women have to be considered as different than men (having their own qualities) or whether they have to be considered as equal to men (and granted equality as a consequence of this mentality). Siri Terjesen and Val Singh posit that the presence of women on boards of directors is beneficial due to their specific qualities.¹ Among these qualities, they identify:

- Their ability to bring new ideas and improve communication
- Their use of influence and inspiration instead of command and control
- Having more women on boards and commissions is beneficial as they represent career opportunities for potential women (as we have previously seen, a lack of women in high level positions can prevent other women from aspiring to move up).

¹ Terjesen, Siri and Singh, Val (2008) Female Presence on Corporate Boards: A Multicountry study of Environmental Context. *Journal of Business Ethics*. <http://eprints.qut.edu.au/6803/1/6803.pdf>

Judith B. Rosener, also underlines that women are useful on corporate boards because they bring new ideas, but above all, they bring a new way of seeing things. Because of their different background, women tend to see the problems and their respective solution differently. Moreover, thanks to their quality as “outsiders”, they do not hesitate to ask questions as much as men might.²

In the United States, Women represent 47% of the American workforce (data of 2009)... but only 14% of executives. They occupy 11% of Fortune 1000 companies board seats less than 16% of board seats at public companies. 25% of Fortune 1000 companies do not have any women on their boards.³

“Although women have made great strides in law and in society as a whole, they remain grossly underrepresented in positions of power, influence and leadership. For example, did you know that despite the fact that close to half of law students are now women and more than half of judicial clerks are women, the percentage of women equity partners has remained static at 16 percent or less?⁴”

A vibrant democracy depends on gender equity and diversity. Social justice demands it!

Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.

Kofi Annan

Mahalo for this opportunity to testify.

² Women on Corporate Boards Makes Good Business Sense, Written by Judy Rosener, 02 April 2009.
<http://www.womensmedia.com/lead/87-women-on-corporate-boards-makes-good-business-sense.html>

³ 2010 Catalyst Census: Fortune 500 Women Board Directors

⁴ New ABA president will advocate for gender equity, among other issues, September 2012.
<http://www.americanbar.org/newsletter/publications/youraba/201209article01.html>



HAWAII FRIENDS OF CIVIL RIGHTS
February 15, 2013

3071 Felix St, Honolulu, Hi 96816

To: Honorable Senator Clayton Hee Chair
Honorable Senator Maile Shimabukuro, Vice Chair

FROM: Faye Kennedy, Co-chair

RE: SB 1295 Relating to Boards and Commissions

I am representing the Hawai'i Friends of Civil Rights in strong support of SB 1295 regarding gender equity on Boards and Commissions. HF CR supports policies, programs and individuals who are committed to civil rights and equality. We believe that Boards and Commissions provide critical decisions and advise to policy makers and these committees should be representative of our community. We believe that having diversity and gender parity on these boards will result in better decisions and in more credible policies that constituents will support. Gender parity in appointments is needed because it is fair and because we will benefit from the talent of women who have often been excluded and continue to be underrepresented.



To: Chair Hee
Vice Chair Shimabukuro
Members of the Committee on Judiciary

Fr: Nanci Kreidman, M.A.

RE: SB 1295

Good morning. Thank you for the opportunity to focus on the importance of gender equity in community and government affairs. This testimony is in support of S.B. 1295.

There is no doubt that personal and professional experiences, perspectives and problem solving are rooted in, among many things, our gender. With a more equal representation of women's voices, and our styles of communication, analysis of issues and approach to relationships our community will be served in new ways.

It may seem like a forced solution to a historic challenge, and we may have hoped that time would have resolved the existing disparity. In the absence of the parity of both genders in positions of leadership, we would support the proposed legislation to highlight the importance of striving for equal gender representation on boards and commissions.

Thank you for your favorable action on S.B.1295.

Filipino American Citizens League

Jake Manegdeg, President
P. O. Box 270126 ★ Honolulu, Hawai'i 96827

TESTIMONY IN STRONG SUPPORT FOR SB 1295

Boards and Commissions; Gender Equity

Requires the governor to achieve or maintain gender equity in the composition of boards and commissions when making nominations and appointments.

Hawai'i State Capitol, Conference Rm. 016, Feb. 15, 2013, 10 a.m.

Committee on Judiciary and Labor
Senator Clayton Hee, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

Dear Chair Hee, Vice Chair Shimabukuro, and Committee Members:

My name is Jake Manegdeg. As president of the Filipino American Citizens League, I strongly support this bill. Our organization was formed over ten years ago to contribute to the advancement of civil rights and social justice for minority groups, underserved populations, and vulnerable communities through education, advocacy, and social action.

We commend Governor Abercrombie for appointing diverse and talented individuals to lead our State's boards and commissions during his administration. But this bill is necessary to ensure that gender equity in nominations and gubernatorial appointments is protected.

My granddaughters and the younger generation of Hawai'i's residents will benefit from the governance by a balanced leadership composition and greater participation in the workings of a more civil society with gender equity.

Thank you for the opportunity to support this bill.

Very Sincerely,

Jake Manegdeg
President
Filipino American Citizens League



TESTIMONY IN STRONG SUPPORT FOR SB 1295

Hawai'i State Capitol
Conference Rm. 016
Feb. 15, 2013, 10 a.m.

Committee on Judiciary and Labor
Senator Clayton Hee, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

Dear Chair Hee, Vice Chair Shimabukuro, and Committee Members:

My name is Charlene Cuaresma, past president of the Filipino Coalition for Solidarity. The Coalition strongly supports this bill. Since its inception in 1990, the Coalition has represented more than 50 Filipino community leaders, whose aim is to work for social justice issues to empower Filipinos to make socially responsible contributions to Hawai'i and our global neighbors through education, advocacy, and social action.

The Coalition believes that gender equity is important to safeguard the opportunity for women to participate fully in government. We cannot let this privilege and right to serve be left to the whim of changing political leaders. While great strides have been made, there is more work to do and even more opportunities for women to fill the seats of gubernatorial appointments to boards and commissions.

As a member of the Board of Education, I am very fortunate to have the opportunity to serve with esteemed colleagues, who are representative of Hawai'i's people. As a result, there are healthy and constructive rigor and accountability in our deliberations over serious challenges, which demand the best solutions that can come from a diverse board that assures gender equity.

Thank you for hearing this bill and for allowing the Filipino Coalition For Solidarity to provide testimony.

Respectfully,

Charlene Cuaresma, MPH
Past President
Filipino Coalition for Solidarity



Committee: Committee on Judiciary and Labor
Hearing Date/Time: Friday, February 15, 2013, 10:00 a.m.
Place: Conference Room 016
Re: Testimony of the ACLU of Hawaii in Support of S.B. 1295, Relating to Boards and Commissions

Dear Chair Hee and Members of the Committee on Judiciary and Labor:

The American Civil Liberties Union of Hawaii (“ACLU of Hawaii”) writes in support of S.B. 1295, which seeks to achieve equal gender representation regarding appointments to boards and commissions. S.B. 1295 is valuable because it recognizes the need to reach out to Hawaii women and equitably engage them in the political process.

Women have made great strides in the fight for equality, but gender bias continues to create huge barriers for many, especially poor women, women of color and immigrant women. Ongoing struggles include insuring equal economic and educational opportunities, ending gender-based violence and addressing the harms to women and girls in the criminal justice system. Engaging women in the political process is an important tool towards rectifying these inequalities, as it will bring these issues and women’s perspectives to the table.

As Justice Ginsberg has stated, “Women belong in all places where decisions are being made.”¹

Thank you for this opportunity to testify.

Sincerely,

Laurie A. Temple
Staff Attorney and Legislative Program Director
ACLU of Hawaii

The ACLU has been the nation’s guardian of liberty since 1925 and the ACLU of Hawaii since 1965 and works daily in the courts, legislatures and communities to defend and preserve the individual rights and liberties equally guaranteed to all by the Constitutions and laws of the United States and Hawaii. The ACLU works to ensure that the government does not violate our

¹ Joan Biskupic, *Ginsburg: Court Needs Another Woman*, USA Today (Oct. 5, 2009). Available at http://www.usatoday.com/news/washington/judicial/2009-05-05-ruthginsburg_N.htm.

American Civil Liberties Union of Hawai'i
P.O. Box 3410
Honolulu, Hawai'i 96801
T: 808-522-5900
F: 808-522-5909
E: office@acluhawaii.org
www.acluhawaii.org

Chair Hee and Members of the Committee on
Judiciary and Labor
February 15, 2013
Page 2 of 2

constitutional rights, including, but not limited to, freedom of speech, association and assembly, freedom of the press, freedom of religion, fair and equal treatment, and privacy. The ACLU network of volunteers and staff works throughout the islands to defend these rights, often advocating on behalf of minority groups that are the target of government discrimination. If the rights of society's most vulnerable members are denied, everyone's rights are imperiled.

American Civil Liberties Union of Hawai'i
P.O. Box 3410
Honolulu, Hawai'i 96801
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www.acluhawaii.org

hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, February 14, 2013 8:20 AM
To: JDLTestimony
Cc: dkslee@hawaii.edu
Subject: Submitted testimony for SB1295 on Feb 15, 2013 10:00AM

SB1295

Submitted on: 2/14/2013

Testimony for JDL on Feb 15, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Deborah Lee	Individual	Support	No

Comments: I am in support of SB1295 which would require the Governor to achieve or maintain gender equity in the composition of boards and commissions when making nominations and appointments.

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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Alfredo Cuaresma, Sr.
c/o 728 Nunu St.
Kailua, Hawaii
Phone: (808) 237-9118

TESTIMONY IN STRONG SUPPORT FOR SB 1295

Hawaii State Capitol
Conference Rm. 016
Feb. 15, 2013, 10 a.m.

Committee on Judiciary and Labor
Senator Clayton Hee, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

Dear Chair Hee, Vice Chair Shimabukuro, and Committee Members:

My name is Alfredo Cuaresma, Sr., and I strongly support this bill. I am an electrician's helper retiree of Oahu Sugar Company, where I worked for 47 years, starting in 1947. My daughter, Charlene Cuaresma, was appointed by Governor Neil Abercrombie to the Board of Education.

Never in my life did I think that a girl with humble beginnings from the sugar plantation camps could have the chance to serve to improve the schools today for children with hard lives like what she overcame during the plantation days. When women from all walks of life can be at the table, they will never forget where they came from. They will help find the best ways to deal with Hawaii's many problems. That is why I support this bill.

Thank you for hearing this bill, and for your consideration to pass it.

Your's truly,

Alfredo Cuaresma, Sr.
Private Citizen

hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, February 14, 2013 6:21 AM
To: JDLTestimony
Cc: farrahmarie@yahoo.com
Subject: Submitted testimony for SB1295 on Feb 15, 2013 10:00AM

SB1295

Submitted on: 2/14/2013

Testimony for JDL on Feb 15, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Farrah-Marie Gomes	Individual	Support	No

Comments: I support this bill that would require the governor to achieve or maintain gender equity in the composition of boards and commissions when making nominations and appointments. I submit this testimony as a individual, a resident of Hawai'i Island. It is essential to have gender equity as a way of ensuring adequate perspective and input for the various constituencies represented. It is important for women to feel like they have a voice on issues that impact them. Thank you for this opportunity to provide testimony on SB1295.

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February 15, 2013

Testimony in Support of SB 1295 Relating to Boards and Commissions

Chair Hee, Vice Chair Shimabukuro and members of the Committee

My name is Amy Agbayani and I am speaking as a private citizen in strong support of SB 1295 for gender equity in boards and commissions. The underrepresentation of women on boards and commissions does not benefit our community because we are failing to fully utilize the many talented and dedicated women in the state. Women and men have valuable experiences, competencies and perspectives but women continue to be underrepresented. The Governor and each one of us must actively reach out and encourage women who may be interested in public service but whose competence is unrecognized and who may be unfamiliar with the nomination and appointment process. The Governor and other decision-makers must take affirmative steps to nominate and appoint more women.

Amy Agbayani

3432 B-1 Kalihi St.

Honolulu, Hawai`i

96819

amy_agbayani@yahoo.com

hee2 - Kathleen

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 13, 2013 12:59 PM
To: JDLTestimony
Cc: jbickel15@yahoo.com
Subject: Submitted testimony for SB1295 on Feb 15, 2013 10:00AM

SB1295

Submitted on: 2/13/2013

Testimony for JDL on Feb 15, 2013 10:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
John Bickel	Individual	Support	No

Comments: I wish to support this bill to provide more gender equity in government boards and commissions. As a secondary school teacher, I know that girls needs positive role models. Seeing women in appointed positions empowers them. Women will also provide good insights into issues. We need to have balance in government. Please give this your sincere consideration.

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