

Testimony on behalf of the
Hawai'i State Commission on the Status of Women
Khara Jabola-Carolus, Executive Director

Prepared for the House Committee on Labor

In Support of HB1435

Thursday, January 31, 2018 at 9:30 a.m. in Room 309

Dear Chair Johanson, Vice Chair Eli, and Honorable Members,

On behalf of the Hawai'i State Commission on the Status of Women, I write in support of House Bill 1435, which would require any new or substantially modified establishment to provide equal access to diaper changing stations for all parents. This measure is important to ensure that women's disproportionate responsibility for children's safety and well-being is no longer nourished by law.

American fathers are much more involved in child care than they were fifty years ago and attitudes among men towards gender and family norms are increasingly egalitarian.¹ Public accommodations should reflect the reality of changing gender roles, and enable men to embrace caregiving.

Further, the Commission is troubled by the total absence of diaper changing stations available in state facilities such as at the Hawai'i State Capitol. This discourages parents from engaging the Legislative process and endangers the safety of infants who are made to lie on the public bathroom floor for changing.

To increase equal parenting and public health and safety, the Commission respectfully requests that the Committee pass HB1435.

Mahalo,

Khara Jabola-Carolus

¹ Parker, K., "Seven Facts About American Dads," June 13, 2018, <http://www.pewresearch.org/fact-tank/2018/06/13/fathers-day-facts/>.

To: Hawaii State House Committee on Labor and Public Employment
Hearing Date/Time: Thursday, Jan. 31, 2019, 9:30 a.m.
Place: Hawaii State Capitol, Rm. 309
Re: Testimony of Planned Parenthood Votes Northwest and Hawaii in strong support of H.B. 1435, relating to Gender Equity

Dear Chair Johanson and Members of the Committee,

Planned Parenthood Votes Northwest and Hawaii (“PPVNH”) writes in strong support of H.B. 1435, which requires all places of public accommodation and state building construction constructed or substantially modified after 2020 to provide baby diaper-changing accommodations that are equally accessible to men and women.

H.B. 1435 encourages gender equity and family friendly public spaces by taking a step to ensure that all parents, regardless of their gender identity, have equal access to safe, sanitary spaces to care for their children’s needs. Families come in all forms and parents should not have to struggle because of their gender to find an appropriate space to change their child’s diaper when they are out in the community.

Thank you for this opportunity to testify in support of this important measure.

Sincerely,
Laurie Field
Hawaii State Director

HB-1435

Submitted on: 1/28/2019 8:16:09 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|-----------------------------|-----------------------------|---------------------------|---------------------------|
| Midwives Alliance of Hawaii | Midwives Alliance of Hawaii | Support | No |

Comments:

We support ensuring that baby diaper-changing accommodations are equally accessible to men and women. We ensure that toilets are available for all persons, therefore we should ensure diaper-changing stations are available for all babies. Families are fully engaged in the care of their children, so males and females should have access to baby diaper-changing stations. It is not only mothers who change baby diapers.

Thank you for supporting this important gender equity issue.



healthymothers
healthybabies
COALITION OF HAWAII

To: Committee on Labor & Public Employment
Hearing Date/Time: 1/31/19 at 9:30am
Place: Conference room 309, State Capitol

Re: TESTIMONY IN SUPPORT OF HB 1435 - RELATING TO GENDER EQUITY / DIAPER STATIONS

Dear Chair Johanson and Vice Chair Eli and members of the Committee,

Society is evolving and we live in a time and place that men and women are both raising children; single fathers are raising children; and two-father households are raising children, necessitating parity for both men and women to be able to contribute to parenting responsibilities.

Current need:

Dads change diapers, and because not all men's bathrooms offer changing table facilities, this means that men are forced to put their babies on the floors, sinks or countertops in public bathrooms. The current lack of changing tables in men's bathrooms also reinforces the notion that men don't share the burden, often leaving mothers solely responsible for diaper-changing duty when out in public spaces—unless parents opt to change their children outside, or in uncomfortable or unsanitary locations.

Gender Inequality:

Men are currently nowhere close to splitting the childcare workload equally; dads in 2015 spent seven hours a week on childcare—up from 2.5 hours in 1965—while moms spent 15 hours on childcare, according to a Pew Research study. Dads also only put in nine hours of household chores compared to 18 hours for moms. The study also found that "despite changing gender roles, many still perceive mothers as better equipped than fathers to care for children." This bill would help close some of the gender gap in caregiving roles, while positively contributing to quality of life for any parent in need of a changing table for their baby. Changing tables should be accessible to both genders (per each publicly-accessible floor) and building owners or managers should post clear signs directing the public to the location of the nearest available changing table.

Affordability:

Most industrial diaper changing stations cost \$175 or less, and while the financial cost to businesses to install changing tables in both bathrooms is nominal, its benefit is immeasurable. This trend is already popping up in several states (including New York, which recently passed a similar bill) as business owners try to get ahead of building codes and generally try to provide good customer service.

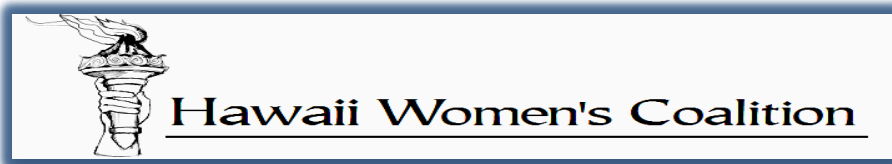
One potential consideration for this bill would be to offer a tax credit for the installation, (similar to a proposed bill in Florida) which provides for two diaper stations up to \$300 each or the cost of the station, whichever is less.

We stand in support of HB 1435 and respectfully urge your Committee to pass this bill. Thank you for the opportunity to provide testimony.

Sincerely,

Lisa Kimura
Executive Director

Healthy Mothers Healthy Babies Coalition of Hawaii | Phone: 808.737.5805
245 N. Kukui St. #102A, Honolulu, HI 96817 | WWW.HMHB-HAWAII.ORG



COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

Rep. Aaron Ling Johanson, Chair

Rep. Stacelynn K.M. Eli, Vice Chair

DATE: Thursday, January 31, 2019

TIME: 9:30am

PLACE: Conference Room 309

Strong Support for HB1435 .

Aloha Chair Johanson, Vice Chair Eli, and members,

The Hawaii Women's Coalition is in **Strong Support** of this measure that is long-overdue in an era when both men and women are fully involved in child care. Gone are the days when the division of labor between men and women meant that women were confined to the home and men went out to do the paid work.

Single working mothers are raising children as are Single fathers. Two-father households are raising children as well. This measure would be a step towards parity for both men and women to be able to contribute to parenting responsibilities.

So here are the facts: Dads change diapers! But because not all men's bathrooms offer changing table facilities, means that men are forced to put their babies on the floors, sinks or countertops in public bathrooms. The current lack of changing tables in men's bathrooms also reinforces the notion that men don't share the burden, often leaving mothers solely responsible for diaper-changing duty when out in public spaces—unless parents opt to change their children outside, or in uncomfortable or unsanitary locations.

Men are currently nowhere close to splitting the childcare workload equally; dads in 2015 spent seven hours a week on childcare—up from 2.5 hours in 1965—while moms spent 15 hours on childcare, according to a Pew Research study. Dads also only put in nine hours of household chores compared to 18 hours for moms. The study also found that "despite changing gender roles, many still perceive mothers as better equipped than fathers to care for children." This is a false perception and deprives fathers of full participation in their children's lives.

This bill would help close some of the gender gap in caregiving roles, while positively contributing to quality of life for any parent in need of a changing table for their baby. Changing tables should be accessible to both genders (per each publicly-accessible floor) and building owners or managers should post clear signs directing the public to the location of the nearest available changing table.

So is it too costly? No! Most industrial diaper changing stations cost \$175 or less, and while the financial cost to businesses to install changing tables in both bathrooms is nominal, its benefit is immeasurable. This trend is already popping up in several states (including New York, which recently passed a similar bill) as business owners try to get ahead of building codes and generally try to provide good customer service.

One potential consideration for this bill would be to offer a tax credit for the installation, (similar to a proposed bill in Florida) which provides for two diaper stations up to \$300 each or the cost of the station, whichever is less.

Mahalo for the opportunity to testify,

Ann S. Freed
Co-Chair, Hawaii Women's Coalition

HB-1435

Submitted on: 1/28/2019 6:29:14 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|-----------------------------------------------|---------------------------|---------------------------|
| Michael Golojuch Jr | LGBT Caucus of the Democratic Party of Hawaii | Support | Yes |

Comments:

Aloha Representatives,

Please pass this important legislation.

Mahalo,

Michael Golojuch, Jr.

Chair

LGBT Caucus of the Democratic Party of Hawaii

HB-1435

Submitted on: 1/28/2019 7:38:17 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Michele Golojuch | Individual | Support | No |

Comments:

As an Early Childhood Educator I support this bill. Every one should have access to change their children. I stand in support of this bill.

HB-1435

Submitted on: 1/28/2019 8:58:08 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Lynn Onderko | Individual | Support | No |

Comments:

HB-1435

Submitted on: 1/30/2019 7:53:29 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Amy Monk | Individual | Support | No |

Comments:

Dads change diapers too. Public restrooms should all have diaper changing stations.

LATE

HB-1435

Submitted on: 1/30/2019 9:30:04 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|-------------------------------------------------------------------------------------|---------------------------|---------------------------|
| Melodie Aduja | O`ahu County Committee on Legislative Priorities of the Democratic Party of Hawai`i | Support | No |

Comments:

LATE

HB-1435

Submitted on: 1/30/2019 11:22:24 AM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|----------------------|---------------------|---------------------------|---------------------------|
| Sonja Bigalke-Bannan | NASW | Support | Yes |

Comments:

Testimony in support of HB1435

Aloha Chair Johanson and Vice Chair Eli-

The National Association of Social Workers- Hawai'i is in strong support of HB1435. Having access to a safe and sanitary place to change a diaper should be an obligation of any building that has public access. The gymnastics of trying to change your child on the edge of the bathroom sink, the tank of a toilet, or in desperation resorting to using the bathroom floor to change a diaper should be a thing of the past. In Hawai'i, primary caregivers of our Keiki not only range in gender, but also in age, with many Kupuna assisting with care. Parents also range in physical ability and mobility and we should ensure that everyone can provide for their children's basic sanitary needs, while out in public.

Precedent for this exists at the Federal level with the BABIES Act, signed in to law by President Obama in 2016, which required diaper changing facilities available to both men and women in all federal facilities with public access. New York State also enacted a similar bill, which went in to effect January 1st of this year. All new bathrooms that are publicly accessible must have diaper changing tables. The law applies to all men's and women's bathrooms that are either new or renovated, and open to the public.

When the law passed in April, New York Gov. Andrew Cuomo said, "New York proudly leads the nation in fighting for the rights of working parents, and by ensuring access to these amenities, we will help ensure all New Yorkers can give their children the care they need at this critical stage of their lives."

Please lend your support to this straightforward bill.

Sonja Bigalke-Bannan, MSW, LSW

Executive Director

National Association of Social Workers-Hawai'i

LATE

HB-1435

Submitted on: 1/30/2019 9:08:40 PM

Testimony for LAB on 1/31/2019 9:30:00 AM

| Submitted By | Organization | Testifier Position | Present at Hearing |
|---------------------|---------------------|---------------------------|---------------------------|
| Susan Oppie | Individual | Support | No |

Comments: