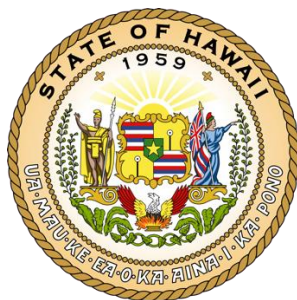


SB821 SD1

Measure Title:	RELATING TO GENDER EQUITY.
Report Title:	Gender Equity; Baby Diaper-changing Accommodations
Description:	Requires all places of public accommodation constructed or substantially modified after June 30, 2019, to provide baby diaper-changing accommodations that are equally accessible to men and women. Requires all existing places of public accommodation that have not been substantially modified to provide baby diaper-changing accommodations that are equally accessible to men and women by July 1, 2022. (SD1)
Companion:	
Package:	None
Current Referral:	JDC, CPH/WAM
Introducer(s):	BAKER



‘O kēia ‘ōlelo hō’ike no ke
Komikina Kūlana Olakino o Nā Wāhine

Testimony on behalf of the
Hawai‘i State Commission on the Status of Women

Prepared for the S. Cmtees. on WAM/CPH

In Support of SB821 SD1
Thursday, February 7, 2019, at 9:00 a.m. in Room 016

Dear Chairs Baker and Dela Cruz, Vice Chairs Chang and Keith-Agaran, and Honorable Members,

The Hawai‘i State Commission on the Status of Women supports SB821 SD1, which would require any new or substantially modified establishment to provide equal access to diaper changing stations for all parents. The amended proposal also requires existing establishments for public use that have not been substantially modified to provide baby diaper-changing accommodations by July 1, 2022. This measure is important to ensure that parents have access to public accommodations. It also addresses 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 SB821 SD1.

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

Mahalo,

Khara Jabola-Carolus
Executive Director

HAWAII YOUTH SERVICES NETWORK

677 Ala Moana Boulevard, Suite 904 Honolulu, Hawaii 96813

Phone: (808) 489-9549

Web site: <http://www.hysn.org> E-mail: info@hysn.org

Rick Collins, President

Judith F. Clark, Executive
Director

Bay Clinic

Big Brothers Big Sisters of
Hawaii

Bobby Benson Center

Child and Family Service

Coalition for a Drug Free Hawaii

Collins Consulting, LLC

Domestic Violence Action Center

EPIC, Inc.

Family Programs Hawaii

Family Support Hawaii

Friends of the Children of

West Hawaii

Hale Kipa, Inc.

Hale 'Opio Kauai, Inc.

Hawaii Children's Action

Network

Hawaii Health & Harm

Reduction Center

Hawaii Student Television

Ho'ola Na Pua

Kahi Mohala

Kokua Kalihi Valley

Maui Youth and Family Services

Na Pu'uwai Molokai Native

Hawaiian Health Care

Systems

P.A.R.E.N.T.S., Inc.

Parents and Children Together

(PACT)

PHOCUSED

PFLAG – Kona Big Island

Planned Parenthood of the

Great Northwest and

Hawaiian Islands

Residential Youth Services

& Empowerment (RYSE)

Salvation Army Family

Intervention Services

Sex Abuse Treatment Center

Susannah Wesley Community

Center

The Catalyst Group

February 21, 2019

Senator Donovan M. Dela Cruz, Chair
And members of the Committee on Ways and Means

Senator Rosalyn H. Baker, Chair
And members of the Committee on Commerce, Consumer Protection, and
Health

TESTIMONY IN SUPPORT OF SB 821 RELATING TO GENDER EQUITY

Hawaii Youth Services Network (HYSN), a statewide coalition of youth-serving organizations, supports SB 821 Relating to Gender Equity.

In October, more than 200 youth and about 50 adult volunteers and advisors gathered at the State Capitol for the 25th annual Children and Youth Summit.

Two of our participants brought their babies with them. That is when I realized that there are no baby changing stations in the restrooms at the State Capitol Building. The photo below shows one of the parents kneeling on the bathroom floor to change her baby's diaper.



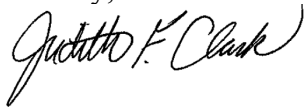
The Capitol Building is supposed to be a welcoming place that encourages citizen involvement and participation. This includes families with children.

There are many other places of public accommodation where parents and caregivers need facilities to care for their babies' needs. As the bill states, caregivers of both genders need adequate, safe, and sanitary facilities to change diapers.

Some parents have disabilities that make it impossible to kneel on the bathroom floor, so failure to provide a changing station could potentially be a violation of the Americans with Disabilities Act . The floor of the bathroom is not a sanitary or appropriate place to change a baby's diaper but sometimes parents have no other choice.

Thank you for your support of families and for this opportunity to testify.

Sincerely,

A handwritten signature in black ink that reads "Judith F. Clark". The signature is written in a cursive style with a large initial "J" and "C".

Judith F. Clark, MPH
Executive Director

SB-821-SD-1

Submitted on: 2/20/2019 3:18:02 PM

Testimony for CPH on 2/25/2019 11:00:00 AM

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

Comments:

Aloha Senators,

The LGBT Caucus of the Democratic Party of Hawaii fully supports SB 821 SD 1.

Mahalo for your consideration and hopefully your support & for the opportunity to testify.

Mahalo,

Michael Golojuch, Jr.

Chair

LGBT Caucus of the Democratic Party of Hawaii



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
February 25, 2019
Re: SB 821 SD1 Relating to Gender Equality**

Good morning Chairperson Baker and Chairperson Dela Cruz and members of the Senate Committee on Commerce Consumer Protection & Health, and Committee on Ways & Means. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii (RMH) as founded in 1901 and is a statewide, not for profit trade organization committed to the growth and development of the retail industry in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

While we understand the intent of this measure, we must respectfully oppose SB 821 SD1 Relating to Gender Equality. This measure would require all places of public accommodation constructed or substantially modified after June 30, 2019, to provide baby diaper-changing accommodations that are equally accessible to men and women; and require all existing places of public accommodation that have not been substantially modified to provide baby diaper-changing accommodations that are equally accessible to men and women by July 1, 2022.

Businesses are responding to the wants of the customers that patronize their establishments all the while operating on a very thin profit margin. Some retailers have already installed changing stations or have family changing rooms. Mandating changing tables in all men's or creating family rooms would put a hardship on many retailers, especially small businesses. Older properties restrooms are often limited in space and may have to be reconfigured to accommodate a changing table. Some are already contending with meeting the Americans with Disabilities Act regulations for handicapped stalls.

Many new construction are already including family changing rooms and changing tables in both the men's and women's restrooms, and/or a separate family room. The close proximity of the effective date would be a burden on those businesses who are already in the permitting process, but whose plans have not yet been approved. Adding in changes once a project has been set would add substantial cost to the project if a bathroom needs to be reconfigured and modified to not only accommodate ADA mandates, but also now for the changing tables or to include an entire separate family room.

This measure may encourage retailers to cancel their renovation plans or no longer allow the public access to the restrooms. As a result we may see far fewer public accessible bathrooms.

We also wonder if the government buildings that are accessed by the public are also going to be included in this measure as government should lead by example.

Government mandates like this does drive up the cost of doing business that in turn drives up the cost of living in Hawaii. Policy makers should be focusing on eliminating obstacles to business growth, job creation and economic stability and not adding additional costs that many employers cannot afford. We urge you NOT to impose another government mandate on business and ask that you **DEFER** this measure.

Mahalo again for this opportunity to testify.

SB-821-SD-1

Submitted on: 2/23/2019 7:30:41 PM

Testimony for CPH on 2/25/2019 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Midwives Alliance of Hawaii	Testifying for Midwives Alliance of Hawaii	Support	No

Comments:

We strongly support SB821 SD1 and recommend CPH/WAM to pass this bill. Families need access to diaper-changing accomodations while in public establishments and facilities.

Mahalo for the opportunity to testify.

SB-821-SD-1

Submitted on: 2/24/2019 11:00:22 AM

Testimony for CPH on 2/25/2019 11:00:00 AM

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

Comments:

SB-821-SD-1

Submitted on: 2/20/2019 5:30:57 PM

Testimony for CPH on 2/25/2019 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
cheryl	Individual	Support	No

Comments:

and while you're at it. Just make all facilities gender non-specific. Get ahead and do it now. A new building must have bathrooms that work for all people at all times.

SB-821-SD-1

Submitted on: 2/22/2019 9:01:34 AM

Testimony for CPH on 2/25/2019 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Joy Loudermelt	Individual	Support	No

Comments:

I support this bill.

It is important that both men and women have equal access to diaper changing facilities. However, I think it is equally important to make sure that these facilities do not interfere with ADA accessibility. As a disabled individual, I frequently find diaper changing tables in the only wheelchair accessible stall. Having a baby is not a disability and this makes access more difficult for both the disabled and the parent.

Thank you

SB-821-SD-1

Submitted on: 2/23/2019 7:27:47 PM

Testimony for CPH on 2/25/2019 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Lea Minton	Individual	Support	No

Comments:

I strongly support SB821 and request that CPH/WAM pass this bill.

Thank you.

SB-821-SD-1

Submitted on: 2/24/2019 9:21:37 AM

Testimony for CPH on 2/25/2019 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Suzanne Skjold	Individual	Support	No

Comments:

Please support this common sense legislation.

SB-821-SD-1

Submitted on: 2/24/2019 10:35:27 PM

Testimony for CPH on 2/25/2019 11:00:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
Ann S Freed	Testifying for Hawaii Women's Coalition	Support	No

Comments:



Aloha Chair Dela Cruz, Vice Chair Keith Agaran and members,

We are in strong support of this measure, Please pass, Mahalo

Ann S. Freed

Co-Chair Hawaii Women's Coalition

SB-821-SD-1

Submitted on: 2/25/2019 1:11:02 AM

Testimony for CPH on 2/25/2019 11:00:00 AM



Submitted By	Organization	Testifier Position	Present at Hearing
Carl Bergquist	Individual	Support	No

Comments:

Chair Dela Cruz, Vice Chair Keith-Agaran, Committee Members:

As the father of two daughters, currently aged 2 and 5, I cannot count the number of times around the state that I have been unable to find a suitable place to change their diapers. Sometimes, my partner, who happens to be a woman, was with me and we could then find a place where she could change the diaper. Sometimes, if I am alone with the children, a park bench or the restroom floor will have to do.

Neither of those options can begin to make up for the lack of options available to men. The first furthers the excessive pressure that women face in society to do all things related to children. The second is demeaning and possibly dangerous.

I was back in my native Sweden this past summer and even I was struck by the difference. Hawai'i can emulate Sweden and in so doing, we can send a signal to our keiki and society at large that we believe in gender equity. This is a small policy change, but its symbolism cannot be overestimated. Mahalo.