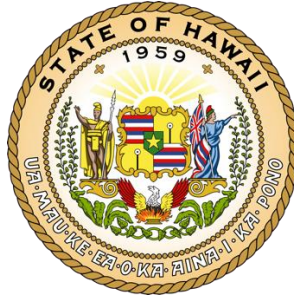


LATE



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

Prepared for the S. Cmtee. on Judiciary

In Support of SB821

Thursday, February 7, 2019, at 9:00 a.m. in Room 016

Dear Chair Rhoads, Vice Chair Wakai, and Honorable Members,

On behalf of the Hawai'i State Commission on the Status of Women, I write in support of SB821, 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 SB821.

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/>.

SB-821

Submitted on: 2/1/2019 2:13:30 PM

Testimony for JDC on 2/7/2019 9:00:00 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.

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

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 1, 2019

Senator Karl Rhoads

And members of the Committee on Judiciary

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, sweeping initial "J".

Judith F. Clark, MPH
Executive Director

SB-821

Submitted on: 2/1/2019 2:26:08 PM

Testimony for JDC on 2/7/2019 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
	Testifying for Domestic Violence Action Center	Support	No

Comments:

aloha,

an absolute necessity.

thank you for favorable action on this Bill.

nanci kreidman, CEO, Domestic Violence Action Center

To: Hawaii State Senate Committee on Judiciary
Hearing Date/Time: Thurs., Feb. 7, 2019, 9:00 a.m.
Place: Hawaii State Capitol, Rm. 016
Re: Testimony of Planned Parenthood Votes Northwest and Hawaii in strong support of S.B. 821, relating to Gender Equity

Dear Chair Rhoads and Members of the Committee,

Planned Parenthood Votes Northwest and Hawaii (“PPVNH”) writes in strong support of S.B. 821, which requires all places of public accommodation and state building construction constructed or substantially modified after June 30, 2019 to provide baby diaper-changing accommodations that are equally accessible to men and women.

S.B. 821 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



healthymothers
healthybabies
COALITION OF HAWAII

To: Committee on Judiciary
Hearing Date/Time: 2/7/19 at 9:00am
Place: Conference room 016, State Capitol

Re: TESTIMONY IN SUPPORT OF SB 821 - RELATING TO GENDER EQUITY / DIAPER STATIONS

Dear Chair Rhoads and Vice Chair Wakai 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 SB 821 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

SB-821

Submitted on: 2/4/2019 7:32:53 PM

Testimony for JDC on 2/7/2019 9:00:00 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 and urge you to pass this bill. We believe that families, regardless of gender of the family members, should have access to diaper changing stations while in our communities.

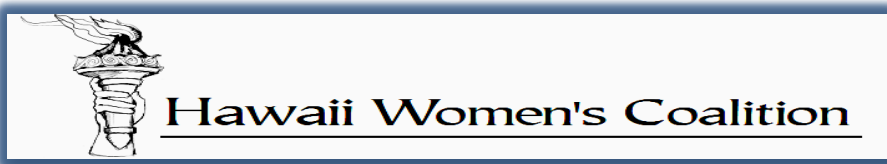
SB-821

Submitted on: 2/5/2019 2:50:10 PM

Testimony for JDC on 2/7/2019 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Doris Segal Matsunaga	Testifying for Save Medicaid Hawaii	Support	No

Comments:



COMMITTEE ON JUDICIARY
Senator Karl Rhoads, Chair
Senator Glenn Wakai, Vice Chair

DATE: Thursday, January 31, 2019
TIME: 9:30am
PLACE: Conference Room 309

Strong Support for SB821 relating to gender equity

Aloha Chair Rhoads, Vice Chair Wakai, 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

SB-821

Submitted on: 2/6/2019 8:45:03 AM

Testimony for JDC on 2/7/2019 9:00:00 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:

LATE

To: Senate Committee on Judiciary
Chair Karl Rhoads, Vice Chair Glenn Wakai

Re: SB 821 Relating to Gender Equity

February 7, 2019, 9:00am, Room 016

Chair Rhoads and Vice Chair Wakai and members of the Senate Committee on Judiciary-

The National Association of Social Workers, Hawai'i is in strong support of SB 821

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



National Association of Social Workers

Sonja Bigalke-Bannan, MSW, LSW

Executive Director

National Association of Social Workers- Hawai'i

SB-821

Submitted on: 2/1/2019 4:38:28 PM

Testimony for JDC on 2/7/2019 9:00:00 AM

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

Comments:

SB-821

Submitted on: 2/1/2019 10:32:31 PM

Testimony for JDC on 2/7/2019 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Mike Golojuch	Individual	Support	No

Comments:

I strongly support SB821. It is important that baby changing stations be available to both men and women.

Mike Golojuch, Sr.

Testimony

Senate Committee on Judiciary
Hearing: February 7, 2019 (9:00 a.m.)

To: The Honorable Karl Rhoads, Chair
The Honorable Glenn Wakai, Vice Chair

From: Mitchell West
University of Manoa, Masters of Social Work Candidate

RE: SB821 Relating to Gender Equality

Chair Rhoads, Vice Chair Wakai and Members of the Senate Committee on Judiciary, thank you for the opportunity to submit testimony in support of Senate Bill 821 Relating to the Judiciary, the proposal of requiring all places of public accommodation constructed or changing accommodations that are equally accessible to men and women.

Specifically I, support requests for items in Section 1 which requests public accommodations be deemed substantially modified so as to require compliance with:

SECTION 1. The legislature finds that full achievement of gender equity requires attention to a wide variety of issues, both large and small. Full equality of men and women is enshrined in the letter of the law. However, in daily practice, all individuals face gendered expectations that, while seemingly insignificant on their own, act cumulatively to perpetuate calcified gender roles and to limit the full participation of both women and men in civil society and family life.

The legislature finds that requiring public establishments to make baby diaper-changing accommodations equally accessible to men and women will facilitate the participation of all individuals in civic and family life. Accordingly, the purpose of this Act is require equitable provision of baby diaper-changing accommodations in certain public establishments and facilities.

The reasons for the request are:

1. As a father of two I have had many times where I have gone into a public restroom with both children. These emergencies have forced me to change children on dirty floors and slippery sinks. None of which are designed to aid in safely changing a child. Not only will this bill help fathers but it will also give us a safe place for other children to stand or be while we change our young infants.
2. As I consider the design and possible benefits to this bill. I am drawn to the alternative benefit of safety. I believe it is a great idea to give equal access to both men and women. However I believe by creating a safer and more stable area to change children we will be providing a safety benefit for children. Many children fall off of alternative platforms putting business at risk for law suits or injury claims. I see this as a way to ensure safety for both parties involved.

Thank you for this opportunity to submit this written testimony as a Masters of Social Work Candidate.

Testimony

Senate Committee on Judiciary
Hearing: February 7, 2019 (9:00 a.m.)

To: The Honorable Karl Rhoads, Chair
The Honorable Glenn Wakai, Vice Chair

From: Tiffanie Keliinui-McCreadie
University of Manoa, Masters of Social Work Candidate

RE: SB821 Relating to Gender Equality

Chair Rhoads, Vice Chair Wakai and Members of the Senate Committee on Judiciary, thank you for the opportunity to submit testimony in SUPPORT of Senate Bill 821 Relating to the Judiciary, the proposal of requiring all places of public accommodation constructed or changing accommodations that are equally accessible to men and women.

Specifically I, support requests for items in Section 2 which requests public accommodations be deemed substantially modified so as to require compliance with:

- (1) The reconstruction, rehabilitation, addition, or other improvements requires more than fifty per cent of the gross floor area occupied by the establishment or use;
- (2) The estimated cost of the reconstruction rehabilitation, addition, or other improvement as set forth in the applicable building permit is at least \$50,000; or
- (3) The estimated cost of the new construction or renovation of any restroom or restrooms as set forth in the applicable building permits is at least \$10,000; provided that no establishment or use shall be deemed to be substantially modified if no structural changes are made to any existing restroom in the building or facility occupied by the establishment or youth.

And ALL items in Section 2 which requests Requirement to provide accommodations. (a) Every new establishment for public use shall be required to provide baby diaper-changing accommodations in accordance with this part. Each new establishment for public use shall be required to provide, at each floor level containing restrooms for public use, at least one baby diaper-changing accommodation that is accessible to women and one that is accessible to men, or a single accommodation accessible to both. Each new establishment for public use shall provide signage indicating the location of the baby diaper-changing accommodations.

The reasons for the request are:

1. As a mother of one, I have only experienced *a few* accounts of caring for my baby and being *forced* to change my baby's diaper in the car due to an establishment not having a proper changing table. However; I cannot recall a time other than in the airport that my husband **has** been able to change my daughter's diaper. Most often the lack of changing tables in the male gender restrooms have resulted in me having to take my baby into the women's restroom to care for my baby's needs.
2. Fathers should have the ability and the **RIGHT** to change their babies diaper in a physically safe, sanitary and appropriate changing area. It is no secret that fathers have much fewer options when

it comes to caring for their child on their own. Fathers are often subjected to changing their babies diaper on bathroom counters which could be deemed unstable and create a safety hazard for a child without roll guards in place. An appropriate changing area should have guardrails, a concaved changing surface, and safety straps to provide a secure and stable changing area to prevent possible serious and occasionally debilitating injuries from falling from changing tables.

3. Where it is most common to have a changing table in a women's bathroom, it is not that long ago that parents may have stayed home, as changing tables were not regularly accessible, however; the availability of these changing rooms have given the opportunity for families to bring their children to restaurants, and public establishments. With the rise of families sharing in child-rearing responsibilities, the need for public facilities for fathers with infants are likely to continue to grow.

Thank you for this opportunity to submit testimony on behalf of myself, both a Mother and a University of Manoa, Masters of Social Work Candidate.

SB-821

Submitted on: 2/4/2019 4:24:38 PM

Testimony for JDC on 2/7/2019 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
chelsea pang	Individual	Support	No

Comments:

SB-821

Submitted on: 2/4/2019 7:30:59 PM

Testimony for JDC on 2/7/2019 9:00:00 AM

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

Comments:

I strongly support this bill as all families need a place to change their child's diaper. This should be accessible to all families.

SB-821

Submitted on: 2/6/2019 11:27:28 AM

Testimony for JDC on 2/7/2019 9:00:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
Bliss Kaneshiro	Individual	Support	No

Comments:

LATE



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
February 7, 2019**

Re: SB 821 Relating to Gender Equality

Good morning Chairperson Rhodes and members of the Senate Committee on Judiciary. 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 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.

Businesses are responding to the wants of the customers that patronize their establishments all the while operating on a very thin profit margin. 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 Americans with Disabilities Act standards and regulations for handicapped stalls. Adding in changes once a project has been set would add additional cost to the project.

This measure may encourage retailers to scale back renovation plans or no longer allow the public access to the restrooms. As a result we may see way less public accessible bathrooms.

Policy makers should be focusing on eliminating obstacles to business growth, job creation and economic stability and not adding additional costs that employers cannot afford.

Mahalo again for this opportunity to testify.