

**SB-2694**

Submitted on: 2/7/2022 9:48:25 AM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawaii	Support	Yes

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai'i (formerly the LGBT Caucus) Hawai'i's oldest and largest policy and political LGBTQIA+ focused organization fully supports SB 2694.

We hope you all will support this important piece of legislation.

Mahalo nui loa,

Michael Golojuch, Jr.  
Chair and SCC Representative  
Stonewall Caucus for the DPH

**SB-2694**

Submitted on: 2/9/2022 1:22:08 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Janelle Miller	Testifying for Department of Health	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

Please pass SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

Language matters. It has the power to offer the validation and acknowledgment of identities and also has the power to deny it. This is why it is so important to use gender neutral terminology in contracts. Requiring gender neutral language will reinforce the need for people to make a conscious effort to use language that is inclusive and validating for everyone — especially the LGBTQ community. Affirming and supporting people for who they are and how they identify in contracts is an integral part of creating equal space for the LGBTQ community; inclusivity within language is just as important as any other kind of inclusivity within a culture.

Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Janelle Miller



Hawai'i

Committees: Committees on Judiciary and Government Operations  
Hearing Date/Time: Friday, February 11, 2022 at 10:00 a.m.  
Place: Via Videoconference  
Re: Testimony of the ACLU of Hawai'i in Support of S.B. 2694  
Relating to State Contracts

Dear Chairs Rhoads and Moriwake, Vice Chairs and Committee Members:

The American Civil Liberties Union of Hawai'i ("ACLU of Hawai'i") writes in **support of S.B. 2694**. This bill requires requires all principal departments in the State to use gender-neutral terminology in all state contracts.

We testified in support of HB 1165 a few years ago, which ultimately became Act 148. That Act created the "X" gender option for driver's licenses. According to the Williams Institute, Hawai'i has the highest percentage of its population identifying as transgender in the nation. In 2016, the National Center for Transgender Equality released its 2nd U.S. Transgender Survey, which included the experiences of almost 28,000 respondents. Only 11% of respondents reported that *all* of their IDs had the name and gender they preferred, and 68% reported that *none* of their IDs matched the name and gender that they preferred.

Before Act 148, Hawaii's driver's licenses and state identification cards did not recognize non-binary people, who self-identify as neither male nor female, both male and female, or something else. Approximately 31% of respondents to the U.S. Transgender Survey identified as non-binary. For these individuals, neither an "M" nor an "F" gender marker accurately reflects their gender identity. Offering a third option will provide a more accurate gender designation, as well as a privacy option for those who do not wish to disclose their gender.

Similarly here, mandating the use of gender-neutral terminology in the implementation of all state contracts better reflects and respects the gender identity of all parties to these contracts. This is a welcome step forward to promoting equality and inclusivity.

Sincerely,

**Carrie Ann Shirota**

Carrie Ann Shirota  
Policy Director  
ACLU of Hawai'i

*The mission of the ACLU of Hawai'i is to protect the fundamental freedoms enshrined in the U.S. and State Constitutions. The ACLU of Hawai'i fulfills this through legislative, litigation, and public education programs statewide. The ACLU of Hawai'i is a non-partisan and private non-profit organization that provides its services at no cost to the public and does not accept government funds. The ACLU of Hawai'i has been serving Hawai'i for over 50 years.*

American Civil Liberties Union of Hawai'i  
P.O. Box 3410 Honolulu,  
Hawai'i 96801T: 808.522.5900  
F: 808.522.5909  
E: [office@acluhawaii.org](mailto:office@acluhawaii.org) [www.acluhawaii.org](http://www.acluhawaii.org)

## TESTIMONY IN SUPPORT OF SB 2694

TO: Chair Rhoads, Vice-Chair Keohokalole, & Members – Senate Committee on  
Judiciary  
Chair Moriwaki, Vice-Chair Dela Cruz, & Members – Senate Committee on  
Government Operations

FROM: Trisha Kajimura  
Deputy Director - Community

DATE: February 11, 2022 at 10:00 AM

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Hawai'i Health & Harm Reduction Center (HHRC) **supports** SB 2694 which requires state departments to use gender-neutral terminology in the implementation of all state contracts.

HHRC's mission is to *reduce harm, promote health, create wellness and fight stigma in Hawai'i and the Pacific*. We focus our efforts on those disproportionately affected by social determinants of health, including but not limited to: people living with and/or affected by HIV, hepatitis, substance use, and the transgender, LGBTQ and Native Hawaiian communities.

HHRC strives to be an inclusive, safe workplace that respects all gender identities and believes this should be required of all workplaces. Systemic discrimination, bullying, harassment and microaggressions against sexual and gender minorities are all too common. The language we use signifies our values and core beliefs. Gender-neutral language is one way to acknowledge the equality of all gender identities. This proposal will help move the state as one of the largest employers in Hawai'i into a better position to role model respect among and for all individuals.

Thank you for the opportunity to testify in support of this bill.

**SB-2694**

Submitted on: 2/4/2022 1:05:48 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Mike Golojuch, Sr.	Individual	Support	No

Comments:

I strongly support SB2694.

Mike Golojuch, Sr., Lt Col, USAF(Ret)

**SB-2694**

Submitted on: 2/7/2022 10:51:11 AM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Eileen McKee	Individual	Support	No

Comments:

Aloha,

I support the passage of SB2694.

Mahalo,

Eileen McKee

**SB-2694**

Submitted on: 2/8/2022 9:24:20 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Jessica Waia'u	Individual	Support	No

Comments:

Aloha,

LGTBQIA2S+ is an acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the countless affirmative ways in which people choose to self-identify. As a member of this expansive and inclusive community, I think that a change in language will go a long way to validate the identity of others. What may be an easy switch on a form or document could mean the world to an individual. I support SB2694 and believe it will allow for others to see within themselves the resilience and power in being your most authentic self.

Mahalo,

Jessica Waia'u

**SB-2694**

Submitted on: 2/9/2022 1:06:56 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Jen Jenkins	Individual	Support	No

Comments:

Aloha Chair Rhoads and Moriwaki, and honorable committee members,

Please pass SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

Language matters. It has the power to offer the validation and acknowledgment of identities and also has the power to deny it. This is why it is so important to use gender neutral terminology in contracts. Requiring gender neutral language will reinforce the need for people to make a conscious effort to use language that is inclusive and validating for everyone — especially the LGBTQ community. Affirming and supporting people for who they are and how they identify in contracts is an integral part of creating equal space for the LGBTQ community; inclusivity within language is just as important as any other kind of inclusivity within a culture.

Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Jen J.



**SB-2694**

Submitted on: 2/9/2022 1:22:01 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Breanna Zoey	Individual	Support	No

Comments:

Hi there! My name is Breanna Zoey, my pronouns are she/her, and I support SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

Language matters. It has the power to offer the validation and acknowledgment of identities and also has the power to deny it. This is why it is so important to use gender neutral terminology in contracts. Requiring gender neutral language will reinforce the need for people to make a conscious effort to use language that is inclusive and validating for everyone — especially the LGBTQ community. Affirming and supporting people for who they are and how they identify in contracts is an integral part of creating equal space for the LGBTQ community; inclusivity within language is just as important as any other kind of inclusivity within a culture.

Thank you for supporting inclusive LGBTQ policies.

<3 Breanna Zoey (she/her)

**SB-2694**

Submitted on: 2/9/2022 2:31:56 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Jessica Kawamura	Individual	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

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Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Jessica Kawamura

**SB-2694**

Submitted on: 2/9/2022 2:39:19 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Tami Whitney	Individual	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

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Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Tami Whitney (she/her)

**SB-2694**

Submitted on: 2/9/2022 4:01:16 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

Submitted By	Organization	Testifier Position	Remote Testimony Requested
Jeanine Nakakura	Individual	Support	No

Comments:

Aloha e Senators Misalucha, Chang, and Lee:

I have been a Hawaii resident for over 57 years. I attended public schools, the University of Hawaii, and have worked as a public school teacher since 1987.

Fairness and equity have been passions in my life. Born and raised as a female, I was often told to “be more ladylike” and learned to be quiet and not make waves. I often complied, but noticed things like girls being forced to wear dresses at graduation, the sport of football receiving far more attention than other sports at school, and being forced to use the term “Miss” or “Mrs.” while it didn’t matter for males whether they were married or not (“Mr.”).

These seemed like small things back then. However, since our teachers' union (HSTA) is 76% female, I found it odd that male-gender descriptions were used when a majority of our union is female (<https://www.hawaiipublicschools.org/Reports/Employment%20Report%2018-19.pdf>).

I noticed inconsistent usage of language as I skimmed the contract agreement for July 1, 2013 to June 30, 2017, I noticed that many pages contained gender-biased language: (I sent this in an email to HSTA 11/28/2017). Here are a couple of examples:

page 36 (section D, his, he, he, he . . .)

48 (section B, his, his, his . . .)

37 (section E, he, his, his . . .) + more

For many years, I asked HSTA (through surveys, Institute Day sessions, e-mails, meetings w/union reps, speaking personally to the HSTA President, etc. . .) to use gender-neutral language in our teacher contracts. The union leadership responded and said they would address this issue (Jan. 19, 2017 email to members):

“Protect and Support All Teachers. HSTA advocates for teachers having a safe, supporting work environment. The HSTA is proposing improved language in the following areas: . . . and changes to verbiage in the contract to reflect that majority of the unit is female.”

Until this year, none of the verbiage had changed. Union leadership said that the state did not want to change any older portions of the contract (thus the inconsistent use of gender-neutral terms). I volunteered to go through our contract to find the terms that were not equitable but again was told it was the state negotiators that did not want to change the terminology.

Therefore, I am asking for a law to ensure that all state contracts use gender-neutral terms. This way, there will be no excuse for using sexist language. To ensure equity for all genders and those who are non-conforming, we should use the proper language to ensure inclusiveness, equity, and respect.

Final note: HSTA did finally update our contract: (email from 01/14/2022):

### **"HSTA contract updated with gender-neutral language**

The 2021–23 Hawaii State Teachers Association Collective Bargaining Agreement, or contract, has been updated with gender-neutral language. Previous contracts utilized masculine pronouns in reference to gender types.

'To have so many vestigial references to 'he' and 'him' in a contract that covers a primarily female profession speaks to the outdated nature of such language,' said HSTA President Osa Tui, Jr.

The updated digital contract is available for download with the printed version to be distributed to members in the near future.'

Although the HSTA contract has now been updated, I'd like a law to ensure that all state contracts use fair and respectful language for all genders.

Mahalo,

Jeanine Nakakura

**SB-2694**

Submitted on: 2/9/2022 4:31:27 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Maddalynn Seseapasara	Individual	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

Please pass SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

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Thank you for supporting inclusive LGBTQ policies.

Sincerely

Dear Chair Rhoads and Moriwaki, and honorable committee members,

Please pass SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

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Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Maddalynn Seseapasara



**SB-2694**

Submitted on: 2/9/2022 4:34:24 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Shalani Placencia	Individual	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

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Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Shalani Placencia



**SB-2694**

Submitted on: 2/9/2022 7:21:46 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Thaddeus Pham	Individual	Support	No

Comments:

Dear JDC/GVO Chairs, Vice Chairs, and Committee Members,

I write in support of SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

Language matters. It has the power to offer the validation and acknowledgment of identities and also has the power to deny it. This is why it is so important to use gender neutral terminology in contracts. Requiring gender neutral language will reinforce the need for people to make a conscious effort to use language that is inclusive and validating for everyone — especially the LGBTQ community. Affirming and supporting people for who they are and how they identify in contracts is an integral part of creating equal space for the LGBTQ community; inclusivity within language is just as important as any other kind of inclusivity within a culture.

Thank you for supporting inclusive LGBTQ policies.

Mahalo,

Thaddeus Pham (he/him)

**SB-2694**

Submitted on: 2/10/2022 6:10:55 AM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Jessica Redford	Individual	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

Please pass SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

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Thank you for supporting inclusive LGBTQ policies.

Sincerely,

Jessica Redford



**LATE**

*Aloha for All is Good Business*

February 10, 2022

RE: STRONG SUPPORT of SB 2694: Relating to State Contracts

Dear Chair and Members of the Joint Committee,

As you are maybe aware, the Hawaii Rainbow Chamber of Commerce has as part of its mission to advocate for the LGBTQ+ population in advancing equality for all. Membership is open to all businesses, nonprofits, individuals and government agencies that share in the mission of respecting people for who they are or what pronouns they use.

At its core, SB2694 is simply a basic acknowledgement that our society has rapidly progressed to the point that we acknowledge and respect that increasingly many among us may use different pronouns or identify differently with regards to gender identity and expression than was the case in the past. This is a deeply personal core part of identity that is not up for negotiation or dismissal any more than ethnicity or age.

Rather, SB2694 gives the state a chance to catch up to reality as it is, respecting individuals, and stepping towards more respect and understanding by using gender-neutral pronouns in state contracts. This is not a big request for the state to have, but for those who identify differently and have been marginalized with each state contract, this is a large step towards the state indicating by example to all people that it respects and treats equally all members of our society.

Thank you for your consideration of our STRONG SUPPORT of SB2694.

Winston Welch  
He/Him/His  
President  
Hawaii Rainbow Chamber of Commerce

**LATE**

**SB-2694**

Submitted on: 2/10/2022 8:15:02 PM

Testimony for JDC on 2/11/2022 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Remote Testimony Requested</b>
Nikki-Ann Yee	Individual	Support	No

Comments:

Dear Chair Rhoads and Moriwaki, and honorable committee members,

Please pass SB2694, which requires all principal departments in the State to use gender-neutral terminology in all state contracts.

Language matters. It has the power to offer the validation and acknowledgment of identities and also has the power to deny it. This is why it is so important to use gender neutral terminology in contracts. Requiring gender neutral language will reinforce the need for people to make a conscious effort to use language that is inclusive and validating for everyone — especially the LGBTQ community. Affirming and supporting people for who they are and how they identify in contracts is an integral part of creating equal space for the LGBTQ community; inclusivity within language is just as important as any other kind of inclusivity within a culture.

Thank you for supporting inclusive LGBTQ policies.

Me ke aloha,

Nikki