



STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS
" A Police Organization for Police Officers Only "
Founded 1971

March 22, 2024

The Honorable Karl Rhoads, Chair
The Honorable Mike Gabbard, Vice-Chair
Senate Committee on Judiciary
Hawaii State Capitol
415 South Beretania Street
Honolulu, HI 96813

Re: **HB 2231 HD2 – Increased Diversity in Law Enforcement**

Dear Chair Rhoads, Vice-Chair Gabbard, and Honorable Committee members:

I serve as the President of the State of Hawaii Organization of Police Officers (“SHOPO”) and write to you on behalf of our Union in **support with reservations** of HB 2231 HD2. SHOPO supports the overarching goal of the bill, which is increase diversity in law enforcement and increase the employment of female law enforcement officers by 2030. However, SHOPO has reservations about this measure’s explicit requirement that law enforcement agencies recruit officers from schools of social work to achieve that goal. SHOPO has and continues to fully support critical social worker support to its officers where rehabilitative assistance, and not just law enforcement response, would be of greater benefit to those individuals. Social workers, working hand in hand with law enforcement officers, can help with de-escalation of a crisis and can assist chronically unsheltered, mentally impaired, or substance addicted persons in accessing shelter, psychiatric care, drug abuse treatment or other social services. Social workers continue to be a critical tool in tandem with law enforcement response. While the two fields sometimes do intersect, a mandate that law enforcement agencies *must* recruit from social work schools lends to the impression that the two fields are one when in reality, each one has its own unique and important role to play in addressing public safety and crisis intervention in our community.

We thank you for allowing us to be heard on this very important issue and we hope your committee will support HB 2231 HD 2 and address our reservations.

Respectfully submitted,

ROBERT “BOBBY” CAVACO
SHOPO President

RC jmo

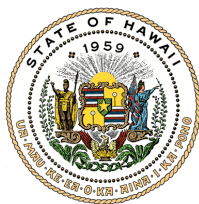
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STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LAW ENFORCEMENT
Ka 'Oihana Ho'okō Kānāwai
715 South King Street
Honolulu, Hawaii 96813

JARED K. REDULLA
Deputy Director
Law Enforcement

TESTIMONY ON HOUSE BILL 2231, HOUSE DRAFT 1
RELATING TO LAW ENFORCEMENT
Before the Senate Committee on Judiciary
Wednesday, March 27, 2024; 9:45 a.m.
State Capitol Conference Room 016, Via Videoconference
WRITTEN TESTIMONY ONLY

Chair Rhoads, Vice Chair Gabbard, and members of the Committee:

The Department of Law Enforcement (DLE) **supports**, House Bill 2231, House Draft 1.

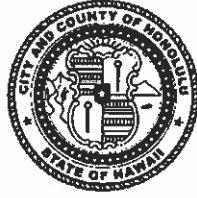
This bill seeks to establish a mechanism for law enforcement agencies in Hawaii to increase representation of women law enforcement officers in Hawaii.

Women officers have proven invaluable to law enforcement and the DLE encourages women to join the Department as law enforcement officers. To help in this area, the DLE has been exploring options to increase the number of women officers in the department and welcomes the opportunity to support this effort.

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

POLICE DEPARTMENT
KA 'OIHANA MĀKA'I O HONOLULU
CITY AND COUNTY OF HONOLULU

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DEPUTY CHIEFS
HOPE LUNA NUI MĀKA'I

OUR REFERENCE **PB-JK**

March 27, 2024

The Honorable Karl Rhoads, Chair
and Members
Committee on Judiciary
State Senate
415 South Beretania Street, Room 016
Honolulu, Hawaii 96813

Dear Chair Rhoads and Members:

SUBJECT: House Bill No. 2231, H.D. 1, Relating to Law Enforcement

I am Parker Bode, Captain of the Human Resources Division of the Honolulu Police Department (HPD), City and County of Honolulu.

The HPD supports House Bill No. 2231, H.D. 1, Relating to Law Enforcement.


The HPD is committed to increasing the representation of women officers in its ranks. Currently, women make up approximately 13 percent of officers in the HPD. Research indicates that female officers use less force (and less excessive force), are named in fewer complaints and lawsuits, and see better outcomes for crime victims, especially in sexual assault cases. The HPD is dedicated to continuing its implementation of innovative strategies to entice more women to apply to the HPD.

The Honorable Karl Rhoads, Chair
and Members
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March 27, 2024

The HPD urges you to support House Bill No. 2231, H.D. 1, Relating to Law Enforcement.

Thank you for the opportunity to testify.

Sincerely,



Parker Bode, Captain
Human Resources Division

APPROVED:



Arthur J. Logan
Chief of Police

HB-2231-HD-1

Submitted on: 3/21/2024 7:01:24 PM

Testimony for JDC on 3/27/2024 9:45:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawai'i	Support	Written Testimony Only

Comments:

Aloha Senators,

The Stonewall Caucus of the Democratic Party of Hawai'i; Hawai'i's oldest and largest policy and political LGBTQIA+ focused organization supports the intent of HB 2231 HD 1.

We believe that our police forces should reflect the population. The only issue we have with this bill is that implies that gender is binary and our own state laws via the Drivers Licenses and State IDs show that gender is not binary with the option of "X" gender markers. We are not asking for an amendment because we are certain that none of the police forces are ready for the gender spectrum, case in point is that none of the County's forms reflect the change in gender markers.

We hope you all will support this important piece of legislation and in the future we all can figure out a way for the police departments to be educated and trained on the gender spectrum so our police force can reflect the diversity of our community.

Mahalo nui loa,
Michael Golojuch, Jr. (he/him)
Chair and SCC Representative
Stonewall Caucus for the DPH



Committee: Judiciary
Hearing Date/Time: Wednesday, March 27, 2024, at 9:45 AM
Place: Conference Room 016 & Via Videoconference
Re: **Testimony of the ACLU of Hawai'i in SUPPORT of H.B. 2231, H.D.1 Relating to Law Enforcement.**

Dear Chair Rhoads, Vice Chair Gabbard, and Members of the Committee:

The ACLU of Hawai'i **supports H.B. 2231 H.D.1** which establishes as a goal increased representation of female law enforcement officers in the State by recruiting law enforcement officers from diverse backgrounds by 2030.

According to the Bureau of Justice Statistics,¹ the national average for sworn women police officers in county and city departments is approximately 13%, while state police organizations struggle to maintain half that number. Police agencies have made little progress in increasing this number since the mid-1980s, especially regarding women in command positions.²

This is a good governance measure and a small step towards reducing force and enhancing accountability within law enforcement.

The reality is that law enforcement officers have de facto power to stop anyone, at any time, for any reason, and that these encounters can result in injury or death.

The following data points highlight the benefits of increased representation of female law enforcement officers:

- **Female law enforcement officers use less force and less excessive force.**³
- Female law enforcement officers are also named in fewer complaints and lawsuits, thereby reducing costs to taxpayers.⁴
- Female law enforcement officers are perceived by communities as being more honest and compassionate.⁵

¹ Lynn Langton, [Women in Law Enforcement, 1987-2008](#), Crime Data Brief, Washington, DC: U.S. Department of Justice, Bureau of Justice Statistics, 2010.

² Shelley S. Hyland and Elizabeth Davis, [Local Police Departments, 2016: Personnel](#), Washington DC: U.S. Department of Justice, Bureau of Justice Statistics, 2016; and Langton, [Women in Law Enforcement, 1987-2008](#).

³ <https://30x30initiative.org/>

⁴ Id.

⁵ Id.

- Female law enforcement officers see better outcomes for crime victims, especially in sexual assault cases.⁶
- Female law enforcement officers make fewer discretionary arrests, especially of non-white residents.⁷

Reimagining Public Safety includes investing in housing, education and economic opportunities in communities that have been historically overpoliced and underserved, and alternatives crisis response systems.

Reimagining Public Safety also encompasses freedom from law enforcement misconduct. Given consistent research that female law enforcement officers are less likely to use force and excessive force, we support efforts to increase recruitment and retention of female law enforcement as a harm reduction strategy.

Thank you for considering our testimony in support of **H.B. 2331 H.D.1.**

Sincerely,

Carrie Ann Shirota

Carrie Ann Shirota
Policy Director
ACLU of Hawai'i
cshirota@acluhawaii.org

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.

⁶ <https://30x30initiative.org/>

⁷ Id.

HAWAI‘I SENATE COMMITTEE ON JUDICIARY

HEARING:

Public Hearing on House Bill 2231 H.D. 1, March 27, 2024

DATE OF TESTIMONY:

March 26, 2024

TESTIMONY OF THE POLICING PROJECT AT NYU SCHOOL OF LAW IN SUPPORT OF H.B. 2231 H.D. 1

Dear Chair Rhoads, Vice Chair Gabbard, and Members of the Senate Committee on Judiciary:

The Policing Project is an organization dedicated to ensuring democratic accountability in policing by giving communities and their elected representatives a voice in how law enforcement agencies operate. We believe that by democratically setting expectations *before* police act, instead of *after* something has gone wrong, we can achieve meaningful public safety for all people.

A wide body of research demonstrates that one of the most effective things a law enforcement agency can do to proactively achieve effective and equitable policing is to hire more officers who are women and members of other underrepresented groups. Knowing this, the Policing Project helped found the [30x30 Initiative](#), a coalition of police leaders, researchers, and professional organizations whose ultimate goal is to increase the representation of women in police, recruit classes to 30% by 2030, and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers.

H.B. 2331 establishes a statewide goal of increasing the representation of women officers in law enforcement agencies to 30% by 2030 by requiring law enforcement agencies to recruit officers from diverse backgrounds. This bill would advance the important goals of the 30x30 Initiative and allow the people of Hawai‘i to reap the numerous benefits of a diverse police force. The Policing Project is grateful to this committee for hearing H.B. 2231 and submits this testimony in support of the bill, with one suggested amendment.

Increasing Recruitment and Retention of Women Officers Has Numerous Benefits

Study after study details how a diverse workforce is critical to the effectiveness of law enforcement agencies and the safety of policed communities. Women officers use [less force](#), including [less excessive force](#). They are named in [fewer complaints](#) and [lawsuits](#). Communities perceive women officers as being [more honest](#) and [compassionate](#). Cases worked by women officers have better [outcomes](#) for [crime victims](#). And women officers make [fewer discretionary arrests](#), especially of

[BIPOC community members](#). Despite this, women make up [only 12% of the police force](#) in the U.S., and just 3% of police leadership.

Not only does increasing female representation on police forces improve public safety, it is also an excellent strategy to combat the current national staffing shortage and hiring crisis in policing, which is also [impacting Hawai'i](#). Police researchers have identified that attracting a broader range of candidates, instead of traditional recruits, is an effective way to [increase police staffing](#). Indeed, the Honolulu Police Department has identified the [importance of reaching female candidates](#) as a solution to persistent vacancies. The federal Department of Justice recommends hiring more women and people from underrepresented groups as part of recruitment and retention [best practices](#).

A Slight Amendment Would More Effectively Achieve the Goals of This Bill

The Policing Project applauds the ambition of H.B. 2331's goal of 30% female officers in each law enforcement agency in the state by 2030. While this level of increased representation is a worthwhile and necessary long-term goal, the relatively low percentage of women currently serving at Hawai'i's law enforcement agencies¹ could make this an unreachable goal by 2030, given the amount of turnover of existing staff it would require. Instead, the Policing Project recommends that an achievable, but still ambitious, goal for the next 6 years is to achieve 30% women in recruit classes by 2030. In our experience, aiming for diversity in recruit classes hits the sweet spot of advancing meaningful gender diversity while recognizing the challenges of rapidly achieving gender parity in a workforce that is currently extremely lopsided. Note that even though we believe that workforce composition is not the right metric to strive for by 2030, the bill's language establishing benchmarks as of January 1, 2023 is still valuable information in achieving a more diverse workforce.

Conclusion

By enacting H.B. 2231, especially with our recommended amendment, Hawai'i's law enforcement agencies would be working towards widely-accepted best practices on female representation in law enforcement. Increasing gender diversity is not just a laudable goal in itself, but a practice that both improves recruitment and retention in the current moment of police staffing shortages and also helps build a police force that better meets the needs of Hawai'i's communities. H.B. 2331 would improve public safety in Hawai'i and the Policing Project urges this Committee to consider our proposed amendment and to support this bill.

¹ In November 2023, women officers made up [13% of sworn officers](#) in Honolulu Police Department, 9% of sworn officers on the Big Island and Maui, and 7% of sworn officers on Kauai.

HB-2231-HD-1

Submitted on: 3/21/2024 8:18:01 PM

Testimony for JDC on 3/27/2024 9:45:00 AM

Submitted By	Organization	Testifier Position	Testify
Mike Golojuch, Sr.	Individual	Support	Written Testimony Only

Comments:

I support HB2231. Please pass this bill.

Mike Golojuch, Sr.