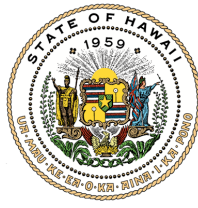


JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



JORDAN LOWE
DIRECTOR

MICHAEL VINCENT
Deputy Director
Administration

JARED K. REDULLA
Deputy Director
Law Enforcement

SYLVIA LUKE
LT GOVERNOR
KE KE'ENA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LAW ENFORCEMENT

Ka 'Oihana Ho'okō Kānāwai

715 South King Street
Honolulu, Hawaii 96813

TESTIMONY ON HOUSE BILL 2231, HOUSE DRAFT 1
RELATING TO LAW ENFORCEMENT

Before the Senate Committee on
Public Safety and Intergovernmental and Military Affairs
Monday, March 11, 2024; 3:00 p.m.
State Capitol Conference Room 225, Via Videoconference
Testifier: Jordan Lowe or Michael Vincent

Chair Wakai, Vice Chair Elefante, and members of the Committee:

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

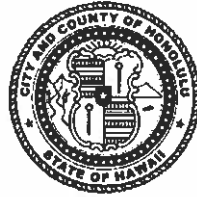
This bill seeks to establish a mechanism for law enforcement agencies in Hawaii to increase representation of women law enforcement officers in Hawaii.

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

801 SOUTH BERETANIA STREET • HONOLULU, HAWAII 96813
TELEPHONE: (808) 529-3111 • WEBSITE: www.honoluluupd.org



RICK BLANGIARDI
MAYOR
MEIA

ARTHUR J. LOGAN
CHIEF
KAHU MĀKA'I

KEITH K. HORIKAWA
RADE K. VANIC
DEPUTY CHIEFS
HOPE LUNA NUI MĀKA'I

OUR REFERENCE **PB-JK**

March 11, 2024

The Honorable Glenn Wakai, Chair
and Members
Committee on Public Safety and
Intergovernmental and Military Affairs
State Senate
415 South Beretania Street, Room 225
Honolulu, Hawai'i 96813

Dear Chair Wakai 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.

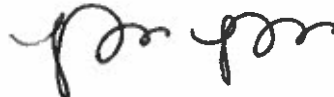
The HPD is committed to increasing the representation of women officers in its ranks. Currently, women make up approximately 13 percent of officers in the HPD. Research indicates that female officers use less force (and less excessive force), are named in fewer complaints and lawsuits, and see better 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 Glenn Wakai, Chair
and Members
Page 2
March 11, 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

SHOPO



STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS

" A Police Organization for Police Officers Only "
Founded 1971

LATE

March 8, 2024

The Honorable Glenn Wakai, Chair
The Honorable Brandon J.C. Elefante, Vice-Chair
Senate Committee on Public Safety and Intergovernmental & Military Affairs
Hawaii State Capitol, Rooms 407, 217
415 South Beretania Street
Honolulu, HI 96813

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

Dear Chair Wakai, Vice-Chair Elefante, 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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1717 Hoe Street
Honolulu, Hawaii 96819-3125
Tel: (808) 847-4676 "84 SHOPO"
www.shopohawaii.org Fax: (808) 841-4818

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Maui Chapter Office
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Wailuku, Hawaii 96793-1253
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Fax: (808) 242-9519

HB-2231-HD-1

Submitted on: 3/8/2024 8:18:45 PM

Testimony for PSM on 3/11/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch Jr	Testifying for Stonewall Caucus of the Democratic Party of Hawai'i	Support	Remotely Via Zoom

Comments:

Aloha Representatives,

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 they can reflect diversity of our community.

Mahalo nui loa,

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



LATE

Committee: Public Safety and Intergovernmental and Military Affairs
Hearing Date/Time: Monday, March 11, 2024, at 3:00pm
Place: Conference Room 225 & Via Videoconference
Re: **Testimony of the ACLU of Hawai'i in SUPPORT of HB 2231, H.D.1 Relating to Law Enforcement.**

Dear Chair Wakai, Vice Chair Elefante, 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.

HB-2231-HD-1

Submitted on: 3/10/2024 6:38:10 AM

Testimony for PSM on 3/11/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch	Testifying for Rainbow Family 808	Support	Written Testimony Only

Comments:

Rainbow Family 808 supports HB2231. Please pass this bill.

Mike Golojuch, Sr., Secretary/Board Member

HB-2231-HD-1

Submitted on: 3/10/2024 9:58:07 AM

Testimony for PSM on 3/11/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Alika Valdez	Individual	Support	Written Testimony Only

Comments:

I support this agenda.

HB-2231-HD-1

Submitted on: 3/10/2024 2:42:03 PM

Testimony for PSM on 3/11/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Glen Kagamida	Individual	Oppose	Written Testimony Only

Comments:

Only recruits who can meet or exceed the standards to become a law enforcement officer should be allowed to become one.

To establish a goal of 30%, or any amount, of any group is to establish a quota system and is reverse discrimination.

Unnecessary injuries and/or deaths could occur to victims, perpetrators bystanders and even the officers.

STRONGLY OPPOSE!

LATE

HB-2231-HD-1

Submitted on: 3/11/2024 9:53:11 AM

Testimony for PSM on 3/11/2024 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Andrew Crossland	Individual	Oppose	Written Testimony Only

Comments:

Hiring and recruitment should be based on QUALIFICATIONS, not arbitrary diversity quotas. I **oppose** this Bill and urge all committee members to vote NO.