



Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission

Advocating for the Hawai'i LGBTQIA+ Community



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March 31, 2025

House's Committee on Judiciary and Hawaiian Affairs
Hawai'i State Capitol
415 South Beretania Street
Honolulu, HI 96813

Hearing: Tuesday, April 1, 2025

RE: **Strong Support for House Concurrent Resolution 100**

Aloha Chair Tarnas, Vice Chair Poepoe, and committee members,

I am writing in strong support of House Concurrent Resolution 107 on behalf of the Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Commission, which was established by the 2022 Hawai'i State Legislature with the following purpose:

"...to improve the State's interface with members of the lesbian, gay, bisexual, transgender, queer, plus community; identify the short- and long-range needs of its members; and ensure that there is an effective means of researching, planning, and advocating for the equity of this population in all aspects of state government."

The Hawai'i State LGBTQ+ Commission submits this testimony in **strong support** of **House Concurrent Resolution 100 (HCR 100)**, which requests that the State of Hawai'i require any individual or group administering mandatory harassment and discrimination training to employees demonstrate **adequate competency in LGBTQ+ identity and culturally specific gender identity relevant to Hawai'i**.

Discrimination and harassment continue to be significant concerns for LGBTQIA+ employees across multiple sectors in Hawai'i. While state-mandated harassment and discrimination prevention training is a positive step toward fostering safe and inclusive workplaces, **generic, one-size-fits-all training programs fail to account for the unique experiences and challenges faced by LGBTQIA+ individuals, especially those within our diverse and culturally rich communities.**

Cultural Competency Matters

Hawai'i's LGBTQIA+ community reflects a unique intersection of identities, including the māhū, queer, transgender, nonbinary, and intersex identities that have existed in these islands for generations. To be effective, harassment and discrimination training must be **grounded in a deep understanding of these diverse identities and cultural contexts**. Competency in culturally specific gender identities and the lived experiences of LGBTQIA+ individuals ensures

Proudly established pursuant to Hawai'i Revised Statutes Chapter 369, as enacted through Act 41, Session Laws of Hawai'i 2022

HI State LGBTQ+ Commission Testimony in Strong Support of HCR 100

that trainers can accurately address implicit biases, promote inclusive language, and offer practical solutions to prevent discrimination and harassment in the workplace.

Lack of Competency is Harmful

Without requiring demonstrated competency in LGBTQIA+ identities, harassment and discrimination training risks perpetuating harm by providing **incomplete, inaccurate, or even harmful information**. Employees may leave these sessions with misconceptions, contributing to a workplace culture where microaggressions, exclusion, and discrimination persist. Further, failing to acknowledge the rich cultural legacy of Hawai'i's māhū and other indigenous identities reinforces systemic erasure and marginalization.

Ensuring Accountability and Efficacy

HCR 100 rightly recognizes that any individual or group tasked with administering mandatory training must **demonstrate adequate competency in LGBTQ+ identities and culturally specific gender identities**. This ensures that the training provided is not only factually correct but also reflects Hawai'i's values of inclusion, respect, and cultural awareness. By establishing this requirement, Hawai'i can lead by example and create workplaces where all employees, regardless of their identity, feel safe, valued, and respected.

Call for Action

The Hawai'i State LGBTQ+ Commission strongly urges this Committee to **pass HCR 100** and take this necessary step toward ensuring that the training provided to Hawai'i's workforce reflects the diversity and vibrancy of our communities. We also encourage ongoing oversight and evaluation to ensure that training providers maintain high standards of cultural competency and relevance.

Should you or any member of your staff have any questions regarding this testimony you can reach the Hawai'i State LGBTQ+ Commission at hawaiistatelgbtqpluscommission@gmail.com.

Mahalo nui loa for the opportunity to testify in strong support of this measure.

Michael Golojuch, Jr. (he/him)

Vice Chair

[Hawai'i State LGBTQ+ Commission](#)



HAWAI‘I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KĪWILA O HAWAI‘I

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 586-8692

Tuesday, April 1, 2025

2:00 p.m.

Conference Room 325 & Videoconference
State Capitol, 415 South Beretania Street

To:

COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS

Rep. David A. Tarnas, Chair

Rep. Mahina Poepoe, Vice Chair

From: Dr. William J. Puette, Chair

and Commissioners of the Hawai‘i Civil Rights Commission

Re: HCR 100 Relating to Training; LGBTQ+; Culturally Specific Gender Identities

The Hawai‘i Civil Rights Commission (HCRC) has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment, housing, public accommodations, and access to state and state funded services. The HCRC carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5.

Now more than ever, it is vital that state employees and the public at large understand that sexual orientation, gender identity, and gender expression have been and continue to be protected categories under the state’s non-discrimination laws. The HCRC supports this resolution which aims at not only reducing the structural and societal stigmas that persist, but also at empowering the residents of Hawai‘i to understand the traditional cultural values that are specific to Hawai‘i and to create a more inclusive environment. Thus, HCRC supports HCR 100 as it is in line with HCRC’s mission to eliminate discrimination by protecting civil rights and promotion of diversity through enforcement of anti-discrimination laws and education.

HCR-100

Submitted on: 3/31/2025 9:42:08 AM

Testimony for JHA on 4/1/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Pride at Work – Hawai‘i	Pride at Work – Hawai‘i	Support	Remotely Via Zoom

Comments:

Aloha Representatives,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports House Concurrent Resolution 100.

We ask that you support this needed resolution.

Mahalo,

[Pride at Work – Hawai‘i](#)

HCR-100

Submitted on: 3/28/2025 11:56:12 PM

Testimony for JHA on 4/1/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
B.A. McClintock	Individual	Support	Written Testimony Only

Comments:

Please support this important bill. Mahalo.

HCR-100

Submitted on: 3/30/2025 2:52:47 PM

Testimony for JHA on 4/1/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Anthony Makana Paris	Individual	Support	Written Testimony Only

Comments:

Testimony in Support of HR96/HCR100

Aloha Chair Tarnas, Vice Chair Poepoe, and Honorable Members of the Hawaii State House Committee on Judiciary and Hawaiian Affairs,

I am writing to express my support for the resolution that aims to enhance the mandatory training programs for state employees to include best practices for understanding and respecting LGBTQ+ identities and culturally specific gender identities, such as māhū.

As noted in the resolution, 5.1 percent of Hawaii's adult population, approximately 56,900 adults, identify as part of the LGBT community. I believe that educating state employees on LGBTQ+ best practices can help create a more inclusive environment, attract a diverse range of qualified candidates, and improve relations with the community.

I urge the Committee to support this resolution, which requests that the State of Hawaii require training administrators to demonstrate adequate competency in LGBTQ+ identity and culturally specific gender identity relevant to Hawaii. This will help create a more inclusive and respectful workplace culture that values diversity and promotes equality for all.

Mahalo.

Me ke aloha,

Anthony Makana Paris

Kapolei, Hawaii

HCR-100

Submitted on: 3/31/2025 10:01:06 PM

Testimony for JHA on 4/1/2025 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Cheryl Rzonca	Individual	Oppose	Written Testimony Only

Comments:

Vote no on HR96! Discrimination is discrimination. There is no need to designate special classes. It also goes against the President's order declaring there are only 2 genders. Another ridiculous unnecessary measure.