



HAWAI‘I CIVIL RIGHTS COMMISSION

KOMIKINA PONO KĪWILA O HAWAI‘I

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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.

HR-96

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.

HR-96

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

HR-96

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.