



# Honolulu County Committee On the Status of Women

CITY AND COUNTY OF HONOLULU

Katherine "K.D." Chavez, Chair

Beverly Munson, Vice Chair

Dr. Diane Paloma, Vice Chair

Kathleen Algire-Fedarcyk, Member

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Keali'i Lopez, Member

Dr. Reni Soon, Member

## **Strategic Plan Priority Focus Areas July 1, 2019 – June 30, 2020**

## **Background**

At its March 5, 2019 meeting, the Honolulu County Committee on the Status of Women (the Committee) identified five “Priority Focus Areas” for its work during the 2019-2020 Fiscal Year (July 1, 2019 – June 30, 2020). These are:

- Sex Trafficking in Honolulu County
- Specialized Training for First Responders Assisting Women Victims of Domestic Violence, Sexual Assault, and Sex Trafficking
- Impact of Homelessness on Women in Honolulu County
- Women’s Economic Security & the Gender Pay Gap in Honolulu County
- Missing & Murdered Indigenous Women in Honolulu County

The Committee’s May 29, 2019 meeting included its Annual Strategic Planning Retreat (the Retreat). During the Retreat segment of the meeting, the Committee discussed the following questions as relevant to each of the above issues:

- What are the specific concerns regarding this issue in Honolulu County?
- What impact does each issue have on girls and women in Honolulu County?
- What County Departments, Agencies, and Community Organizations are already working on this issue?
- How can the Committee contribute to addressing this issue?
- Ideas for the Committee’s involvement regarding this issue.
- What expertise and/or experience do current Committee members have regarding this issue?
- Who are community members who have expertise or experience regarding this issue?

Members present at the Retreat collaborated to answer these questions, and absent members were given an opportunity to make additional comments via email through the Department of Community Services’ Division of Grants Management. The discussion of these priority focus areas continued at the Committee’s July 1, 2019 regular meeting. The following pages summarize notes taken during these collaborative sessions.

These notes provide the foundation upon which the Committee will begin its work on the Priority Focus Areas during the 2019-2020 Fiscal year. This is a “living” document that is subject to revision and change as each sub-committee conducts research, collaborates with other organizations/County Departments, and makes recommendations to the full Honolulu County Committee on the Status of Women.

## Sex Trafficking

<p><b>What are the issues/concerns related to sex trafficking's impact on women &amp; girls in Honolulu County?</b></p>	<p><b>Prevention:</b> There is a “community awareness” deficit. The public is not well-informed about:</p> <ul style="list-style-type: none"> <li>• The difference between sex trafficking and voluntary engagement in the sex trade industry</li> <li>• The magnitude of sex trafficking in Honolulu County</li> <li>• The vulnerability of girls and teens for becoming victims of sex trafficking</li> <li>• How parents can protect their children from becoming sex trafficking victims</li> <li>• Resources available to victims and their families</li> </ul> <p><b>Victim Recovery &amp; Restoration:</b></p> <ul style="list-style-type: none"> <li>• Sex trafficking victims are often criminalized or ostracized by society instead of being treated for their trauma.</li> <li>• The rescue and restoration of victims of sex trafficking and their families (when applicable) is in the beginning stages and could be improved, thus this issue needs greater attention.</li> <li>• The emotional impact of sex trafficking on victims is a just beginning to be understood; there is much to learn to continuously improve services to victims.</li> <li>• The developmental impact of sex trafficking on child/teen victims – how much is understood, and how effective is service delivery to such victims in Honolulu?</li> <li>• The impact on future economic security for sex trafficking victims – how much about this is understood and what levels of assistance are available to support economic security for victims?</li> </ul> <p><b>Response &amp; Treatment:</b></p> <ul style="list-style-type: none"> <li>• What is the availability and affordability of holistic treatment (medical &amp; mental health treatment) of sex trafficking victims and their families to effectively address the effects of sex trafficking?</li> <li>• Intersectionality of agencies/organizations addressing sex trafficking in Honolulu (needs to be better organized or publicized) – need to identify all resources for intersecting agencies/organizations.</li> <li>• Improve coordination with other organizations serving children &amp; families (e.g. schools, children’s services, non-profits) to improve data sharing, sharing of successes and failures, and improve service &amp; community education delivery.</li> </ul>
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<b>Agencies/Organizations already working on this issue?</b>	<ul style="list-style-type: none"> <li>• Hawai‘i State Commission on the Status of Women</li> <li>• Ho‘ōla Nā Pua, Jessica Munoz, Founder &amp; President</li> <li>• Susannah Wesley Community Center (SWCC) Trafficking Victim Assistance Program – Joni Chun, Executive Director</li> <li>• Hale Kipa – Punky Pleton-Cross, CEO</li> <li>• Faith Communities (need to research)</li> <li>• Parents and Children Together</li> <li>• Kokua Kalihi Valley Comprehensive Family Services (KKV)</li> <li>• Hawai‘i Health &amp; Harm Reduction Center (HHHRC) – Heather Lusk, Executive Director</li> <li>• Planned Parenthood</li> <li>• Amy Monk</li> <li>• Residential Youth Services &amp; Empowerment (RYSE) -- Carla Houser, Executive Director</li> <li>• Women in Need (WIN) – Mary Scott-Lau, Executive Director</li> <li>• Domestic Violence Action Center (DVAC) – Cristina Arias, V.P. of Survivor Advocacy</li> <li>• Halekipa Youth Services Directory</li> <li>• Pacific Survivor Center, Sarah Hipp &amp; Gwyneth Claughton</li> <li>• Ola Hou Clinic</li> <li>• Sex Trafficking Outreach Prevention Program (STOPP) – Pacific Survivor Center</li> <li>• Pacific Gateway Center – Dr. Tin Myaing Thein, Executive Director</li> </ul>
<b>How can HCCSW contribute to addressing this issue?</b>	<ul style="list-style-type: none"> <li>• Public Service Announcement campaign to educate the public</li> <li>• Partnership/sponsorship for expansion of existing programs</li> <li>• Flier with resources distributed/posted throughout the County</li> <li>• Ads on TheBus to educate community</li> <li>• Ads on TheBus to advertise resources for victims</li> <li>• Unified inter-agency/organization ad campaign to raise awareness</li> </ul>
<b>HCCSW member expertise on this issue?</b>	<ul style="list-style-type: none"> <li>• Reni Soon, M.D.</li> <li>• Kathleen Algire-Fedarczyk</li> </ul>
<b>Community member expertise on this issue identified by community members.</b>	<ul style="list-style-type: none"> <li>• See individuals listed above with organizations &amp; agencies working with sex trafficking victims and their families</li> <li>• Grantees from City and County Department of Community Services and State Office of Community Services</li> </ul>
<b>Other areas to explore regarding this issue</b>	<ul style="list-style-type: none"> <li>• Legislative needs</li> <li>• Research what is already being done in Honolulu; identify what needs attention; explore ways that the Committee can help without duplicating effort</li> <li>• Look at successful models (e.g., New Zealand’s decriminalization of prostitution)</li> </ul>
<b>Sub-Committee for this Focus Area</b>	<p>K.D. Chavez Beverly Munson</p>

## First Responder Training: Domestic Violence, Sexual Assault, & Sex Trafficking

<p><b>What are the issues/concerns related to First Responder Training’s impact on women &amp; girls in Honolulu County?</b></p>	<p>Studies (e.g. State CSW’s Sex Trafficking Study) and work of some of the Committee’s members indicate that there is a need for First Responder (EMT, Emergency Room Staff, Primary Care Clinic) training to deepen sensitivity to the victims of domestic violence, sexual assault, and sex trafficking. Anecdotal experiences of some Committee members indicate that victims can end up becoming criminalized as a result of First Responders’ difficulty in identifying a victim versus a woman voluntarily engaged in the sex trade.</p> <p>Training needs are also indicated to help First Responders develop skills to recognize such victims who are seeking assistance from them, and to improve transfer of a victim from First Responders to the appropriate service providers specializing in the treatment of domestic violence, sexual assault, and sex trafficking.</p> <p>The Committee is concerned that women may not be getting the treatment/intervention needed due to an information/training gap for First Responders. Areas of concern are:</p> <ul style="list-style-type: none"> <li>• First Responder understanding of what domestic violence, sexual assault, and sex trafficking “looks like” – how to recognize signs &amp; signals present but not articulated by victims;</li> <li>• Expanding the comfort zone of First Responders so that they can more effectively interact with such victims and provide them good information about services available in a discreet manner that protects the victim from retaliation by their abuser;</li> <li>• Expanding First Responder skills to ensure a seamless and smooth transition (hand-off) from the First Responder to the appropriate service provider agency; and,</li> <li>• Training and tools to facilitate smooth and seamless transition through a chain of multiple providers (e.g., EMT to Emergency Room; Emergency Room to Safe Housing; Safe Housing to Protective Services/Counseling, etc.).</li> </ul>
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<b>Agencies/Organizations already working on this issue?</b>	<ul style="list-style-type: none"> <li>• Hospitals</li> <li>• County Agencies</li> <li>• Futures Without Violence</li> <li>• Domestic Violence Action Center</li> <li>• Grants such as the Queen's Hospital Grant (example given by Dr. Diane Paloma)</li> <li>• Planned Parenthood</li> <li>• Safe Haven</li> <li>• Agencies list under "Sex Trafficking" subject notes</li> </ul>
<b>How can HCCSW contribute to addressing this issue?</b>	<ul style="list-style-type: none"> <li>• Conduct research study to determine level of training already provided to Honolulu County First Responders;</li> <li>• Work with service providers to identify training needs;</li> <li>• Work with First Responder agencies to identify training needs;</li> <li>• Identify training resources to meet identified needs;</li> <li>• Fund the development of a comprehensive "one-stop" resource for First Responders to use when assisting victims of sexual assault, domestic violence, and/or sex trafficking;</li> <li>• Provide funding for training development and delivery; and,</li> <li>• Host "Talk Story" or other information-sharing event bringing First Responders and agencies/organizations together.</li> </ul>
<b>HCCSW member expertise on this issue?</b>	<ul style="list-style-type: none"> <li>• Reni Soon, M.D.</li> <li>• Kathleen Algire-Fedarcy</li> </ul>
<b>Community member expertise on this issue identified by community members.</b>	<ul style="list-style-type: none"> <li>• Reni Soon, M.D.</li> <li>• Lt. Governor Josh Green</li> <li>• Emergency Responder Departments &amp; Agencies</li> <li>• Military Investigators</li> <li>• Futures Without Violence</li> <li>• Domestic Violence Action Center (DVAC)</li> <li>• Queen's Hospital</li> <li>• Kaiser Health</li> <li>• Planned Parenthood</li> <li>• Safe Haven</li> <li>• Agencies &amp; individuals listed under the "Sex Trafficking" notes</li> </ul>

<b>Other areas to explore regarding this issue</b>	<ul style="list-style-type: none"> <li>• What is already being done?</li> <li>• What is proving effective?</li> <li>• What training gaps exist?</li> <li>• What services does each agency/organization provide, and what is outside each agency/organization's scope of work?</li> </ul>
<b>Sub-Committee for this Focus Area</b>	Kathleen Algire-Fedarczyk Dr. Reni Soon

## Homelessness/House-lessness: Women & Girls of Honolulu County

<p><b>What are the issues/concerns related to homelessness/houselessness' impact on girls &amp; women in Honolulu County?</b></p>	<ul style="list-style-type: none"> <li>• Affordable housing access</li> <li>• Safe haven shelters/transitional housing availability</li> <li>• Accessibility of healthcare to homeless women</li> <li>• Accessibility of contraceptives to homeless women</li> <li>• Solutions that available are often temporary or unsustainable</li> <li>• The criminalization of being homeless</li> <li>• The social ostracization of being homeless</li> <li>• Vulnerability to violence and/or sexual assault</li> <li>• Vulnerability to sex trafficking by “boyfriends” who offer protection from street violence</li> <li>• Vulnerability to substance abuse</li> <li>• Accessibility of mental/behavioral health treatment</li> <li>• Access to City &amp; County agencies</li> </ul>
<p><b>Agencies/Organizations already working on this issue?</b></p>	<ul style="list-style-type: none"> <li>• Waikiki Health (Deja Ostrowski)</li> <li>• HONU Project</li> <li>• Safe Haven</li> <li>• HSCW – Women &amp; Housing</li> <li>• Hawai‘i Appleseed Center</li> <li>• Hawai‘i Health &amp; Harm Reduction Center (HHRC)</li> <li>• Honolulu Police Department</li> <li>• Chinatown Outreach</li> <li>• Institute for Human Services (IHS)</li> </ul>
<p><b>How can HCCSW contribute to addressing this issue?</b></p>	<ul style="list-style-type: none"> <li>• Sponsor impact analysis on proposed ordinances on housing</li> <li>• Sponsor initiatives to support/improve intersectionality of agencies/organizations who work on this issue</li> </ul>
<p><b>HCCSW member expertise on this issue?</b></p>	<ul style="list-style-type: none"> <li>• Kathleen Algire-Fedarczyk</li> <li>• K.D. Chavez</li> </ul>
<p><b>Community member expertise on this issue identified by community members.</b></p>	<ul style="list-style-type: none"> <li>• Lt. Gov. Josh Green</li> <li>• Deja Ostrowski</li> </ul>
<p><b>Sub-Committee for this Focus Area</b></p>	<p>Kathleen Algire-Fedarczyk</p>

## Economic Security & Gender Wage Gap

<p><b>What are the issues/concerns related to economic security &amp; the gender wage gap's impact on the women &amp; girls of Honolulu County?</b></p>	<ul style="list-style-type: none"> <li>• Across all races and professions in America, women on average earn 20% less than their male peers doing the same or substantially similar work. The gap is even greater for non-white women. This translates to lost wages over a 40-year career of somewhere between \$418,000 to over \$1 million, depending on a woman's race.</li> <li>• The income wage gap not only affects a woman's ability to support her family, but also affects her retirement income, so has lifelong impact.</li> <li>• The gender wage gap makes achieving economic security more difficult for women.</li> <li>• The gender wage gap adds additional challenges to a woman's ability to care for her family.</li> <li>• There is historical bias and barriers that continue to perpetuate the gender pay gap.</li> </ul>
<p><b>Agencies/Organizations already working on this issue?</b></p>	<ul style="list-style-type: none"> <li>• American Association of University Women (AAUW) at both the National and local level</li> <li>• State Commission on the Status of Women (public policy advocacy)</li> <li>• Women's Coalition (public policy advocacy)</li> <li>• Wahine Forum</li> </ul>
<p><b>How can HCCSW contribute to addressing this issue?</b></p>	<ul style="list-style-type: none"> <li>• Promote the elimination of gender pay discrepancies within County government agencies</li> <li>• Request data (UIPA Honolulu County Workers Pay)</li> <li>• Seek Mayor's and City Council's commitment to resolve any county worker gender pay differences</li> <li>• Educating men on how the gender pay gap adversely affects them and develop male alliances to support efforts to end the gender pay gap in Honolulu County</li> <li>• Seeking a Mayoral or Council Resolution committing to equal pay practices within City/County government</li> <li>• Develop private sector alliances to promote pay equity in the private sector</li> </ul>
<p><b>HCCSW member expertise on this issue?</b></p>	<ul style="list-style-type: none"> <li>• Beverly Munson</li> </ul>
<p><b>Community member expertise on this issue identified by community members.</b></p>	<ul style="list-style-type: none"> <li>• AAUW – Work Smart Salary Negotiation Training Team</li> </ul>
<p><b>Sub-Committee for this Focus Area</b></p>	<p>Rochelle Gregson Dr. Diane Paloma</p>

## Missing & Murdered Indigenous Women in Honolulu County

<b>What are the issues/concerns related to missing &amp; murdered indigenous women or girls in Honolulu County?</b>	According to the Urban Indian Health Institute, Hawai‘i has the 8 <sup>th</sup> highest per capita number of missing and murdered indigenous women in the United States. This is an issue the public is largely unaware of, and accordingly does not get attention that can lead to effective interventions to reduce the number of women affected.
<b>Agencies/Organizations already working on this issue?</b>	<ul style="list-style-type: none"> <li>• Hawai‘i State Department of Health</li> <li>• National Indigenous Women’s Resource Center</li> <li>• Asian &amp; Pacific Island Institute on Domestic Violence</li> <li>• Urban Indian Health Institute – Adrian Rodrigues, Scientific Research Director</li> </ul>
<b>How can HCCSW contribute to addressing this issue?</b>	<ul style="list-style-type: none"> <li>• Raise public awareness through Public Service Announcements</li> <li>• Raise public awareness through “ads” on buses with number to call to report information</li> <li>• Raise public awareness through Mayor’s Proclamation MMIW Day</li> <li>• Funding a study that focuses specifically on the issue in Hawai‘i</li> <li>• Support study recommendations</li> <li>• Provide a platform of leaders working on issue to improve intersectionality and public awareness</li> </ul>
<b>HCCSW member expertise on this issue?</b>	K.D. Chavez
<b>Community member expertise on this issue identified by community members.</b>	<ul style="list-style-type: none"> <li>• Kumu Hina</li> <li>• We Are Oceania</li> <li>• Pua Case</li> <li>• Reni A‘ia‘i Bello</li> </ul>
<b>Sub-Committee for this Focus Area</b>	K.D. Chavez