



HAWAI'I CIVIL RIGHTS COMMISSION

830 PUNCHBOWL STREET, ROOM 411 • HONOLULU, HI 96813-5095 • PHONE: (808) 586-8636 • FAX: (808) 586-8655 • TTY: (808) 586-8692

MINUTES

Hawai'i Civil Rights Commission Office
January 24, 2020
1:00 p.m.

Present: Liann Ebesugawa, Joan Lewis, William Puette, and Jon Matsuoka, Commissioners; Robin Wurtzel, Bill Hoshijo, and Marcus Kawatachi. Staff.

Chair Liann Ebesugawa called the meeting to order.

Approval of Minutes

The Commissioners reviewed the draft minutes of the December 10, 2019, meeting. The minutes were approved.

Executive Director's Report

DED Kawatachi presented a FY 2020 HCRC Mediation Program year-to-date summary.

Summary & Details (7/1/19 through 1/23/20)

Referrals 13+5= 18

Dispositions: 14+3= 17

Settlements: 7+2= 9

Non-agreements: 7+1= 8

Settlement Rate: 52.9 %

Employment cases settled: 7

Housing cases settled: 2

Dual-filed (EEOC/HCRC and HUD/HCRC) settlements: 7

State-only settlements: 2

Primary Bases for Complaints Settled in Mediation

Disability	4
Retaliation	3
Age	1
Ancestry	1

Dispositions by Mediation Center

Mediation Center of the Pacific	4/6	(settlement rate 66.7%)
Mediation Services of Maui	0/1	(settlement rate 0%)
Private Mediators	2/2	(settlement rate 100%)
Ku'ikahi Mediation Services (Hilo)		
West Hawaii Mediation Center	1/1	(settlement rate 100%)
Kauai Economic Opportunity, Inc.		
Hawai'i Civil Rights Commission	2/7	(settlement rate 66.7%)

OVERALL 9/17 (settlement rate 52.9%)

DED Kawatachi presented a data and production report showing caseload data through January 23, 2020.

As of January 23, 2020, the written report showed 332 open cases, an increase of 8 cases from the number reported as of December 10, 2019.

Of the 332 open investigation cases, 1 (0.3%) was filed in 2016, 13 (3.9%) in 2017, 80 (24.1%) in 2018, 228 (68.7%) in 2019, and 10 (3.0%) in 2020.

DED Kawatachi reported a breakdown of the status of the open cases by type of case and investigation stage.

	2016	2017	2018	2019	2020	Total
Housing Cases	0	2	5	26	1	34
Response Monitoring	0	2	29	155	9	195
Mediation	0	0	0	15	0	15
Pending Assignment	0	0	34	14	0	48
Active Investigation	1	9	12	18	0	40
TOTAL	1	13	85	228	10	332

The report indicated no new subpoena enforcement litigation.

The report covered the year-to-date data for the past five fiscal years:

Category	7/1/15 – 1/23/16	7/1/16 – 1/23/17	7/1/17 – 1/23/18	7/1/18 – 1/23/19	7/1/19 – 1/23/20
PCQ Received	385	351	328	356	339
Intake Decision	425	374	296	287	395
Complaint Filed	236	200	153	166	176
Investigation Closed	217	240	164	180	135
Notice of Cause	10	9	22	7	5
Enforcement Closure	15	8	12	11	3

Executive Director (ED) Bill Hoshijo reported that the DLIR was encouraging its divisions and attached agencies to consider an alternative work schedule (AWS) program for their employees. Toward that end, the DLIR had issued Alternative Work Schedule Program Guidelines and was leaving it to each program to develop its own plans for implementation.

Chief Counsel's Report

Chief Counsel (CC) Robin Wurtzel requested a motion to change the agenda pursuant to HRS 92-7(d) to add a closed session for an attorney-client consultation between Chief Counsel and the Commission regarding *Boyd vs. Primack*. **It was so moved and the motion was approved by a 4-0 vote, satisfying the statutory 2/3 vote requirement for such a change to the agenda.** The closed session was added to the agenda after New Business.

2020 Legislation

The Commissioners reviewed Legislative Summary 1A, with staff recommendations, and decided on HCRC positions as follows:

CIVIL RIGHTS COMMISSION

SB 2244 Relating to Civil Rights

HB 2420

Amends § 368-1.5 to include state agencies which receive federal funds

Amends HRS §368-1.5 to clarify legislative intent. Clarifies the meaning of "program or activity receiving state financial assistance". Excludes cases within the scope of the Individuals with Disabilities Education Act (IDEA) from the jurisdiction of the HCRC.

Status: SB 2244 ref to CPH, JDC

HB 2420 ref to ____

Discussion: Staff recommended strong support. The statute prohibits discrimination based on disability by state agencies, or programs and activities receiving state financial assistance. This bill amends the statute to clarify that agency and programs which receive state assistance includes programs which also receive federal assistance. Passage would return our statute to its pre-*Matter of LE* reading, giving HCRC jurisdiction over all state agencies and programs receiving state financial assistance, regardless of whether they also receive federal funds.

HCRC Position: Strong Support.

EMPLOYMENT

SB 2010 Relating to the Uniform Employee and Student Online Privacy Act

HB 1904

Adopts uniform laws regarding protection of online accounts of employees, interns, applicants, students and prospective students from employers and educational institutions

Status: HB 1904 ref to: LAB, LHE, JUD

SB 2010 ref to: HRE, CPH/JDC

Discussion: Staff recommended support. HCRC previously testified in support on similar bills in 2018 and 2019 (SB 2010, HB 6, L 2019; SB 2233, HB 2289, L 2018). This version addresses the concerns we raised last year, including an exception for employers to investigate discrimination cases.

HCRC Position: Support.

HB 1701 Relating to Equal Pay

SB 2253

Conforms statutory prohibitions against wage discrimination with other prohibitions on employment discrimination, adding all protected categories – not just sex. Clarifies allowable justifications for compensation differentials and remedies for pay disparity. Requires employers to disclose wage ranges to employees and prospective employees.

Status: HB 1701 Ref to: LAB, JUD, FIN

SB 2253 ref to: LCA, JDC

Discussion: Staff recommended strong support. HCRC supports equal pay. In 2019 the HCRC supported a similar bill, include support the addition of “substantially similar work” instead of “equal work,” which is a current trend in equal pay statutes.

Discussion was deferred/postponed until January 31, 2020.

HB 2053 Relating to Civil Rights

SB 2312

Prohibits discrimination against any individual in selection, termination, terms, or conditions of an internship or training program because of the individual's race, sex including gender identity or expression, sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, or reproductive health decision

Status: HB 2053 ref to: LAB, JUD, FIN

SB 2312 ref to: LCA, JDC

Discussion: Staff recommended strong support. This bill adds needed protection for interns and apprentices who are already vulnerable. Many need to work to obtain experience or credentials and may be inexperienced in the workplace. Currently, interns are not protected from discrimination, including sexual harassment, unless they can be viewed as employees.

Position: Strong Support.

HB 2054 Relating to Employment Practices

SB 2313

Prohibits written nondisclosure agreements involving sexual assault and sexual harassment as part of an employee's conditions of employment. Prohibits employers from retaliating against an employee for disclosing or discussing sexual harassment or sexual assault.

Status: HB 2054 ref to: LAB, JUD, FIN

SB 2313 ref to: LCA, JDC

Discussion: Staff recommended support. The Women's Legislative Caucus introduced these bills in 2019 (HB 488, SB 1041, L 2019), as well. These bills prohibit NDAs as a condition of employment. It is unclear whether this bill voids the allowed confidentiality clauses in settlements in the 2 bills discussed below (HB 2063 & HB 2314).

HCRC Position: Support.

HB 2063 Relating to Sexual Harassment

SB 2314

Makes unenforceable confidentiality clauses in employment contracts when an act of sexual harassment or sexual assault is claimed. Allows employees to request confidentiality of a settlement. Establishes civil penalties if an employer requests a confidentiality agreement as part of a legal settlement or arbitrator's award concerning a sexual harassment or sexual assault claim. Establishes a twenty-one day time period for an employee to review a voluntary confidentiality agreement, and a seven-day time period to revoke consent after executing the agreement.

Status: HB 2063 ref to: LAB, JUD

SB 2314 ref to: LCA, JDC

Discussion: Staff recommended support intent. The HCRC supports the removal of confidentiality clauses regarding sexual harassment claims, because it would prevent the same harasser from repeated conduct. However, this bill allows confidentiality as part of a legal settlement. Confidential dispositions require victims to remain quiet, thus allowing offenders to continue harassing behavior. Recent news stories have reported repeated offenses by individuals protected by multiple confidential agreements. The inclusion of confidentiality or nondisclosure provisions in settlement agreements for employment-related cases, including sexual harassment and discrimination claims, is standard practice. However, there is growing concern over confidentiality of sexual harassment claims enabling serial harassers. This bill does not address that concern.

HCRC Position: Support intent.

HB 1782 Relating to Employment Discrimination

SB 2193

Limits the convictions that may be used in employment decisions from all convictions in the most recent ten years to felony convictions that occurred in the most recent five years and misdemeanor convictions that occurred in the most recent three years.

Status: HB 1782 ref to LAB, JUD;

SB 2193 ref to: LCA, JDC

Discussion: Staff recommended support. The current statute prohibits employers from considering, or inquiring into, convictions within the last 10 years. This bill makes the "look back" period shorter. This is a policy decision by the legislature. Historically, the limitation on this protected basis was a compromise by the legislature.

ED Hoshijo reviewed the legislative history of the arrest & court record statutory protection. Chair Ebesugawa questioned the basis for the current 10 year look back period and the proposed 5/3 year look back period, whether it was based on recidivism data. The legislative history indicates that the length of the look back period was a political compromise. Commissioner Joan Lewis noted the disparate impact of employment discrimination based on conviction record has on Hawaiians and the poor, and that employment was a key to successful reentry for ex-offenders who have served their time and paid their debt to society.

HCRC Position: Support, and in testimony address the importance of the arrest & court record protected basis.

HB 2057 Relating to Proof of Domestic or Sexual Violence Victim Status

SB 2306

Makes consistent the types of documents accepted as proof of domestic or sexual violence victim status under several HRS chapters.

Status: HB 2057 ref to HSH, JUD, FIN;

SB 2306 ref to: JDC

Discussion: Staff recommended support. This bill appears to be a housekeeping measure to make all statutes on this subject consistent. Amends §378-2 to list the records an employer may request to verify status. The proposed bill keeps all the same categories and amends several HRS chapters to conform them.

HCRC Position: Support.

HB 2123 Relating to Sexual Harassment

SB 3092

Requires employers that employ 50 or more employees to file regular electronic reports with the Hawaii Civil Rights Commission (HCRC) on legal settlements regarding sexual harassment. Requires HCRC to publish and make accessible to the public on the commission's website quantitative information about such legal settlements.

Status: not referred yet

Discussion: Staff recommended comment regarding concerns: The bill poses logistical issues for HCRC. The HCRC does not have a portal for electronic submissions, and the bill would

require appropriations for a tech person and software. The HCRC has questions regarding the basis of the reporting period of 5 years, and enforcement for failure to report.

HCRC Position: No position, but offer comment, per staff recommendation.

SB 2321 Relating to Civil Rights

Requires every employer to post and keep posted notice, to be prepared and prescribed by the civil rights commission, of state fair employment laws

Status: SB 2321 ref to LCA, JDC

Discussion: Staff recommended support. This is straightforward and the HCRC can easily comply. The HCRC supports the provision of information to employees.

HCRC Position: Support.

SB 2785 Relating to Employment

HB 2469

Clarifies that Hawaii's anti-discrimination law does not prohibit or prevent an employer, employment agency, or labor organization from refusing to hire or refer or from discharging an individual for reasons unrelated to unlawful discriminatory practices.

Status: SB 2785 ref. to: not referred yet

HB 2469 ref to: not referred yet

Discussion: Staff recommended oppose. The Chamber of Commerce proposed a similar bill each year starting in 2016 to legislatively reverse the Supreme Court's decision in *Adams v. CDM Media USA, Inc.*, 135 Haw. 1 (2015). HCRC has opposed the bills each year.

The bill seemingly amends the meaning of "legitimate, non-discriminatory reason" for termination of an employee. The result is to overturn the current standard that an employer's proffered reason for an action be both legitimate and nondiscriminatory. It may also create an affirmative defense for employers, by allowing them to show any reason for an adverse action that is not based on a prohibited base, regardless of circumstantial evidence of discriminatory intent.

HCRC Position: Oppose.

HOUSING

SB 2032 Relating to Rental Discrimination

Prohibits housing discrimination based on participation in a housing assistance program

Status: ref. to HOU (1/23 passed), JDC

Discussion: Staff recommended strong support. The HCRC supported prior versions of this bill (SB 2031 L 2019; HB 25 L. 2015, SB 127 L. 2017; SB 122, L 2019), which prohibited discrimination based on lawful source of income and this bill includes suggestions we have made. Prior bills have attempted to amend the landlord tenant code and Chapter 515. This bill is not under Chapter 515 or the Landlord Tenant Code, and allows for direct civil action in district court. It does require HCRC to produce materials and publicize the prohibition against discrimination.

The majority of people who receive rental assistance are people with disabilities, single female heads of households, families with children, and members of certain minority groups. Therefore, there is a correlation between those that are protected under our fair housing law and those who receive rental assistance.

HCRC Position: Strong Support.

SB 2200 Relating to Fair Housing Reasonable Accommodation

Requires licensed health care providers to make written findings whether a patient or client has a disability and whether the need for an assistance animal or service animal is related to the disability so long as certain circumstances are present. Requires the civil rights commission in consultation with the department of the attorney general to adopt rules and prescribe forms

Status: ref to: HOU, CPH/JDC

Discussion: Staff recommended oppose. This bill will have a chilling effect on people with disabilities. If the goal is to eliminate online referrals, then address that specifically. The current law allows housing providers to request medical information, so this is redundant and unnecessary. And will have a chilling effect.

This bill requires that a health care professional meet with the patient in person or via telehealth and is limiting. It does not seem to allow telephonic consultations.

HCRC Position: Oppose.

PUBLIC ACCOMMODATIONS

HB 1687 Relation to Restroom Facilities

Requires that restrooms and toilet facilities of public amusement facilities constructed, renovated, or installed after 1/1/21 have two female-use toilets for each male-use toilet or urinal

Status: JUD, FIN

Discussion: Staff recommended comments . This bill is placed within Chapter 489. However, chapter 489's remedies do not allow HCRC to mandate construction. In discussion, there was speculation as to whether the was intended to encourage gender-neutral bathrooms.

HCRC Position: Offer comments.

OTHER

SB 2243 Relating to Legislative Testimony

HB 2418

Requires the House and Senate to permit remote testimony, via telephone, at hearings.

Status: SB 2243 ref to: TEC, WAM;

HB 2418 ref to:

Discussion: Staff recommended comments . The HCRC supports the rights of people with disabilities and the democratic process.

HCRC Position: Offer Comments.

HB 2037 Relating to the Hawai'i Lesbian, Gay, Bisexual, Transgender, Queer, Plus Commission

Establishes the Hawaii State Lesbian, Gay, Bisexual, Transgender, Queer, Plus Commission and the Hawaii State Lesbian, Gay, Bisexual, Transgender, Queer, Plus Commission Trust Fund

Status: ref. to not referred yet

Discussion: Staff recommended monitor. The proposed commission is within DHS, and members are appointed by the Governor. It indicates that funds may become available from other governmental or private sources.

Discussion was deferred/postponed until January 31, 2020, with request for staff to discuss the bill with the Department of the Attorney General.

SB 2528 RELATING TO HEALTH.

Requires a retail establishment with an employee restroom to allow a customer suffering from an eligible medical condition to use that restroom during normal business hours, under certain conditions. Exempts a retail establishment and employees from civil liability in allowing a customer to use an employee restroom. Establishes fines.

Status: ref. to not referred yet

Discussion: Staff recommended monitor. This bill does not affect public accommodation law, HRS chapter 489.

HCRC Position: No action.

SB 2347 Relating to Public School Facilities

Requires public schools to provide at least one gender-neutral bathroom for student use.

Status: ref. to HSH, JUD

Discussion: Staff recommended support. The HCRC supports the rights of LGBTQ+ students, and the provision of alternatives to ensure the safety of transgender youth and youth who may identify as non-binary.

HCRC Position: Support.

SB 2368 Relating to Hawaiian Language

Designates the month of February as "Olelo Hawai'i Month" to celebrate and encourage the use of Hawaiian language. Requires all letterheads, documents, symbols, and emblems of the State and other political subdivisions that include Hawaiian words or names to include accurate and appropriate Hawaiian names, spelling, and punctuation. Establishes references for accurate, appropriate, and authentic Hawaiian names and words, including proper Hawaiian spelling and punctuation. Clarifies that the full text of bills and other official documents are not required to be written in Hawaiian and that misspelled or incorrectly punctuated Hawaiian words and names shall not invalidate the documents or render them unenforceable and no cause of action shall arise accordingly.

Status: ref. to HWN/GVO, WAM

Discussion: Staff made no recommendation, noting that in the past, the Commission has chosen not to take a position on month designations.

HCRC Position: Support.

HB 1667 Relating to Health

Designates the month of October as "Disability Awareness Month: Employment, Enrichment, and Inclusion" to annually recognize the immense contributions and achievements of persons with disabilities in the State.

Status: ref. to HSH, JUD

Discussion: Staff made no recommendation, noting that in the past, the Commission has chosen not to take a position on month designations.

HCRC Position: Support.

HB 2676 Relating to Health Care

Requires health insurers, mutual benefit societies, and health maintenance organizations to provide coverage for a comprehensive category of reproductive health services, drugs, devices, products, and procedures. Prohibits discrimination in the provision of reproductive health care services. Effective 3/15/2021.

Status: not referred yet

Discussion was deferred/postponed until January 31, 2020.

RESOLUTIONS

**HCR 15/HR 13 Education; Title IX Corollary; Act 110 Implementation Task Force
SCR 6**

Convening a task force to address implementation of Hawaii's state law corollary to Title IX in light of anticipated changes to Federal Title IX Regulations.

Status: ref. to ____

Discussion: Staff recommended support. The HCRC would prefer to support legislation implementing Chapter 368D - Discrimination in State Educational Programs and Activities. The HCRC views federal law as the floor, not the ceiling, and expected rollbacks should not affect Hawai'i's strong commitment to civil rights.

HCRC Position: Support.

Unfinished Business

There was no unfinished business to discuss.

New Business

Executive Director Hoshijo requested confirmation of delegation of Commission appointing authority for certain exempt positions to the Executive Director.

There was a motion:

The Commission delegates the HRS § 368-3(8) authority to appoint certain employees who are exempt from civil service to the Executive Director. Specifically, the Commission delegates this appointing authority for staff attorney positions to the Executive Director, to be exercised by the Executive Director. Provided that, the Commission retains its authority to appoint for the positions of Executive Director, Deputy Executive Director, Chief Counsel, and hearing examiners.

The motion was approved.

Closed Executive Session

The Commission went into closed executive session for an attorney-client consultation regarding *Boyd vs. Primack*.

The Commission came out of closed executive session.

Announcements

There were no announcements.

Continued Meeting

The meeting was continued to January 31, 2020, at 1:00 p.m.

MINUTES

Hawai'i Civil Rights Commission Office

January 31, 2020*

1:00 p.m.

Present: Liann Ebesugawa, Joan Lewis, William Puette, and Jon Matsuoka, Commissioners; Robin Wurtzel, Bill Hoshijo, and Marcus Kawatachi. Staff.

Chair Liann Ebesugawa called the continued meeting back to order.

Legislation - 2020 Session

The Commissioners reviewed Legislative Summary 1B, which had been updated to include HCRC position, bill status, and staff recommendations on new bills, and took action on bills not addressed on January 24, 2020, deciding on HCRC positions as follows:

HB 1701 Relating to Equal Pay
SB 2253

Conforms statutory prohibitions against wage discrimination with other prohibitions on employment discrimination, adding all protected categories – not just sex. Clarifies allowable justifications for compensation differentials and remedies for pay disparity. Requires employers to disclose wage ranges to employees and prospective employees.

Status: HB 1701 Ref to: LAB (1-28-2020 passed HD 1 defective date), JUD, FIN
SB 2253 ref to: LCA, JDC

Discussion: Staff recommended strong support. HCRC supports equal pay. In 2019 the HCRC supported a similar bill, include support the addition of “substantially similar work” instead of “equal work,” which is a current trend in equal pay statutes.

On January 24, 2020, discussion was deferred/postponed until January 31, 2020.

HCRC Position: Support.

SB 2543 Relating to Medical Cannabis

Prohibits an employer from discriminating against a person in hiring, termination, or condition of employment based on the person's status as a medical cannabis cardholder, under certain conditions. Specifies that an employer may use a fit for duty test as a tool for medical cannabis users in potentially dangerous occupations.

* Meeting continued from January 24, 2020.

Status: ref. to: LCA (1-30-20 hearing, deferred decision making), CPH/JDC

Discussion: Staff recommended support intent. The HCRC has supported similar legislation in the past. This bill places jurisdiction in HRS Chapter 329, within the statute governing the DOH's administration of the medical cannabis program. This is appropriate because their definition of "debilitating medical condition differs from the statutory definition of disability. So not every person with a medical cannabis card is entitled to a reasonable accommodation for disability.

HCRC Position: Support intent.

HB 2037 Relating to the Hawai'i Lesbian, Gay, Bisexual, Transgender, Queer, Plus Commission

Establishes the Hawaii State Lesbian, Gay, Bisexual, Transgender, Queer, Plus Commission and the Hawaii State Lesbian, Gay, Bisexual, Transgender, Queer, Plus Commission Trust Fund

Status: ref. to HSH, JUD, FIN

Discussion: Staff recommended monitor. The proposed commission is within DHS, and members are appointed by the Governor. It indicates that funds may become available from other governmental or private sources.

On January 24, 2020, discussion was deferred/postponed until January 31, 2020, with request for staff to discuss the bill with the Department of the Attorney General.

After consultation with our Attorney General, staff discovered that this proposal is modeled after the enabling legislation for the Commission on the Status of Women. Though no finding is included, state funding will be sought.

HCRC Position: Support.

HB 2676 Relating to Health Care

Requires health insurers, mutual benefit societies, and health maintenance organizations to provide coverage for a comprehensive category of reproductive health services, drugs, devices, products, and procedures. Prohibits discrimination in the provision of reproductive health care services. Effective 3/15/2021.

Status: ref to: HLT, CPC, FIN

Discussion: Staff recommended support intent, but offer comment and (serious) concern over giving HCRC jurisdiction over selected violations of HRS chapters 431, 432, 432D, and 346, by incorporating by reference new statutory requirements in those chapters into HRS chapter 489. Chapters 431, 432, and 432D fall under the jurisdiction of the DCCA Insurance Division, and

chapter 346 under DHS jurisdiction. Insurance coverage requirements fall squarely within the jurisdiction of the DCCA Insurance Division. They also have the expertise in this area.

“Insurance” does not fall within the section 489-2 definition of “public accommodation”: " ‘Place of public accommodation’ means a business, accommodation, refreshment, entertainment, recreation, or transportation facility of any kind whose goods, services, facilities, privileges, advantages, or accommodations are extended, offered, sold, or otherwise made available to the general public as customers, clients, or visitors.”

The Commissioners noted that these covered benefits are important.

Note: Act 135, L. 2016, enacted similar non-discrimination requirements prohibiting discrimination on the basis of actual or perceived gender identity in chapters 431, 432, and 432D, but did not make violation of these prohibitions a violation of chapter 489.

On January 24, 2020, discussion was deferred/postponed until January 31, 2020/

HCRC Position: Support intent, but offer comment and serious concern, per staff recommendation.

SB 3056 Relating to State Holidays

Establishes June 19 of each year as a state holiday to be known as Juneteenth Day.

Status: ref to: LCA, WAM

Discussion: Staff recommended support. Freedom Day or Juneteenth Independence Day, is an American holiday that commemorates the June 19, 1865, announcement of the abolition of slavery in Texas, and more generally, the emancipation of enslaved African Americans throughout the former Confederate states..

HCRC Position: Support.

HB 1691 Relating to Health

HCRC Position: No position.

HB 2046 Relating to Health

HCRC Position: No position.

RESOLUTIONS

SCR4/ SR3 Requesting the Disability and Communication Access Board, in

collaboration with the Office of Technology Services to Convene a Working Group on Accessible Government Documents.

HCRC Position: Support.

**SCR 9/ SR
HCR 14/ HR Requesting Various Appointing Authorities to dedicate themselves to Achieve Gender Parity on State Boards and Commissions and Circuit Court**

Discussion: There was discussion about lack of diversity on boards, as well, and whether to suggest another resolution regarding that issue. It was decided to support gender parity as a separate issue, and point out that the HCRC supports the principle that state boards and commissions should reflect the demographics of the community.

HCRC Position: Support.

**SCR 16/ SR 17 Urging the Department of Education to Broaden the Content of the
HCR 9/ HR 7 Social Science Curriculum to Include various Principles of Diversity**

Status: Ref to EDI=U

Discussion: There was discussion about the resolution having value as a catalyst for discussion, a call for future action.

HCRC Position: Support.

Next Meeting

The next meeting of the Commission was scheduled for February 21, 2020, at 1:00 p.m., subject to polling and confirmation by the Commissioners.

Adjournment.