

Council Chair
Alice L. Lee

Vice-Chair
Keani N.W. Rawlins-Fernandez

Presiding Officer Pro Tempore
Tasha Kama

Councilmembers
Riki Hokama
Kelly Takaya King
Michael J. Molina
Tamara Paltin
Shane M. Sinenci
Yuki Lei K. Sugimura



COUNTY COUNCIL
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
www.MauiCounty.us

June 10, 2020

Director of Council Services
Traci N. T. Fujita, Esq.

RECEIVED
2020 JUN 10 PM 12:30
OFFICE OF THE
COUNTY CLERK

The Honorable Alice L. Lee
Council Chair
County of Maui
Wailuku, Hawaii 96793

Dear Chair Lee:

**SUBJECT: SUPPORTING AND URGING THE MAYOR TO
SUPPORT A FEMINIST ECONOMIC RECOVERY PLAN
FOR COVID-19 (PAF 20-170)**

May I request the attached proposed resolution, entitled "SUPPORTING AND URGING THE MAYOR TO SUPPORT A FEMINIST ECONOMIC RECOVERY PLAN FOR COVID-19," be placed on the next Council meeting agenda.

Sincerely,

A handwritten signature in black ink, reading "Keani Rawlins-Fernandez".

KEANI N.W. RAWLINS-FERNANDEZ
Council Vice-Chair

paf:kmatt:20-170b

Enclosure

COUNTY COMMUNICATION NO. 20-329

Resolution

No. _____

SUPPORTING AND URGING THE MAYOR TO SUPPORT A FEMINIST ECONOMIC RECOVERY PLAN FOR COVID-19

WHEREAS, according to Merriam-Webster Dictionary, feminism is the theory of the political, economic, and social equality of the sexes; and

WHEREAS, women were not categorically subordinate to men in Hawai'i prior to Western contact; and

WHEREAS, although women have made significant contributions to all fields of work, more action is needed to end the system that privileges men over women, girls, māhū, and aikāne; and

WHEREAS, the Council noted the following in Resolution 14-36, adopted on March 25, 2014,

- “on June 10, 1963, President John F. Kennedy signed into law the Federal Equal Pay Act, intended to abolish wage discrimination based on sex”;
- “more than fifty years after passage of the Equal Pay Act, there continues to be a pay disparity between men and women”;
- “pay equality is vital for achieving gender equality”;
- “the gap in pay not only affects women’s finances during their working years, but also affects their quality of life during retirement”;
- “pay equality in Maui County would add to the financial security of families and strengthen the local economy”; and

WHEREAS, by its adoption Resolution 14-36 on March 25, 2014, the Council pledged to “resolve the issue of wage equality”; and

WHEREAS, the Council adopted Resolution 19-101 on May 17, 2019, urging public-employee unions and public employers

Resolution No. _____

throughout the State of Hawai‘i to implement the principle of pay equity;
and

WHEREAS, women continue to earn less than men for substantially similar work; and

WHEREAS, women are at greater risk of contracting COVID-19 because they represent nearly two-thirds of frontline essential workers in Hawai‘i, even though they account for less than half of the overall workforce; and

WHEREAS, according to the National Women’s Law Center, women account for 56 percent of all jobs lost since the start of the coronavirus pandemic; and

WHEREAS, the “Building Bridges, Not Walking on Backs: Feminist Economic Recovery Plan for COVID-19” by the State of Hawai‘i Commission on the Status of Women, published in April, noted that:

- “Native Hawaiian women are more economically vulnerable than Native Hawaiian men, earning 70 cents for every dollar a man makes, and 79 cents for every dollar a Native Hawaiian man makes”;
- “Women’s health, livelihoods and bodily integrity are particularly at risk during this time due to reports of increased domestic violence, sex trafficking, sexual harassment and coercion by landlords, interruptions to abortion access on the neighbor islands; women’s roles caring for the ill and other longstanding gender inequalities”;
- “Rather than rush to rebuild the status quo, we should seize this opportunity to transition to an economy that better values the work essential to sustaining us and address the harms and gaps in healthcare, ecological, social, and economic policies laid bare by the epidemic. In order to do this, we must integrate the knowledge developed by marginalized people and communities that will help us to prioritize greater social well-being as key to the economy”;

Resolution No. _____

- “However, at this time, the voices of those most impacted by COVID-19, including women, girls, femme-identified and nonbinary people, racialized women/women of color and Native Hawaiian, Pacific Islander and immigrant women in Hawai‘i, are largely missing from the discussions on the economic impact of COVID-19 and recovery planning”;
- “The State currently has an extreme childcare shortage, with only enough childcare seats to serve half of the State's children under age 6 who have two working parents. Hawai‘i also has one of the fastest growing elderly population growth rates in the nation, and an eldercare deficit that is on the brink of crisis”; and

WHEREAS, a recent report by the United Nations Educational, Scientific, and Cultural Organization noted that 91 percent of the world’s students were at home amid school and childcare closures caused by the pandemic; and

WHEREAS, historically, women have been expected to perform the majority of household and care-giving activities, resulting in their unequal ability to engage in full-time paid work; and

WHEREAS, according to a survey by LeanIn.Org, a nonprofit organization dedicated to helping women achieve their goals, 80 percent of mothers have taken on more household work since the COVID-19 pandemic started; and

WHEREAS, the criminal-justice system has not been effective in addressing violence against women and has been complicit in allowing and participating in the violence; and

WHEREAS, women from minority populations face discrimination in the following ways, among others:

- Anti-Black racism is systemic and impacts women in the form of mass incarceration, racial profiling, police violence, sexual terror, and discrimination;

Resolution No. _____

- Deaf women and women with disabilities face barriers to employment and need access to economic self-sufficiency regardless of employment;
- Transgender women are especially vulnerable to the disparities in health care relating to hormone therapy and gender-reassignment surgery;
- Women of the LGBTQIA+ community face anti-gay and anti-trans bias in hiring; and

WHEREAS, young women and girls are particularly vulnerable to exploitation in the workforce as the economy is rebuilt; and

WHEREAS, a lack of safeguards for gender-caused violence have resulted in violent offenders—including men charged with first degree sexual assault, child abuse, and domestic violence—being released and contacting victims as a result of COVID-19 policy; and

WHEREAS, climate change exacerbates the structural inequalities that women and girls face around the globe, especially in the Pacific; and

WHEREAS, climate justice, when decolonial and gender-inclusive, is feminist action; and

WHEREAS, the State of Hawai'i is the first and, thus far, only government in the world to propose a feminist economic recovery plan for COVID-19; and

WHEREAS, the Council urged the Mayor to support the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women through its adoption of Resolution 18-19 on March 9, 2018; and

WHEREAS, in Resolution 84-28, the Council stated, "American women of every race, class, and ethnic background served as early leaders of the major progressive social change movements, including the abolitionist movement, the emancipation movement, the industrial labor union movement, and the modern civil rights movement"; now, therefore,

Resolution No. _____

BE IT RESOLVED by the Council of the County of Maui:

1. That it supports and urges the Mayor to support a feminist economic recovery plan for Maui County; and
2. That certified copies of this resolution be transmitted to the Honorable Michael P. Victorino, Mayor, County of Maui; the Honorable David Y. Ige, Governor, State of Hawai'i; the Hawai'i State Commission on the Status of Women; the County of Maui's Committee on the Status of Women; and the heads of all County departments.

paf:kmatt:20-170a