

**SUMMARY OF PROPOSED COMMITTEE DRAFT:**  
**BILL 25 (2021)**  
**RELATING TO ANTI-BIAS AND INCLUSION POLICY.**

The **PROPOSED CD1** makes the following amendments:

- A. In SECTION 1, amends the purpose statement to delete the requirement for the establishment of a similar policy by certain private contractors having contracts with the City and add an inclusivity statement about perspectives, views, or opinions.
- B. In SECTION 2, in proposed new ROH § 1-\_\_1:
  - (1) Amends the definition of "Anti-bias" to read as follows:

***Anti-bias.*** Opposing or preventing discrimination against people based on race, color, religion, gender, national origin, age, disability, sex, sexual orientation, gender identity, pregnancy, or other protected characteristics, including stereotyped attributions of particular qualities toward an individual or group.
  - (2) Deletes the definitions for "Contractor" and "Public-facing functions."
- C. In SECTION 2, amends proposed new ROH § 1-\_\_3 as follows (and re-letters the subsections accordingly):
  - (1) Deletes specific descriptions of certain best practices and information from experts required for the training;
  - (2) Changes the training requirement from annually to biennially;
  - (3) Deletes the requirement that city departments or offices submit quarterly records of those completing the training;
  - (4) Clarifies that the director or director's designee shall retain the training records demonstrating that city officers and employees have received the training provided pursuant to this article; and
  - (5) Change reference from "director of human services" to "director of human resources".
- D. In SECTION 2, deletes proposed new ROH § 1-\_\_.4 ("Anti-bias and inclusion policy required of contractor") and renumbers the subsequent ROH section accordingly.

- E. Updates and conforms references from the Revised Ordinances of Honolulu 1990 to the Revised Ordinances of Honolulu 2021.
- F. Makes miscellaneous technical and non-substantive amendments.



**A BILL FOR AN ORDINANCE**

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RELATING TO ANTI-BIAS AND INCLUSION POLICY.

BE IT ORDAINED by the People of the City and County of Honolulu:

SECTION 1. Purpose. The purpose of this ordinance is to promote an environment that embraces diversity and safety for the citizenry and employees of the City and County of Honolulu by establishing a policy of anti-bias and inclusion for all City officers and employees, including those with different perspectives, views, or opinions.

SECTION 2. Chapter 1, Revised Ordinances of Honolulu 2021 ("General Provisions"), is amended by adding a new article to be appropriately designated by the Revisor of Ordinances and to read as follows:

**"ARTICLE\_\_\_. ANTI-BIAS AND INCLUSION POLICY**

**§ 1-\_\_\_.1 Definitions.**

**Anti-Bias.** Opposing or preventing discrimination against people based on race, color, religion, gender, national origin, age, disability, sex, sexual orientation, gender identity, pregnancy, or other protected characteristics, including stereotyped attributions of particular qualities toward an individual or group.

**City.** The City and County of Honolulu.

**Department.** The department of human resources.

**Director.** The director of human resources.

**Inclusion.** Creating environments in which any individual or group can, on an ongoing basis, be welcomed, respected, supported, and valued to fully participate.

**Officer.** Has the same meaning as defined under § 1-4.1.

**§ 1-\_\_\_.2 Policy of anti-bias and inclusion.**

It is the policy of the City and County of Honolulu to encourage anti-bias and inclusion by city officers and employees. It is also city policy to ensure that all such persons receive anti-bias and inclusion training to help provide an environment that embraces diversity and safety within and around city facilities.



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## A BILL FOR AN ORDINANCE

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### § 1-\_\_3 Training program.

- (a) The director of human resources shall develop, implement, and monitor an anti-bias and inclusion training program for all city officers and employees.
- (b) The training program must include, but need not be limited to, instruction based on best practices and information from experts in the fields of diversity, equity, or inclusion.
- (c) The director shall periodically assess the training materials and update them as needed.
- (d) All city officers and employees shall participate at least biennially in the training provided pursuant to this article.
- (e) The director or the director's designee shall retain records demonstrating that city officers and employees have received the training provided pursuant to this article.

### § 1-\_\_4 Rules.

The director may adopt rules pursuant to HRS Chapter 91 to implement, administer, and enforce this article."



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SECTION 3. This ordinance takes effect upon approval.

INTRODUCED BY:

Carol Fukunaga

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DATE OF INTRODUCTION:

April 29, 2021  
Honolulu, Hawai'i

\_\_\_\_\_ Councilmembers

APPROVED AS TO FORM AND LEGALITY:

\_\_\_\_\_  
Deputy Corporation Counsel

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_.

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RICK BLANGIARDI, Mayor  
City and County of Honolulu