

A BILL FOR AN ORDINANCE

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.

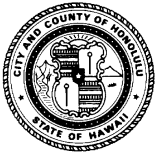
Director. The director of human resources.

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.



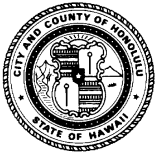
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§ 1-__3 Training program.

- (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) Employing department and agency heads shall ensure that all city officers and employees under their authority 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 the city has made training available to officers and employees pursuant to this article. Employing department and agency heads shall ensure that records are kept and retained confirming that the officers and employees under their authority participated in the training.

§ 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; provided that the biennial training described in Section 1-___.3, Revised Ordinances of Honolulu 2021, as enacted in SECTION 2 of this ordinance, shall be developed, implemented, and monitored by January 1, 2024.

INTRODUCED BY:

Carol Fukunaga

DATE OF INTRODUCTION:

April 29, 2021
Honolulu, Hawaii

Councilmembers

APPROVED AS TO FORM AND LEGALITY:

Deputy Corporation Counsel

APPROVED this _____ day of _____, 20 _____.

RICK BLANGIARDI, Mayor
City and County of Honolulu