

Catherine A. Betts

EMPLOYMENT AND PROFESSIONAL EXPERIENCE

Deputy Director, State of Hawaii Department of Human Services

October 2017 to present

Notable Achievement and Honors:

March 2018 Soroptomist International, Central O‘ahu Ruby Award Winner

March 2018 Family Values @ Work, Women’s History Month Honoree

Hawaii State Commission on the Status of Women

Executive Director

December 2011 to October 2017

Notable Achievements and Honors:

2014 Honored by Hawaii State Legislature for commitment to Title IX

2015 President’s Award from Hawaii Women Lawyers

2015 Organizer and Host for Legislative Roundtable with United States Secretary of Labor Tom Perez

2016 National Association of Commissions for Women Annual Conference Host

2016 Awarded one of six competitive United States Department of Labor paid leave analysis grants

- Spearheaded progressive legislation for women including: requiring emergency rooms to provide emergency contraception to sexual assault victims, providing for a bill of rights for domestic workers (including minimum wage and overtime protections), strengthening Hawaii’s equal pay statute, paid family and medical leave for workers, increasing the minimum wage, increasing workplace protections for breastfeeding women, creating a jury duty exemption for new parents and/or breastfeeding women, increasing workplace protections for victims of gender based violence and increasing Title IX protections for students in higher education. Lead successful legislative campaigns including: reforming police response to domestic violence, emergency contraception in Hawaii’s emergency rooms, Title IX reform at the University of Hawaii.
- Provided advocacy and referrals for victims of gender based violence, including Title IX violations within the Hawaii State Department of Education and University of Hawaii.
- Identified and referred pro bono legal services for indigent and immigrant victims of violence.
- Organized continuing legal education courses on: workplace protections for domestic violence/sexual assault/stalking survivors, civil remedies for immigrant victims of violence, competent identification of domestic violence in legal cases for practicing attorneys, feminism and activism in the era of Trump.
- Chaired multiple task forces and working groups and convened city, county, and state agencies and community stakeholders on issues such as domestic violence response, sexual assault evidence collection kit backlog, Title IX compliance, pregnancy discrimination, breastfeeding in the workplace laws and regulations (Fair Labor Standards Act) and Public Accommodations law. Taskforces include: Domestic

Violence Response (City and County of Honolulu), Affirmative Consent (Act 222, Hawaii State Legislature), Justice Reinvestment, Family Court reform, Violence Against Women Act (VAWA) planning group through the Attorney General's office (2011-present).

- 2016 Recipient of the United States Department of Labor Paid Leave Analysis grant (\$240,000); oversaw federal grant to perform economic analysis and implementation study with the Institute for Women's Policy Research and Center for American Progress in order to build a solvent and functional paid family leave program in the state of Hawaii. Assisted with successful focus groups to identify gender based discrimination in current unpaid leave policies and gender bias in access to leave.
- Served as Co-Chair of the Hawaii Women's Coalition, a group of community, non-profit and state agencies which spearhead statewide legislative efforts on various issues affecting women and girls. Researched and drafted legislation, prepared and drafted testimony, and delivered oral testimony before the Hawaii State Legislature and Honolulu City Council.
- Identified and collaborated with Hawaii State Judiciary to address access and safety issues in Honolulu District Court 8D and First Circuit Family Court.
- Trained in communications and media: served as sole community and media spokesperson for the Commission on the Status of Women and Hawaii Women's Coalition on various advocacy issues regarding: police training, domestic violence, paid sick and paid family leave, judiciary response to victims of violence, language access, cyber-stalking and revenge porn, etc.

Betts & Wood, LLC

Partner

July 2011-November 2011

- Practiced in the fields of immigration law and family law.

Greg Ryan & Associates, LLLC

Associate Attorney, Honolulu, Hawaii

August 2009-June 2011

- Litigated divorce and custody cases, including uncontested and contested divorce cases, temporary restraining order trials, child abuse/neglect, paternity cases, UCCJEA, and summary possession cases in the First, Second and Third Circuit, State of Hawaii.

State of Hawaii, Department of the Attorney General

Deputy Attorney General, Family Law Division, Child Abuse and Neglect, Honolulu, Hawaii

July 2007-June 2009

- Represented the Department of Human Services. Litigated an active caseload of over 100 complex child abuse/neglect cases, including following the cases through the appeals process and drafting the appellate briefs to the Intermediate Court of Appeals. Represented the state's Department of Health in Involuntary Commitment Hearings.

Honorable Derrick H.M. Chan, Criminal Administrative Judge

First Circuit Court, Honolulu, Hawaii

Law Clerk

January 2007-June 2007

- Drafted legal briefs on criminal justice and legal issues, including Involuntary Administration of Medication to Mentally Ill Criminal Defendants and State Petitions for Post Conviction Relief (Rule 40). Assisted in making revisions to the Hawaii Penal Code on the Hawaii Penal Code Revision Committee.

Honorable Marcia J. Waldorf, Criminal Circuit Court Judge

First Circuit Court, Honolulu, Hawaii

Law Clerk

August 2006-January 2007 (transferred to Chief Judge upon Judge Waldorf's retirement)

- Drafted legal briefs on issues such as determination of a defendant's mental fitness to proceed in criminal trials, criminal entrapment, and all First Circuit Court Pre-Trial Criminal Motions, State of Hawaii. Prepared daily case files and briefed court which presided over Mental Health Court, Adult Drug Court and Hawaii Revised Statutes § 704 (Fitness to Proceed) Motions, while also managing and directing the active daily docket of up to 50 case hearings daily.

The Sex Abuse Treatment Center, Kapiolani Medical Center for Women and Children

Community Outreach Worker/ Education Coordinator, Honolulu, Hawaii

2001-2003

- Developed and implemented violence prevention curriculum for Oahu middle school and high school students on topics of healthy dating relationships, incest, identifying abusive relationships and power and control misuse, gender stereotypes in the media, and examining a rape culture.
- Developed and delivered educational workshops on sex assault prevention for the state's health teachers, senior citizens, early childhood educators, college students, female prison population, youth facilities, church groups, and individuals living with mental and/or physical disabilities.
- Tracked pertinent legislation, drafted and submitted testimony to the state legislature in order to educate legislators about sexual assault treatment and services and served as a coalition builder with social services, governmental and non-governmental organizations.

Rhino Records Media, Warner Music Group

Junior Publicist, Santa Monica, California

1999-2001

- Reported to seven main publicists within Warner Music Group, Rhino Records, and was tasked with drafting press releases and communicating with music journalists regarding new music releases.

EDUCATION

University of Hawaii at Manoa, William S. Richardson School of Law

Juris Doctorate, May 2006

- 2004 Patsy T. Mink Legislative Fellow to United States Senator Daniel K. Inouye
- Member, Vice-President, Filipino Law Students Association
- Native American Moot Court Team Member
- Member, National Lawyers Guild
- Student Representative, Law School Admissions Committee

University of California, Los Angeles

Bachelor of Arts in Sociology, December 1999

Activities included: Journalist for FEM Newspaper (UCLA's Feminist Newsmagazine), Student Intern at California Women's Law Center, Student Volunteer at Braddock Elementary School

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Board of Directors, Hawaii Women in Filmmaking	2017
Board of Directors, Hawaii Women Lawyers Association	2009-present
Board of Directors, Hawaii Filipino Lawyers Association	2008-present
Access to Justice DEAL Committee Member	2010
Access to Justice DEAL Co-Chair	2012-present
Committee on Equality and Access to the Courts (CEAC)	2012-present
Commissioner, Honolulu County Committee on the Status of Women	2001-2004
Commissioner, Honolulu County Committee on the Status of Women	2008-2011
Chair, Women's History Month for Honolulu County	2003
Member, Hawaii Women's Coalition/Legislative Group	2002-2003
Co-Chair, Hawaii Women's Coalition	2011-present
*Licensed to Practice Law in State of Hawaii and U.S. District Court	2006-present

PUBLICATIONS

1. Catherine Corpus Betts and Eric K. Yamamoto, *Disfiguring Civil Rights to Deny Indigenous Hawaiian Self-Determination: The Story of Rice v. Cayetano*, in *Race Law Stories* (Carbado and Moran, eds., 2008).
2. California Resource Guide for Battered Immigrants (published by California Women's Law Center).