

Catherine A. Betts, Esq.

EMPLOYMENT AND PROFESSIONAL EXPERIENCE

Director, State of Hawaii Department of Human Services

September 2020 to present

- Directs operations, policy, and budget decisions for the department which includes: Benefit, Employment, and Support Services Division (BESSD), Division of Vocational Rehabilitation (DVR), Med-QUEST (MQD), Social Services Division (SSD: comprised of Child Welfare Services Branch and Adult Protective and Community Services Branch), attached agencies-Hawaii Public Housing Authority (HPHA), Office of Youth Services (OYS) including Kawaiiloa/Hawaii Youth Correctional Facility, and four administratively attached commissions.
- Oversees and provides leadership support to roughly 2000 employees across the state.
- Manages primarily block grant funded department with Maintenance of Effort requirements that vary across interdepartmental divisions/branches, with an operating budget of \$3.6 billion.
- Oversees the State's implementation of "Ohana Nui": the multi-generational approach and framework to eliminating intergenerational poverty for Hawaii's families.

Deputy Director, State of Hawaii Department of Human Services

October 2017 to September 2020

- Assisted Director in managing and overseeing operations for the department, including all policy and budget decisions.
- Worked closely with the Social Services Division, Child Welfare Services Branch (CWSB) to improve staff morale and retention and to ensure increased staff training, increased communication with judiciary and community partners; and maximized federal funding mechanisms for the division.

- Provided supervisory and management support to the four divisions, seven staff offices, and four attached agencies.
- Assisted in preparation, review, and presentation of the DHS budget.
- Prepared, reviewed, and presented legislative bills, legislative testimonies, and legislative reports.
- Represented DHS at legislative hearings, programmatic meetings, task forces, boards, and conferences on various subject matters under the purview of DHS.
- Worked closely with the Hawaii State Judiciary and executive agencies to increase civil legal services.
- Served as community liaison and litigation coordinator.

Executive Director, Hawaii State Commission on the Status of Women

December 2011 to October 2017

- Researched and advocated for progressive legislative policies 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 parents; 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; and Title IX reform at the University of Hawaii.
- Provided advocacy and referrals for victims of gender-based violence, including Title IX concerns within educational institutions.
- Identified indigent and immigrant victims of violence and referred victims to pro bono legal service providers in the community.
- Organized continuing legal education (CLE) 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, and child sex trafficking.

- 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.
- 2016 Recipient of the United States Department of Labor Paid Leave Analysis grant: 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 focused legislative efforts on various issues impacting women and girls.
- Researched and drafted legislation, prepared and drafted testimony, and delivered oral testimony before the Hawaii State Legislature and Honolulu City Council.

Partner, Betts & Wood, LLC

July 2011 to November 2011

- Practiced in the field of family law, including temporary restraining orders and cases on the FC-S family court calendar.

Associate Attorney, Greg Ryan & Associates, LLC

December 2009 to 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 Circuits of the State of Hawaii.

Deputy Attorney General, State of Hawaii, Department of the Attorney General
Family Law Division

October 2007 to November 2009

- Represented the Department of Human Services, Child Welfare Services Branch. Litigated an active caseload of roughly 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 (ICA). Prevailed for the State on all appeals to the ICA.
- Represented the Department of Health in Involuntary Commitment Hearings.

Law Clerk, Honorable Derrick H.M. Chan, Criminal Administrative Judge First
Circuit Court, Honolulu, Hawaii

January 2007 to September 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.

Law Clerk, Honorable Marcia J. Waldorf, Criminal Circuit Court Judge First
Circuit Court, Honolulu, Hawaii

August 2006 to 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.
- Prepared daily case files and briefed the 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 40 case hearings daily.

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

2001 to 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 rape culture.
- Provided service referrals and crisis intervention for individuals who disclosed abuse during and after presentations.
- 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 assisted with submitting testimony to the legislature in order to educate legislators about sexual assault, as well as sexual assault treatment and services.
- Served as a coalition builder with social service agencies, governmental, and non- governmental organizations.

EDUCATION

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

Juris Doctorate May 2006

- 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

NOTABLE ACHIEVEMENTS AND HONORS

Hawaii Women's Legal Foundation, Rhoda Lewis Award, January 2021

YWCA Women's Leader Awardee, May 2020

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

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

National Association of Commissions for Women Annual Conference Host, April 2016

United States Department of Labor paid leave analysis grantee, 2016

President's Award from Hawaii Women Lawyers, 2015

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

Honored by Hawaii State Legislature on HSCSW's 50th Anniversary, 2014

Honored by Hawaii State Legislature for commitment to Title IX, 2012

Patsy T. Mink Legislative Fellow to late United States Senator Daniel K. Inouye, 2004

KEYNOTE SPEAKER/PANELIST

Access to Justice Commission, Panelist, 2022

DXP 2020 Data Summit

Annual Hunger and Homelessness Conference, 2020

Ruth Bader Ginsburg Memorial Panel, William S. Richardson School of Law, 2020

Foster Youth Graduation Ceremony, 2019

Hawaii State of Reform, 2019

Child Welfare Law Update, 2018

Teen Day (Family Court and Child Welfare Services), 2018

LGBTQ and the Courts Conference, 2018

Equal Means Equal Screening, Windward Community College, 2017

Career Day, La Pietra School, 2017

Elder Abuse and Hawaii Says No More Campaign, Pohai Nani, 2017

Hawaii Caregivers Coalition Meeting, 2017

Equal Pay Day, Hawaii Public Radio, 2017

Wage Discrimination and Pay Equity, Hawaii Civil Rights Commission, 2017

Know Your Rights: Gender Violence and Immigration Law, HSBA, 2017

National Association of Commissions for Women (NACW) Conference, 2016

Highlights of NACW Conference, Hawaii Public Radio, 2016

Ms. Foundation Hawaii Learning Tour, 2015

Closing the Gender Pay Gap in Hawaii, AAUW and YWCA, 2015

Violence Against Women Act (VAWA) Anniversary, 2014

Hawaii Family Issues Summit, U.S. Senator Brian Schatz, 2014

Domestic Violence: What's Love Got to Do With It, WSRSL, 2013

Guest Speaker, UHM Women's Studies Colloquium, 2013

Patsy Mink Legislative Fellowship at the William S. Richardson School of Law, 2013

Guest lecturer on public policy and gender for University of Hawaii at Manoa's Social Work distance learning class (reaching students on Maui, Lanai, Molokai and Kauai), 2013

Guest lecturer at Leeward Community College on Title IX, 2013

The Prison Monologues, Hawaii State Legislature, 2013

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Board of Directors, Hawaii Filipino Lawyers Association: 2008-present

Committee on Equality and Access to the Courts (CEAC): 2012-present

HSBA Diversity, Equality, and the Law (DEAL) Committee Member: 2010-2020

HSBA DEAL Co-Chair: 2012-2020

Board of Directors, Hawaii Women in Filmmaking: 2017-2019

Board of Directors, Hawaii Women Lawyers Board: 2009-2019

National Association of Commissions for Women Board Member: 2015-2019

Co-Chair, Hawaii Women's Coalition: 2011-2017

Committee Member, Honolulu County Committee on the Status of Women:
2008-2011

Committee Member, Honolulu County Committee on the Status of Women:
2001-2004

*Licensed to Practice Law in the 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).

References available upon request.