

**ALASKA STATE LEGISLATURE**  
**SENATE LABOR AND COMMERCE STANDING COMMITTEE**

April 24, 2023

1:37 p.m.

**MEMBERS PRESENT**

Senator Jesse Bjorkman, Chair  
Senator Elvi Gray-Jackson  
Senator Kelly Merrick  
Senator Forrest Dunbar  
Senator Click Bishop, Vice Chair

**MEMBERS ABSENT**

All members present

**OTHER LEGISLATORS PRESENT**

Representative Jennie Armstrong

**COMMITTEE CALENDAR**

HOUSE BILL NO. 51

"An Act relating to refrigerants designated as acceptable for use under federal law."

- HEARD & HELD

SENATE BILL NO. 73

"An Act relating to registered interior designers and interior design; establishing requirements for the practice of registered interior design; renaming the State Board of Registration for Architects, Engineers, and Land Surveyors the State Board of Registration for Design Professionals; relating to the State Board of Registration for Design Professionals; relating to liens for labor or materials furnished; relating to the procurement of interior design services; and providing for an effective date."

- HEARD & HELD

SENATE BILL NO. 94

"An Act relating to the Board of Pharmacy; relating to the practice of pharmacy; relating to pharmacies; relating to prescription drug manufacturers; relating to prescriptions for

epinephrine; relating to the administration of epinephrine; and providing for an effective date."

- HEARD & HELD

SENATE BILL NO. 108

"An Act relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

- HEARD & HELD

**PREVIOUS COMMITTEE ACTION**

BILL: HB 51

SHORT TITLE: USE OF DESIGNATED REFRIGERANTS

SPONSOR(S): REPRESENTATIVE(S) WRIGHT

01/30/23	(H)	READ THE FIRST TIME - REFERRALS
01/30/23	(H)	L&C
02/06/23	(H)	L&C AT 3:15 PM BARNES 124
02/06/23	(H)	Heard & Held
02/06/23	(H)	MINUTE(L&C)
02/10/23	(H)	L&C AT 3:15 PM BARNES 124
02/10/23	(H)	Moved HB 51 Out of Committee
02/10/23	(H)	MINUTE(L&C)
02/13/23	(H)	L&C RPT 6DP
02/13/23	(H)	DP: FIELDS, SUMNER, SADDLER, PRAX, CARRICK, RUFFRIDGE
02/24/23	(H)	TECHNICAL SESSION 2/24 - ON 2/27 CALENDAR
03/01/23	(H)	TRANSMITTED TO (S)
03/01/23	(H)	VERSION: HB 51
03/06/23	(S)	READ THE FIRST TIME - REFERRALS
03/06/23	(S)	L&C
04/10/23	(S)	L&C AT 1:30 PM BELTZ 105 (TSBldg)
04/10/23	(S)	Heard & Held
04/10/23	(S)	MINUTE(L&C)
04/24/23	(S)	L&C AT 1:30 PM BELTZ 105 (TSBldg)

BILL: SB 73

SHORT TITLE: REGISTER INTERIOR DESIGNERS

SPONSOR(S): SENATOR(S) CLAMAN

02/17/23	(S)	READ THE FIRST TIME - REFERRALS
02/17/23	(S)	L&C, FIN
04/10/23	(S)	L&C AT 1:30 PM BELTZ 105 (TSBldg)
04/10/23	(S)	<Bill Hearing Canceled>

04/12/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)  
04/12/23 (S) Heard & Held  
04/12/23 (S) MINUTE(L&C)  
04/21/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)  
04/21/23 (S) Heard & Held  
04/21/23 (S) MINUTE(L&C)  
04/24/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)

BILL: SB 94

SHORT TITLE: PROFESSION OF PHARMACY

SPONSOR(s): SENATOR(s) GIESSEL BY REQUEST

03/08/23 (S) READ THE FIRST TIME - REFERRALS  
03/08/23 (S) L&C, FIN  
04/03/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)  
04/03/23 (S) Heard & Held  
04/03/23 (S) MINUTE(L&C)  
04/12/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)  
04/12/23 (S) Scheduled but Not Heard  
04/17/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)  
04/17/23 (S) Heard & Held  
04/17/23 (S) MINUTE(L&C)  
04/24/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)

BILL: SB 108

SHORT TITLE: DISCRIMINATION: GENDER ID.;SEXUAL ORIENT.

SPONSOR(s): SENATOR(s) KAWASAKI

03/17/23 (S) READ THE FIRST TIME - REFERRALS  
03/17/23 (S) L&C, STA  
04/24/23 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)

**WITNESS REGISTER**

REPRESENTATIVE STANLEY WRIGHT, District 22

Alaska State Legislature

Juneau, Alaska

**POSITION STATEMENT:** Sponsor of HB 51.

FORREST WOLFE, Staff

Representative Stanley Wright

Alaska State Legislature

Juneau, Alaska

**POSITION STATEMENT:** Gave a recap of HB 51.

SYLVAN ROBB, Director

Division of Corporations, Business and Professional Licensing

Department of Commerce, Community and Economic Development  
Juneau, Alaska

**POSITION STATEMENT:** Gave a recap of SB 73.

JANE CONWAY, Staff  
Senator Cathy Giessel  
Alaska State Legislature  
Juneau, Alaska

**POSITION STATEMENT:** Gave a recap of SB 94.

SENATOR SCOTT KAWASAKI, District P  
Alaska State Legislature  
Juneau, Alaska

**POSITION STATEMENT:** Sponsor of SB 108.

GRIFFEN SUKKAEW, Staff  
Senator Scott Kawasaki  
Alaska State Legislature  
Juneau, Alaska

**POSITION STATEMENT:** Read the sectional analysis for SB 108 and presented a slideshow on the bill.

ROB CORBISIER, Executive Director  
Alaska Commission on Human Rights  
Anchorage, Alaska

**POSITION STATEMENT:** Responded to questions on SB 108.

HAYLEE WILSON, Owner  
Behavioral Health Services  
Kenai, Alaska

**POSITION STATEMENT:** Gave invited testimony in support of SB 108.

JOSH SMITH, representing self  
Chugiak, Alaska

**POSITION STATEMENT:** Gave invited testimony in support of SB 108.

MORGAN LIM, Lobbyist  
Planned Parenthood Alliance Advocates (PPAA)  
Juneau, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

NOEL WILLIAMS, representing self  
Juneau, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

KC CASORT, representing self  
Fairbanks, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

JAMIE GIBSON, representing self  
Fairbanks, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

ROSE O'HARA-JOLLEY, representing self  
Fairbanks, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

CRYSTAL HOWARD, representing self  
Wasilla, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

MENEKA THIRU, representing self  
Anchorage, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

VALERIE BROOKS, representing self  
Ketchikan, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

BRYAN MULKERN, representing self  
Anchorage, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

AL SMITH, representing self  
Fairbanks, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

KATE VEH, representing self  
Soldotna, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

JENNIFER CROSBY, representing self  
Anchorage, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

RICK ANDERSON, representing self  
Nome, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

ANDREW PACE, representing self  
Palmer, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

NAOMI SPAR, representing self

Ketchikan, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

JOSHUA KNICELY, representing self

North Pole, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

XOCHITL MUNOZ, representing self

Fairbanks, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

BROOK BEVERIDGE, representing self

Anchorage, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

JESSICA ROSADO, representing self

Denali Park, Alaska

**POSITION STATEMENT:** Testified in support of SB 108.

#### **ACTION NARRATIVE**

[1:37:07 PM](#)

**CHAIR JESSE BJORKMAN** called the Senate Labor and Commerce Standing Committee meeting to order at 1:37 p.m. Present at the call to order were Senators Gray-Jackson, Dunbar, Merrick, and Chair Bjorkman. Senator Bishop joined the meeting shortly thereafter.

#### **HB 51-USE OF DESIGNATED REFRIGERANTS**

[1:38:48 PM](#)

**CHAIR BJORKMAN** announced the consideration of HOUSE BILL NO. 51 "An Act relating to refrigerants designated as acceptable for use under federal law."

He stated that this is the second hearing of this bill and his intention today is to hear public testimony.

[1:39:20 PM](#)

**REPRESENTATIVE STANLEY WRIGHT**, District 22, Alaska State Legislature, Juneau, Alaska, sponsor of HB 51, thanked the committee for hearing the bill.

[1:39:50 PM](#)

**FORREST WOLFE**, Staff, Representative Stanley Wright, Alaska State Legislature, Juneau, Alaska, gave a recap of HB 51. He

stated that HB 51 grants Alaska the opportunity to modernize and implement the newest forms of refrigeration technology entering the market. As part of a larger movement across the country to phase out harmful hydrofluorocarbons (HFCs), Alaska must update building codes and laws to allow for new refrigerants to be utilized. Transitioning away from HFCs will reduce harmful emissions by up to 75 percent and contribute to job creation. He clarified that HB 51 creates an avenue for the transition from HFCs to alternative refrigerants but does not mandate anything.

[1:41:37 PM](#)

CHAIR BJORKMAN opened public testimony on HB 51; finding no testifiers, he closed public testimony.

CHAIR BJORKMAN held HB 51 in committee.

[1:42:22 PM](#)

At ease.

### **SB 73-REGISTER INTERIOR DESIGNERS**

[1:45:30 PM](#)

CHAIR BJORKMAN reconvened the meeting and announced the consideration of SENATE BILL NO. 73 "An Act relating to registered interior designers and interior design; establishing requirements for the practice of registered interior design; renaming the State Board of Registration for Architects, Engineers, and Land Surveyors the State Board of Registration for Design Professionals; relating to the State Board of Registration for Design Professionals; relating to liens for labor or materials furnished; relating to the procurement of interior design services; and providing for an effective date."

He stated that this is the fourth hearing of this bill and the motion to adopt the CS as the working document is pending before the committee. He invited Ms. Robb to put herself on the record to answer questions about the bill.

SENATOR BISHOP joined the meeting.

[1:46:58 PM](#)

SYLVAN ROBB, Director, Division of Corporations, Business and Professional Licensing, Department of Commerce, Community and Economic Development, Juneau, Alaska, gave a recap of SB 73. She stated that this bill would create a profession of registered interior designers for those who meet the qualifications set

forth in the bill and who are interested in performing the life/health safety functions of the profession.

[1:47:31 PM](#)

CHAIR BJORKMAN commented that there seems to be some confusion about whether this bill would restrict what interior designers can do. He sought confirmation that SB 73 would not limit what an interior designer can do should they choose to remain unregistered.

MS. ROBB referenced CSSB 73, version \U. She said that based on section 27, the registration requirement only applies to a person who "practices an aspect of interior design that the board has determined affects the public health, safety, or welfare." She expressed her understanding that interior designers not interested in that certification or adopting those aspects of the profession could continue business as usual in their current profession.

[1:48:48 PM](#)

CHAIR BJORKMAN sought confirmation that this bill does not restrict using "interior designer" in business advertising, so long as "registered" is only used by those qualified to do so.

MS. ROBB expressed her belief that SB 73 permits people to use the term "interior designers," just not "registered interior designers."

CHAIR BJORKMAN said that he intends to make a small change to SB 73 that will incorporate language from Senate Bill 126, pertaining to architects, so the board accurately reflects the professions over which the board has oversight. He opined that it makes sense for that same language to be included in SB 73 as it pertains to the AELS Board. That language will be included in a forthcoming CS. For that reason, the committee will not adopt the pending CS, version U.

[1:50:42 PM](#)

SENATOR GRAY-JACKSON moved to withdraw the motion to adopt CSSB 73, work order 33-LS0244\U, as the working document.

CHAIR BJORKMAN found no objection and the motion was withdrawn.

CHAIR BJORKMAN held SB 73 in committee.

[1:51:07 PM](#)

At ease.

SB 94-PROFESSION OF PHARMACY

1:54:01 PM

CHAIR BJORKMAN reconvened the meeting and announced the consideration of SENATE BILL NO. 94 "An Act relating to the Board of Pharmacy; relating to the practice of pharmacy; relating to pharmacies; relating to prescription drug manufacturers; relating to prescriptions for epinephrine; relating to the administration of epinephrine; and providing for an effective date."

He stated that this is the third hearing of the bill and there is one friendly amendment for the committee to consider. He invited Ms. Conway to provide a recap of SB 94.

1:54:59 PM

JANE CONWAY, Staff, Senator Cathy Giessel, Alaska State Legislature, Juneau, Alaska, gave a recap of SB 94. She explained that SB 94 updates pharmacy statutes by bringing them into the modern era. She said that the Board of Pharmacy and the Alaska Pharmacist Association collaborated for months on the bill which covers out-of-state pharmacies, wholesalers, and distribution centers among other areas. SB 94 clarifies powers for the Board of Pharmacy and adds a national criminal background check for pharmacists.

1:56:21 PM

CHAIR BJORKMAN found no questions and requested a motion to adopt the proposed amendment.

1:56:35 PM

SENATOR GRAY-JACKSON moved to adopt Amendment 1, work order 33-LS0293\U.1, for SB 94.

33-LS0293\U.1  
Bergerud  
4/21/23

AMENDMENT 1

OFFERED IN THE SENATE  
TO: SB 94

Page 1, line 2, following "**manufacturers;**":  
Insert "**relating to licensing and registration requirements for certain wholesale drug distributors;**"

Page 4, following line 11:

Insert a new bill section to read:

"\*Sec. 4. AS 08.80.157(h) is amended to read:

(h) The board may suspend, revoke, deny, or refuse to renew the license of a facility or pharmacy on the following grounds:

(1) the finding by the board of violations of a federal, state, or local law relating to the practice of pharmacy, drug samples, wholesale or retail drug or device distribution, or distribution of controlled substances;

(2) a felony conviction under federal, state, or local law of an owner of the facility or pharmacy or of an employee of the facility or pharmacy;

(3) the furnishing of false or fraudulent material in an application made in connection with drug or device manufacturing or distribution;

(4) suspension or revocation by federal, state, or local government of a license currently or previously held by the applicant for the manufacture or distribution of drugs or devices, including controlled substances;

(5) obtaining remuneration by fraud, misrepresentation, or deception;

(6) dealing with drugs or devices that are known or should have been known to be stolen drugs or devices;

(7) dispensing or distributing drugs or devices directly to patients by a wholesale drug distributor other than a pharmacy unless

(A) the drug or device is a dialysate, drug composed solely of fluids, electrolytes, and sugars, or device that is

(i) necessary to perform home dialysis;

(ii) approved by the United States Food and Drug Administration, as required by federal law; and

(iii) delivered in its original, sealed, and labeled packaging only upon the receipt of a physician's order; and

(B) the wholesale drug distributor

(i) delivers the dialysate drug or device directly to a patient with end-stage renal disease, or to the patient's designee, for the patient's self-administration of dialysis therapy;

(ii) uses a bar code scanning and verification system confirming that the dialysate drug or device selected to fill the patient-specific order matches the information on the patient-specific label; and

(iii) has additional secondary accuracy and delivery checks in place; and

(C) a licensed pharmacist serves as a consultant to the wholesale drug distributor to

(i) conduct a retrospective audit of 10 percent of the dialysate drug and device orders provided directly to patients processed by the wholesale drug distributor every month; and

(ii) perform assessments at least twice monthly to ensure quality of product storage, handling, and distribution by the wholesale drug distributor, and to ensure product expiration dates are later than three months after the date of assessment;

(8) violation of this chapter or a regulation adopted under this chapter."

Renumber the following bill sections accordingly.

Page 9, line 20:

Delete "sec. 18"

Insert "sec. 19"

Page 9, line 21:

Delete "sec. 18"

Insert "sec. 19"

Page 9, line 31:

Delete "Section 20"

Insert "Sections 4 and 21"

Page 10, line 1:  
Delete "sec. 21"  
Insert "sec. 22"

CHAIR BJORKMAN asked Ms. Conway to explain Amendment 1 to SB 94.

[1:56:51 PM](#)

MS. CONWAY explained the following changes Amendment 1 would make to SB 94:

[Original punctuation provided.]

### **Senate Bill 94 Profession of Pharmacy**

#### **Explanation of Changes if Amendment LS0293\U.1 is adopted:**

Amendment U.1 adds language to the bill regarding the direct shipping of dialysate and other dialysis treatment devices and supplies to the patient. This language comes from CSHB 96 (Rep. Prax) and is being added to mirror changes made in the companion bill to SB 94.

The amendment requires that the dialysate and dialysis devices and supplies

- Must be approved by the FDA
- Must arrive in a sealed and labeled package and ordered via a physician
- Must be directly sent to the patient (with end-stage renal disease or acute kidney injury) or patient designee. Currently there are 154 home-dialysis patients (as of 2020 statistics)
- Must be marked with a scannable bar code matched to the patient-specific label
- A licensed pharmacist must serve as a consultant to ensure wholesale drug distributors test each month the dialysate and devices sent to patients AND they must perform quality assessments 2X a month to ensure proper storage, handling and distribution.

The dialysate must have an expiration date that is good for 3 months following the assessment date.

And because of the provisions set out in this SB 94, the facility would be licensed and under the jurisdiction of the AK Board of Pharmacy.

Currently 24 states use this model, 8 other states have something similar. There have been no known cases of harm reported. 2 states have legislation pending to allow this program.

A short deck of slides is attached for additional information for your review.

[2:01:19 PM](#)

At ease.

[2:02:43 PM](#)

CHAIR BJORKMAN reconvened the meeting and held SB 94 in committee with Amendment 1 pending.

**SB 108-DISCRIMINATION: GENDER ID.;SEXUAL ORIENT.**

[2:02:56 PM](#)

CHAIR BJORKMAN announced the consideration of SENATE BILL NO. 108 "An Act relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

He stated that this is the first hearing on this bill. He invited Senator Kawasaki and Griffen Sukkaew to present the bill.

CHAIR BJORKMAN recognized that Representative Jennie Armstrong joined the meeting.

[2:03:39 PM](#)

SENATOR SCOTT KAWASAKI, District P, Alaska State Legislature, Juneau, Alaska, sponsor of SB 108, said this bill is also known as the LGBTQ+ Nondiscrimination Bill. It seeks to add sexual orientation, gender identity, and gender expression as a protected class under statutes governing the Alaska Human Rights Commission. This bill does not protect LGBTQ+ people differently or in a special way; it just ensures they have the same rights as everyone else. The Human Rights Commission protected LGBTQ+ people in all subject areas from July 2021 until August 2022,

and the presentation will elaborate on this. He read the following sponsor statement:

SB 108  
Sponsor Statement

"An Act Relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

Following *Bostock v Clayton County*, the Alaska State Commission on Human Rights (ASCHR) clarified that their jurisdiction only applies to employment in regard to discrimination based on gender identity, gender expression, and sexual orientation. They have recommended that policy changes are necessary to recognize these traits under public accommodations, housing, and lending.

ASCHR first urged the Legislature to act on this in 2016.

The State of Alaska should be a place where businesses can invest without fear of their employees being discriminated against and where active duty military members don't have to worry about being stationed in a place where they may face discrimination. The first step to reversing outmigration and creating a business-friendly environment is making sure that everyone feels safe and welcome in Alaska.

SENATOR KAWASAKI deferred to Griffen Sukkaew to present further on the bill.

[2:06:06 PM](#)

GRIFFEN SUKKAEW, Staff, Senator Scott Kawasaki, Alaska State Legislature, Juneau, Alaska, read the sectional analysis for SB 108 and gave a slideshow presentation on the bill.

Sectional Analysis for SB 108, 33-LS0599\A

Section 1: This section is conforming language with Section 2. It adds "sex" to the area of Alaska Statutes regarding blockbusting.

Section 2: This section adds new paragraphs under AS 18.80.300 to define sex to include "gender identity or expression" and "sexual orientation".

[2:06:49 PM](#)

Mr. Sukkaew said that he is honored to present a bill on behalf of the nearly 10 percent of Alaskans who identify as LGBTQ. He presented a slideshow titled "SB 108: LGBTQ+ Non discrimination." He expressed that this legislation is necessary because Alaska currently allows discrimination against anyone who is perceived as being or is LGBTQ. He advanced to slide 2:

Alaska currently **legalizes discrimination** based on sexual orientation, gender expression, or gender identity in regards to **employment, housing, financing, government practices, and public accommodation.**

He explained that the Attorney General's Office, the Commission for Human Rights and the Department of Law have advised that this requires a statutory fix. He stated that the bill sponsor seeks to codify the guidance from these institutions which aim to protect the rights of LGBTQ citizens. He clarified that Alaska case law holds that many different types of religious organizations would be able to protect their religious beliefs and that this bill would not interfere with their religious freedoms.

[2:07:47 PM](#)

Mr. Sukkaew advanced to slide 3 to discuss the meaning of discrimination:

Discrimination is **bad for business, bad for our economy, and bad for families.**

He said that under current law, people in cities without nondiscrimination ordinances can be denied or charged differently for housing or denied home, car, and business loans only because they are perceived as LGBTQ. He pointed out Alaska's outmigration over the last decade and reminded the committee of the workforce crisis, vacancy rates, and recruitment and retention challenges. He emphasized the importance of creating a safe and inclusive environment for workers.

[2:08:32 PM](#)

Mr. Sukkaew advanced to slide 4, "Public Support for LGBTQ non-Discrimination":

## Public Support for LGBTQ Non - Discrimination

- The Public Religion Research Institute (PRRI) has conducted phone surveys since 2014.
- They have found longstanding trends of public support for LGBTQ non -discrimination protections.
- The American Values Atlas, the compendium for this research, shows 80% of Americans support such protections.
- 78% of Alaskans support these protections.

He said the Public Religion Research Institute has been conducting polling on LGBTQ issues annually since 2014. The results are collated into the American Values Atlas. This survey shows the most recent results from 2022, which shows 80 percent of Americans and 78 percent of Alaskans support LGBTQ nondiscrimination policies.

[2:08:53 PM](#)

Mr. Sukkaew advanced to slide 5:

This legislation would put Alaska into alignment with many **major Alaskan employers and Fortune 500 companies.**

**As of 2011, 96% of Fortune 500 companies include sexual orientation in their nondiscrimination policies. Economic benefits include:**

- Higher recruitment & retention
- Increased generation of ideas & innovation
- Diversified consumer base
- Increased employee productivity
- Securing more public sector clients
- Improved employee relations & morale

He stated that 31 states, the US Virgin Islands and Washington D.C. also have similar measures of protection for LGBTQ citizens. He reiterated that for the state to be competitive, everyone needs protection.

[2:09:28 PM](#)

Mr. Sukkaew advanced to slide 6, Local control: Lack of local protections:

**Irregular protections provide lack of clarity for families, workers, and businesses.**

Anchorage, Juneau and Sitka have all passed local nondiscrimination ordinances. Bethel has passed a nondiscrimination ordinance applying to city employees and contractors. However not all localities have legal authority to pass such ordinances so taking action requires a statewide solution.

[2:10:06 PM](#)

Mr. Sukkaew advanced to slide 7, "Background, LGBTQ+ Discrimination in Alaska":

**LGBTQ+ Discrimination in Alaska  
2011 Anchorage Survey:**

- 10% denied a lease when otherwise qualified.
- 21% turned down for a job when otherwise qualified.
- 73% hide orientation/identity to avoid employment discrimination.
- 10% stopped by police without justification
- 8% denied service in a restaurant or bar.

[2:10:37 PM](#)

SENATOR BISHOP asked who created the survey.

MR. SUKKAEW replied the Williams Institute.

SENATOR BISHOP asked whether there has been another survey since this one.

MR. SUKKAEW replied that he does not believe so but he will double check and get the information to the committee.

[2:11:16 PM](#)

MR. SUKKAEW advanced to slide 8, "Background, Discrimination Against the LGBTQ+ Community," explaining that there are real and devastating impacts when people are not protected and treated the same. Those who identify as LGBTQ suffer food, economic and housing insecurity, as well as mental health impacts. He stated that nearly half of the respondents to an Anchorage survey reported harassment at work. LGBTQ community members suffer career setbacks and are held back from living full, safe lives as productive members of society. When people

lose their homes or jobs, it is not a social issue, it is an economic issue that affects the entire state.

[2:11:25 PM](#)

Mr. Sukkaew advanced to slide 9, "LGBTQ+ Discrimination," He noted that nearly half of the Native and indigenous LGBTQ youth have experienced homelessness or housing instability.

[2:12:06 PM](#)

MR. SUKKAEW spoke to points on slide 10, "CASE LAW Bostock v Clayton County":

#### **CASE LAW**

##### **Bostock v. Clayton County**

- Court ruling from 2020: Consolidated cases of Bostock v Clayton County, Zarda v Altitude Express, and R.G. & G.R. Harris Funeral Homes v EEOC & Aimee Stephens
- Title VII of the 1964 Civil Rights Act: prohibits discrimination based on sex
- Discrimination based on sexual orientation, gender identity and gender expression: inherently based on sex discrimination

[2:13:20 PM](#)

MR. SUKKAEW advanced to slide 11, "HISTORY OF ASCHR":

#### **HISTORY OF ASCHR**

##### **Commission for Human Rights**

- Established in 1963
- Falls under the Office of the Governor
- Attorney General provides counsel

MR. SUKKAEW drew attention to line 3, pointing out that current law protects inhabitants of the state from discrimination "because of race, religion, color, national origin, age, sex, physical or mental disability, marital status, changes in marital status, pregnancy, or parenthood", announcing that the bill sponsor would like this line to mirror that of the Bostock case, which includes sexual orientation, gender identity and expression.

[2:13:57 PM](#)

MR. SUKKAEW spoke to points on slide 12, "PRIOR GUIDANCE Department of Law":

**PRIOR GUIDANCE  
Department of Law**

- In July 2022, the Department of Law initially held that ASCHR could accept LGBTQ+ cases in all five subject areas.
- "This is supported in part by the Alaska Supreme Court to further the goal of eradication of discrimination."
- In August 2022, it was rescinded and the Attorney General said ASCHR needs statutory authority for other areas under their jurisdiction.
- SB 108 provides this necessary authority.

[2:15:08 PM](#)

MR. SUKKAEW spoke to points on slide 13, "BILL OVERVIEW SB 108: LGBTQ+ Nondiscrimination":

**BILL OVERVIEW  
SB 108: LGBTQ+ Nondiscrimination**

"...to further the goal of the eradication of discrimination." - Alaska Department of Law

- Updates the definition of "sex" in AS 18.80.300 to include "sexual orientation, gender identity or gender expression."
- Consistent with Bostock.
- Updates the definition of "sexual orientation" to reflect modern scientific understanding, and remove loopholes.
- Conforming change to AS 18.80 "blockbusting".

[2:15:41 PM](#)

SENATOR GRAY-JACKSON commented that she was proud to have a seat on the Anchorage Assembly in 2018 when it passed and expressed that the delay in passing this legislation on the state level is troubling to her.

[2:16:16 PM](#)

SENATOR DUNBAR drew attention to slide 12. He sought clarification that the Department of Law and the Alaska Supreme Court held that post-Bostock this case could move forward. He

asked what changed the position and legal interpretation and questioned whether this bill was legally necessary, since it is already the law that gender identity is included in the term "sex," as interpreted in statute.

MR. SUKKAEW deferred the question to Mr. Corbisier.

[2:17:52 PM](#)

SENATOR MERRICK asked about the consequences if someone violates SB 108.

MR. SUKKAEW deferred the question to Mr. Corbisier or Legal Services.

[2:18:15 PM](#)

ROB CORBISIER Executive Director, Alaska Commission on Human Rights, Anchorage, Alaska, responded to questions on SB 108. He explained that the commission has the ability to enforce the law and would accept a complaint, consequently conducting an investigation depending on whether there was substantial evidence of violation of state law. The commission would go through a conciliation process, an attempt to settle a negotiation, and if that fails, the commission would file an accusation with the Office of Administrative Hearings and move forward with a bench trial. At the trial's end an administrative law judge would issue a commission order to be reviewed by the commissioners with the advice of an assistant attorney general. Then a commission order can be enforced to account for damages.

[2:19:19 PM](#)

MR. CORBISIER clarified a question Senator Dunbar posed. He said that after Bostock was issued, he realized it was huge case. Within days of that decision, he felt comfortable with the agency taking on discrimination claims on employment. He asked the Department of Law for formal guidance and in December of 2020 the department responded that it was warranted to take on all five areas as pertain to the Bostock v. Clayton County case.

[2:20:48 PM](#)

SENATOR DUNBAR asked whether the administrative law judge decision that goes to the Alaska Superior Court was ever specific performance or exclusively monetary damages.

MR. CORBISIER answered that it can definitely be specific performance and that it will depend on the circumstances of the case.

[2:22:21 PM](#)

HAYLEE WILSON, Owner, Behavioral Health Services, Kenai, Alaska, gave invited testimony in support of SB 108. She said that in her private practice and former positions, she has had the opportunity to see people from various demographics around the state. One specific situation brought up often is her clients' inability to both secure and advance in employment due to their gender identity and sexual orientation. This compounds existing barriers, including access to insurance and healthcare.

She described two different outcomes in a scenario she had witnessed. Client A sought counseling due to a hostile work environment stemming from their gender identity. While Client A had good insurance and regularly saw a counselor, the unrelenting harassment made it challenging to remain at their job. They faced daily insults, threats, and even suggestions of self-harm. This led Client A to contemplate self-harm and, eventually, they and their counselor concluded that inpatient care was required.

If there is available space in the state's mental health services, the person may receive the necessary care. However, currently, mental health services have lengthy waitlists. Without access to these services, returning to work could result in immediate harm, making it necessary to quit their job. Unfortunately, there are no protective measures or safety nets in place. Client A, who once had excellent private insurance, is now without both insurance and income but still requires mental health treatment. They are now relying on Medicaid, food assistance, and housing programs, which they previously contributed to through taxes. However, these services have extended waitlists due to the increased demand from Medicaid users. For instance, in the United States, there are three Medicaid-accepting community mental health organizations. One of them does not accept non-Indian Health Service beneficiaries, and another cannot provide information on the duration of its current waitlist. The third organization has a waitlist of over 100 people, with an estimated one-year waiting period for services.

[2:24:52 PM](#)

Client A is unable to access an inpatient bed due to the lack of availability. Moreover, they have lost their previous mental health provider who was covered by private insurance. Their next step involves attempting to connect with the Division of Vocational Rehab, but they face a lengthy waitlist of six months or more just to undergo an evaluation before they can receive

workplace services. If they are presently functioning at a certain level, their options are severely limited. They may have no choice but to rely on government resources to navigate and survive this challenging situation.

Client B finds themselves in a similar situation as Client A, with excellent insurance and comprehensive coverage. They also face a hostile work environment due to their gender identity. However, in contrast to Client A's situation, Client B's employer recognizes the potential harm caused by harassment and chooses to take proactive measures to address and resolve this discrimination, even though no legal requirements exist to do so. Client B processes a trauma with their clinician, paid for by their private health insurance. Client B collaborates with their employer to improve the workplace environment rather than relying on government resources to survive. Their taxes contribute to these programs while they thrive. It's important to note that the hostile workplace not only affects the clients but also has a broader impact on the community and the mental health of coworkers who are bystanders to mistreatment.

Discrimination in the workforce affects more than just those who leave their jobs. Workplace morale significantly influences our mental health. Ms. Wilson said she has seen the same trajectories mentioned above in the Alaska housing situation as well. This is not a potential scenario. This is an actual scenario. This is the economic burden of discrimination that is happening often. There is also a significant mental health provider shortage, which she personally knows is impacted by the lack of protection for LGBTQ+ individuals.

MS. WILSON stated that SB 108 will not only positively impact the workplace and mental health of LGBTQ+ Alaskans, but also reduce the economic burden of those who our legislation has previously not protected.

[2:27:21 PM](#)

JOSH SMITH, representing self, Chugiak, Alaska, gave invited testimony in support of SB 108. He said that is a 10-year US Air Force veteran and a current resident of Chugiak, Alaska. Military service has been a significant part of his family, with both parents serving in the US Army. His family developed a strong connection to Alaska when his father was stationed at Fort Wainwright starting in 2001. Their family showed by example the patriotic duty of military service and he and his brother proudly enlisted.

He explained that he joined the military through the late entry program during his senior year of high school. He felt pride in serving but struggled as a closeted gay person due to the Don't Ask Don't Tell policy, which prevented him from being open about his sexuality, making it difficult to live authentically. Serving his country came at the cost of the truth.

He found it difficult to reconcile the idea of integrity with the Air Force core values because he had to hide his true identity as a gay person in order to serve. He lived in constant fear of revealing his true self and used alibis and cover stories to avoid conversations about his identity, leading to inauthentic interactions and a sense of moral compromise and exhaustion.

He struggled with shame and dark thoughts for years, leading to suicidal feelings and a suicide attempt. This experience had a lasting impact on his self-worth and confidence, both in personal and professional aspects of his life.

While serving in the military, the repeal of Don't Ask Don't Tell brought some relief, but the military culture remained conservative. He was still concealing his LGBTQ identity when he heard colleagues making negative remarks about the LGBTQ community. It took several years for the military culture to change, allowing him to gradually open up to his closest colleagues about his identity.

Some colleagues had an anticlimactic reaction when he revealed his LGBTQ identity because they saw him as a fellow airman and coworker. However, there were instances of discrimination that were challenging to address. He had become accustomed to periodic homophobia and discrimination after years of struggling and believed it was the price to be tolerated at work. While he felt good about being accepted by some, the prejudice from leadership and older civilian employees eroded his self-worth.

[2:29:49 PM](#)

CHAIR BJORKMAN said the connection with Mr. Smith was lost. He advised him to call back and finish testifying.

[2:30:23 PM](#)

CHAIR BJORKMAN opened public testimony on SB 108.

[2:31:06 PM](#)

MORGAN LIM, Lobbyist, Planned Parenthood Alliance Advocates (PPAA), Juneau, Alaska, testified in support of SB 108. He

stated that he was testifying on behalf of Planned Parenthood Alliance Advocates Alaska (PPAA). PPAA strongly supports SB 108. Everyone should be free to create families and build loving relationships without facing discrimination. Every day there are Alaskans who live in fear of being denied housing, turned away from public services and rejected from financial opportunities because of gender identity, gender expression, and sexual orientation. Planned Parenthood knows that SB 108 is good for public health and business. Because of discrimination, many LGBTQ employees hide their identities at work, are paid less and experience fewer employment opportunities than their non-LGBTQ peers. This prejudice puts LGBTQ people at increased risk of poor physical and mental health. Alaska has been denying LGBTQ people their dignity by deeming their basic needs unnecessary of protection. This sends a deeply stigmatizing message to communities that the State of Alaska does not believe LGBTQ persons deserve equal opportunities and protections.

[2:33:20 PM](#)

JOSH SMITH, having lost his connection, resumed his testimony. He stated that in conversations with fellow LGBTQ military members and veterans, he learned about their experiences of ostracism, discrimination, bullying, and missed opportunities, even after the repeal of Don't Ask Don't Tell. Despite cultural shifts in the military, he remained cautious about revealing his true identity outside the base, as there were no federal workplace protections off the military installation.

In the home-buying process, he didn't involve his significant other due to the absence of LGBTQ anti-discrimination protection. He was being cautious about potential biases from the realtor or bank. He felt compelled to create cover stories in advance, reminiscent of the time under Don't Ask Don't Tell, an experience he felt was unwelcome for anyone to endure. The lack of protections necessitated secrecy and reminded him of concealing his identity in the past.

In recent years, with the progress of LGBTQ protections in Alaska, he has found a greater sense of comfort, allowing for healing from years of shame and repression. He has discovered that, much like the unit he served with, Alaskans are accepting and loving, capable of uniting despite differences. Legal protections and community acceptance have significantly aided his ability to live openly with his husband. Embracing his true identity has brought a newfound love for life and community. He emphasized the need for the Alaskan government to acknowledge that discrimination against LGBTQIA+ individuals, including

service members, dependents, children, and lifelong residents, has no place in the state and calls for adequate protections for all.

He said that every community member deserves to live free of this prejudice. Language matters and without explicit protections, the law falls on the side of the oppressor. This bill is a significant step towards supporting not only current LGBTQ military members and veterans, but also the past and present LGBTQ Alaskans. Alaska is better than discrimination and it's time for Alaska statutes to reflect this.

[2:36:30 PM](#)

NOEL WILLIAMS, representing self, Juneau, Alaska, testified in support of SB 108. He said a disturbing spike in transphobic and homophobic rhetoric, discrimination and violence has occurred over the last few years and this problem has been getting worse. He addressed Senator Dunbar's question about the necessity of the bill. He opined that it is not a good idea to rest the rights of LGBTQ Alaskans on an overtly political US Supreme Court. His profession currently involves information insecurity, employing strategies of a layered defense to protect data. The state constitution has long exceeded federal protections in some very important ways, such as providing an explicit right to privacy. He urged the committee to pass the bill as part of a layered defense strategy to protect some of Alaska's most vulnerable people.

[2:38:00 PM](#)

KC CASORT, representing self, Fairbanks, Alaska, testified in enthusiastic support of SB 108. She has been tracking this subject for over a decade and she said she would like to see the bill finally pass this year. When she started following the bill, she printed out the bill language and highlighted all the ways that queer people would be protected if the bill passed. But highlighting all those things made her realize all the ways that she and her peers were vulnerable to discrimination. In 2015, she emailed her representatives urging them to pass the bill. Now it's been almost a decade and this bill is still being debated, which means basic human rights are being debated and then denied.

She said she is frustrated at how many consecutive years LGBTQ+ community members have come to these hearings and shared their most terrifying moments of discrimination, but nothing changes to prevent it from happening to someone else. Altruistically, she opted to share some queer joy with the committee, inviting

other testifiers to do the same. She said that queer joy is meeting queer folks in her community for the first time and feeling like there was a possible future for herself that she had not fathomed before. She said it is personal, similar to coming out to her sister and it is shared, like when she co-hosted an intergenerational virtual LGBTQ+ tea party in 2021. The queer and trans joy in the state is so real and abundant. There is room for everyone to experience it.

2:40:01 PM

JAMIE GIBSON, representing self, Fairbanks, Alaska, testified in support of SB 108. They said that they are a queer success story, living independently and contently. They described their current life in Alaska, stating that they have a strong queer community and a good job. They present as their authentic self, and feel grateful to be able to do so. They mentioned that they need to be calculated with sharing their true self, as doing so could place a target on their back. Alaska law has never been on their side, so they have never felt safe in seeking help. Alaska laws do not protect lesbian, gay, bisexual, or transgender people against discrimination.

As a youth, they watched countless "It Gets Better" videos online and imagined a future in which they could safely go out in public with their romantic partner and not have to think about the threat of violence. News reports reveal numerous attacks on queer and trans youth, such as bans on gender affirming healthcare for young people, and legislation that is designed to attack LGBTQ+ students by blocking trans girls from sports. There are states that are forcibly detransitioning transgender people, while other states are creating safe havens for transgender people who are escaping such a fate. Politicians are calling for the eradication of transgenderism.

They asserted that Alaskans deserve to be themselves. Alaskans deserve to go to drag shows, host pride events, get married, and start families. Alaskans deserve to exist in the same space as everyone else with the same rights as everyone else.

2:42:24 PM

ROSE O'HARA-JOLLEY, representing self, Fairbanks, Alaska, testified in support of SB 108. They stated that they want to be very clear that discrimination does happen in Alaska. They shared that they kept parts of themselves hidden for years out of fear of losing their job. They know of people who have been evicted by landlords and kicked out of stores in the Interior.

Since having the privilege of being publicly out, many LGBTQ Alaskans have confided to them that they are LGBTQ also, but were afraid to go public. They said it breaks their heart to know that there are so many people in the state who are not able to live their full authentic lives. They posited that the state's shocking outmigration statistics show that people are moving to places where they feel free to build families and futures. Upon being hired at Planned Parenthood, they were provided the opportunity to add their pronouns to their email signature, which triggered fear of past experiences. They said this is the first job that they have had where they are fully out and feel respected by every team member. They said the queer community is not asking for extra, just equality.

[2:44:49 PM](#)

CRYSTAL HOWARD, representing self, Wasilla, Alaska, testified in support of SB 108. She stated that Alaska currently does not have a civil rights law that explicitly includes sexual orientation and gender identity. The lack of such laws threatens the basic dignity of LGBTQ+ people, sending a clear message that their rights and wellbeing are not valued and are contingent on the goodwill of others. Sexual orientation and gender identity are integral aspects of individuality and should never lead to discrimination or abuse.

About 80 percent of Americans are in favor of non-discrimination protections regarding jobs, public accommodations, and housing. The Supreme Court has made it clear that people have the right not to be discriminated against on the basis of sex and receive equal treatment under the law no matter their gender identity or sexual orientation. Research shows that legal protections for the queer community provide significant benefits for those individuals as well as their broader communities. Equal rights under the law improve mental and physical health, decrease stigma, and lead to significant economic benefits for both businesses and communities. She said the human rights of all persons are universal and indivisible. Everyone should enjoy the same fundamental human rights.

[2:46:40 PM](#)

MENEKA THIRU, representing self, Anchorage, Alaska, testified in support of SB 108. She said she wants her friends, family and loved ones in the LGBTQ+ community to have access to recourse if they face discrimination in their employment or housing. Just like everyone else, LGBTQ+ community members should have the right to a safe work environment and access to housing. SB 108

is really the bare minimum to ensure safety and access for LGBTQ+ persons.

2:47:20 PM

VALERIE BROOKS, representing self, Ketchikan, Alaska, testified in support of SB 108. She said it was a pleasure to wholeheartedly support SB 108 while simultaneously decrying the need for such a bill. She quoted Senator Kawasaki's statement that "the state of Alaska should be a place where business can invest without fear of their employees being discriminated against." She added that the state should strive to be a place where all are treated with dignity and fairness in business, housing, and all endeavors. This should include all residents whether stationed in the military, other employees, private citizens, or students. Ms. Wilson noted that discriminatory practices in employment and housing discrimination can and do have negative physical and mental health impacts for those subject to these practices.

One focus of this bill is the business environment. In light of that she pointed out that Alaska's tourist industry could be impacted should this legislation fail to pass. If discrimination in business or housing practices exist in this state, Alaska will not be a destination for people who believe in fair treatment of people. She said it is tragic to see discriminatory legislation from the Lower 48 mirrored in some of the legislation proposed in Alaska this year. Prohibiting discrimination based on sexual orientation or gender identity or expression is the right thing to do for LGBTQ+ Alaskans and for all Alaskans. Queer joy is witnessing two friends being happy mamas to their twins. She reiterated support for SB 108.

2:49:13 PM

BRYAN MULKERN, representing self, Anchorage, Alaska, testified in support of SB 108. He said he is an attorney and believes that everybody who is an Alaskan citizen should have equal standing under state laws and that it does a disservice to the state to have a system whereby certain individuals have to live in jeopardy and fear. This affects their economic, professional, and educational decisions, and these types of effects begin at a very young age. Someone who is considering whether or not they want to establish a lifelong presence in Alaska is making decisions about who they want to work for, what type of investments they want to have, all based on where they're going to feel comfortable. They would not actively choose to live in a place that's going to encourage discrimination against them. The current law provides carte blanche to individuals who have a

discriminatory agenda. The state is essentially saying that it is open season to discriminate against LGBTQ+ persons and this has been the case for many years.

To add to the confusion, for a brief period LGBTQ individuals across the state did have some protection. However, the protections cannot be relied upon because they change as administrations change. He posited that it would be in the best interest of Alaskans and himself as a gay man, that Alaska pass SB 108 and finally protect LGBTQ individuals from discrimination.

[2:51:17 PM](#)

AL SMITH, representing self, Fairbanks, Alaska, testified in support of SB 108. They stated that as obvious as gender and sex-based non-discrimination in employment and housing might have been, this is another opportunity to make a sustainable foundation for our lives and society moving forward. Removing one more barrier from those who have endured an undue proportion of discrimination is absolutely in everyone's interest. Divesting from hatred is an energy savings.

[2:51:57 PM](#)

KATE VEH, representing self, Soldotna, Alaska, testified in support of SB 108. She stated that she fully supports this legislation. She is straight and a trans ally. She has seen her LGBTQ friends picked on a lot over the last few decades. She said it is time to move into a future where everyone is accepting of others. She believes LGBTQ people need this protection.

[2:52:46 PM](#)

JENNIFER CROSBY, representing self, Anchorage, Alaska, testified in support of SB 108. She said she was testifying on behalf of herself and as an older sister to an LGBT+ person. She expressed strong support for this bill. She said it breaks her heart and angers her that this process is needed but she feels that it is necessary. She said hatred is becoming so much stronger. She posited that everyone should be protected equally under the law.

[2:53:33 PM](#)

RICK ANDERSON, representing self, Nome, Alaska, expressed support for SB 108.

[2:54:01 PM](#)

ANDREW PACE, representing self, Palmer, Alaska, testified in adamant support of SB 108 and to applaud the effort to protect

every member of Alaska's communities. He opined that the recent push to eradicate and to erase LGBTQ+ persons justifies any and all legislation and legislative protections of their fundamental human rights. He is a parent of two and said he was heartened to witness Alaskans rallying around opportunities to engage with each other in compassion, openness, and interpersonal integrity.

[2:54:58 PM](#)

NAOMI SPAR, representing self, Ketchikan, Alaska, testified in support of SB 108. She is a 26-year-old trans student. She came to Alaska at the age of 17 on a tugboat. She went to Bethel and was surprised, but understood what Alaska is like. Since then, she has made her career in Alaska and traveled all over. She expected Alaska to be very conservative but met a lot of queer people all over the state. She doesn't use her voice often because she typically just observes and learns. But now she has been here for quite a while and Alaska is her home. She said LGBTQ people have been communicating and everyone is scared. The LGBTQ community members have all faced discrimination through the years. She expressed that she would appreciate it if Alaska supported her and the LGBTQ community because she is doing good and wants to keep going. With Alaska's public support, that change will happen.

[2:56:23 PM](#)

JOSHUA KNICELY, representing self, North Pole, Alaska, testified in support of SB 108. He stated that LGBTQ+ grows the economy. He is a graduate student at UAF. He urged the committee to support SB 108. All Alaskans deserve equal protection and treatment under the law. He said the idea that he would need to say anything further in support of this bill is pathetic. People are people and should all be protected equally by their government. Recent attacks against the LGBT+ community, such as the governor's version of the "Don't Say Gay" bill, make it very clear he does need to say more. He made a case for Alaskan business. Economies with diverse people are stronger, grow faster, and are more resilient. Conversely, economies without diverse people perform far worse. Considering how much Alaska is lagging behind the rest of the US, it seems a pretty obvious truth.

By protecting the LGBT+ community, Alaska will be growing the economy. If Alaska refuses to protect the LGBT+ community, it will shrink the economy. He urged the committee to support SB 108.

[2:57:50 PM](#)

XOCHITL MUNOZ, representing self, Fairbanks, Alaska, testified in strong support of SB 108. She recently moved to the state from California, is a UAF college student and is part of the LGBTQ community. She loves Alaska and wants to stay for a long time, but she is hesitant and scared to be here because Alaska has weak laws protecting the LGBTQ community. She did not want to lose her rights by moving to Alaska. She said that she was grateful and frankly surprised that she has found so many incredibly supportive people in Fairbanks. But in spite of the support, she said it feels much scarier in Alaska because unlike where she's from, she can be legally discriminated against for who she is and how she looks. This bill will protect her and her community and send the message that LGBTQ persons are welcome in Alaska, belong in Alaska, and will be protected in Alaska.

[2:58:53 PM](#)

BROOK BEVERIDGE, representing self, Anchorage, Alaska, testified in support of SB 108. She urged the committee to pass the bill.

[2:59:15 PM](#)

JESSICA ROSADO, representing self, Denali Park, Alaska, testified in support of SB 108. She stated that as an openly queer woman and Alaskan resident, she supports SB 108. She thanked Senator Kawasaki for introducing the bill. She expressed that it is refreshing to discuss the potential of civil rights and recognizing protections for all. She posited that equality in Alaska is a remarkable concept, especially amidst the darkness of hatred, fear, and unwillingness to understand or see others that is spreading once again across the country and the state.

[3:00:18 PM](#)

CHAIR BJORKMAN closed public testimony on SB 108 and held the bill in committee.

[3:00:35 PM](#)

There being no further business to come before the committee, Chair Bjorkman adjourned the Senate Labor and Commerce Standing Committee meeting at 3:00 p.m.