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# SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair  
2025 - 2026 Regular Session

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## **SB 1114 (Cabaldon) - Data collection: sexual orientation, gender identity, and intersex status: disclosure**

**Version:** February 17, 2026

**Policy Vote:** G.O. 11 - 0, P., D.T., & C.P.  
7 - 0

**Urgency:** No

**Mandate:** Yes

**Hearing Date:** April 20, 2026

**Consultant:** Janelle Miyashiro

**Bill Summary:** SB 1114 places limitations on specified state entities' disclosure of information pertaining to orientation, gender identity, and variations in sex characteristics/intersex status (SOGISC) collected under the Lesbian, Gay, Bisexual, Transgender, and Intersex Disparities Reduction Act (Act).

**Fiscal Impact:** Unknown significant total costs, potentially ranging into the millions to tens of millions of dollars, for affected state agencies to comply with data limitation requirements (General Fund and various special funds). Actual costs to each impacted state agency will depend on their specific data-sharing agreements with entities outside of California state government and the extent to which they may absorb any additional associated IT expenses and workload to redact personally identifiable information.

**Background:** The Act requires the following state agencies to collect voluntary self-identification information pertaining to SOGISC in the course of collecting other demographic data, directly or by contract:

- Department of Health Care Services
- Department of Public Health
- Department of Social Services
- Department of Aging
- Department of Education and the Superintendent of Public Instruction
- Commission on Teacher Credentialing
- Civil Rights Department (CRD)
- Labor and Workforce Development Agency
- Department of Industrial Relations
- Employment Training Panel
- Employment Development Department (EDD)
- Department of State Hospitals
- Department of Rehabilitation
- Department of Developmental Services
- Department of Community Services and Development

### **Proposed Law:**

- Defines "information pertaining to SOGISC" as information pertaining to any of the following:
  - A person's sexual orientation identity.
  - A person's gender identity or gender expression.

- A person's identification as intersex, or identification as possessing sex characteristics that vary from those typically associated with a person's sex assigned at birth.
- Information that could reasonably be used to infer a person's transgender or intersex status, including:
  - A person's self-identification as transgender, nonbinary, or a gender other than man/male or woman/female.
  - Information about a person's gender identity and their sex assigned at birth that is stored or disclosed in a manner that may result in a person being classified as transgender or intersex.
  - Administrative records of gender marker change or documentation submitted in conjunction with a request for gender marker change.
  - Medical information related to transgender or intersex status not otherwise protected under the federal Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA).
- Prohibits specified state agencies from disclosing any information pertaining to SOGISC that agency collects from being disclosed in personally identifiable form to any entity outside of California state government, or a vendor contracted to provide services to the California state government except if either of the following apply:
  - Pursuant to a contract or data sharing agreement where the reporting of SOGISC elements is an explicit and mandatory condition for participation in a federal or interstate program or survey.
  - Pursuant to a subpoena or warrant that is valid and enforceable in California.
- Requires information pertaining to SOGISC reported in an identifiable form to be limited to the minimal extent required, as specified.
- Provides that a violation is subject to the penalties described in the IPA.
- Provides that the provisions of the bill are severable.

**Staff Comments:** Costs for impacted departments will vary because of differences in their size, operational scope, and the scale and application of their data collection and sharing; however, costs for each entity are anticipated to be significant. For comparison:

- EDD reports ongoing annual costs of approximately \$7.2 million General Fund to support additional workload.
- CRD reports costs of approximately \$470,000 in Fiscal Year (FY) 2027-28 and \$464,000 in FY 2028-29 and ongoing for two attorney positions to review data and documentation pertaining to SOGISC information and interpret privacy laws and contractual and data sharing agreements.

While resource requirements will vary by agency, if the majority of impacted departments share similar needs to those of EDD and CRD, then the bill's aggregate fiscal impact may reach the tens of millions of dollars.

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