

Date of Hearing: August 5, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

SB 1114 (Cabaldon) – As Amended May 14, 2026

Policy Committee:	Privacy and Consumer Protection	Vote:	11 - 2
	Judiciary		9 - 3

Urgency: No State Mandated Local Program: Yes Reimbursable: No

SUMMARY:

This bill prohibits information pertaining to sexual orientation, gender identity, and variations in sex characteristics/intersex status (SOGISC), collected by the 15 state entities subject to the Lesbian, Gay, Bisexual, Transgender, and Intersex Disparities Reduction Act, from being disclosed in a manner allowing personal identification to any entity outside California state government or a contracted vendor, except pursuant to (a) a contract or data sharing agreement where reporting of SOGISC elements is an explicit and mandatory condition of participation in a federal or interstate program or survey, or (b) a warrant or court order valid and enforceable in California.

FISCAL EFFECT:

- 1) Costs of approximately \$470,000 in 2027-28 and \$464,000 in 2028-29 and ongoing (General Fund) to the Civil Rights Department (CRD) for two permanent attorney positions to review data and documentation pertaining to SOGISC information, interpret privacy laws and contractual and data sharing agreements, and ensure compliance with the requirements of this bill. CRD anticipates additional costs of an unknown amount, potentially significant, arising from the following sources:
 - a) CRD shares case and complaint information containing identifiable SOGISC elements with the federal Equal Employment Opportunity Commission (EEOC) and the federal Department of Housing and Urban Development (HUD) under federal worksharing agreements, and reports that the bill's exception for reporting is restrictive relative to how those agreements operate.
 - b) Complaints filed with CRD are generally disclosable under the California Public Records Act once closed. Because this bill exempts SOGISC information unless deidentified, CRD would need to review each closed complaint and redact SOGISC elements before release rather than disclosing the file as a whole. CRD reports this would be difficult to implement and notes the large volume of Public Records Act requests the department receives.
 - c) CRD discloses identifiable SOGISC data outside state government when prosecuting civil rights violations involving SOGISC elements, including in lawsuits filed in state and federal court, and reports that the bill is ambiguous as to whether disclosure in that context is permitted.

- 2) Minor and absorbable implementation costs to the Department of Health Care Services (DHCS). DHCS reports that future reporting, monitoring, or form development requirements may require additional staffing resources, and that system change costs are unknown pending guidance on how SOGISC data is to be collected and reported.
- 3) Costs of an unknown amount, potentially significant in the aggregate, across the remaining state entities subject to the Act, including the Departments of Public Health, Social Services, and Education and the Employment Development Department, to review and modify data sharing agreements, identify SOGISC data elements within existing systems, restrict or redact personally identifiable information from external disclosures, and ensure minimal-necessary disclosure where an exception applies (General Fund and various special funds). Costs to each entity will depend on the entity's existing data-sharing arrangements with entities outside state government and the extent to which compliance workload and information technology changes can be absorbed.

COMMENTS:

- 1) **Purpose.** According to the author:

SB 1114 protects LGBTQ+ Californians from discrimination and harm by strengthening privacy protections for data related to sexual orientation, gender identity, transgender status, intersex status, and variations in sex characteristics (SOGISC). The bill restricts California state agencies from sharing SOGISC data outside state government and limits disclosure to narrow circumstances.

- 2) **Background.** AB 959 (Chiu), Chapter 565, Statutes of 2015, established the Lesbian, Gay, Bisexual, and Transgender Disparities Reduction Act, requiring specified state entities to collect voluntary self-identification information on sexual orientation and gender identity when collecting other demographic data. The Act has since been expanded to 15 state entities and to include intersex status. Existing law already deems personal identifying information collected under the Act confidential, prohibits reporting data that would permit identification of individuals, and limits permissible uses to demographic analysis, care coordination, quality improvement, approved research, reporting, and guiding policy or funding decisions. This bill adds an express prohibition on identifiable external disclosure, narrow exceptions for mandatory federal or interstate reporting and valid warrants or court orders, a Public Records Act exemption, and penalties under the Information Practices Act of 1977 applicable to agency officers and employees who violate the disclosure provisions.
- 3) **Support and Opposition.** This bill is co-sponsored by Equality California and the California LGBTQ Health and Human Services Network, and supported by civil rights, health care, and LGBTQ+ advocacy organizations, including the California Medical Association and Planned Parenthood Affiliates of California, who contend the bill ensures data collected to serve LGBTQ+ communities cannot be repurposed to harm the individuals who provided the data. This bill is opposed by the California Family Council, CAUSE: Californians United for Sex-based Evidence in Policy and Law, and Our Duty, who contend the bill interferes with parental rights, limits public oversight of state data practices, and creates an overly broad Public Records Act exemption.