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# A BILL FOR AN ACT

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RELATING TO DEMOGRAPHIC DATA.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1       SECTION 1. The legislature finds that Hawaii's unique  
2 population, long-standing community expectations around  
3 disaggregated data, and varied operational capacities across  
4 state systems require a flexible statutory approach when  
5 collecting state demographic data. The legislature further  
6 finds that in 2024, the federal Office of Management and Budget  
7 issued significant updates to Statistical Policy Directive No.  
8 15, which required federal agencies to adopt new minimum  
9 categories, collect detailed subgroups, and modernize  
10 multiracial reporting practices. The intention behind these  
11 revisions was to produce more accurate and useful race and  
12 ethnicity data across the federal government.

13       The legislature also finds that any demographic data used  
14 in automated or artificial intelligence systems must be subject  
15 to transparency, privacy protections, and bias testing. Any  
16 data use must also remain focused on public interest purposes,



1 such as health equity, language access, and civil rights  
2 enforcement.

3 Accordingly, the purpose of this Act is to establish a  
4 coordinated, statewide framework for the collection, governance,  
5 and responsible use of race and ethnicity data by directing the  
6 office of enterprise technology services to develop statewide  
7 demographic data standards, in consultation with relevant  
8 agencies, that align with federal guidance while accommodating  
9 Hawaii-specific needs, survey instrument constraints, and  
10 evolving technology.

11 SECTION 2. Chapter 27, Hawaii Revised Statutes, is amended  
12 by adding two new sections to part VII to be appropriately  
13 designated and to read as follows:

14 **"§27- Demographic data; race and ethnicity; statewide**  
15 **standards; coordination; artificial intelligence safeguards.**

16 (a) The office of enterprise technology services shall  
17 coordinate the development and maintenance of statewide  
18 standards for the collection, management, and reporting of race  
19 and ethnicity demographic data by any state or county  
20 department, agency, board, or commission.



1        (b) The statewide standards established pursuant to this  
2 section shall:

3        (1) Align, at minimum, with federal requirements,  
4 including the federal Office of Management and  
5 Budget's Statistical Policy Directive No. 15 (2024),  
6 as amended;

7        (2) Provide flexibility to accommodate survey instruments,  
8 federal program requirements, and system constraints;

9        (3) Include guidance on the collection of detailed  
10 subgroups and the processing and reporting of  
11 multiracial responses consistent with federal  
12 standards; and

13        (4) Be updated periodically by the office of enterprise  
14 technology services to maintain alignment with  
15 evolving federal guidance and community needs.

16        (c) Each state or county department, agency, board, or  
17 commission that directly or by contract collects race and  
18 ethnicity data shall at minimum follow the statewide standards  
19 established by the office of enterprise technology services  
20 pursuant to this section. Departments and agencies shall retain



1 responsibility for data collection and reporting within their  
2 respective programs.

3 (d) The office of enterprise technology services shall  
4 publish the statewide demographic data standards and related  
5 documentation on data.hawaii.gov, or successor website.

6 (e) If demographic data collected pursuant to this section  
7 is used to inform an automated or artificial intelligence  
8 system, the office of enterprise technology services shall:

9 (1) Conduct or require bias testing prior to deployment;

10 (2) Ensure ongoing monitoring for fairness and equity;

11 (3) Publish plain-language descriptions of these uses; and

12 (4) Ensure that all federal and state privacy laws,  
13 standards, and guidelines apply to the use of the  
14 data.

15 (f) The use of demographic data collected pursuant to this  
16 section shall be focused solely on public interest purposes,  
17 including but not limited to health equity, language access,  
18 civil rights enforcement, and resource allocation. Personal  
19 identifying information shall remain confidential and shall not  
20 be subject to public disclosure.



1        (g) The office of enterprise technology services may adopt  
2 rules pursuant to chapter 91 to carry out the purposes of this  
3 section.

4        **§27-        Demographic data; race and ethnicity; reporting;**  
5 **consultation; flexibility.**    (a)    Each state or county  
6 department, agency, board, or commission that collects race and  
7 ethnicity data shall collect the data in alignment with federal  
8 requirements and shall report to the office of enterprise  
9 technology services on meeting the federal requirements at  
10 intervals established by the office.

11        (b) The office of enterprise technology services shall  
12 consult with the department of health, department of education,  
13 department of human services, the judiciary, and other relevant  
14 agencies, as determined by the office, to ensure that the  
15 statewide standards account for:

- 16        (1) Federal program requirements;  
17        (2) Survey and instrument limitations;  
18        (3) Privacy and confidentiality protections; and  
19        (4) Data quality and reliability and safety and security  
20        for disaggregated data to support public interest  
21        analyses.



1        (c) The office of enterprise technology services may grant  
2 exceptions or phased implementation timelines when a department,  
3 agency, board, or commission demonstrates to the office that  
4 federal instrument constraints, technological limitations, or  
5 resource conditions prevent immediate compliance with statewide  
6 standards.

7        (d) The office of enterprise technology services shall  
8 provide technical assistance to state and county departments,  
9 agencies, boards, and commissions in updating systems, software,  
10 and reporting tools to meet the statewide standards."

11        SECTION 3. There is appropriated out of the general  
12 revenues of the State of Hawaii the sum of \$                      or so  
13 much thereof as may be necessary for fiscal year 2026-2027 for  
14 the office of enterprise technology services to coordinate  
15 statewide demographic data standards; provide technical  
16 assistance to departments, agencies, boards, and commissions;  
17 and support implementation of this Act.

18        The sum appropriated shall be expended by the office of  
19 enterprise technology services for the purposes of this Act.

20        SECTION 4. New statutory material is underscored.

21        SECTION 5. This Act shall take effect on July 1, 2026.



H.B. NO. 2499

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INTRODUCED BY:

A handwritten signature in black ink, appearing to be 'D. G. A.', written over a horizontal line.

JAN 28 2026



# H.B. NO. 2499

**Report Title:**

Office of Enterprise Technology Services; Demographic Data; Race and Ethnicity Data; Transparency; Safeguards; Artificial Intelligence; Appropriation

**Description:**

Requires the Office of Enterprise Technology Services to coordinate the development and maintenance of statewide standards for the collection, management, and reporting of race and ethnicity demographic data by any state or county department, agency, board, or commission. Focuses the use of collected demographic data on areas of public interest and establishes transparency and accountability requirements regarding artificial intelligence systems associated with the collected data. Requires state and county departments, agencies, boards, and commissions that collect race and ethnicity data to report to the Office of Enterprise Technology Services on meeting federal data collection requirements. Appropriates funds.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

