

August 1, 2026

Michael D. Hurley
Senate Clerk
State House, Room 335
Boston, MA 02133

Timothy Carroll
House Clerk
State House, Room 145
Boston, MA 02133

Clerk Hurley, Clerk Carroll, and the Joint Committee on State Administration & Regulatory Oversight:

Pursuant to Section 109 of Chapter 6A of the General Laws, I am transmitting to you this annual report on progress of data collection for the Data Equity Law.

Sincerely,

Secretary Matthew J. Gorzkowicz,
Executive Office for Administration and Finance

MEMORANDUM

TO: Senate Clerk Hurley, House Clerk Carroll, Joint Committee on State Administration & Regulatory Oversight
FR: Executive Office for Administration and Finance
DT: August 1, 2026
RE: Annual Data Equity Law Report

Background

The FY24 General Appropriations Act (GAA) included an [outside section](#) requiring state government entities that already collect demographic data on race and ethnicity to do so at a standardized and more detailed level (“Data Equity Law”). The Data Equity Law, M.G.L. c. 6A s. 109, requires the Executive Office for Administration & Finance (“A&F”) to establish regulations and guidelines on the collection of demographic data. Under subsection (f) (3) of section 109 of chapter 6A, A&F is required to submit an annual report on the progress of data collection under the Data Equity Law and provide a list of all waivers granted and the grounds for which the waiver was granted.

On January 3, 2025, A&F issued regulations on the collection of demographic data ([810 CMR 8.00](#)). The Data Equity Law and accompanying regulations identified standardized demographic groups, mandated transparency and privacy, and established a waiver process. A&F, in partnership with the Executive Office of Technology Services & Security (“EOTSS”), defined an implementation plan, completed a preliminary survey to identify programs subject to the Data Equity Law, and issued additional implementation guidance and a waiver application to agencies in December 2025.

This implementation guidance provided agencies with more details on requirements for multiple selections and custom entries, data privacy and confidentiality, and reporting and compliance. The guidance also provided standard disclosure language on voluntary participation, recommended interaction designs for digital experiences (supported by EOTSS Design System Team), and reporting format best practices and templates (supported by the EOTSS Office of Data Innovation & Analytics).

Program Implementation

The implementation guidance set September 30, 2026 as the date by which programs must be compliant with the Data Equity Law. Programs can achieve compliance through updating their programs to collect data in accordance with the Data Equity Law, integrating with the MyMassGov user profile, or having an approved programmatic waiver in place.

Through the implementation survey completed by executive branch agencies, we identified 111 programs that are subject to the Data Equity Law. We anticipate **38 programs will be compliant by September 30, 2026** across 8 Secretariats.

MyMassGov

MyMassGov, the Commonwealth's centralized online system for state services, was updated in June 2026 to meet the requirements of the Data Equity Law. Constituents can now identify their race and ethnicity using the more granular options outlined in the Data Equity Law and regulations. State programs that are integrated with the MyMassGov user profile are compliant with the Data Equity Law through this integration.

Waiver Process

A&F has completed its first round of waiver requests. Agencies could apply for waivers for programs that could not comply by September 30, 2026 due to the following reasons:

- 1) Contradictory obligations under another state or federal law ("Contradictory Law")
- 2) Information collected cannot be reported in a way that protects personally identifiable information ("PII")
- 3) Changes to demographic data collection require updates to technology system(s), and timeline for system updates does not align with implementation timeline of this law ("System Constraints")
- 4) The information cannot be collected without imposing a burden that significantly outweighs the benefits of collection ("Excess Burden")

Agencies could select more than one reason for requiring a waiver. Agencies were required to provide justification(s) on need for each waiver reason selected and to provide a timeframe for ability to comply with the Data Equity Law, if feasible.

Waiver Outcomes

A&F granted **73 programmatic waivers** across 8 Secretariats. Waivers were granted between 1-5 years, with expiration dates on June 30 of that year. See Appendix A for detailed information on approved waivers.

The majority of waivers were granted due to **Contradictory Law** or **System Constraints**. Waiver approval timeframes were generally shorter for those with system constraints as agencies often need additional time or funding but will ultimately comply with the Data Equity Law. Waiver approval timeframes for those with contradictory laws were generally longer as the agency is required to collect and/or report data in a different format than the Data Equity Law. These agencies will work over their identified timeframes to determine if alignment is feasible.

Many EOHHS programs received waivers due to their current or planned alignment with the Quality Measure Alignment Taskforce ("QMAT") requirements.

Quality Measure Alignment Taskforce (“QMAT”)

Since 2017, EOHHS, in collaboration with the Massachusetts Health Policy Commission (HPC) and the Center for Health Information Analysis (CHIA), has been convening the QMAT to build consensus on an aligned quality measure set for voluntary adoption by private and public payers and providers in global budget-based risk contracts. In 2022, EOHHS established a QMAT Health Equity Data Technical Advisory Group (HE Data TAG) to recommend aligned data standards for race, ethnicity, language, disability, sexual orientation, and gender identity. As part of the Advancing Health Equity in Massachusetts (AHM) initiative, EOHHS expanded adoption of these standards across agencies in 2024. The TAG was reconvened in 2025 to update the standards, which were approved and recommended by the Secretary of EOHHS in November 2025 for adoption across EOHHS and Massachusetts payers and providers by 2028.

Beginning in January 2026, QMAT will serve as a Technical Advisory Group supporting the statutorily mandated Statewide Quality Advisory Committee (SQAC) (Chapter 343 Sec. 44, S.14(a)) in establishing data standards for an aligned quality measure set that will be mandatory for use in 2027–2028 global budget-based contracts between health care payers and providers. The SQAC relies on the QMAT as a Technical Advisory Group to inform its aligned measure set; the race and ethnicity data standards are currently part of the QMAT set.

Next Steps

A&F and EOTSS are providing ongoing technical assistance and implementation support as agencies implement the Data Equity Law by September 30, 2026.

Appendix A: Approved Waivers

Agency	Program or System	Waiver Reason	Waiver Timeframe
DOT: RMV	Massachusetts Uniform Citation	(3) System Constraints (4) Excess Burden	June 30, 2029
EOAF: GIC	GIC Portal / Enrollment System	(3) System Constraints (4) Excess Burden	June 30, 2031
EOAF: HRD	MassCareers	(3) System Constraints	June 30, 2031
EOAF: HRD	HR/CMS	(1) Contradictory Law (3) System Constraints (4) Excess Burden	June 30, 2031
EOAF: MOD	Client Assistance Program	(3) System Constraints	June 30, 2027
EOAF: MOD	Communications & Training (Training Feedback Survey)	(3) System Constraints	June 30, 2027
EOAF: MOD	Disability Rights Unit (Consultation Feedback Survey)m	(3) System Constraints	June 30, 2027
EOE: EEC	Professional Qualification Registry (PQR)	(3) System Constraints	June 30, 2027
EOE: EEC	Waitlist for Child Care Financial Assistance (Kinderwait)	(3) System Constraints	June 30, 2027
EOE: EEC	Commonwealth Preschool Partnership Initiative (CPPI)	(3) System Constraints	June 30, 2028
EOE: EEC	Early Childhood Mental Health Consultation Grant Program (ECMH)	(3) System Constraints	June 30, 2028
EOE: DESE	Educator Licensure and Renewal System (ELAR)	(3) System Constraints	June 30, 2027
EOE: DESE	Educator Preparation System (ELAR)	(3) System Constraints	June 30, 2027
EOE: DESE	State Performance Plan and Annual Performance Report Indicator 8 Parent Engagement	(1) Contradictory Law	June 30, 2029
EOE: DESE	Data and Accountability	(1) Contradictory Law (3) System Constraints	June 30, 2030
EOE: DHE	Behavioral Health Workforce Scholarship	(3) System Constraints	June 30, 2027
EOE: DHE	Early Childhood Educator Scholarship	(3) System Constraints	June 30, 2027

Agency	Program or System	Waiver Reason	Waiver Timeframe
EOE: DHE	Educator Loan Repayment	(3) System Constraints	June 30, 2027
EOE: DHE	High Demand Scholarship	(3) System Constraints	June 30, 2027
EOE: DHE	Paraprofessional Grant	(3) System Constraints	June 30, 2027
EOE: DHE	Tomorrow's Teachers Scholarship	(3) System Constraints	June 30, 2027
EOE: DHE	Higher Education Information Resource System (HEIRS)	(3) System Constraints	June 30, 2028
EOE: DHE	SUCCESS	(3) System Constraints	June 30, 2028
EOHHS	Behavioral Health Treatment and Referral Platform (BHTRP)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS	Enterprise Invoice/Service Management (EIM-ESM)	(3) System Constraints	June 30, 2031
EOHHS: AGE	WellSky (Agency Case Management System)	(1) Contradictory Law (2) PII (3) System Constraints	June 30, 2031
EOHHS: DCF	iFamilyNet	(1) Contradictory Law	June 30, 2031
EOHHS: DDS	The Hub (WellSky)	(2) PII (3) System Constraints	June 30, 2031
EOHHS: DMH	Meditech (Electronic Medical Record)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DMH	RL Datix (Incident Reporting System)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DMH	ACC/JCC (RedCap)	(2) PII	June 30, 2031
EOHHS: DMH	Clinical Automated Record System	(2) PII	June 30, 2031
EOHHS: DMH	Intensive Residential Treatment Program	(2) PII	June 30, 2031
EOHHS: DPH	Board of Registration in Medicine: Various systems*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Meditech (Electronic Medical Record)*	(1) Contradictory Law (2) PII	June 30, 2028

Agency	Program or System	Waiver Reason	Waiver Timeframe
		(3) System Constraints (4) Excess Burden	
EOHHS: DPH	RL Datix (Incident Reporting System)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Bureau of Climate & Environmental Health: Pediatric Asthma and Diabetes Surveillance Data	(1) Contradictory Law	June 30, 2031
EOHHS: DPH	Bureau of Community Health & Prevention: Various datasets, surveys, and reports*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Bureau of Family Health & Nutrition: Various programs, systems, and studies*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Bureau of Health Care Safety and Quality: Trauma Registry, Primary Stroke Service Registry, MA Ambulance Trip Record System*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Bureau of Health Professions Licensure: Various programs*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Bureau of Infectious Disease and Laboratory Sciences: Massachusetts Virtual Epidemiologic Network, Massachusetts Immunization Information System, Syndromic Surveillance Data	(1) Contradictory Law	June 30, 2031
EOHHS: DPH	Bureau of Public Health Hospitals: Various programs*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Bureau of Substance Abuse Services: BSAS	(1) Contradictory Law (2) PII	June 30, 2028

Agency	Program or System	Waiver Reason	Waiver Timeframe
	eLicensing, BSAS Treatment Data, Peer Recovery Support Center Member Survey*	(3) System Constraints (4) Excess Burden	
EOHHS: DPH	Office of the Assistant Commissioner for Health Equity: Racial Equity Survey, Health Professions Data Series, Disability Community Health Needs Assessment*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Office of Health Care Strategy & Planning: Various programs*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Office of Health Data, Strategy & Innovation: Various records, registries, surveys & reports*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Office of Local and Regional Health: Workforce Assessment*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DPH	Registry of Vital Records and Statistics (RVRS)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DTA	BEACON (Agency Case Management System)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: DYS	Juvenile Justice Enterprise Management System (Agency Case Management System)*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: MassAbility	OnBase*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHHS: MassAbility	Disability Determination Services Disability Operational Data Store	(1) Contradictory Law	June 30, 2031

Agency	Program or System	Waiver Reason	Waiver Timeframe
	(DIODS) and Disability Case Processing System (DCPS)		
EOHHS: Massachusetts Commission for the Blind	AWARE	(1) Contradictory Law (3) System Constraints	June 30, 2031
EOHHS: Massachusetts Commission for the Deaf & Hard of Hearing	OnBase	(3) System Constraints	June 30, 2031
EOHHS: MassHealth	MassHealth Eligibility and Enrollment Programs	(1) Contradictory Law	June 30, 2031
EOHHS: MassHealth	MassHealth Quality and Equity Incentive Programs*	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOHLC	Federal Rental Vouchers (Yardi RentCafe)	(3) System Constraints	June 30, 2027
EOHLC	Housing Help Hub (RAFT, EA, HomeBASE)	(3) System Constraints	June 30, 2027
EOHLC	Annual Rental Report (Chapter 334, Acts of 2006)	(3) System Constraints	June 30, 2028
EOHLC	Balance of State Continuum of Care (VESTA – Individual Homelessness HMIS)	(1) Contradictory Law	June 30, 2028
EOLWD: DAS	Federal Reports to RAPIDS (Registered Apprenticeship Partners Information System)	(1) Contradictory Law (3) System Constraints (4) Excess Burden	June 30, 2027
EOLWD: DFML	Paid Family and Medical Leave	(3) System Constraints	June 30, 2027
EOLWD: DLS	Occupational Safety and Health Statistics Program	(1) Contradictory Law	June 30, 2031
EOLWD: DUA	Unemployment Insurance (FAST)	(1) Contradictory Law (4) Excess Burden	June 30, 2031
EOLWD: MDCS	MOSES (Massachusetts One-Stop Employment System)	(3) System Constraints	June 30, 2027

Agency	Program or System	Waiver Reason	Waiver Timeframe
EOPSS: DOC	Inmate Management System	(1) Contradictory Law (3) System Constraints (4) Excess Burden	June 30, 2028
EOPSS: DOC	Intranet	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2028
EOPSS: MSP	E-citations / Motor Vehicle Stop Data	(1) Contradictory Law (3) System Constraints (4) Excess Burden	June 30, 2028
EOPSS: MSP	ACISS – MSP	(1) Contradictory Law (2) PII (3) System Constraints (4) Excess Burden	June 30, 2030
EOPSS: Parole Board	SPIRIT 2	(1) Contradictory Law (3) System Constraints (4) Excess Burden	June 30, 2030
EOPSS: Sex Offender Registry Board	SORIS2	(1) Contradictory Law (3) System Constraints	June 30, 2030
EOVS	Veterans Education, Employment & Training (VEET)	(3) System Constraints	June 30, 2027

*EOHHS program received waiver due to planned alignment with QMAT