



**Canada Health Infoway**

# **Sex and Gender Working Group**

Monthly (4<sup>th</sup> Tuesday) Zoom Meeting  
February 24, 2026 at 9am PT / 12pm ET

Shannon O'Connor, Manager, Data Standards, CIHI  
Kelly Davison RN, CTSS, Doctoral Candidate, UVic  
Community Co-Chair [Vacant]

# Contributors

## *Founding Co-Chairs*

Dr. Francis Lau, Professor Emeritus, School of Health Information Science, UVic

Dr. Nathan Lachowsky, Dean, Faculty of Human & Health Sciences, UNBC

## *Co-Chairs*

Dr. Karen Courtney, Director, School of Health Information Science, UVic, 2021-2025

# Reminder: SGWG seeking co-chair for 2026

Canada Health Infoway's Sex and Gender Working Group (SGWG) is seeking a Co-Chair with lived and living experience related to gender, sex, and sexual orientation to help guide the next phase of work beginning January 2026. The Co-Chair will share leadership with current members from academia, government, and health-information standards communities, contributing unique insights grounded in experience with diverse GSSO realities. This position supports equity-oriented, trauma-informed, and Two-Spirit-inclusive modernization of digital-health data practices across Canada. The ideal candidate brings a collaborative spirit, an interest in shaping national policy and standards, and a commitment to advancing inclusive, patient-centred, and culturally safe approaches to health-information design, governance, and use. All interested individuals—including those from gender-diverse, Indigenous, racialized, and other equity-deserving communities—are warmly encouraged to contact [kdaviso@uvic.ca](mailto:kdaviso@uvic.ca)

This is a volunteer role that requires a 1-3 hour time commitment per month.

# Agenda

1. Welcome and Territorial Acknowledgement
2. Ground Rules for Respectful Dialogue
3. Purpose & Action Plan
4. Devon MacFarlane: Systems and Structures: Catalyzing Effective Healthcare for 2SLGBTQI+ Populations
5. Schedule review
6. Adjournment

# Welcome and Acknowledgement

We respectfully acknowledge the Indigenous Peoples whose distinct territories we are on today, many of which are unceded. We acknowledge the ongoing impacts of settler colonialism, including Indigenous-specific racism within healthcare, and the ways these harms intersect with discrimination experienced by gender-diverse, Two-Spirit, transgender, and non-binary people. The Infoway Sex-Gender Working Group commits to advancing culturally competent, trauma-informed, and equity-oriented digital health practices. We invite participants to reflect on their privilege and responsibility as stewards of health information; and to act—through standards, policy, and implementation—to reduce harms, uphold the dignity and worth of all people, and work to improve access to healthcare for gender-diverse communities.

# Ground Rules for Respectful Dialogue

- Express disagreement with ideas not personalities
- Share airtime
- Stay on topic - connect to what others have said
- Understand & learn from each other
- We are all equal. Leave rank at the door
- Listen respectfully especially when you disagree. Acknowledge you have heard the others
- Look for common ground
- Identify & test assumptions

# Purpose

***The purpose of this working group is to advance ongoing, equity-oriented action to modernize gender, sex, and sexual orientation (GSSO) information practices in digital health by:***

- Examining how GSSO information is defined, collected, used, governed, and shared across digital health systems
- Sharing and discussing current research, standards, lived experience, implementation practices, gaps, and challenges
- Supporting the implementation and operationalization of the SGWG Action Plan, including alignment with national and international standards

***The Sex and Gender Working Group meets on the fourth Tuesday of each month at 9am PT/12pm ET. Our next meeting is March 24, 2026.***

# Action Plan

1. ***Vision and Goal*** – “Envisage an equity- and SGM-oriented health system that embraces diversity and aligns with other SGM-related initiatives.”
2. ***Engagement and Partnerships*** – “Engage organizations and communities across Canada to modernize GSSO information practices in EHRs that support equity-oriented health care and meet SGM needs.”
3. ***GSSO Terminology Workstream*** – “Establish a precise, inclusive, appropriate, evolving and multi-level GSSO terminology...”
4. ***Enabling EHR Systems*** – “Adopt a common set of EHR functions...”
5. ***GSSO Policy/Practice Guidance*** – “Integrate and tailor GSSO data collection...”
6. ***Education and Training*** – “Educate and train health care staff to enhance their capacity to provide culturally competent and safe care...”
7. ***Central Hub for Coordination*** – “Establish a central hub to liaise, guide, assist and monitor the progress of this action plan over time.”

# Systems and Structures: Catalyzing Effective Healthcare for 2SLGBTQI+ Populations

# Schedule and Topics

| Month | Infoway SGWG Meetings - 4 <sup>th</sup> Tuesday Each Month   |
|-------|--|
| Jan   | <i>Shannon O'Connor &amp; Kelly Davison</i> - Setting the agenda, 2026.                                    |
| Feb   | <i>Devon McFarlane</i> - Systems and Structures: Catalyzing Effective Healthcare for 2SLGBTQI+ Populations |
| Mar   |  |
| Apr   |  |
| May   |  |
| Jun   |  |
| Jul   |  |
| Aug   |  |
| Sep   |  |
| Oct   |  |
| Nov   |  |
| Dec   | <i>No meeting</i>  |



**Canada Health Infoway**

# Thank you!

**VISIT OUR WEBSITE**  
[infoway-inforoute.ca](http://infoway-inforoute.ca)

**VISIT OUR SURVEY WEBSITE**  
[insights.infoway-inforoute.ca/](http://insights.infoway-inforoute.ca/)

**LET'S CONNECT ON LINKEDIN**  
[linkedin.com/company/canada-health-infoway/](https://linkedin.com/company/canada-health-infoway/)

**LET'S CONNECT ON TWITTER**  
[@infoway](https://twitter.com/infoway)