



Canada Health Infoway

Sex and Gender Working Group

Monthly (4th Tuesday) Zoom Meeting
November 25, 2025 at 9am PT / 12pm ET

Karen Courtney RN, PhD, University of Victoria
Shannon O'Connor, Manager, Data Standards, CIHI
Kelly Davison RN, CTSS, University of Victoria
Francis Lau PhD, University of Victoria (founding co-chair)

Agenda

1. Welcome and Territorial Acknowledgement
2. Ground rules for respectful dialogue
3. Purpose of Infoway Sex and Gender Working Group
4. Improving gender diversity in cancer health services research: Preliminary findings from the Beyond the Binary study (Morgan Stirling)
5. Schedule Review
6. Adjournment

Welcome and Acknowledgement

We respectfully acknowledge that the land on which we are hosting this meeting – the land that sustains us – includes the ancestral territories of many First Peoples. Canada Health Infoway recognizes the colonial injustices experienced by Indigenous Peoples, many of which continue today and continue to affect their health and well-being. I invite all attendees to reflect on the privilege they have of living, working and playing in the territory from which you are joining this call, and invite you to commit yourself with me to having an open heart and an open mind; to forging culturally safe spaces for and relationships with Indigenous Peoples including Two-Spirit people in Canadian healthcare; and in making a meaningful contribution to reconciliation through our shared work.

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 Sex and Gender Working Group meets on the fourth Tuesday of each month at 9am PT/12pm ET. We will not be meeting in December. Our next meeting is January 27, 2026.

The purpose of this working group is to take continued action on modernizing GSSO information practices by:

- Examining the expanded definition, collection, use and sharing of sex-gender info in EHRs
- Discussing current research, practices, gaps and challenges
- Operationalizing the Action Plan

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.”

Improving gender diversity in cancer health services research: Preliminary findings from the Beyond the Binary study

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

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

Schedule and Topics

Month	Infoway SGWG Meetings - 4 th Tuesday Each Month
Jan	<i>Claude Girard and France-Pascale Ménard, Statistics Canada</i> - A Safe and Inclusive Approach to Disseminating Statistical Information about the Non-binary Population in Canada: Men+ and Women+
Feb	<i>BC GSSO HIS January Release</i> – Charlene Lam, CTSS - BC Ministry of Health
Mar	<i>Patient-Controlled Data Panel Discission</i> – L Weaver, University of Utah and Dr. Adela Grando, Arizona State
Apr	<i>Pan-Canadian GSSO Standard</i> – Canadian Institute for Health Information
May	<i>GSSO Digital Health Hub</i> – Kelly Davison <i>Anatomical Inventories and Person Characteristics HL7 Project Updates</i> – Kelly Davison
Jun	<i>Sex and Gender Related Data Elements within the Person Identification ISO Standard</i> – Beverly Knight, ISO TC215 <i>CIHI Reporting Categories for Gender Identity</i> – Diana Ridgeway, CIHI
Jul	<i>Intersex Panel Discussion</i> – Caroline Sanders and Martin Gramc
Aug	<i>Pan-Canadian GSSO Standard</i> – Canadian Institute for Health Information <i>Anatomical Inventories and Person Characteristics HL7 Project Updates</i> – Kelly Davison <i>BC GSSO HIS July 2025 Release</i> – Charlene Lam, CTSS - BC Ministry of Health
Sep	<i>No meeting</i>
Oct	<i>Current State Update</i> – Infoway's Sex-Gender Working Group
Nov	<i>Beyond the Binary</i> – Morgan Stirling, University of Manitoba
Dec	<i>No meeting</i>



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Thank you!

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