



Canada Health Infoway

Sex and Gender Working Group

Monthly (4th Tuesday) Zoom Meeting
October 28, 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 Land Acknowledgement
2. Ground rules for respectful dialogue
3. Purpose of Infoway Sex and Gender Working Group
4. pan-Canadian GSSO Standard Reminder for Open Review
5. Current state update
6. Schedule Review
7. 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. Our next meeting is November 25, 2025. We will not be meeting in December. Meetings will resume in 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.”

pan-Canadian GSSO Standard Open Review



Your voice matters

The **open review** is now underway until **November 28, 2025**. This is your opportunity to provide feedback on Draft Version 2 of the [Pan-Canadian Health Data Content Framework \(PCHDCF\)](#) and the [Canadian Core Data for Interoperability \(CACDI\)](#) to help shape how health data is captured, stored and shared across Canada's health systems.

[Get started here!](#)

Your insights will directly contribute to creating standards that reflect real-world needs, supporting safer care, better planning and innovation .

Please note: We have updated the live Data Content Standard (effective October 7, 2025) to address some link issues.

If you have any questions, please email us at connectedcare@cihi.ca.

Thank you again for your participation and for helping build the future of connected care.

Current state update

- Embracing diversity → Pan-Canadian GSSO standard
- Engagement & partnership → CIHI, BC, HL7, StatCan, UVic, UofM
- Terminology workstream → Negative experiences concepts
- Common set of functions → Anatomical Inventories, FHIR IG
- Policy & practice guidance → BC GSSO HIS Standard & Guide
- Education & training → Opportunities for research
- Central hub for coordination → GSSO Modernization Hub

Some of what we've done

1. Girard C, Ménard F-P. *A Safe and Inclusive Approach to Disseminating Statistical Information about the Non-binary Population in Canada: Men+ and Women+*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Jan 2025. Ottawa: Statistics Canada (2025).
2. Lam C. *BC GSSO Health Information Standard (HIS) January 2025 Release*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Jan 2025. Victoria (BC): Ministry of Health (2025).
3. Weaver L, Grando A. *Patient-Controlled Data Panel Discussion*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Mar 25 2025. Tempe (AZ): University of Utah and Arizona State University (2025).
4. Canadian Institute for Health Information (CIHI). *Pan-Canadian Gender, Sex and Sexual Orientation (GSSO) Standard – Update*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Apr 22 2025. Ottawa (ON): CIHI (2025).
5. Davison K. *GSSO Digital Health Hub*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Apr 2025. Victoria (BC): University of Victoria (2025).
6. Davison K. *Anatomical Inventories and Person Characteristics HL7 Project Updates*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Apr 2025. Victoria (BC): HL7 International.
7. Knight B. *Sex and Gender Related Data Elements within the Person Identification ISO Standard*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Jun 24 2025. Geneva (CH): ISO TC215 (2025).

Some of what we've done... cont'd

8. Ridgeway D. *CIHI Reporting Categories for Gender Identity*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Jun 24 2025. Ottawa (ON): CIHI (2025).
9. Sanders C, Gramc M. *Intersex Panel Discussion*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Fall 2025. Winnipeg (MB) / Toronto (ON): University of Manitoba and CIHI (2025).
10. Canadian Institute for Health Information (CIHI). *Pan-Canadian GSSO Standard – National Update*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Apr 2025. Ottawa (ON): CIHI (2025).
11. Davison K. *Anatomical Inventories and Person Characteristics HL7 Project Updates (Progress Report)*. Presentation to the Canada Health Infoway Sex and Gender Working Group; May 27 2025. Victoria (BC): University of Victoria (2025).
12. Lam C. *BC GSSO Health Information Standard and Guidance v3.3 (July 2025 Release)*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Aug 26 2025. Victoria (BC): Ministry of Health (2025).
13. Canada Health Infoway (Sex and Gender Working Group). *Current State Update*. Monthly Meeting Report; Spring 2025. Toronto (ON): Infoway (2025).
14. Stirling M. *Beyond the Binary: Cancer Research and Non-binary Representation*. Presentation to the Canada Health Infoway Sex and Gender Working Group; Nov 2025. Winnipeg (MB): University of Manitoba (2025).

Our sincere thanks

Karen L. Courtney



Position

Director, Professor
Health Information Science

Contact

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Credentials

BA (University of North Carolina at Chapel Hill), RN, BSN with Honors (University of North Carolina at Chapel Hill), MSN (Duke University), PhD (University of Missouri - Columbia)

Area of expertise

Areas of interest: Telehealth; m-Health; Information Technology Ethics; Community-based Informatics; Gerontechnology; Nursing Informatics; Health Terminologies and Standards Modernization

From: <https://www.uvic.ca/health/hinf/faculty-staff/faculty/courtney-karen.php>

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.

What would you like to focus on in 2026?

- Implementation support
- Adoption support
- Collaboration; GSSO Health Hub
- Implementation strategy

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>



Canada Health Infoway

Thank you!

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