

September 26, 2025

## Sociodemographic Data Collection Update

SCOT transitioned to using a different registrant database at the start of the 2025 renewal. It was a tight timeline for implementation, and we were able to include the main elements required for switching to the [Canadian Institute for Health Information \(CIHI\) 2022 Health Human Resource Data Set](#) (now updated to the [2025 Health Workforce Information Minimum Data Set](#)).

SCOT was able to continue working with the new database provider to make further revisions and refinements for collecting data in alignment with CIHI's health human resource data set. These changes, such as additional items for describing employment information and additional information about the voluntary disclosure of race-based identity and Indigenous identity, are now visible for members when they login to update their profile on the [registrant database](#).

The following provides members with additional information on the collection of sociodemographic data, the reasons for collecting it, how it will be used, how privacy will be protected, and how it aligns with national standards and SCOT's public protection mandate.

### What is Sociodemographic Data?

Sociodemographic data is information covering a broad array of characteristics, including but not limited to age, sex, gender, racialized group, and geographic location.

### Sharing of Health Workforce and Sociodemographic Data

SCOT collects and shares some data with the Saskatchewan Government as required by [The Occupational Therapists Act, 1997](#).

SCOT, along with other occupational therapy regulators, also share health workforce data in aggregate form with CIHI to support health workforce planning and policy development initiatives in Canada.

SCOT maintains a Data Sharing Agreement with CIHI, which holds CIHI accountable for protecting, storing, transmitting, disclosing, and using the health workforce data in accordance with the agreement.

SCOT shares health workforce data with CIHI on an annual basis by uploading a zipped txt file through a secure portal on the CIHI website. The names of members are not provided with the records; however a unique identification number is used to allow SCOT to refer back to original

records to correct any reporting errors. The data is combined with all occupational therapist data, so does not link to the identity of any one person.

As per the Data Sharing Agreement, CIHI can use the health workforce data to undertake analyses as well as develop and share analytical or educational products with third parties. CIHI is permitted to disclose aggregate and de-identified data with third parties. CIHI may disclose Record-Level Data to Statistics Canada, if requested to do so by Statistics Canada. CIHI may also disclose Record-Level Data to the Saskatchewan Government if requested by the Government and with SCOT's written authorization.

### **Why is CIHI Collecting Sociodemographic Data?**

CIHI collects health human resource (HHR) data to support health workforce planning and policy development in Canada. CIHI obtains their data from many sources including health profession regulators across Canada.

In 2022, CIHI updated its HHR minimum data set to include [race-based and Indigenous identity data](#) elements. CIHI's intended use of this data is to inform actions and interventions to improve health equity among racialized groups. CIHI has published a [guidance document](#) for collecting this data along with a [supplementary report](#) on Race-Based and Indigenous Identity Data Collection and Health Reporting in Canada.

The aggregate data will provide a profile and a baseline measurement of the sociodemographic data of occupational therapists in Canada and will allow for the following:

- A better understanding of trends and inform efforts and strategies in promoting equality and diversity within the profession.
- To support evidence-informed decision-making in efforts to reduce or eliminate discrimination in the profession.
- To support actions towards [Truth and Reconciliation](#) so that progress can be measured with respect to increasing the number of Indigenous health professionals.

### **Why is SCOT Collecting Sociodemographic Data?**

SCOT's mandate is public protection, and it is in the public interest to address sociodemographic inequities in Saskatchewan's health system. SCOT is in a position to collect the sociodemographic information for all occupational therapists in Saskatchewan, as no other organization is currently doing this. Aligning with CIHI's updated minimum data set by collecting race-based and Indigenous identity data from members on a voluntary basis and sharing



the data with CIHI allows the data to be used to inform broader initiatives to reduce or eliminate systemic inequity, marginalization, and other health system barriers.

The collection of these data elements also increases SCOT's awareness and understanding of the diversity of our members and allows SCOT to make decisions that are more representative of the public and the communities serviced by SCOT members.

The collection of sociodemographic data will help build a better understanding of demographic trends in the profession and guide efforts to improve equity and inclusion. Summarized and anonymous information will be used for statistical purposes such as reports, analyses and studies, and to provide information about group representation in the profession.

### **Where is the Data Stored and Who has Access?**

SCOT uses a secure online regulatory member management software, Alinity. Data collected from members is stored in Alinity and is provided and maintained through a contractual agreement with Softworks Groups Inc. The Softworks staff is required to protect the privacy and confidentiality of member information stored within the system.

Data access is restricted to authorized SCOT staff only. All staff members sign confidentiality agreements to protect sensitive information.

### **When is Sociodemographic Data Collected?**

SCOT collects this type of data from members when they apply to SCOT and during the licence renewal process.

The information can also be updated throughout the membership year as members update any changes to their contact and/or employment information throughout the registration year.

### **Is Disclosing Race-Based and Indigenous Identity Data Mandatory?**

No. Disclosure of this data is completely **voluntary** for members. Members may select “prefer not to answer”, which is a supported response included in CIHI’s Health Human Workforce Minimum Data Set.

### **Can I change my Information after Providing it?**

Yes. Members can edit their data at any time by updating the information within their profile.

**How will the Race-Based and Indigenous Identity data *NOT* be used.**

SCOT will ***NOT*** use racial group and Indigenous identity data for the following purposes:

- To perpetuate stereotypes of specific groups.
- To impact, harm or discriminate against members.
- To deny registration or be checked against a registrant's practice.
- By the College in complaints or discipline processes.
- To solicit involvement in the College's Council or Committees.

The College will de-identify and disaggregate all personal information when conducting analysis and developing reports. Racial group or Indigenous identity information will ***NOT*** appear on the Public Register.

Additional information can be found in the [SCOT Sociodemographic Data Collection and Use Policy](#).

We know that the collection and use of data is a sensitive topic, and our approach may need to be refined.

If you have any questions or would like to discuss this with SCOT, please contact [ed@scot.sk.ca](mailto:ed@scot.sk.ca) or [president@scot.sk.ca](mailto:president@scot.sk.ca).