College of Physiotherapists of Manitoba

Collection of Race-Based Data Identifiers - Frequently Asked Questions

CPM will begin collecting this data for all new registration applications starting in September 2025, and for all registrants during registration renewal in January 2026.

We recognize that not only is it important to communicate why this information is being collected and how it is being used, but it is required by privacy legislation. If your questions are not answered below, please reach out to info@manitobaphysio.com and we are happy to speak with you further.

Why am I being asked to provide race-based identity information?

CPM, along with many other health regulators and health institutions, provides aggregated registrant information to the Canadian Institute for Health Information (CIHI). A key strategy to achieving racial health equity is the collection of reliable, race-based data to monitor inequalities and support the identification of inequities. CPM works with the Canadian Institute for Health Information (CIHI) whose Health Systems aim to provide high-quality health care to all people regardless of their sex, gender, income, race or other socio-demographic characteristics. Disaggregating routine health care indicators can reveal inequalities across population groups. Monitoring health inequalities builds our understanding of the impact of policies, programs and practices. Data standards encourage harmonized collection and ensure high-quality and comparable data across regions, organizations and systems. As part of CPM's responsibility in working with CIHI, CPM chooses to include the voluntary collection of race-based and Indigenous identity data towards achieving healthcare system equity. CPM, in compliance with *The Physiotherapists Act*, has an accountability to collect certain personal information in the interests of the public. Race-based and Indigenous identity are not data that are required to be collected and therefore are collected voluntarily and not included in the Public PT Register.

What are Race-Based Data Identifiers?

These are values based on self-identified ethnicity, racialized groups and Indigenous identities. Registrants can select all that apply. These are the data values and definitions being collected:

Indigenous Identity Data Value	**Definition**
First Nations	A person who self-identifies as First Nations

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Inuk/Inuit	A person who self-identifies as Inuk/Inuit
Métis	A person who self-identifies as Métis

Racialized Group Data Value	**Definition**
Black	African descent, Afro-Caribbean, African Canadian descent
East Asian	Chinese, Korean, Japanese, Taiwanese descent
Indigenous	First Nations, Inuk/Inuit, Métis descent
Latino	Latin American, Hispanic descent
Middle Eastern	Arab, Persian, West Asian descent (e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish)
South Asian	South Asian descent (e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean)
Southeast Asian	Filipino, Vietnamese, Cambodian, Thai, Indonesian, other Southeast Asian descent
White	European descent

Do I have to answer the question?

No. All registrants have the option to not answer, or they may select an item from the list of choices which includes the choice "Prefer to not answer".

Collection of this data is voluntary, and there will be no repercussions for individual registrants' decisions about providing or not providing this data.

Registrants' race-based and Indigenous identity data will not be used:

a. In any way that could identify an individual registrant.
b. With the intention to impact, harm or discriminate against a registrant.
c. To deny registration or be checked against a registrant's safe practice registration requirement.
d. By CPM in complaints or discipline processes; or
e. To perpetuate stereotypes of specific groups.

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What is Healthcare System Equity?

CPM recognizes that there exists inequity in the healthcare system. We collect data that CPM's registrants voluntarily provide, which enables us to support and guide other institutions toward practices that reduce the disparity we acknowledge exists in our health care system. Our goal is that this practice will improve healthcare equity and influence systemic improvements in healthcare that will benefit all Canadians, and particularly those Canadians that experience healthcare inequities.

How will my information be used?

Race-based data is collected, used, disclosed, retained and disposed of in accordance with the Freedom of Information and Protection of Privacy Act (FIPPA). This means the College must have a reason to collect this information, and we can only use this information for that purpose. The College will only share aggregate data; we will not share individual information. At this time, aggregate data will only be shared with the Canadian Institute for Health Information (CIHI) and will contribute to the national data collected by CIHI. If the College intended to use this information for an additional purpose, registrants would be contacted by email to be given the opportunity to change their profile if they wish to do so.

A Data Sharing Agreement (DSA) is maintained between CIHI and CPM. This legal document holds CIHI accountable for protecting and only storing, transmitting, disclosing and using the health workforce data in accordance with the agreement.

What if I wish to change my answer?

The race-identity field will only appear on the annual renewal form once to collect this data from each registrant. At any time, you can choose to change your response through the Member Portal.

How does CPM protect my data?

The College's management of confidential information is outlined in the Registration and Licensing policy 3.21 Privacy and Confidential Information.

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