

Catalogue no. 89260008
ISSN 2818-5056

Statistics Canada Annual Report on the Privacy Act, 2022-2023

Release date: by November 29, 2023

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Canada owes the success of its statistical system to a long-standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued co-operation and goodwill.

Published by authority of the Minister responsible for Statistics Canada

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Table of contents

Introduction.....	4
Administration of the <i>Privacy Act</i>	4
Organization and mandate of Statistics Canada	4
Delegation instrument.....	5
Resources	5
Statistical report.....	5
Implementation: Privacy	5
Privacy requests	7
Other requests	8
Disposition of completed requests.....	8
Completion time and extensions	9
Exemptions invoked.....	9
Costs	9
Training initiatives for privacy	9
Policies, guidelines and procedures	10
Complaints and investigations	11
Monitoring of the requests	11
Privacy breaches	12
Privacy impact assessments.....	13
Public Sector Employee Survey.....	13
Administrative Data Pre-processing Project.....	13
Canadian Forces Military Police data to the Uniform Crime Reporting Survey	14
Canadian Health Measures Survey.....	14
Canadian Health Survey on Children and Youth.....	14
Canadian Internet Use Survey	14
Canadian Survey on Disability	15
Disability Data Hub.....	15



Indigenous People Survey	15
Longitudinal Immigration Statistical Environment.....	15
Profiles of Victims of Gang Violence: Analysis of a BC Cohort	16
Survey of Advanced Technology (SAT) & Survey of Innovation and Business Strategy	16
Survey of Financial Security	16
Survey on Sexual Misconduct in the Canadian Armed Forces	17
University and College Academic Staff System Modernization.....	17
Automated Access Control System	17
Client Relationship Management System – Client Feedback.....	18
Employee Wellness Survey – Employment and Social Development Canada – Collection.....	18
Employee Wellness Survey – Employment and Social Development Canada – Data Sharing Amendment	18
Employee Wellness Survey – Hard to Reach Populations – Pilot	18
Microsoft 365.....	19
Survey on COVID-19 and Mental Health Cycle 3.....	19
Microdata Linkage	19
8(2)(m) of the Privacy Act	19
Types of disclosure under subsection 8(2)(m) of the <i>Privacy Act</i>.....	19
Appendix A: Delegation Order.....	20
Appendix B: Statistical Report.....	21
Appendix C: Microdata Linkage.....	22

Introduction

The *Privacy Act* gives Canadian citizens and people living in Canada the right to access their personal information being held by federal government institutions. The Act also protects against unauthorized disclosure of that personal information, and it strictly controls how the government collects, uses, stores, discloses, and disposes of any personal information.

The Annual Report on the Administration of the *Privacy Act* is prepared and submitted, in accordance with section 72 of the Act, and it covers the period from April 1, 2022, to March 31, 2023. The report is tabled in Parliament.

Administration of the *Privacy Act*

The *Privacy Act*, which concerns itself with personal information, stipulates that government institutions can collect personal information only if it relates to the operation of programs or activities of these institutions. In the case of Statistics Canada, the *Statistics Act* provides the authority to collect personal information. In addition, institutions are required to protect the collected information from disclosure.

The Director of the Office of Privacy Management and Information Coordination administers the Access to Information and Privacy legislations within Statistics Canada and is also the Access to Information and Privacy (ATIP) Coordinator and Chief Privacy Officer for the Agency.

Organization and mandate of Statistics Canada

Statistics Canada's mandate derives primarily from the *Statistics Act*. The Act requires that the Agency collect, compile, analyze and publish statistical information on the economic, social, and general conditions of the country and its citizens. The Act also requires that Statistics Canada coordinate the national statistical system, in particular, to avoid duplication in the information collected by government. To this end, the Chief Statistician may enter into joint data collection or sharing agreements with provincial and territorial statistical agencies, as well as with federal, provincial and territorial government departments, pursuant to provisions of the Act.

The *Statistics Act* specifically requires Statistics Canada to conduct a Census of Population and a Census of Agriculture every five years as it did in 2021. The Act also gives the Agency substantial powers to request information through surveys of Canadian businesses and households. Under the Act, the Chief Statistician determines whether a survey will be mandatory or voluntary. Statistics Canada has generally made voluntary household data collection other than the Census of Population and the Labour Force Survey, as the latter produces key economic data. The Census of Agriculture and most other business surveys are mandatory. Refusal to participate in a mandatory survey is subject to legal penalties.

By law, Statistics Canada can also access administrative records, including personal and business tax data, credit information, customs declarations, and birth and death records. Such records are critical sources of statistical information that enable the Agency to reduce the reporting burden on businesses and individual respondents. Statistics Canada is considered a leader among the world's statistical agencies in reducing reporting burden by using administrative data.



Statistics Canada is ensuring that privacy protection methods and protocols continue to evolve as new data sources with varying levels of sensitivity emerge. The Necessity and Proportionality framework was implemented to ensure increasing transparency in the data acquisition process, to provide stronger justification (necessity) for data acquisition, and to be more explicit about the efforts used to gather data in a manner that is both efficient and proportional to its necessity and sensitivity. This includes ensuring that necessity (requirement for data or information) is well-defined; applying the scientific approach and a series of checkpoints on sensitivity, ethics and proportionality (quality, sample size, content and risk mitigation); considering alternative methods; and requiring a privacy impact assessment and communication throughout the process to ensure transparency.

Statistics Canada adopted a Responsible Privacy approach to honour the commitment made to Canadians to protect their personal information. These mechanisms help Statistics Canada to fulfill this commitment while ensuring that Canadians have all the key information on Canada's economy, society and environment that they require to function effectively as citizens and decision-makers in a rapidly evolving world.

Delegation instrument

The delegation instrument exercises the powers and functions of the Minister as the head of a government institution, pursuant to section 73 of the *Privacy Act*. The current detailed list of authorities under the *Privacy Act* has been formally delegated by the Minister of Innovation, Science and Economic Development as of May 18, 2021, (Appendix A) and provides full delegated authority to the Director and Assistant Director of the Office of Privacy Management and Information Coordination.

Resources

The Access to Information and Privacy (ATIP) Office operates within an allocation of 5.35 persons/year. One ATIP Manager, three Senior ATIP analysts, and two ATIP analysts work full time on the processing of requests.

Statistical report

The statistical report provides aggregate data on the application of the *Privacy Act*. This information is made public annually and is included with the annual report (Appendix B).

Implementation: Privacy

The *Privacy Act* has a substantial impact on Statistics Canada, but the impact cannot be measured only by the number of requests processed. Although society seeks a broader range of detailed information, it also demands more accountability on the part of government about the collection of personal information and the purposes served by the information.

The Agency has a strong track record of respecting the privacy of Canadians and has taken a number of initiatives to address the privacy challenges this dichotomy raises.

Statistics Canada has internal directives that reflect the basic principles found in the *Privacy Act*. The Agency's Directive on Informing Survey Respondents requires that all respondents be informed of the expected use of the statistics produced from the survey results, the authority under which the survey is taken, their obligation to respond, the confidentiality protection given to all information collected under the *Statistics Act*, and any data-sharing arrangements pursuant to provisions of the *Statistics Act*.

Statistics Canada also developed the Directive on Microdata Linkage to respond to concerns of both respondents and privacy advocates on the potential of matching an individual's information gathered from a variety of sources.

These two directives not only support compliance with the letter and the spirit of the *Privacy Act*, but also demonstrate the Agency's commitment to the protection and appropriate use of the personal information under its control, while still meeting its mandate.

The Agency has also developed and implemented a Necessity and Proportionality framework that ensures that any collection of personal information for its statistical programs is duly justified.

As we chart new paths and methods of collecting data, respecting and protecting the rightful privacy of Canadians sit at the heart of everything we do. Statistics Canada's Trust Centre underlines how we meet Canadians' information needs while keeping their data safe and private.

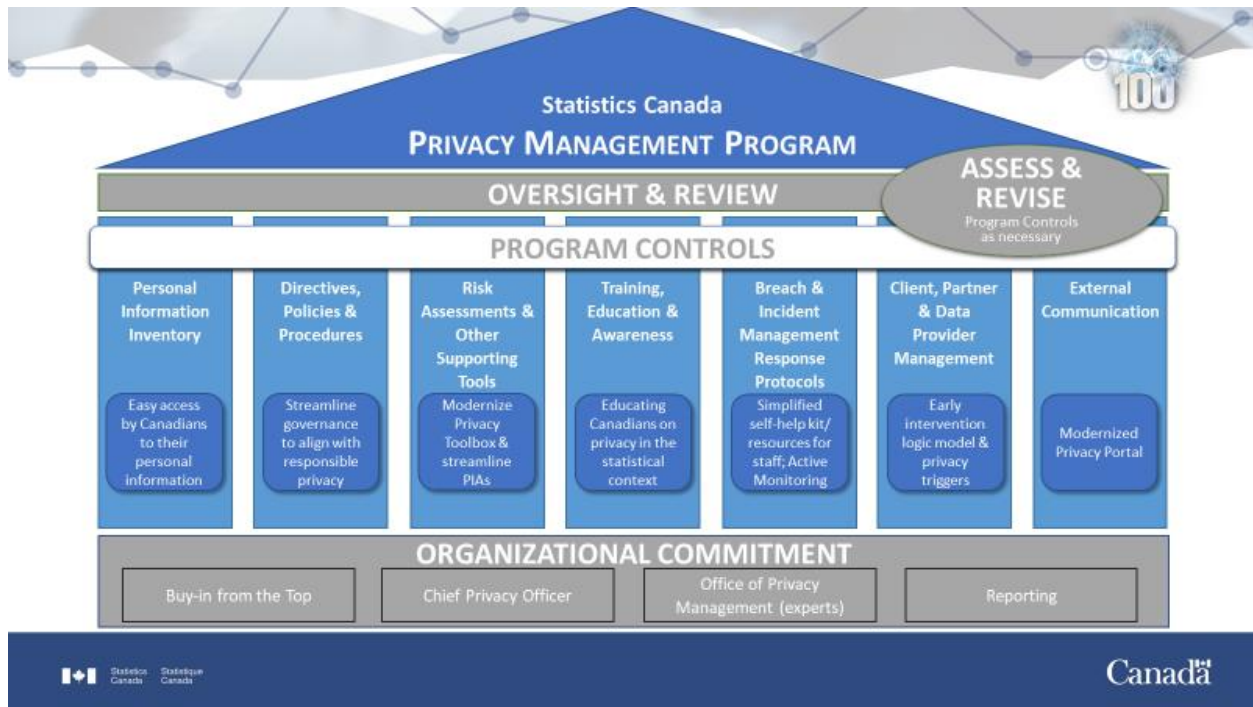
Statistics Canada continues to work diligently to ensure that the confidentiality it has committed to in law and in principle, is upheld. This includes ensuring that privacy remains at the forefront of all our activities.

Statistics Canada's very mandate requires that it produce information that helps Canadians better understand their country – its population, resources, economy, environment, society and culture. To achieve this, the Agency must collect a considerable amount of personal information directly from Canadians through surveys, or indirectly from private and public organizations. Parliament has given Statistics Canada this mandate to better serve Canadians, but with such authority comes great responsibility. Statistics Canada continually adjusts to new realities and adapts existing mechanisms or develops new ones to protect Canadians' privacy and ensure that their data will not be misused. The Agency must demonstrate and provide assurances to Canadians that it can be trusted with their information.

As Statistics Canada continues to modernize, it is committing to Responsible Privacy. Responsible Privacy is instrumental in honouring our promise to diligently collect, use, disclose and protect Canadians' personal information. It ensures that we indefatigably strive to go beyond what is required and encompasses innovative privacy checks and balances that ensure due diligence when handling personal information. It requires that privacy be imprinted in all our activities.

To foster the Responsible Privacy approach and meet the demands of a digital world in the 21st century, senior management at Statistics Canada has committed to a formalized Privacy Management Program (PMP).





While many of its components were already part of the Agency's regular activities, the PMP instills a systematic and strategic approach that reinforces our commitment to Canadians regarding their personal information.

Privacy requests

The Agency received 48 new requests in 2022-2023 and 133 requests were carried over from the previous reporting period. During this period, 178 requests were completed, and 3 requests were carried forward to the next reporting period.

For 24 requests, information was disclosed completely and for 63 requests, information was partially disclosed, having redactions applied to protect personal information pertaining to other individuals. Six requests were exempted/excluded, for two requests the information did not exist, and 83 requests were abandoned as applicants did not respond to requests for additional information or chose to withdraw them entirely. The public is the largest privacy client group for Statistics Canada.

Disposition of requests completed	
All disclosed	24
Disclosed in part	63
Nothing disclosed (exempt)	6
Does not exist	2
Abandoned	83
Total	178

In addition to requests from the public, the Agency receives requests from current and former federal public servants regarding personal or staff relations issues. Statistics Canada responds to a number of requests for personal information through its pension search program. This program provides members of



the public with information from their own census records, and from the 1940 National Registration records, to support their applications for pensions, citizenship, passports and other services when other administrative records, such as birth certificates, are required but no longer exist or were never issued. Regulations permit duly authorized representatives to act on behalf of a minor or an incompetent person to administer their affairs or estate. To do so, the trustees and estate administrators seek personal information from the census or from 1940 national registration records of deceased individuals, minors, or dependent adults. In the case of the deceased, the administrator of the estate may exercise these rights, but only for the purposes of estate administration.

For the 2022-2023 fiscal year, 68 requests made in the previous FY were from individuals looking to obtain their 2021 Census of Population questionnaires.

Responding to privacy requests involved reviewing more than 34,685 pages, of which 10,451 pages were released. Eighty-seven (87) requestors received information electronically and eight (8) requestors received the information in paper format.

Fiscal Year	Requests Received	Requests Completed	Number of Pages Processed	Number of Pages Released
2022/2023	48	178	34,685	10,451
2021/2022	161	65	1744	1416
2020/2021	86	138	4,076	2,983
2019/2020	283	210	5,586	3,364
2018/2019	1,012	1,007	15,244	13,595

Other requests

During this period, Statistics Canada did not receive any *Privacy Act* consultation requests from other departments.

Disposition of completed requests

The disposition of the 178 requests completed in 2022-2023 was as follows:

- 24 were fully disclosed (14%)
- 63 were disclosed in part (35%)
- 6 were exempted/excluded (3%)
- 2 did not exist (1%)
- 83 were abandoned by applicants (47%)



Completion time and extensions

Of the forty-eight (48) requests received and completed in FY 2022-2023, 40 requests were processed and completed within the time period prescribed in the *Privacy Act*, and 3 requests were carried over to the next fiscal year. Several factors contributed to the timely response, including training sessions with senior leaders and liaison officers, as well as the reduction in the backlog of requests allowing analysts to focus on the new requests that were received in this timeframe. Extensions were taken for 8 requests.

The 45 requests completed in 2022-2023 were processed in the following time frames:

- 26 within 1 to 15 days (58%)
- 8 within 16 to 30 days (18%)
- 8 within 31 to 60 days (18%)
- 1 within 61 to 120 days (2%)
- 2 within 121 to 180 days (4%)

Exemptions and exclusions

As in previous reporting periods, section 26 was applied to files that were exempt from release in FY 2022-2023. This section of the *Act* protects the personal information of other individuals for whom the requester does not have consent.

Costs

During 2022-2023, the ATIP Office incurred an estimated \$135,260 in salary costs and \$1,890 in administrative costs to administer the *Privacy Act*.

Training initiatives for privacy

In 2022-2023, the Access to Information and Privacy (ATIP) Office expanded its formal training program for all staff across the Agency, which initially began in April 2020. Informal one-on-one training was made available, until such time as the formal training was implemented. The informal training assists staff in understanding their obligations under the *Act*, as well as informs them about policies and directives related to personal information at Statistics Canada.

Statistics Canada's Office of Privacy Management and Information Coordination offers courses on a variety of subjects related to the *Statistics Act* and the *Privacy Act* as well as supporting policies and directives. These include sessions on "Privacy Impact Assessment" and "Privacy and Confidentiality", with a focus on personal information collected about employees of Statistics Canada, clients or the public, and appropriate use of such personal information.

Statistics Canada also requires employees to complete computer-based courses on confidentiality. A mandatory course for new employees offers a brief overview of confidentiality, illustrating its importance at the Agency.



Additionally, the Office of Privacy Management (OPM) sponsored a Data Privacy Day in January 2023, in which there were activities promoting the understanding of how to protect personal information from being accessed, used or disclosed without permission. The OPM noted that there was a high level of engagement with strong feedback received. Bilateral meetings between the OPC and StatCan are occurring on a regular basis, where StatCan programs and activities are discussed. OPC's information session on Privacy Impact Assessments were promoted internally within StatCan, resulting in multiple employees attending the sessions.

Policies, guidelines and procedures

The ATIP Office has a variety of tools in place to ensure that ATIP sector contacts are well informed about their roles and responsibilities for coordinating privacy requests. These tools include a concise checklist outlining steps to follow when providing responsive records for privacy requests, and a responsible contact from the ATIP team throughout the process. There are also a variety of directives and policies provided by the Treasury Board Secretariat, about the protection of personal information. Personal and confidential information is protected by the *Privacy Act* and the *Statistics Act* and will only be disclosed as permitted by these Acts.

Statistics Canada developed and published a privacy framework that identifies the full scope of privacy controls within the operations of Statistics Canada as a collection of approved practices, procedures and governance related to privacy. This includes the identification of the Director, Office of Privacy Management and Information Coordination, as the Chief Privacy Officer (CPO) for Statistics Canada, as designated by the Chief Statistician. The CPO provides leadership on matters related to privacy, develops business strategies and processes that ensure that privacy is considered and accounted for in business decision, and ensures the safeguarding of the information through administrative policy instruments and best practices.

As the functional authority on statistical methods within the Government of Canada, StatCan has provided extensive input to the Treasury Board Secretariat (TBS) regarding the Privacy Implementation Notice on De-identification. TBS and StatCan have begun partnering on a multi-year initiative to develop a Framework on de-identification for the Government of Canada, which will include standards, guidance, and tools that will enable institutions to appropriately leverage de-identification as a privacy preserving technique.

Given its unique position in the federal government in collecting personal information solely for statistical and research purposes, Statistics Canada has determined that the privacy issues associated with its statistical activities undertaken under the authority of the *Statistics Act* could be addressed by means of a [Generic Privacy Impact Assessment \(PIA\)](#).

Although the Generic PIA is comprehensive and reflects most Statistics Canada's operations, in the instance of extraordinary activities, specific PIAs are conducted with input from the Office of the Privacy Commissioner (OPC). Statistics Canada prepares supplements to the Generic PIA for all new and significantly redesigned surveys and statistical programs involving the collection, use or disclosure of

personal information that raise unique or additional privacy, confidentiality or security risks that have not been addressed in the Generic PIA.

Complaints and investigations

There were five complaints filed against Statistics Canada with the Office of the Privacy Commissioner (OPC):

- Two complaints were discontinued because the requester did not respond to queries from the OPC.
- One complaint pertained to a delay, and the investigation deemed this complaint to be Well-Founded.
- Two complaints were Refusal complaints for exemptions Statistics Canada applied. Statistics Canada has provided information to the OPC, and the Agency is waiting for the investigations' next steps.

Monitoring of the requests

At Statistics Canada, the ATIP Office processes and monitors requests by registering them in a comprehensive system known as Privasoft – Access Pro Case Management. An acknowledgement of the request is sent to the client and a retrieval form is forwarded to the relevant program area, Office of Primary Interest (OPI), for responsive records. If the OPI and/or the ATIP Office need to clarify the request, the ATIP Office contacts the client. Statistics Canada is currently exploring options to procure a new software solution that will assist in modernizing and improving the processing of requests received by the Agency. The procurement process is being led by the Treasury Board of Canada Secretariat on behalf of the Government of Canada.

The retrieval form was created by the ATIP Office at Statistics Canada and is based on the Policy on Privacy Protection and the Directive on Privacy Practices from the Treasury Board Secretariat. The form includes the text of the request, the name and phone number of the ATIP Officer, and the date by which records are required (normally 5 to 10 days). The form states that the ATIP Office is obligated to report annually on the administrative costs related to requests and thus information is needed on the group(s) and level(s) of those involved in the retrieval process, and the amount of time spent working on the request (including time for search, retrieval, internal review (relevant or not to the request) and photocopying). The individuals providing the records are asked to identify any areas which may be sensitive in nature (e.g., personal information, legal issues), and the Director General or responsible delegate of the program area signs the form.

The ATIP Office assists the program areas with the retrieval of records from day one. As 5 to 10 days are allowed for the retrieval, a follow-up is made on the fifth day. If additional time is required for the retrieval, this is when the program area is to notify the ATIP Office. An additional 1 to 5 days may be granted depending on the amount of work remaining. Once the documents are received from the OPI, the ATIP Office ensures the form is duly completed and that it has been signed by the appropriate manager. The ATIP Office takes 5 to 10 days to review and process the records. Once the work from the ATIP Office is completed, the final version is released to the client. The OPI and management are very aware of the importance of ATIP requests.

Privacy Breaches

The Privacy and Information Breach Protocol provides clear identification of the various roles and responsibilities in the event of a breach. It includes the requirement to complete an enhanced process which incorporates the elements in the Treasury Board Secretariat's guidelines on how to respond to a privacy breach. The template has been approved by the Agency's senior management. At a minimum, the incident report will contain the following information:

- a description of the incident (who, what, when, where, why, how)
- the actions already taken and planned for the future
- a description of the risks/impacts
- any other information that might be helpful in locating any lost item(s) or in assessing the consequences of loss or compromise
- recommendations for mitigating or eliminating the risk of the event recurring in future
- information on whether the individuals or organizations whose information was breached were informed of the incident
- indication if the individuals, Office of the Privacy Commissioner (OPC) and Treasury Board Secretariat will be informed of the incident and if not, a rationale for not informing them.

Best practices to eliminate or reduce future recurrences that are identified during an investigation must be communicated to other employees to prevent a recurrence of the breach.

Breaches are coordinated by a centralized group in the Privacy Management team to ensure that all programs impacted by the breach provide input.

There were 10 privacy breaches at Statistics Canada during the reporting period, of which one was material in nature. A total of 404 people were affected by these 10 breaches.

One material breach was reported to the OPC, which affected one StatCan employee:

A Statistics Canada employee's bank information for direct deposit was changed by a Compensation Advisor and the employee's pay for a few pay periods was deposited into an unknown account. The employee's PRI was also communicated to the unknown person who initiated the change.

The individual impacted was informed of the breach and their ability to submit a complaint to the OPC, and the situation was corrected.

Additional measures, specific to the areas that experienced the breach were implemented, including:

All Compensation Advisors were reminded and retrained on the proper process when StatCan employees use the pay system to change their personal banking information. Only former employees, or employees on Leave Without Pay, may request a change by Compensation Advisors directly, and the established identity confirmation process must be followed. All pay actions must also go through the established peer verification process unless automatically



generated through Statistics Canada's Time Management System (TMS). If a transaction needs to be done directly in the pay system, the action must be verified by a peer.

Privacy Impact Assessments

The Statistics Canada Directive on Conducting Privacy Impact Assessments (PIAs) specifies the roles and responsibilities of its senior managers and privacy specialists regarding the collection, use and disclosure of personal information. This directive applies to all statistical and non-statistical programs that engage in the collection, use or disclosure of personal information.

Statistics Canada's Generic PIA covers all aspects of the Agency's statistical programs that collect, use and disseminate information in support of the mandate under the *Statistics Act*. The Generic PIA addresses the ten privacy principles and includes a threat and risk assessment for various collection and access modes.

Supplements to the Generic PIA are produced for new and significantly redesigned collections, uses or disclosures of personal information that raise unique or additional privacy, confidentiality, or security risks. The Generic PIA and its supplements are posted on the Statistics Canada website: [Generic privacy impact assessment](#).

When it relates to the administration of the institution other PIAs are conducted for new or redesigned administrative programs and services that involve the collection, use and disclosure of personal information that are not addressed in the Generic PIA. Summaries of completed privacy impact assessments can be found on the Statistics Canada website: [Privacy impact assessments](#).

In the current reporting period, 22 privacy assessments, of which one (1) PIA, fourteen (14) supplements, and seven (7) amendments or addendums were approved and submitted to the Office of the Privacy Commissioner and the Treasury Board Secretariat. The following are brief descriptions:

Public Sector Employee Survey

A PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Public Sector Employee Survey (PSES). The Treasury Board Secretariat (TBS) and Statistics Canada (StatCan) partnered to administer the 2022/2023 cycle of the PSES. The PSES Supports the development of action plans and strategies to meet the needs of public servants and address any issues identified. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Administrative Data Pre-processing Project

A Supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Administrative Data Pre-processing Project (ADP). The ADP supports Statistics Canada's mandate by centralizing and automating reception and pre-processing activities related to administrative data at Statistics Canada. The ADP reduces privacy risks and overhead of the Agency by redistributing traditional manual processes such as de-identification across an automated and secure ecosystem of enterprise and statistical infrastructure. It allows the Agency to reduce existing gaps in the circulation of data by ensuring a timely, consistent, and coordinated approach to the availability of



deidentified administrative data. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Canadian Forces Military Police data to the Uniform Crime Reporting Survey

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the addition of Canadian Forces Military Police (CFMP) data to the Uniform Crime Reporting Survey (UCR). The UCR Survey collects data on criminal incidents that come to the attention of, and have been substantiated by, police. Information collected from police services through the UCR Survey includes personal information such as name, data of birth, gender, and characteristics of victims and accused persons involved in criminal incidents. Starting in 2022, the CFMP became an active respondent to the UCR Survey and provides the same information already provided by other police services. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Canadian Health Measures Survey

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with Cycle 7 of the Canadian Health Measures Survey (CHMS). Information collected through the CHMS helps improve the prevention, diagnosis, and treatment of illnesses and promote the health and wellness of Canadians. Cycle 7 also sheds light on illnesses and reveals the extent to which many diseases may be undiagnosed among Canadians, enabling health professionals and researchers to face public health challenges. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Canadian Health Survey on Children and Youth

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the 2023 Canadian Health Survey on Children and Youth (CHSCY). This voluntary household survey is a follow-up to the 2019 CHSCY, but uses two sampling methods (longitudinal with 2019 CHSCY respondents that provided contact information for follow-up, and cross-sectional with new respondents) to collect information about individuals aged 1 to 22 who live in Canadian provinces, as well as some information about their parents or legal guardians and the parent or legal guardian's spouse that may be a factor affecting the well-being of children and youth. The information collected provides new data to analyze the overall physical and mental health of children and youth in Canada as well as guide decision-making around the development and funding of targeted programs. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Canadian Internet Use Survey

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Canadian Internet Use Survey (CIUS). The CIUS is a voluntary survey of non-institutionalized persons 15 years of age or older living in the ten provinces. The CIUS gathers data on how digital technologies and the Internet are transforming society, the economy, and the everyday lives of Canadians. It informs government programs and policies related to digital technology adoption, specifically policies and programs aimed at providing Canadians with more reliable and



affordable high-speed Internet. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Canadian Survey on Disability

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the addition of new content to the Canadian Survey on Disability (CSD). The CSD collects information on the type of severity of disability from Canadians whose daily activities are limited because of a condition or health-related problem, as well as information on use of aids and assistive devices, help received or required, educational attainment, experiences and accommodations, labour force status, and ability to get around the community. New content was added to help evaluate the impact of the new *Accessible Canada Act*, as well as analyze the results in the context of the COVID-19 pandemic. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Disability Data Hub

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Disability Data Hub which monitors the hiring progress of new Persons with Disabilities in the Public Service. As part of the Accessibility Strategy for the Public Service of Canada, the federal government committed to hiring 5,000 persons with disabilities by 2025 and committed to putting efforts in capturing and managing data to allow for ongoing measurement of progress and results. Statistics Canada collects, on behalf of the Office of Public Service Accessibility (OPSA), quarterly information on hires, departures, and self-identification, and generates de-identified progress reports. The assessment did not identify any privacy risks that cannot be managed using safeguards established for this pilot project.

Indigenous Peoples Survey

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Indigenous Peoples Survey (IPS). This voluntary targeted survey is a national survey of First Nations people living off reserve, Métis and Inuit. Each cycle of the IPS focusses on a high-priority theme based on new and emerging data priorities for Indigenous peoples, in addition to collecting a consistent set of core variables that can be tracked over time. The 2022 IPS focussed on Indigenous children and families while continuing to provide other essential socioeconomic, demographic, and cultural information, as well as a robust health module. The survey supports Indigenous Services Canada's mandate "to support and empower Indigenous peoples" and aims to provide current and relevant data to inform policy and programming activities in education, employment, and health. It is a valuable source of information for Indigenous organizations, communities, service providers, researchers, and governments to improve the well-being of Indigenous peoples. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Longitudinal Immigration Statistical Environment

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Longitudinal Immigration Statistical Environment (LISE). The LISE is a



new, secure linkage environment containing anonymous linkage keys allowing for the connection of on of a subset of six secondary databases with one of two primary databases. The databases do not contain direct personal identifiers, and only aggregated and non-confidential statistical information are made publicly available and as such, individuals are not identifiable in any product disseminated to the public. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Profiles of Victims of Gang Violence: Analysis of a BC Cohort

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Profiles of Victims of Gang Violence” Analysis of a BC Cohort project. This project was requested by British Columbia’s integrated anti-gang police force, the Combined Forces Special Enforcement Unit of British Columbia (CFSEU-BC) who maintain a gang-related victim repository that includes data for individuals across the province who are the victims of a suspected or confirmed gang-related homicide or attempt homicide. The project seeks to further understand the profiles of the victims and their trajectories through the justice and other social systems. This data will enhance CFSEU-BC’s ability to develop informed, community-based programs which, if successful, could be applied across the country. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Survey of Advanced Technology (SAT) & Survey of Innovation and Business Strategy

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the addition of variables to the Survey of Advanced Technology (SAT) and the Survey of Innovation and Business Strategy (SIBS). The data collected on a mandatory basis covers the adoption, use, development, and barriers to the adoption of various advanced technologies as well as business innovation and strategy. Due to the need for information regarding what types of companies are falling behind and require support in technology adoption and innovation, a voluntary section was added to the 2022 surveys on the characteristics of the primary decision-maker of the business. Characteristics include gender, sexual and gender diversity, Indigenous identity, visible minority, persons with a disability, new Canadian, highest level of education and age group (10-year bracket). This information will shed light on the gaps in the adoption and use of advanced technologies as well as gaps in business innovation for a variety of minority groups and will allow government to develop funding and support for specific groups of businesses. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Survey of Financial Security

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Survey of Financial Security (SFS) and with the addition of one new question that measures any changes to the financial situation of Canadian families since the COVID-19 pandemic was first reported. This voluntary survey was established in 1999 to provide a comprehensive picture of the net worth of Canadians and includes information on the value of their major financial and non-financial assets and on the money owing on mortgages, vehicles, credit cards, student loans and other debts. Information from the survey supports evaluating the asset resilience of Canadians and may help identify groups that may be more likely to be financially insecure. It also provides policymakers and academics with indicators to learn more about highly indebted Canadians, the financial well-being of



seniors, the prevalence of wealth inequality and the impact of these issues on our society. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Survey on Sexual Misconduct in the Canadian Armed Forces

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Survey on Sexual Misconduct in the Canadian Armed Forces (SSMCAF). This voluntary survey includes questions on witnessing and experiencing inappropriate sexual behaviours, discrimination based on sex, sexual orientation, or gender identity, and sexual assault, and the characteristics, impact, and reporting of these experiences. It also includes questions on the age, sex at birth, gender identity, visible minority, Indigenous status, and disability. The survey provides insights on sexual assault, sexualized and discriminatory behaviours, and knowledge and perceptions of policies and response to sexual misconduct. It supports the Department of National Defence's continued efforts to address and prevent sexual misconduct in its workplace and amongst its workforce. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

University and College Academic Staff System Modernization

A supplement to the Generic PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the addition of new variables to the University and College Academic Staff Survey (UCASS). Statistics Canada has conducted the annual survey since 1937 that collects national comparable information on the number and socio-economic characteristics of full-time teaching staff at Canadian universities. The survey collects 27 data elements on each full-time academic staff member in each reporting institution such as unique ID per institutions, gender, year of birth, department, salary information, principal subject taught, rank, previous employment, year of appointment to present rank, type of appointment, year of appointment to institution, first and highest degree, country of birth, and highest degree. New variables are being added to the survey to close known data gaps that include a lack of Equity, Diversity and Inclusion (EDI) data on full-time academics, other than gender, as well as information on part time or contract staff. Ultimately, the collection of more robust disaggregated data on under-represented groups within the academic community can be used to identify and eliminate obstacles and inequalities and encourage participation of designated underrepresented groups within the academic community and contribute to a more equitable employment environment in Canadian universities. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Automated Access Control System

An addendum to the Automated Access Control System PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the use of personal information from identification cards use at the security terminals at the entrances of Statistics Canada (StatCan) National Capital Region (NCR) facilities to generate occupancy counts. Summary reports are generated with aggregated numbers of on-site visits by day, week, and month. The scope of the assessment is limited to report to senior management on aggregated counts of employees working from StatCan offices in the National Capital Region. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.



Client Relationship Management System – Client Feedback

An amendment to the Client Relationship Management System PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with adding Client Feedback to the pre-existing Client Relationship Management System (CRMS). In order to make the Agency more responsive and adaptable to client needs, following the provision of a product or service, clients will receive an email with a unique link to a questionnaire that will gather feedback on client satisfaction with service delivery and the quality and usefulness of the products and services received. Information will be used to produce confidential aggregate reporting to the Agency and high-level satisfaction indicators are reported to the Treasury Board Secretariat. Reports do not include any client contact information. The assessment did not identify any additional privacy risks that are not already identified in the CRMS PIA that cannot be managed using the safeguards in place.

Employee Wellness Survey – Employment and Social Development Canada – Collection

An amendment to the Employee Wellness Survey and Pulse Check Surveys Privacy Impact Assessment & Supplement to the Generic Privacy Impact Assessment for the Employment and Social Development Canada (ESDC) Employee Wellness Survey (EWS) was conducted to determine if there were any privacy, confidentiality or security issues associated with the ESDC EWS. The original EWS was collected for Statistics Canada under the authority of the *Financial Administration Act* as it was an internal human resources-related survey. This ESDC EWS is not being collected under the *Statistics Act* as it is a collection for ESDC on a cost-recovery basis. The statistical information collected will be used to improve employee experience and help create an environment conducive to well-being, psychological safety, growth, respect, diversity, and inclusivity. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Employee Wellness Survey – Employment and Social Development Canada – Data Sharing Amendment

An amendment to the Amendment to the Employee Wellness Surveys and Pulse Check Surveys PIA & Supplement to the Generic Privacy Impact Assessment for the ESDC Employee Wellness Survey (EWS) was conducted to determine if there were any privacy, confidentiality or security issues associated with adding the “class of worker” variable, and sharing microdata of consenting respondents with ESDC, under a Memorandum of Understanding as per Section 12 of the *Statistics Act*. The share file includes de-identified data of only the respondents that provided informed consent to share their information with ESDC, for statistical and research purposes. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Employee Wellness Survey – Hard to Reach Populations – Pilot

An amendment to the Employee Wellness Surveys (EWS) and Pulse Check Surveys PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the Hard-to-Reach Populations Internal Pilot, which aims to gain insights into the factors that contributed to nonresponse by employees. The internal pilot will follow-up with a small sample of the EWS nonrespondents using a respondent-driven sampling methodology to reach employees who are reluctant, or who do not tend, to respond to more-traditional survey approaches. The goal is to inform and advance a Methodological



framework that could be adapted and applied to other hard-to-reach populations whose information could inform decision makers and help develop policy. Only aggregate statistical outputs conforming to the confidentiality provisions equivalent to those applied to information collected under the *Statistical Act* are considered for release. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Microsoft 365

An amendment to the Microsoft 365 PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with updates being made to Statistics Canada's implementation of Microsoft 365 across the organization, including implementation of Voice Over Internet Protocol functionality for use by statistical survey operations interviewers instead of traditional telephones, and policy changes around the use of sensitive statistical information, including personal information, on Microsoft 365 products to align with its capacity to interact with Protected B information. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Survey on COVID-19 and Mental Health Cycle 3

An addendum to the Survey on COVID-19 and Mental Health Cycle 3 PIA was conducted to determine if there were any privacy, confidentiality or security issues associated with the addition of topics to the Survey on COVID-19 and Mental Health. Topics to be added in the 2023 survey iteration include: additional measures of happiness, psychological well-being, loneliness, intimate partner violence, sexual orientation, sex at birth, and disability status. As well, some questions related to specific impacts of COVID-19 were modified (e.g., having been diagnosed with COVID-19) or removed (e.g., knowing someone who had been diagnosed with COVID-19) to better reflect the 2023 context. The assessment did not identify any privacy risks that cannot be managed using existing safeguards.

Microdata Linkage

As outlined in Statistics Canada's Directive on Microdata Linkage (the Directive), linkages of different records pertaining to the same individual are carried out only for statistical purposes and only in cases where the public good is clearly evident. One of the primary objectives of these linkages is to produce statistical information that facilitates a better understanding of Canadian society, the economy and the environment.

All microdata linkage proposals must satisfy a prescribed review process as outlined in the Directive. In addition to demonstrating the public benefit, each submission must provide details of the output. The public dissemination of any information resulting from microdata linkage, like all other statistical information, is only at an aggregate level which protects the confidentiality of the information of individuals.

In 2022-2023, there were 20 approved microdata linkages that involved personal information. A summary of these record linkages is found in Appendix C.

8(2)(m) of the Privacy Act

No disclosures were made under paragraph 8(2)(m) of the *Privacy Act* during the reporting period.

