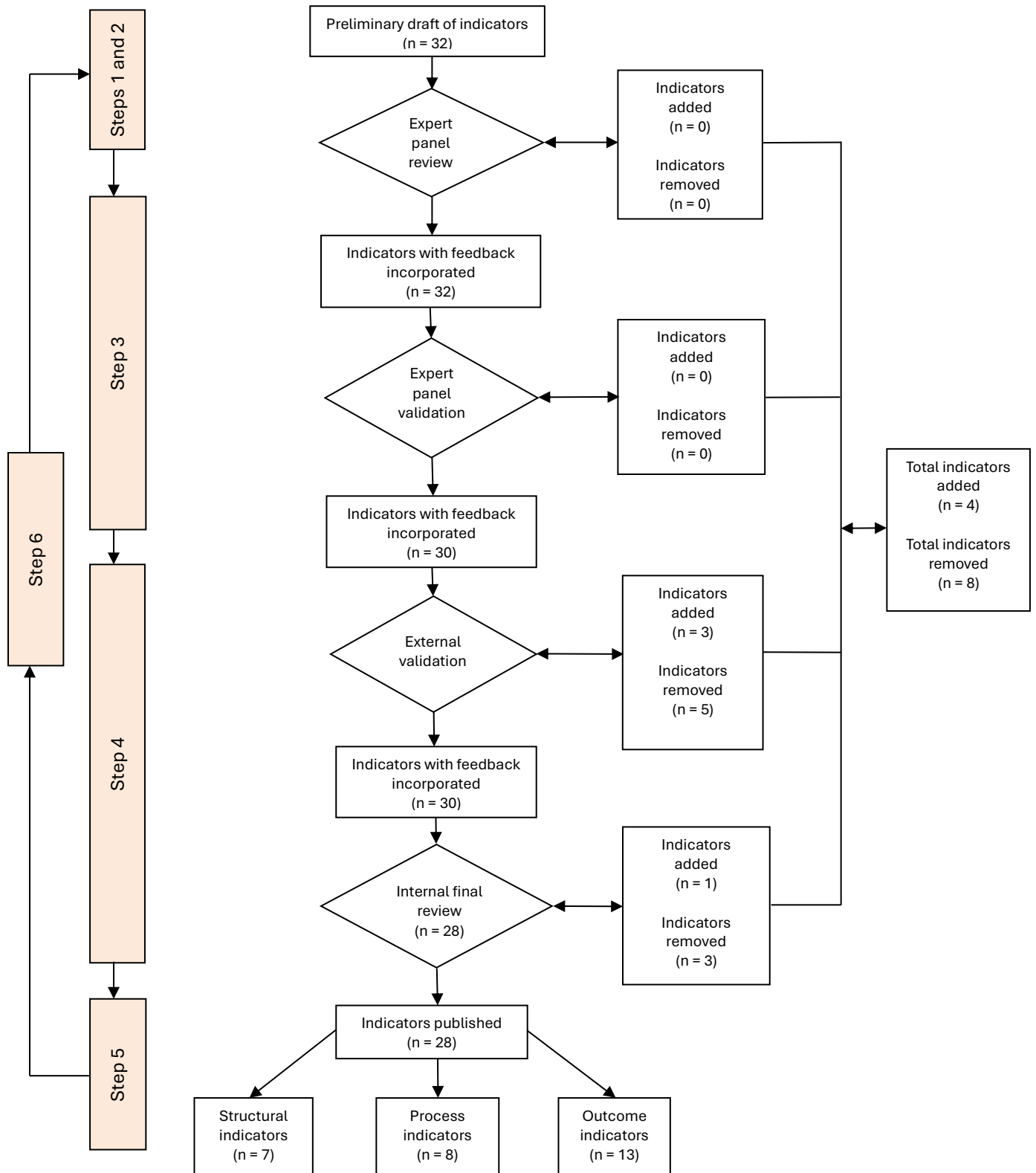


Addressing Anti-Black Racism in Nursing Indicator development process Feb. 2026

The following is a summary of the RNAO indicator development process (see Figure 1).

- 1. Guideline selection:** Indicators are developed for guidelines focused on health system priorities, with an emphasis on filling gaps in measurement while reducing reporting burden.
- 2. Extraction of recommendations:** Good practice statements, recommendations, and outcomes of the research question are reviewed to extract potential measures for indicator development.
- 3. Indicator selection and development:** Indicators are selected and developed through established methodology, including alignment with external data repositories and health information data libraries.
- 4. Practice test and validation:** Proposed indicators are internally validated through face and content validity, and externally validated by expert panel members and external reviewers who concurrently reviewed the draft BPG.
- 5. Implementation:** Indicators are published in the Monitoring and Evaluation chart in the best practice guideline (BPG), and data dictionaries are published on the Nursing Quality Indicators for Reporting and Evaluation® (NQIRE®) website for use by BPSOs.
- 6. Data quality assessment and evaluation:** Data quality assessment and evaluation, as well as ongoing feedback from BPSOs®, ensure purposeful evolution of BPG indicators collected in NQIRE.

Figure 1: Indicator development flow diagram



Source: Adapted by the RNAO expert panel from: Page MJ, McKenzie JE, Bossuyt PM, et al. The PRISMA 2020 statement: an updated guideline for reporting systematic reviews. BMJ [Internet]. 2021;372:n71. Available from: <https://doi.org/10.1136/bmj.n71>