



INDIGENOUS DATA GOVERNANCE

INDICATOR FRAMEWORK

2023



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Executive Summary

The indicator framework summarized in this document is intended to support the implementation of the Indigenous Primary Health Care Council's (IPHCC) Indigenous Data Governance Framework. It is supported by a Data Privacy and Confidentiality handbook and an Indigenous Data Governance Policy handbook, and designed for use by organizations at the national, provincial/regional or local levels (referred to here as being at the macro-, meso- or micro-levels of governance outlined in the Indigenous Data Governance Framework). The indicator framework contains suggested measures that can be used to evaluate, monitor and further the implementation of Indigenous data governance practices.

Indicators have been carefully selected to support organizations at different levels of maturity with respect to how widely they have implemented Indigenous data governance initiatives based on the '4P' framework aligned with the *Two-Eyed Seeing* approach which intentionally and respectfully brings together Indigenous and Western ways of knowing. The measures are summarized here:

Partnerships	Policies
% of Indigenous communities represented by client population with relationships in place with the organization	Organization has an Indigenous cultural safety strategy in place
% of Indigenous communities represented by client population for which relationship agreements are in place	% of organizational policies to which an Indigenous cultural safety lens has been applied
% of Indigenous representation on governing board	# of Indigenous cultural safety and anti-racism policies in place
Retention rate of Indigenous representation on governing board	Organization has a strategic plan that addresses Indigenous cultural safety, Indigenous health and equity for Indigenous populations
% of Indigenous communities represented by client population for which data sharing agreements (DSAs) are in place	Indigenous data governance policies in place to guide data collection, analysis, interpretation and release of Indigenous data and research
Personal experiences	Processes
% of Indigenous clients who reported experiencing racism in a health care interaction	Organizational planning process embeds considerations for Indigenous clients & communities
% of Indigenous clients who felt comfortable asking questions of or expressing concerns to their health care provider	Organization has defined structures (including advisory groups and/or committees) to ensure cultural safety and/or appropriate data governance
% of Indigenous clients who felt that the organization respects Indigenous Peoples, their culture & traditions	Indigenous data governance processes in place to guide data collection, analysis, interpretation & release of Indigenous data & research
% of Indigenous clients who felt comfortable identifying as an Indigenous person	
% of Indigenous clients who felt that their medical information in the health care system was confidential	
% of staff reporting good or excellent level of knowledge in cultural safety	

Technical specifications, including method of calculation, suggested reporting frequency, data sources and additional considerations for each indicator are included in the Appendix of this report.

Introduction

This indicator framework was designed to support the implementation of the Indigenous Primary Health Care Council's (IPHCC's) Data Governance Framework. It can be utilized by organizations positioned at either the national (i.e. 'macro'-), provincial/regional (i.e. 'meso'-), or local (i.e. 'micro'-) levels of governance and contains suggested measures that can be used to evaluate the application of the Data Governance Framework, and support the maturation of their data governance practices.

About the IPHCC's Data Governance Framework

The IPHCC's Data Governance Framework was created in 2022 and established a coherent set of principles, objectives, roles, and responsibilities to govern the data, stories, knowledge, and insights that Indigenous Primary Health Care Organizations (IPHCOs) collectively create, collect, hold, handle, and share. Through the framework, which continues to evolve, the IPHCC aims to support its members to collect, manage, and share information that supports evidence-informed decision-making and continuous quality improvement, tells individual and collective stories on behalf of the sector, and supports advocacy for change that will improve health outcomes and wellness for Indigenous people and communities in Ontario.

The data governance spectrum of maturity

It is recognized that organizations vary with respect to how extensively they have implemented policies and practices that support Indigenous data sovereignty, which we define here succinctly as the right of Indigenous communities to control how their stories are shared, ultimately supporting positive health outcomes for their members.

Respecting the fact that organizations can vary with respect to how extensively they have enacted Indigenous data governance principles and practices, the following spectrum of maturity outlines four distinct phases of implementation ranging from initial awareness of the importance of data governance principles to continuous evaluation and improvement of its data governance practices.

	Phase 1	Phase 2	Phase 3	Phase 4
	Awareness	Planning	Implementation	Optimization
Phase description	Organization recognizes the importance of cultural safety and is working to develop and implement policies and procedures aimed at addressing health equity considerations for Indigenous people	Organization has made a commitment to providing culturally safe care to Indigenous persons, and is beginning to engage in specific discussions with Indigenous communities about appropriate governance of Indigenous data	Organization is actively ensuring ongoing cultural safety, and is equipped to ensure appropriate governance of Indigenous data	Organization has fully implemented and is continuously improving its culturally safe care and Indigenous data governance practices.
Key Characteristics	<p>Organization displays a commitment to engaging with communities represented by clients to understand strengths and needs</p> <p>Organization is creating a cultural safety strategy in collaboration with Indigenous clients and communities</p>	<p>Organization has a developed cultural safety strategy</p> <p>Organization is developing relationship template agreements with communities</p> <p>Discussions regarding data governance/sovereignty are occurring</p> <p>Organization is working on creating Indigenous data governance structures, processes and policies</p>	<p>Data sharing agreements in place with partners and Indigenous communities</p> <p>Data governance policies and processes implemented.</p>	<p>Data governance policies and processes fully implemented</p> <p>Organization actively monitors and refines its cultural safety and data governance Practices</p> <p>Consistent engagement with Indigenous communities to adapt and evolve the practices.</p>

Table 1: The four phases of Indigenous Data Governance maturity, which correspond to individual organization's level of readiness to enact principles and processes required for to uphold Indigenous data sovereignty.

It should be noted that ensuring Indigenous Cultural Safety within organizations is an important foundation for enabling appropriate Indigenous Data Governance. It follows that those who embark on journeys of respectful engagement with Indigenous persons and communities for the purpose of understanding and addressing negative cultural bias within the healthcare system that disproportionately harms Indigenous people.

Data sovereignty and the *Two-Eyed Seeing* approach

It should be noted that in its evaluation and measurement endeavors, the IPHCC honors the Two-Eyed Seeing approach, which intentionally and respectfully brings together Indigenous and Western ways of knowing. With this in mind, the '4P' framework was developed to guide the development of indicators aligned with Two-Eyed Seeing.

The **policy** and **process** domains, which align with Western approaches, measure the existence of protocols and procedures for data governance. However, an important counterbalancing element of such measurement concepts includes an evaluation of the process through which they are developed, and their impact on the persons who they are intended to support. Such elements are captured by the **partnerships** and **personal experiences** domains of the 4P framework, which are aligned with Indigenous knowledge.

The following diagram summarizes the framework and the intended significance of each domain.

Indicator selection

Indicators have been selected based on their:

1. Alignment with the data governance spectrum of maturity
2. Representativeness of the IPHCC's '4P' framework of data sovereignty
3. Validation from stakeholders regarding their appropriateness for inclusion in the indicator framework

Partner feedback and validation

In June 2023, the IPHCC held a virtual workshop that was attended by partners at the national, provincial and regional levels to discuss a list of proposed data governance implementation indicators, and determine whether each was appropriate for inclusion in its data governance indicator framework.

Participants were asked to answer the following questions about each measure:

1. **Is the listed rationale for including this indicator sound?**
2. **Does the indicator meet the inclusion criteria for the framework of being:**
 - Specific (i.e. does it provide a clear description of what we want to measure)
 - Observable (i.e. does it focus on an action or change)
 - Measurable (i.e. can it quantify what we are trying to measure)
3. **What potential data sources exist for this indicator?**
4. **Should this indicator be included in our framework?**

Indicators that were deemed suitable for inclusion comprise the existing list of measures.

Additional specifications for each indicator outlining were developed and are included in this document as appendices.

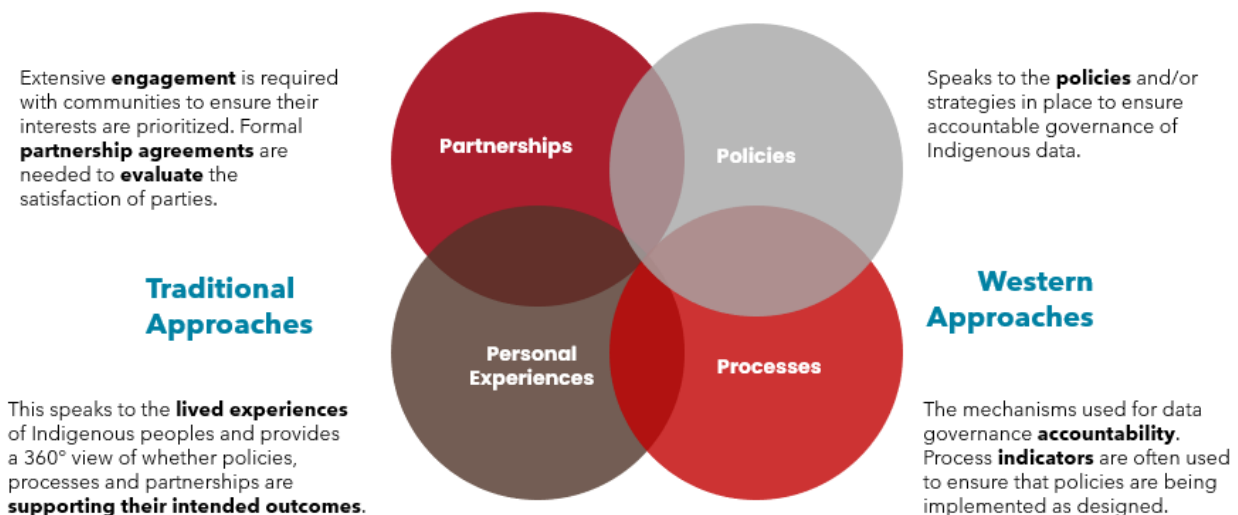


Figure 1: Illustration representing the IPHCC’s ‘4P’ framework of data sovereignty, which aligns with the Two-Eyed Seeing approach that honors both Indigenous and Western ways of knowing.

Data Governance implementation indicators

The following table summarizes the recommended Indigenous Data Governance implementation indicators and the level/s of organizational data governance maturity to which they are applicable.

Specifications, including rationale for inclusion, calculation method, suggested reporting frequency, data sources and other considerations are included in the Appendix.

Policy indicators

Indicator	Applicable level/s of data governance maturity
Organization has an Indigenous cultural safety strategy in place	2, 3, 4
% of organizational policies to which an Indigenous cultural safety lens has been applied	1, 2, 3, 4
# of Indigenous cultural safety & anti-racism policies in place	1, 2, 3, 4
Organization has a strategic plan that addresses Indigenous cultural safety, Indigenous health and equity for Indigenous populations	2, 3, 4
Indigenous data governance policies in place to guide data collection, analysis, interpretation and release of Indigenous data and research	3, 4

Process indicators

Indicator	Corresponding levels of data governance maturity
Organizational planning process embeds considerations for Indigenous clients & communities	1, 2
Organization has defined structures (including advisory groups and/or committees) to ensure cultural safety and/or appropriate data governance	2, 3, 4
Indigenous data governance processes in place to guide data collection, analysis, interpretation & release of Indigenous data & research	3, 4

Partnership indicators

Indicator	Corresponding levels of data governance maturity
% of Indigenous communities represented by client population with relationships in place with the organization	1, 2, 3
% of Indigenous communities represented by client population for which relationship agreements are in place	2, 3, 4
% of Indigenous representation on governing board	1, 2, 3, 4
Retention rate of Indigenous representation on governing board	1, 2, 3, 4
% of Indigenous communities represented by client population for which data sharing agreements (DSAs) are in place	3, 4

Personal experience indicators

Indicator	Corresponding levels of data governance maturity
% of Indigenous clients who reported experiencing racism in a health care interaction	1, 2, 3, 4
% of Indigenous clients who felt comfortable asking questions of or expressing concerns to their health care provider	
% of Indigenous clients who felt that the organization respects Indigenous Peoples, their culture & traditions	
% of Indigenous clients who felt comfortable identifying as an Indigenous person	1, 2, 3, 4
% of Indigenous clients who felt that their medical information in the health care system was confidential	
% of staff reporting good or excellent level of knowledge in cultural safety	1, 2, 3, 4

How to use the indicator framework

- 1. Secure resources required to implement Indigenous data governance practices across the organization**
 - Appropriate Indigenous data governance requires time, staff and commitment in to implement. Many of the indicators presented in this report require audits of internal records and other data collection initiatives in order to monitor. Conversations about the resources available for implementation of Indigenous Data Governance should ideally precede the initiation of the work. Consider creating a working group consisting of Indigenous representatives and staff from various functional areas who will provide ongoing guidance and support during planning and implementation (see list of suggested members in step two below)
- 2. Determine your organization's level of data governance maturity**
 - Including team members from various functional areas that will be required to implement data governance is highly recommended (e.g. Elders and/or other Indigenous representatives, organizational leadership, decision support/data, service providers etc.) to ensure that indicators are reflective of their perspectives, interests and capacities
- 3. Short-list the indicators that correspond to the identified maturity level**
 - Consider creating a scorecard that, at maturity, will include targets and desired reporting frequency
- 4. Review the indicator specifications, and select final list of indicators**
 - Calculation of many indicators in the framework require resource-intensive audits and data collection initiatives. The resources available to dedicate to this initiative should be considered when selecting indicators
- 5. Commence reporting, establish improvement targets and initiatives, and advance to higher levels of Indigenous data governance maturity**
 - A desired reporting frequency should be determined, and data collection initiated to support it. Once reporting has commenced and baseline performance established, improvement targets can be selected and associated initiatives to support them designed and implemented. When targets are met, consider reviewing indicators aligned with more advanced levels of data governance maturity

The IPHCC Data Governance Indicator Framework has been carefully designed to not only support organizations with the evaluation and monitoring of their Indigenous data governance practices, but also to help them progress across the data governance spectrum of maturity

Implementation considerations

Data collection

It should be noted that many of the indicators in this framework cannot be calculated using existing data holdings and require either resource-intensive audits of information and/or new data collection initiatives in order to calculate.

Data reporting and analysis

At the time that this document was created, there are currently no plans to establish mandatory reporting of indicators. The framework is intended to be voluntarily adopted by organizations, and utilized internally to evaluate, monitor and advance Indigenous data governance initiatives.

Privacy and confidentiality

In order to ensure the privacy and confidentiality of information, this indicator framework should be supported by the policies included in the IPHCC's Data Privacy and Security handbook and Data Governance Policy handbook, which are available separately.

Limitations of the indicator framework

The list of indicators summarized in this report are a starting point for establishing, evaluating, monitoring and advancing Indigenous data governance within organizations. It has been designed for use by partners at federal-, provincial- and local levels, respecting the unique journey of each with respect to implementing data governance initiatives and supports the overall implementation of the IPHCC's Data Governance Framework.

Organizational-level indicators have been mapped to corresponding system-level measures to ensure that the framework is applicable to all levels of the healthcare system, and technical specifications provided on how they should be calculated, however it should be noted that inter-organizational differences in interpretation and/or data collection may limit comparison between them.

It is recognized that since many of the indicators require resource-intensive data collection, that they may be difficult to implement, particularly in smaller organizations that do not have staff dedicated to data and/or information initiatives. The IPHCC will continue to work with its partners to highlight the importance of Indigenous data governance across the primary care sector, and secure resources required to support its members and partners with their internal data governance initiatives.

Appendix: INDICATOR SPECIFICATIONS

Policy indicators

Indicator name	Organization has an Indigenous cultural safety strategy in place
Domain	POLICY
Applicable data governance maturity level/s	2, 3, 4
Description	Indicates whether a cultural safety strategy that promotes awareness of colonization, racism and discrimination across the organization has been developed and implemented.
Rationale	The existence of a cultural safety strategy indicates that a given organization is actively working to address the racism and discrimination that causes negative health outcomes for Indigenous peoples. It indicates that an organization not only has awareness of Indigenous health equity issues, but has committed resources to address to address them, and is committed to sustaining a culture of respect where Indigenous persons feel safe from discrimination. Such organizations are well-positioned to enact Indigenous Data Governance initiatives.
Unit of measurement	Nominal (i.e. yes/no)
Numerator	Not applicable
Denominator	Not applicable
Calculation method	This is a nominal (i.e. yes/no) indicator so no calculation is needed.
Recommended reporting frequency	Annually
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation supporting the designation of whether a cultural safety strategy exists.

Corresponding system-level indicator*

Indicator name	<i>% of organizations that have a cultural safety strategy in place</i>
Unit of measurement	Percentage (%)
Numerator	Number of organizations within a given jurisdiction who indicate having an Indigenous cultural safety strategy in place
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have an Indigenous cultural safety strategy in place}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of organizational policies to which an Indigenous cultural safety lens has been applied
Domain	POLICY
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Indicates the percentage of organizational policies that have been reviewed with the context of colonization and discrimination that result in negative health outcomes for Indigenous people.
Rationale	This indicator speaks to the commitment of a given organization to apply a cultural safety lens to the development of its policies. It demonstrates how embedded cultural safety considerations are in overall organizational planning, including operations policies, fiscal management, human resource planning and other functional areas.
Unit of measurement	Percentage (%)
Numerator	Number of policies reviewed to which an Indigenous cultural safety lens had been applied
Denominator	Total number of policies reviewed
Calculation method	$(\text{number of policies that have been reviewed with an Indigenous cultural safety lens}) / (\text{total number of organizational policies reviewed}) \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation to determine which organizational policies have had an Indigenous cultural safety lens applied

Corresponding system-level indicator*

Indicator name	<i>% of organizations that have applied an Indigenous cultural safety lens to their policies</i>
Unit of measurement	Percentage (%)
Numerator	Number of organizations within a given jurisdiction who have applied an Indigenous cultural safety lens to their policies
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have applied an Indigenous cultural safety lens to their policies}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	# of Indigenous cultural safety & anti-racism policies in place
Domain	POLICY
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Indicates the number of organizational policies addressing Indigenous cultural safety and anti-racism
Rationale	<p>Developing cultural safety and anti-racism policies is an exercise in health equity. It involves widespread change in the practices, policies, and structures within organizations to actively counter racism.</p> <p>This indicator speaks to the commitment of organizations not only to develop a small number of policies addressing the important health equity, but to examine every aspect of their organization to decolonize and eliminate the discriminatory biases inherent in their systems.</p>
Unit of measurement	Count
Numerator	Not applicable
Denominator	Not applicable
Calculation method	Total number of organizational policies in place that address Indigenous cultural safety and anti-racism
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation to determine the number of Indigenous cultural safety and anti-racism policies are in place

Corresponding system-level indicator

Indicator name	% of organizations that have Indigenous cultural safety and anti-racism policies in place
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having Indigenous cultural safety and anti-racism policies in place
Denominator	Total number of organizations within the same given jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have Indigenous cultural safety and anti-racism policies in place}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	Organization has a strategic plan that addresses Indigenous cultural safety, Indigenous health and equity for Indigenous populations
Domain	POLICY
Applicable data governance maturity level/s	2, 3, 4
Description	Indicates whether an organization has made Indigenous cultural safety a strategic priority.
Rationale	Organizations whose strategic plans contain objectives and goals related to cultural safety are more likely to be successful in achieving them as the importance of cultural safety practices is expressed at a high level of the organization, subsequently ensuring alignment of the organization's various functional areas in executing that objective.
Unit of measurement	Nominal (i.e. yes/no)
Numerator	
Denominator	
Calculation method	This is a nominal (i.e. yes/no) indicator so no calculation is needed.
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation to determine whether the organization's strategic plan addresses Indigenous cultural safety, Indigenous health, and equity for Indigenous populations

Corresponding system level-indicator

Indicator name	% of organizations that have a strategic plan that addresses Indigenous cultural safety, Indigenous health and equity for Indigenous populations
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having a strategic plan that addresses Indigenous cultural safety, Indigenous health and equity for Indigenous populations
Denominator	Total number of organizations within the same given jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have a strategic plan that addresses Indigenous cultural safety, Indigenous health and equity for Indigenous populations}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	Indigenous data governance policies in place to guide data collection, analysis, interpretation & release of Indigenous data & research
Domain	POLICY
Applicable data governance maturity level/s	3, 4
Description	Indicates that required policies are in place to ensure appropriate Indigenous data governance.
Rationale	This measure indicates that a given organization has implemented the policies required to guide Indigenous Data Governance activities, upholding the right of Indigenous communities to control how their stories are shared, ultimately supporting positive health outcomes for their members.
Numerator	Not applicable – nominal indicator
Denominator	Not applicable – nominal indicator
Unit of measurement	Nominal (i.e. yes/no)
Calculation method	This is a nominal (i.e. yes/no) indicator so no calculation is needed.
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation to determine whether Indigenous data governance policies are in place.

Corresponding system-level indicator*

Indicator name	% of organizations that have Indigenous data governance policies in place to guide data collection, analysis, interpretation and release of Indigenous data and research
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having Indigenous data governance policies in place to guide data collection, analysis, interpretation & release of Indigenous data & research
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have Indigenous data governance policies in place to guide data collection, analysis, interpretation \& release of Indigenous data \& research}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Process indicators

Indicator name	Organizational planning process embeds considerations for Indigenous clients and communities
Domain	PROCESS
Applicable data governance maturity level/s	1, 2
Description	This measure speaks to the proportion of organizations who have an established process for actively embedding considerations for Indigenous clients and communities in their strategic and associated operational planning.
Rationale	Organizations who take Indigenous perspectives into consideration in their strategic and operational planning are better equipped to care for Indigenous persons including but not limited to adopting trauma-informed approaches to care and incorporating traditional healing approaches into care plans.
Unit of measurement	Nominal (i.e. yes/no)
Numerator	Not applicable – nominal indicator
Denominator	Not applicable – nominal indicator
Calculation method	This is a nominal (i.e. yes/no) indicator so no calculation is needed.
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation to determine whether the organizational planning process embeds considerations for Indigenous clients and communities

Corresponding system-level indicator*

Indicator name	% of organizations where organizational planning process embeds considerations for Indigenous clients & communities
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate embeds considerations for Indigenous clients & communities in their organizational planning process
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction whose organizational planning process embeds considerations for Indigenous clients \& communities}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	Organization has defined structures (including advisory groups and/or committees) to ensure cultural safety and/or appropriate data governance
Domain	PROCESS
Applicable data governance maturity level/s	2, 3, 4
Description	This measure indicates that an organization is actively supporting groups that provide oversight and guidance regarding Indigenous Data Governance.
Rationale	Upholding Cultural Safety and Indigenous Data Governance requires the establishment of defined structures (e.g. processes, advisory groups and committees) that provide structure, input and oversight. The existence of such groups indicates an advanced level of commitment by an organization to enact and uphold Indigenous Data Governance practices.
Unit of measurement	Nominal (i.e. yes/no)
Numerator	Not applicable – nominal indicator
Denominator	Not applicable – nominal indicator
Calculation method	This is a nominal (i.e. yes/no) indicator so no calculation is needed.
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation supporting the designation of whether defined structures to support Indigenous data governance exist.

Corresponding system-level indicator*

Indicator name	% of organizations that have defined structures (including advisory groups and/or committees) to ensure cultural safety and/or appropriate data governance
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having defined structures (including advisory groups and/or committees) to ensure cultural safety and/or appropriate data governance
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have defined structures (including advisory groups and/or committees) to ensure cultural safety and/or appropriate data governance}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	Indigenous data governance processes in place to guide the collection, analysis, interpretation & release of Indigenous data & research
Domain	PROCESS
Applicable data governance maturity level/s	3, 4
Description	This measure indicates that a given organization has implemented the processes required to guide Indigenous Data Governance activities.
Rationale	Sound Indigenous Data Governance requires carefully designed processes that uphold data sovereignty such as data quality guidelines, clear access protocols, linkage parameters, to name but a few. Having these processes in place is an indication of the commitment of a given organization to ensuring meaningful Indigenous sovereignty.
Unit of measurement	Nominal (i.e. yes/no)
Numerator	Not applicable – nominal indicator
Denominator	Not applicable – nominal indicator
Calculation method	This is a nominal (i.e. yes/no) indicator so no calculation is needed.
Recommended reporting frequency	Quarterly
Data source/s	Audit of internal organizational records
Additional notes	This indicator requires a dedicated resource to review internal organizational documentation supporting the designation of whether Indigenous data governance processes are in place.

Corresponding system-level indicator*

Indicator name	% of organizations with Indigenous data governance processes in place to guide data collection, analysis, interpretation & release of Indigenous data & research
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having Indigenous data governance processes in place to guide data collection, analysis, interpretation & release of Indigenous data & research
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who have Indigenous data governance processes in place to guide data collection, analysis, interpretation \& release of Indigenous data \& research}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Partnership indicators

Indicator name	% of Indigenous communities represented by client population with relationships in place with the organization
Domain	PARTNERSHIP
Applicable data governance maturity level/s	1, 2, 3
Description	This measure indicates that organizations are collaborating with Indigenous communities in order to support their clients.
Rationale	Indigenous data sovereignty cannot exist without supporting the full participation of Indigenous communities in decision-making regarding information about their members that is created, collected, held, handled, and shared. Meaningful support entails learning about the communities of clients, and then making active efforts to engage those communities in conversations about data.
Unit of measurement	Percentage (%)
Numerator	The number of communities captured in the denominator with which the organization recognizes a relationship with. For this indicator, a 'relationship' can be thought of as a meaningful connection, whether formal or informal, that allows each community to have input into the life cycle of data within the organization.
Denominator	The total number of Indigenous home communities represented by the organization's client population.
Calculation method	$(\text{number of Indigenous communities that the organization has a relationship with}) / (\text{total number of Indigenous 'home' communities represented by client population}) \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Client surveys to determine home communities of clients supported by leadership interviews and audits of internal organizational records
Additional notes	This indicator requires data collection and a dedicated resource to conduct interviews from key informants, and review internal information

Corresponding system-level indicator*

Indicator name	% of facilities/organizations with relationships in place with Indigenous home communities of clients
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having relationships in place with the home communities of clients
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who indicate having relationships in place with the home communities of clients}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in

the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous communities represented by client population for which relationship agreements are in place
Domain	PARTNERSHIP
Applicable data governance maturity level/s	2, 3, 4
Description	This indicator speaks to the level of formalization of relationships between organizations and the Indigenous communities represented in their client populations.
Rationale	Formal relationship agreements signal that thoughtful and extensive conversations between partners have taken place about the rights and responsibilities of each. The approach of entering into such agreements is purposeful and necessary for supporting respectful interactions, and important for ensuring that services meet the needs of Indigenous communities and their members.
Unit of measurement	Percentage (%)
Numerator	The number of communities captured in the denominator with which the organization has a formal partnership agreement in place with.
Denominator	The total number of Indigenous home communities represented by the organization's client population.
Calculation method	$(\text{number of Indigenous communities that the organization has a formal partnership agreement with}) / (\text{total number of Indigenous 'home' communities represented by client population}) \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Client surveys to determine home communities of clients supported by leadership interviews and audits of internal organizational records
Additional notes	This indicator requires data collection and a dedicated resource to conduct interviews from key informants, and review internal information

Corresponding system-level indicator*

Indicator name	% of facilities/organizations with formal partnership agreements in place with the Indigenous home communities of clients
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having formal partnership agreements in place with the home communities of clients
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who indicate having formal partnership agreements in place with the home communities of clients}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance

across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous representatives on governing board
Domain	PARTNERSHIP
Applicable data governance maturity level/s	1, 2, 3, 4
Description	This measure indicates the degree of Indigenous representation on the governing board of each organization
Rationale	Meaningfully engaging Indigenous representatives on the governing boards of organizations demonstrates a commitment to incorporating Indigenous perspectives in its oversight and decision-making processes.
Unit of measurement	Percentage (%)
Numerator	Number of board members who identify as members of Indigenous communities
Denominator	Total number of board members
Calculation method	$(\text{number of board members who identify as Indigenous}) / (\text{total number of board members}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Surveys and/or interviews of board members
Additional notes	This indicator requires data collection and a dedicated resource to conduct interviews from key informants.

Corresponding system-level indicator*

Indicator name	% of facilities/organizations with Indigenous representatives on their governing board
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having Indigenous representatives on their boards
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who indicate having Indigenous representatives on their governing board}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	Retention rate of Indigenous representatives on governing board
Domain	PARTNERSHIP
Applicable data governance maturity level/s	1, 2, 3, 4
Description	An important supplementary indicator to the measure listed above, this speaks to the organization's commitment to ensure a safe space for Indigenous individuals participating in governance roles and structures.
Rationale	Recruiting Indigenous representatives onto an organization's governing board is an important way of ensuring that Indigenous perspectives are being taken into account in its oversight, however it is also important that the organization creates a safe and supportive workplace to ensure that persons feel comfortable sharing their perspectives and continuing to serve in a leadership capacity.
Unit of measurement	Percentage (%)
Numerator	The number of board members captured in the denominator who have served in their positions for at least two consecutive years
Denominator	Total number of board members who identify as members of Indigenous communities
Calculation method	$(\text{number of Indigenous board members who have served in their capacity for at least two consecutive years}) / (\text{total number of Indigenous board members}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Surveys and/or interviews of board members
Additional notes	This indicator requires data collection and a dedicated resource to conduct interviews from key informants.

Corresponding system-level indicator*

Indicator name	% of organizations who have retained Indigenous representation on governing board
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having retained Indigenous representatives on their boards for at least two consecutive years
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who indicate having retained Indigenous representatives on their governing board for at least two years}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous communities represented by client population for which data sharing agreements (DSAs) are in place
Domain	PARTNERSHIP
Applicable data governance maturity level/s	3, 4
Description	This measure is indicative of the existence of data sharing agreements to guide the collection, analysis, interpretation & release of Indigenous data & research.
Rationale	Data sharing agreements are formal documents that outline the roles and responsibilities of partners with respect to the life cycle of information. The existence of such documents signals that advanced conversations about data sovereignty have taken place with Indigenous communities.
Unit of measurement	Percentage (%)
Numerator	The number of communities captured in the denominator with which the organization has a data sharing agreement in place with.
Denominator	The total number of Indigenous home communities represented by the organization's client population.
Calculation method	$(\text{number of Indigenous communities that the organization has a data sharing agreement in place with}) / (\text{total number of Indigenous 'home' communities represented by client population}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Client surveys to determine home communities of clients supported by leadership interviews and audits of internal organizational records
Additional notes	This indicator requires data collection and a dedicated resource to conduct interviews from key informants, and review internal information

Corresponding system-level indicator*

Indicator name	% of facilities/organizations with data sharing agreements in place with the Indigenous home communities of clients
Unit of measurement	Percentage (%)
Numerator	Number of organizations that indicate having data sharing agreements in place with the home communities of clients
Denominator	Total number of organizations within the same jurisdiction as the numerator that have adopted the indicator and calculated results
Calculation method	$(\text{number of organizations within jurisdiction who indicate having formal data sharing agreements in place with the home communities of clients}) / (\text{total number of organizations within jurisdiction who have provided results}) \times 100\%$
Recommended reporting frequency	Annually
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Personal experience indicators

Indicator name	% of Indigenous clients who reported experiencing racism in a health care interaction
Domain	PERSONAL EXPERIENCES
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Speaks to clients' perceptions of safety within their healthcare environments, and therefore whether policies and procedures related to cultural safety are having their intended effects.
Rationale	Self-reported instances of discrimination are strongly associated with poorer mental and physical health outcomes. Understanding the experiences of clients while receiving care provides important information that can be used to design initiatives aimed at addressing racism within organizations.
Unit of measurement	Percentage (%)
Numerator	The number of clients who answer yes to the following question: "Were you treated unfairly because of your identify as an Indigenous person at any point during your visit to <i>[insert name of organization]</i> "
Denominator	Total number of clients who answered the question above.
Calculation method	$(\text{Number of clients who answered yes to the question "were you treated unfairly because of your identify as an Indigenous person at any point during your visit"}) / (\text{total number of clients who answered the question}) \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Client questionnaire
Additional notes	This indicator requires organizations to administer a culturally-sensitive client experience questionnaire to Indigenous persons who receive services. In addition to the listed question above, respondents should also be given the option of providing more information about their experience in an open-ended format. Information collected should be qualitatively analyzed to identify relevant themes.

Corresponding system-level indicator*

Indicator name	% of Indigenous clients who reported experiencing racism in a health care interaction
Unit of measurement	Percentage (%)
Numerator	The number of clients within the organization's jurisdiction who answer yes to the following question: "Were you treated unfairly because of your identify as an Indigenous person at any point during your visit to <i>[insert name of organization]</i> "
Denominator	Total number of clients who answered the question above
Calculation method	$(\text{The number of clients who answer yes to the following question: "Were you treated unfairly because of your identify as an Indigenous person at any point during your visit"}) / (\text{total number of clients within jurisdiction who answered the question}) \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and

provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous clients who felt comfortable asking questions of or expressing concerns to their health care provider
Domain	PERSONAL EXPERIENCES
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Speaks to clients' perceptions of safety within their healthcare environments, and therefore whether policies and procedures related to cultural safety are having their intended effects.
Rationale	Self-reported instances of discrimination are strongly associated with poorer mental and physical health outcomes. Understanding the experiences of clients while receiving care provides important information that can be used to design initiatives aimed at addressing racism within organizations.
Unit of measurement	Percentage (%)
Calculation method	The number of clients who answer yes to the following question: "Did you feel comfortable asking questions of or expressing your concerns to your providers during your experience with <i>[insert name of organization]</i> "
Recommended reporting frequency	Total number of clients who answered the question above.
Data source/s	$\frac{[\text{Number of clients who answered yes to the question "Did you feel comfortable asking questions of or expressing your concerns to your providers during your experience"}]}{[\text{total number of clients who answered the question}]} \times 100\%$
Additional notes	Quarterly Client questionnaire
	This indicator requires organizations to administer a culturally sensitive client experience questionnaire to Indigenous persons who receive services. In addition to the listed question above, respondents should also be given the option of providing more information about their experience in an open-ended format. Information collected should be qualitatively analyzed to identify relevant themes.

Corresponding system-level indicator*

Indicator name	% of Indigenous clients who felt comfortable asking questions of or expressing concerns to their health care provider
Unit of measurement	Percentage (%)
Numerator	The number of clients within the organization's jurisdiction who answer yes to the following question: "Did you feel comfortable asking questions of or expressing your concerns to your providers during your experience with <i>[insert name of organization]</i> "
Denominator	Total number of clients within the organization's jurisdiction who answered the question above.
Calculation method	$\frac{(\text{number of Indigenous clients within the organization's jurisdiction who answer yes to the following question: "Did you feel comfortable asking questions of or expressing your concerns to your providers during your experience"})}{(\text{total number of clients within jurisdiction who have provided results})} \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Reports from organizations who have adopted the indicator above

Additional notes

*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous clients who felt that the organization respects Indigenous Peoples, their culture & traditions
Domain	PERSONAL EXPERIENCES
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Speaks to clients' perceptions of safety within their healthcare environments, and therefore whether policies and procedures related to cultural safety are having their intended effects.
Rationale	Self-reported instances of discrimination are strongly associated with poorer mental and physical health outcomes. Understanding the experiences of clients while receiving care provides important information that can be used to design initiatives aimed at addressing racism within organizations.
Unit of measurement	Percentage (%)
Calculation method	The number of clients who answer yes to the following question: "During your experience with <i>[insert name of organization]</i> , did you feel that the organization respects Indigenous Peoples, their culture & traditions?"
Recommended reporting frequency	Total number of clients who answered the question above.
Data source/s	$\frac{[\text{Number of clients who answered yes to the question "During your experience with [insert name of organization], did you feel that the organization respects Indigenous Peoples, their culture \& traditions?"]}{[\text{total number of clients who answered the question}]} \times 100\%$
Additional notes	Quarterly
	Client questionnaire
	This indicator requires organizations to administer a culturally sensitive client experience questionnaire to Indigenous persons who receive services. In addition to the listed question above, respondents should also be given the option of providing more information about their experience in an open-ended format. Information collected should be qualitatively analyzed to identify relevant themes.

Corresponding system-level indicator*

Indicator name	% of Indigenous clients who felt that the organization respects Indigenous Peoples, their culture & traditions
Unit of measurement	Percentage (%)
Numerator	The number of clients within the organization's jurisdiction who answer yes to the following question: "During your experience with <i>[insert name of organization]</i> , did you feel that the organization respects Indigenous Peoples, their culture & traditions?"
Denominator	Total number of clients within the organization's jurisdiction who answered the question above
Calculation method	$\frac{(\text{number of Indigenous clients within the organization's jurisdiction who answer yes to the following question: "During your experience with [insert name of organization], did you feel that the organization respects Indigenous Peoples, their culture \& traditions?")}{(\text{total number of clients within jurisdiction who have provided results})} \times 100\%$
Recommended reporting frequency	Quarterly
Data source/s	Reports from organizations who have adopted the indicator above

Additional notes

*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous clients who felt comfortable identifying as an Indigenous person
Domain	PERSONAL EXPERIENCES
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Speaks to clients' perceptions of safety within their healthcare environments, and therefore whether policies and procedures related to cultural safety are having their intended effects.
Rationale	Self-reported instances of discrimination are strongly associated with poorer mental and physical health outcomes. A willingness to identify as an Indigenous person indicates that a person feels safe and supported in their healthcare environment. Understanding the experiences of clients while receiving care provides important information that can be used to design initiatives aimed at addressing racism within organizations.
Unit of measurement	Percentage (%)
Calculation method	The number of clients who answer yes to the following question: "During your experience with [<i>insert name of organization</i>], did you feel comfortable identifying yourself as an Indigenous person?"
Recommended reporting frequency	Total number of clients who answered the question above.
Data source/s	$\frac{\text{[Number of clients who answered yes to the question "During your experience with [insert name of organization], did you feel comfortable identifying yourself as an Indigenous person"]}}{\text{[total number of clients who answered the question]}} \times 100\%$
Additional notes	Quarterly
	Client questionnaire
	This indicator requires organizations to administer a culturally sensitive client experience questionnaire to Indigenous persons who receive services. In addition to the listed question above, respondents should also be given the option of providing more information about their experience in an open-ended format. Information collected should be qualitatively analyzed to identify relevant themes.

Corresponding system-level indicator*

Indicator name	% of Indigenous clients who felt comfortable identifying as an Indigenous person
Unit of measurement	Percentage (%)
Numerator	The number of clients within the organization's jurisdiction who answer yes to the following question: "During your experience with [<i>insert name of organization</i>], did you feel comfortable identifying yourself as an Indigenous person]"
Denominator	Total number of clients within the organization's jurisdiction who answered the question above
Calculation method	$\frac{\text{(number of Indigenous clients within the organization's jurisdiction who answer yes to the following question: "During your experience with [insert name of organization], did you feel comfortable identifying yourself as an Indigenous person")}}{\text{(total number of clients within jurisdiction who have provided results)}} \times 100\%$

Recommended reporting frequency	Quarterly
Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of Indigenous clients who felt that their medical information in the health care system was confidential
Domain	PERSONAL EXPERIENCES
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Speaks to clients' perceptions of safety within their healthcare environments, and therefore whether policies and procedures related to cultural safety are having their intended effects.
Rationale	Self-reported instances of discrimination are strongly associated with poorer mental and physical health outcomes. A willingness to identify as an Indigenous person indicates that a person feels safe and supported in their healthcare environment. Understanding the experiences of clients while receiving care provides important information that can be used to design initiatives aimed at addressing racism within organizations.
Unit of measurement	Percentage (%)
Calculation method	The number of clients who answer yes to the following question: "During your experience with [<i>insert name of organization</i>], did you feel that your medical information in the health care system was confidential?"
Recommended reporting frequency	Total number of clients who answered the question above.
Data source/s	$\frac{[\text{Number of clients who answered yes to the question "During your experience with [insert name of organization], did you feel that your medical information in the health care system was confidential?"]]}{[\text{total number of clients who answered the question}]} \times 100\%$
Additional notes	Quarterly
	Client questionnaire
	This indicator requires organizations to administer a culturally sensitive client experience questionnaire to Indigenous persons who receive services. In addition to the listed question above, respondents should also be given the option of providing more information about their experience in an open-ended format. Information collected should be qualitatively analyzed to identify relevant themes.

Corresponding system-level indicator*

Indicator name	% of Indigenous clients who felt that their medical information in the health care system was confidential
Unit of measurement	Percentage (%)
Numerator	The number of clients within the organization's jurisdiction who answer yes to the following question: "During your experience with [<i>insert name of organization</i>], did you feel that your medical information in the health care system was confidential?"
Denominator	Total number of clients within the organization's jurisdiction who answered the question above
Calculation method	$\frac{(\text{number of Indigenous clients within the organization's jurisdiction who answer yes to the following question: "During your experience with [insert name of organization], did you feel that your medical information in the health care system was confidential})}{\text{total number of clients within the organization's jurisdiction who answered the question above}} \times 100\%$
Recommended reporting frequency	Quarterly

Data source/s	Reports from organizations who have adopted the indicator above
Additional notes	*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

Indicator name	% of staff reporting good or excellent level of knowledge in Indigenous cultural safety
Domain	PERSONAL EXPERIENCES
Applicable data governance maturity level/s	1, 2, 3, 4
Description	Speaks to the confidence of staff members in their ability to provide culturally sensitive care to Indigenous persons.
Rationale	The personal experiences of staff are important indicators of an organization's commitment to supporting its employees to provide culturally safe care. Organizations who dedicate the resources to training its employees to provide culturally safe care are more likely to have staff who feel equipped to appropriately care for Indigenous persons.
Unit of measurement	Percentage (%)
Calculation method	The number of staff members who answer yes to the following question: "Please rate your knowledge of Indigenous cultural safety i.e. creating an environment that is safe for Indigenous persons:" a) Excellent b) Good c) Average d) Below-average e) Don't know/prefer not to answer
Recommended reporting frequency	Total number of clients who answered the question above.
Data source/s	$\frac{[\text{Number of staff members who answered 'Excellent' or 'Good' to the question "Please rate your knowledge of Indigenous cultural safety i.e. creating an environment that is safe for Indigenous persons"}]}{[\text{total number of staff members who answered the question}]} \times 100\%$
Additional notes	Quarterly
	Staff questionnaire
	This indicator requires organizations to administer a staff survey to assess knowledge of Indigenous cultural safety.

Corresponding system-level indicator*

Indicator name	% of Indigenous clients who felt that their medical information in the health care system was confidential
Unit of measurement	Percentage (%)
Numerator	The number of providers within the organization's jurisdiction who answered 'Excellent' or 'Good' to the question "Please rate your knowledge of Indigenous cultural safety i.e. creating an environment that is safe for Indigenous people"
Denominator	Total number of clients within the organization's jurisdiction who answered the question above
Calculation method	$\frac{(\text{number of providers within the organization's jurisdiction who answered 'Excellent' or 'Good' to the question "Please rate your knowledge of Indigenous cultural safety i.e. creating an environment that is safe for Indigenous people"})}{\text{Total number of clients within the organization's jurisdiction who answered the question above}}$
Recommended reporting frequency	Quarterly
Data source/s	Reports from organizations who have adopted the indicator above

Additional notes

*For each suggested organizational-level measure included in the IPHCC's Indigenous Data Governance Indicator framework, a corresponding system-level indicator is also included. This allows partners at the federal and provincial/regional (i.e. macro- and meso-levels of governance as outlined in the Indigenous Data Governance Framework) to evaluate performance across their respective jurisdictions among providers who have adopted the organizational-level measures.

