

## Nonparametric Tests

### Notes

Output Created		05-MAR-2023 09:55:23
Comments		
Input	Data	C: \Users\ayesh\OneDrive\De sktop\2023-02-18-Survey- analysis.sav
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	N of Rows in Working Data File	28

## Notes

### Syntax

```
NPTESTS
/INDEPENDENT TEST
(Q2_1_knowledge_issues_
healt_immigrants
Q2_2_understand_socialen
viron_impact_health
Q2_3_barriers_healthcare_
lowresource
Q2_4_cultural_context_infl
uences_perceptions
Q2_5_describe_ontarioheal
thsystem_effect
Q2_6_roles_relationships_
entities_influencing
Q2_7_skills_policy
Q2_8_skills_create_opport
unities_federal
Q2_9_skills_create_opport
unities_provincial
Q2_10_skills_create_oppor
tunities_municipal
Q2_11_skills_create_oppor
tunities_organizational
Q2_12_develop_approac
hes_accesscommunities
Q2_13_demonstrate_dipl
omacy_trust
Q2_14_skills_build_coaliti
ons
Q2_15_cocreate_strategies
Q2_16_skills_communicat
ion
Q2_17_skills_knowledge_
brokering
Q2_18_exhibit_interprofes
sional_values
Q2_19_apply_leadership_
practice
Q2_20_implement_strateg
ies_engagepopulations
Q2_21_conduct_communi
tyhealth_assessment
Q2_22_plan_implement_e
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(Q1_12_staff_regionorigin
birth_africa)
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Y /MISSING
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CILEVEL=95
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### Notes

Resources	Processor Time	00:00:06.42
	Elapsed Time	00:00:06.36

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
1	The distribution of Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.772 <sup>c</sup>
2	The distribution of Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.772 <sup>c</sup>
3	The distribution of Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.735 <sup>c</sup>

Hypothesis Test Summary

	Decision
1	Retain the null hypothesis.
2	Retain the null hypothesis.
3	Retain the null hypothesis.

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
4	The distribution of Describe how cultural context influences perceptions of health and disease is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.562 <sup>c</sup>
5	The distribution of Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.332 <sup>c</sup>
6	The distribution of Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.468 <sup>c</sup>
7	The distribution of Skills in policy analysis and policy development for immigrant access to healthcare services is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.847 <sup>c</sup>

**Hypothesis Test Summary**

	Decision
4	Retain the null hypothesis.
5	Retain the null hypothesis.
6	Retain the null hypothesis.
7	Retain the null hypothesis.

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
8	The distribution of Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.940 <sup>c</sup>
9	The distribution of Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.743 <sup>c</sup>
10	The distribution of Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.308 <sup>c</sup>
11	The distribution of Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.530 <sup>c</sup>

## Hypothesis Test Summary

	Decision
8	Retain the null hypothesis.
9	Retain the null hypothesis.
10	Retain the null hypothesis.
11	Retain the null hypothesis.



### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
12	The distribution of Develop approaches to gain access to immigrant communities served is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.699 <sup>c</sup>
13	The distribution of Demonstrate diplomacy and build trust with community partners working in the health sector is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.595 <sup>c</sup>
14	The distribution of Skills to build coalitions to work collectively on access to healthcare issues is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.332 <sup>c</sup>
15	The distribution of Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.142 <sup>c</sup>
16	The distribution of Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	1.000 <sup>c</sup>

## Hypothesis Test Summary

	Decision
12	Retain the null hypothesis.
13	Retain the null hypothesis.
14	Retain the null hypothesis.
15	Retain the null hypothesis.
16	Retain the null hypothesis.

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
17	The distribution of Skills for knowledge brokering is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.735 <sup>c</sup>
18	The distribution of Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.332 <sup>c</sup>
19	The distribution of Apply leadership practices that support collaboration and team effectiveness is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.962 <sup>c</sup>
20	The distribution of Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.809 <sup>c</sup>

## Hypothesis Test Summary

	Decision
17	Retain the null hypothesis.
18	Retain the null hypothesis.
19	Retain the null hypothesis.
20	Retain the null hypothesis.

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
21	The distribution of Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.644 <sup>c</sup>
22	The distribution of Plan, implement, and evaluate an access to healthcare program is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): africa.	Independent-Samples Mann-Whitney U Test	.141 <sup>c</sup>

### Hypothesis Test Summary

	Decision
21	Retain the null hypothesis.
22	Retain the null hypothesis.

a. The significance level is .050.

b. Asymptotic significance is displayed.

c. Exact significance is displayed for this test.

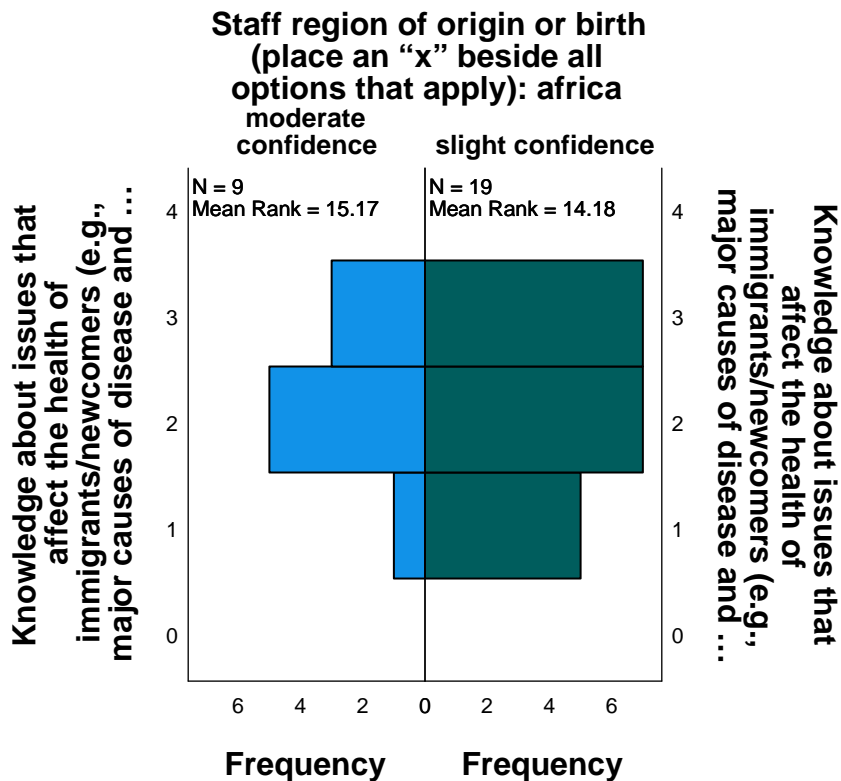
### Independent-Samples Mann-Whitney U Test

**Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) across Staff region of origin or birth (place an "x" beside all options that apply): africa**

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	91.500
Wilcoxon W	136.500
Test Statistic	91.500
Standard Error	18.928
Standardized Test Statistic	.317
Asymptotic Sig.(2-sided test)	.751
Exact Sig.(2-sided test)	.772

### Independent-Samples Mann-Whitney U Test

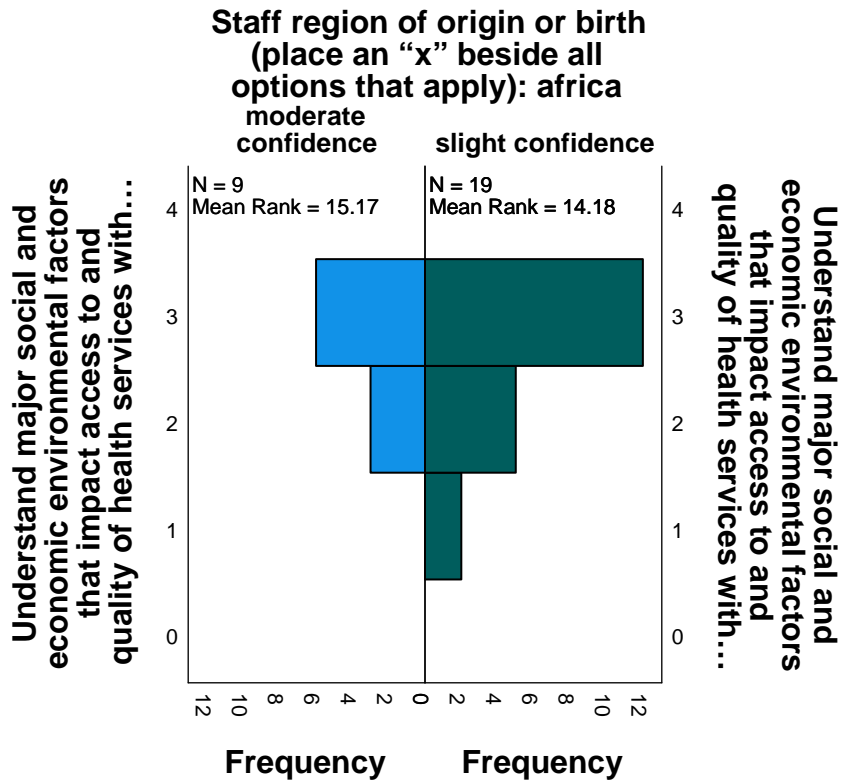


Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	91.500
Wilcoxon W	136.500
Test Statistic	91.500
Standard Error	17.148
Standardized Test Statistic	.350
Asymptotic Sig.(2-sided test)	.726
Exact Sig.(2-sided test)	.772

### Independent-Samples Mann-Whitney U Test

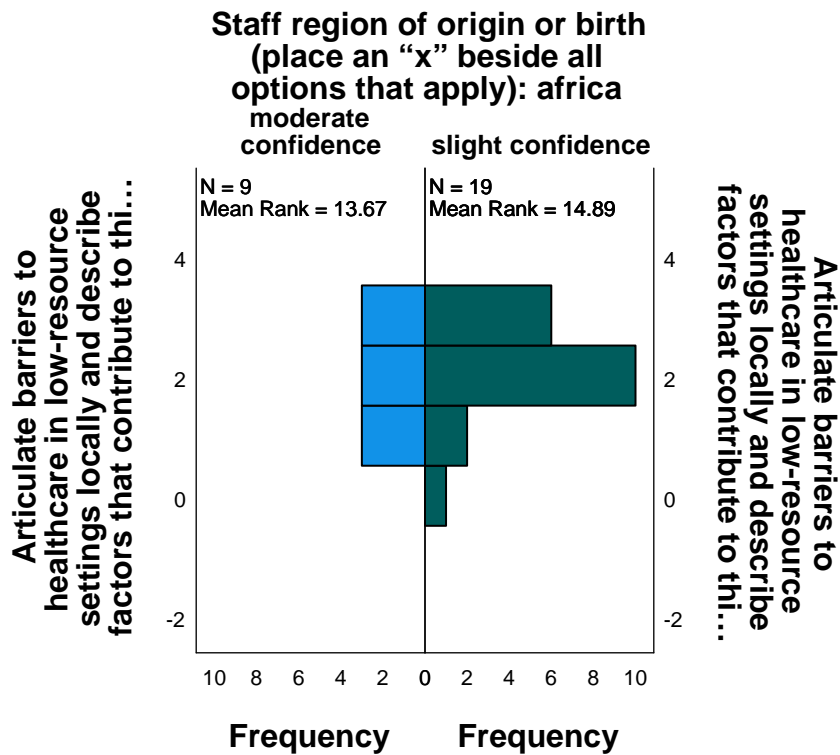


Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	78.000
Wilcoxon W	123.000
Test Statistic	78.000
Standard Error	18.875
Standardized Test Statistic	-.397
Asymptotic Sig.(2-sided test)	.691
Exact Sig.(2-sided test)	.735

### Independent-Samples Mann-Whitney U Test



Describe how cultural context influences perceptions of health and disease across Staff region of origin or birth (place an "x" beside all options that apply): africa

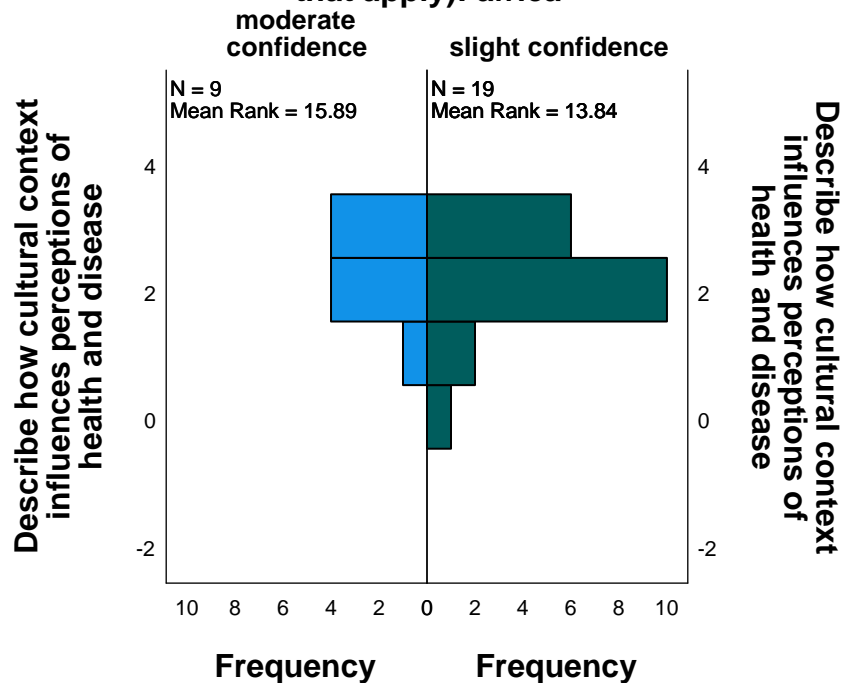


### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	98.000
Wilcoxon W	143.000
Test Statistic	98.000
Standard Error	18.512
Standardized Test Statistic	.675
Asymptotic Sig.(2-sided test)	.500
Exact Sig.(2-sided test)	.562

### Independent-Samples Mann-Whitney U Test

Staff region of origin or birth  
(place an "x" beside all options  
that apply): africa

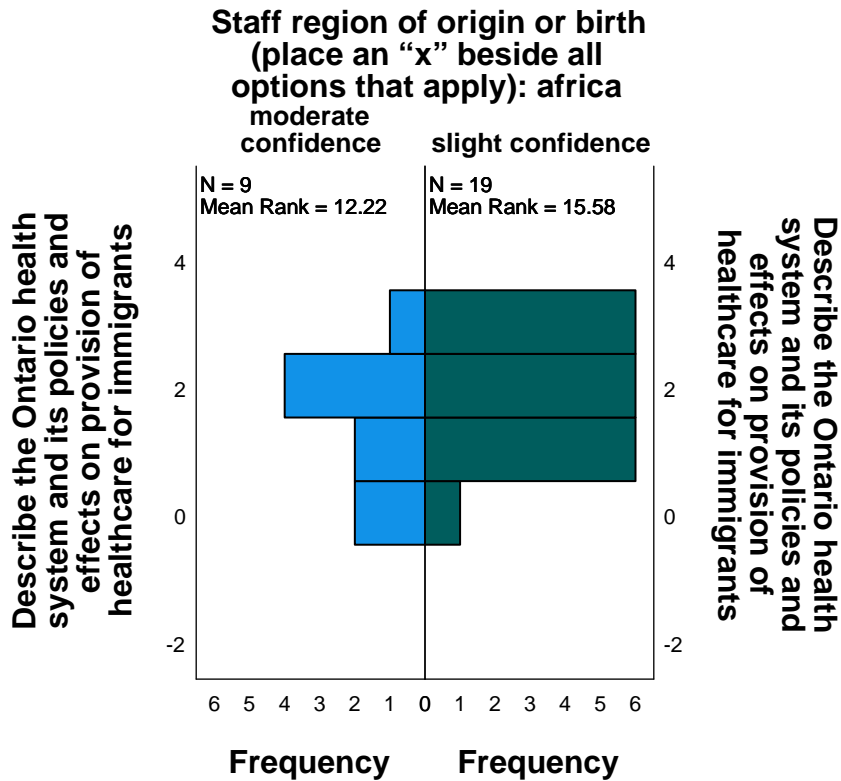


Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	65.000
Wilcoxon W	110.000
Test Statistic	65.000
Standard Error	19.450
Standardized Test Statistic	-1.054
Asymptotic Sig.(2-sided test)	.292
Exact Sig.(2-sided test)	.332

### Independent-Samples Mann-Whitney U Test

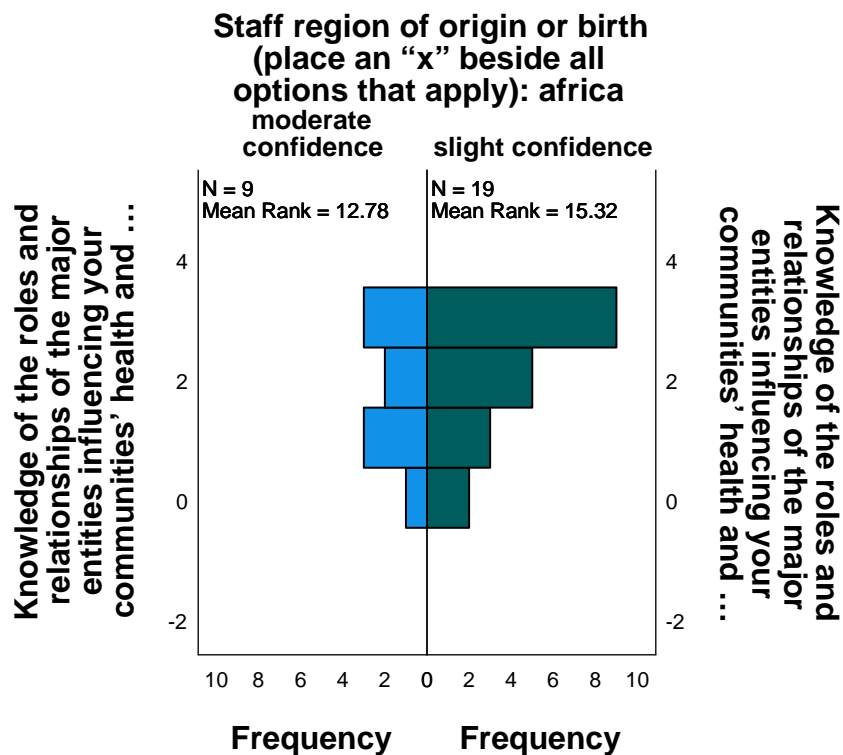


Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	70.000
Wilcoxon W	115.000
Test Statistic	70.000
Standard Error	19.240
Standardized Test Statistic	-.806
Asymptotic Sig.(2-sided test)	.420
Exact Sig.(2-sided test)	.468

### Independent-Samples Mann-Whitney U Test

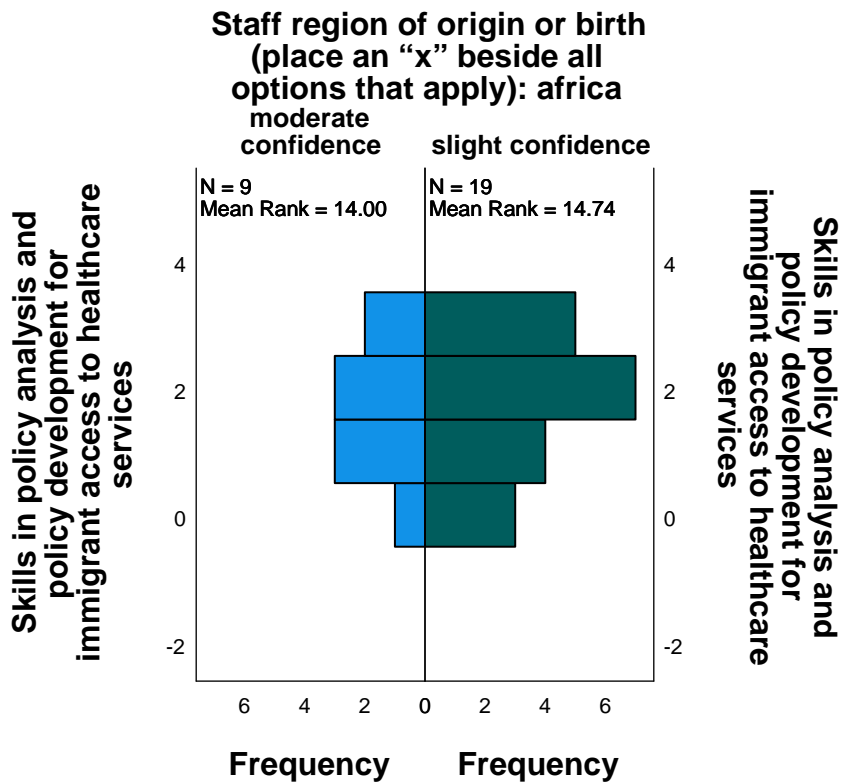


**Skills in policy analysis and policy development for immigrant access to healthcare services across Staff region of origin or birth (place an "x" beside all options that apply): africa**

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	81.000
Wilcoxon W	126.000
Test Statistic	81.000
Standard Error	19.514
Standardized Test Statistic	-.231
Asymptotic Sig.(2-sided test)	.818
Exact Sig.(2-sided test)	.847

### Independent-Samples Mann-Whitney U Test

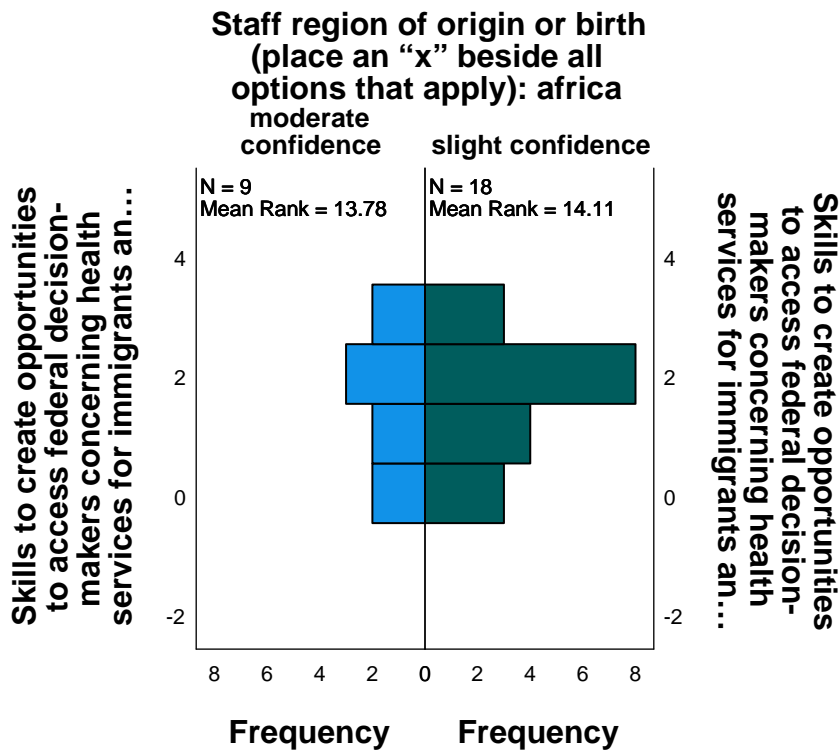


Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	79.000
Wilcoxon W	124.000
Test Statistic	79.000
Standard Error	18.546
Standardized Test Statistic	-.108
Asymptotic Sig.(2-sided test)	.914
Exact Sig.(2-sided test)	.940

### Independent-Samples Mann-Whitney U Test

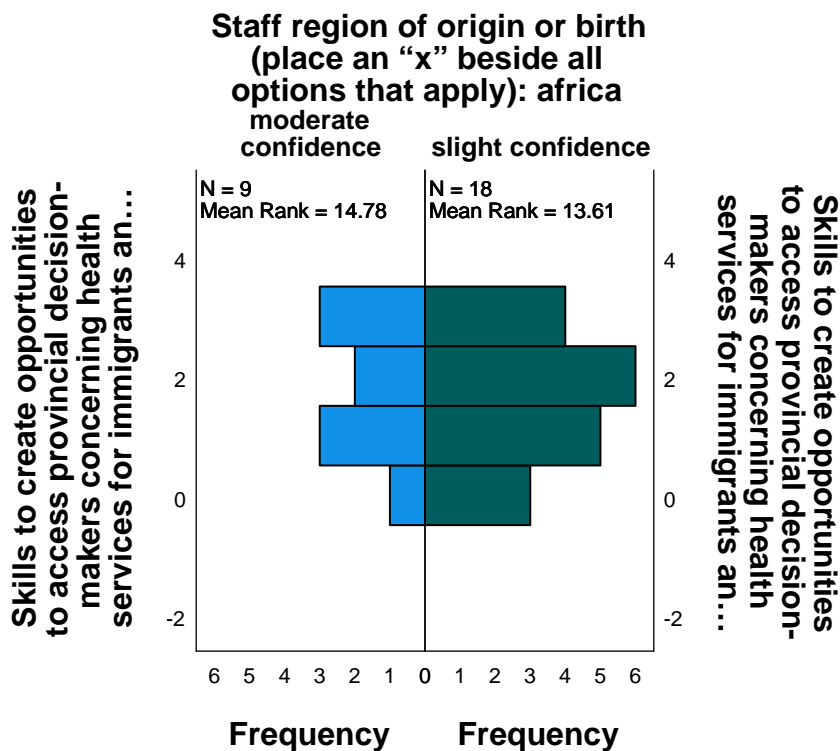


Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	88.000
Wilcoxon W	133.000
Test Statistic	88.000
Standard Error	18.735
Standardized Test Statistic	.374
Asymptotic Sig.(2-sided test)	.709
Exact Sig.(2-sided test)	.743

### Independent-Samples Mann-Whitney U Test

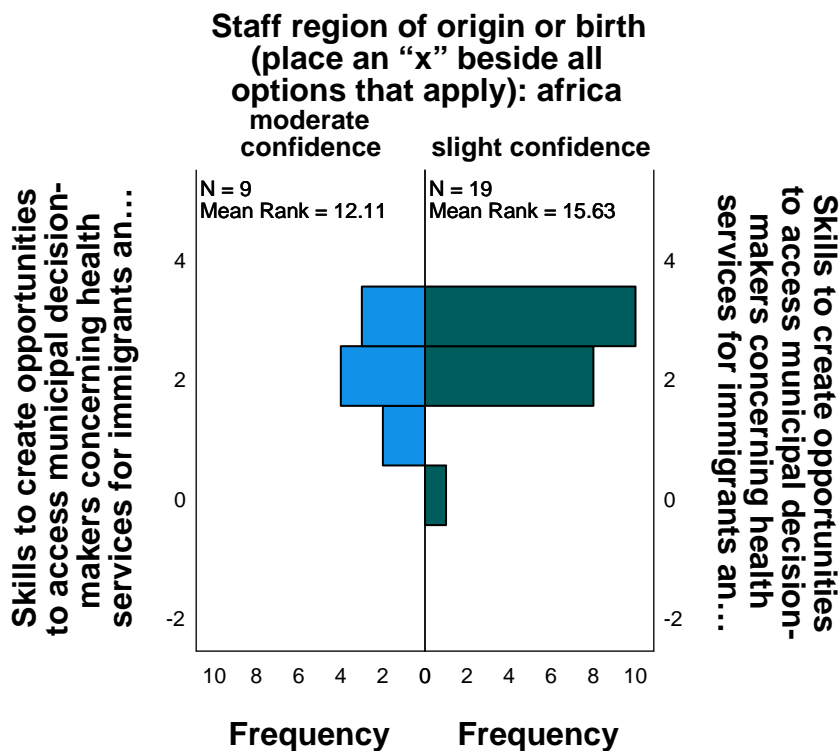


Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	64.000
Wilcoxon W	109.000
Test Statistic	64.000
Standard Error	18.429
Standardized Test Statistic	-1.167
Asymptotic Sig.(2-sided test)	.243
Exact Sig.(2-sided test)	.308

### Independent-Samples Mann-Whitney U Test

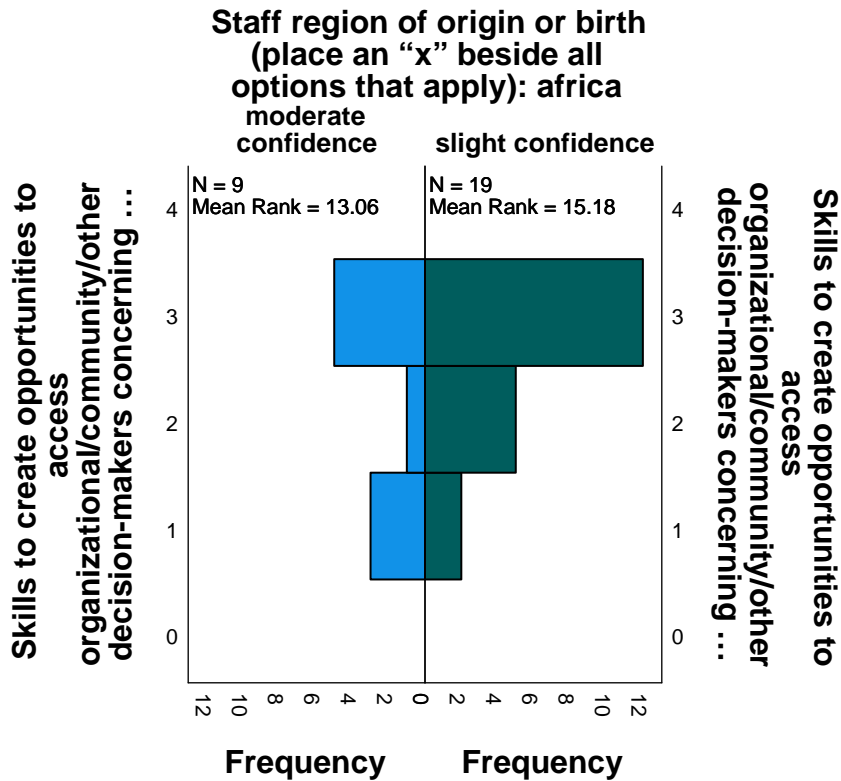


**Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers across Staff region of origin or birth (place an "x" beside all options that apply): africa**

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	72.500
Wilcoxon W	117.500
Test Statistic	72.500
Standard Error	17.741
Standardized Test Statistic	-.733
Asymptotic Sig.(2-sided test)	.464
Exact Sig.(2-sided test)	.530

### Independent-Samples Mann-Whitney U Test



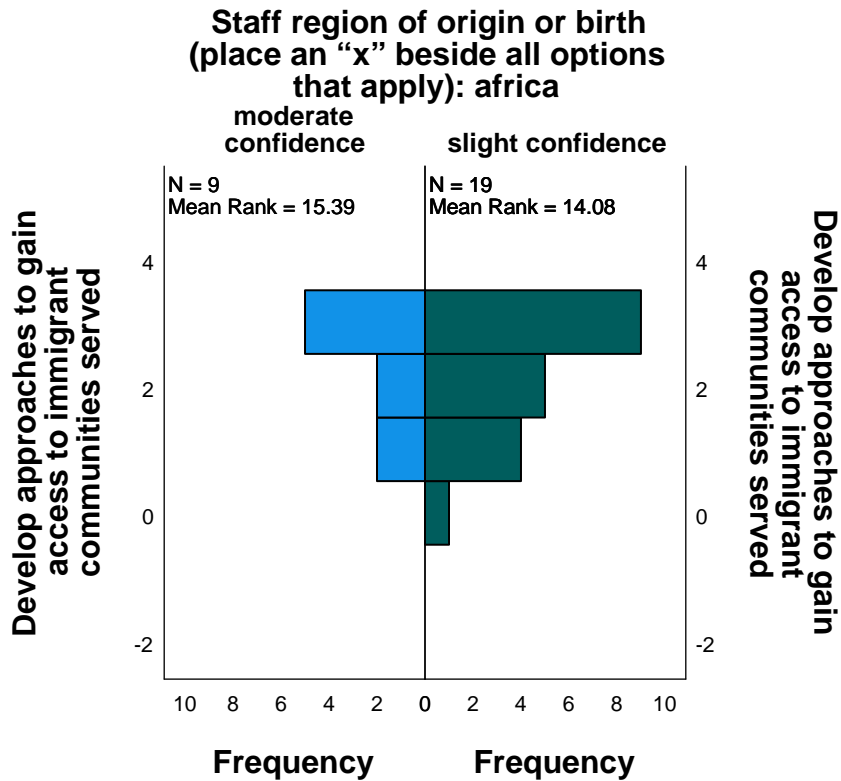
Develop approaches to gain access to immigrant communities served across Staff region of origin or birth (place an "x" beside all options that apply): africa



### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	93.500
Wilcoxon W	138.500
Test Statistic	93.500
Standard Error	18.748
Standardized Test Statistic	.427
Asymptotic Sig.(2-sided test)	.670
Exact Sig.(2-sided test)	.699

### Independent-Samples Mann-Whitney U Test

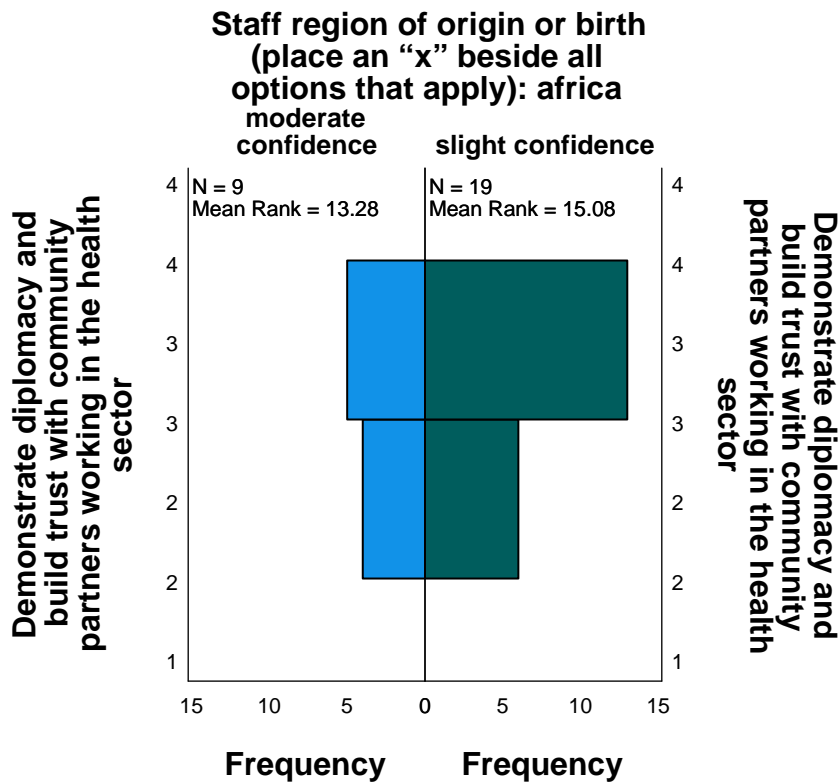


**Demonstrate diplomacy and build trust with community partners working in the health sector across Staff region of origin or birth (place an "x" beside all options that apply): africa**

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	74.500
Wilcoxon W	119.500
Test Statistic	74.500
Standard Error	16.882
Standardized Test Statistic	-.652
Asymptotic Sig.(2-sided test)	.515
Exact Sig.(2-sided test)	.595

### Independent-Samples Mann-Whitney U Test

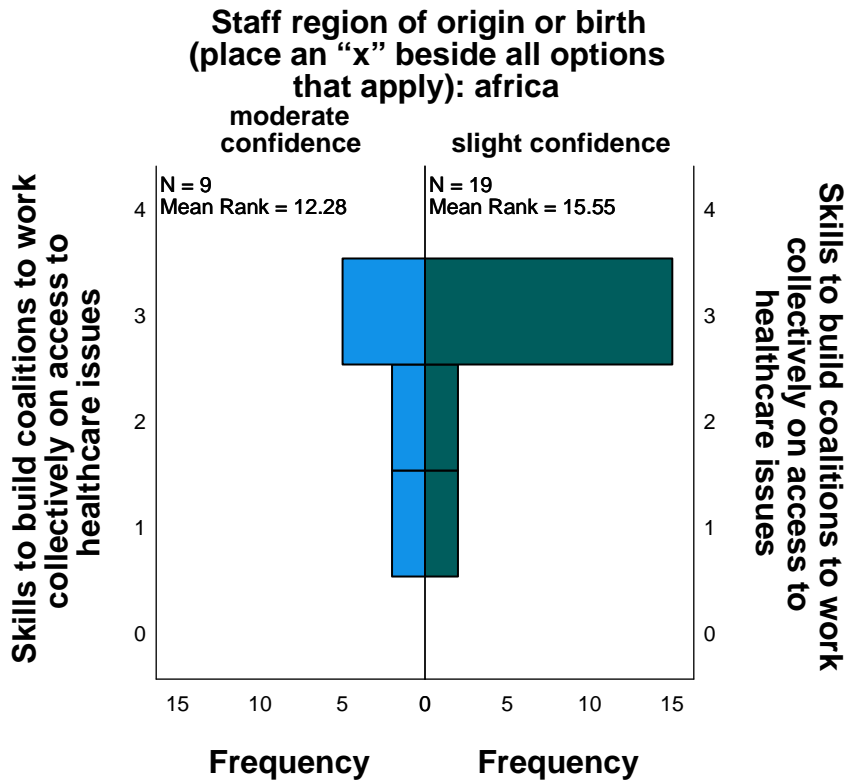


Skills to build coalitions to work collectively on access to healthcare issues across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	65.500
Wilcoxon W	110.500
Test Statistic	65.500
Standard Error	16.142
Standardized Test Statistic	-1.239
Asymptotic Sig.(2-sided test)	.215
Exact Sig.(2-sided test)	.332

### Independent-Samples Mann-Whitney U Test

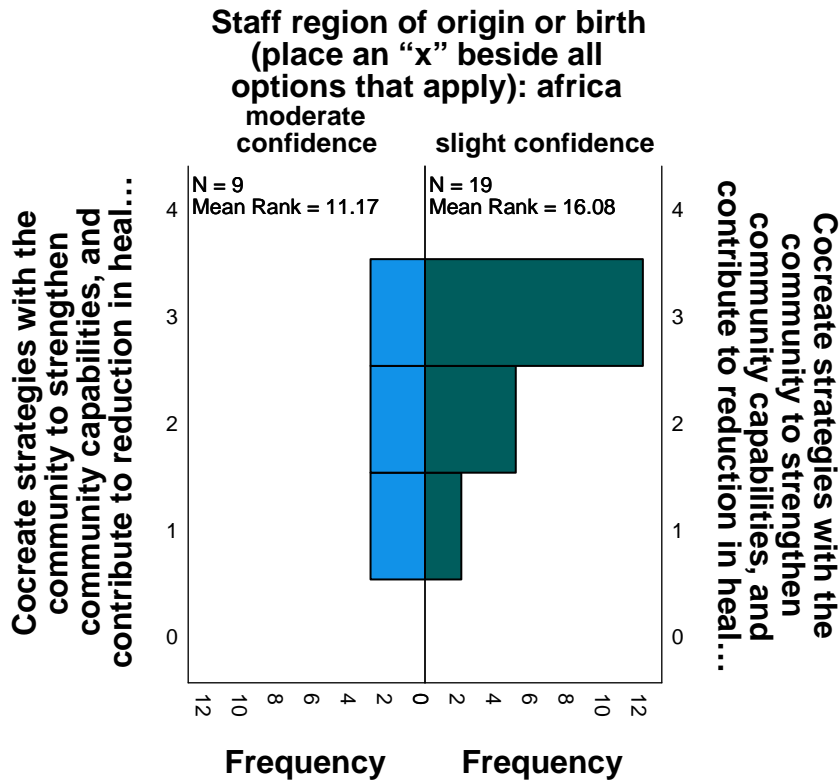


Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	55.500
Wilcoxon W	100.500
Test Statistic	55.500
Standard Error	18.389
Standardized Test Statistic	-1.631
Asymptotic Sig.(2-sided test)	.103
Exact Sig.(2-sided test)	.142

### Independent-Samples Mann-Whitney U Test

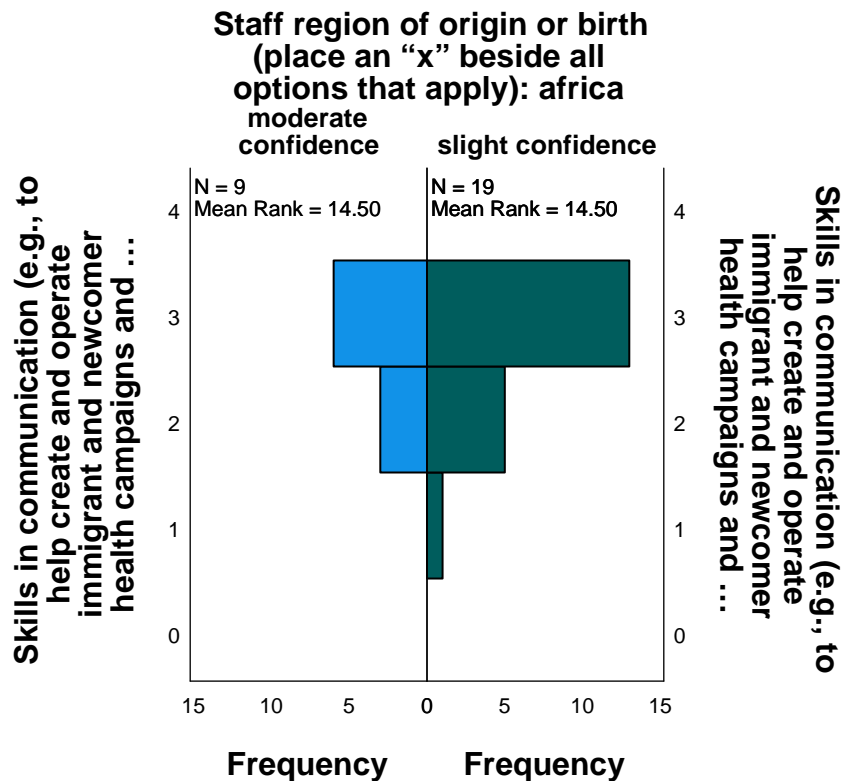


Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	85.500
Wilcoxon W	130.500
Test Statistic	85.500
Standard Error	16.578
Standardized Test Statistic	.000
Asymptotic Sig.(2-sided test)	1.000
Exact Sig.(2-sided test)	1.000

### Independent-Samples Mann-Whitney U Test



Skills for knowledge brokering across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	78.000
Wilcoxon W	123.000
Test Statistic	78.000
Standard Error	17.906
Standardized Test Statistic	-.419
Asymptotic Sig.(2-sided test)	.675
Exact Sig.(2-sided test)	.735

### Independent-Samples Mann-Whitney U Test

**Staff region of origin or birth (place an  
“x” beside all options that apply): africa**

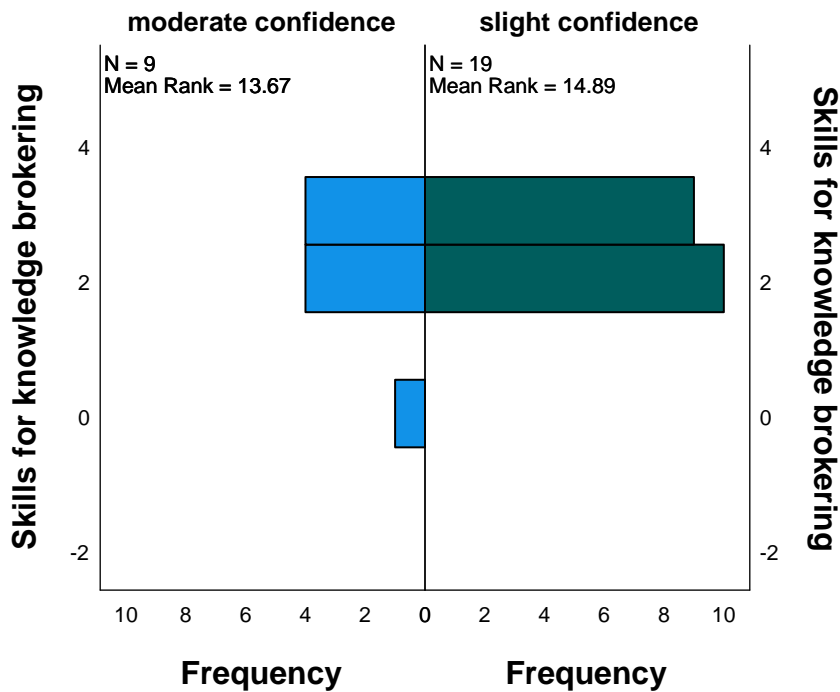
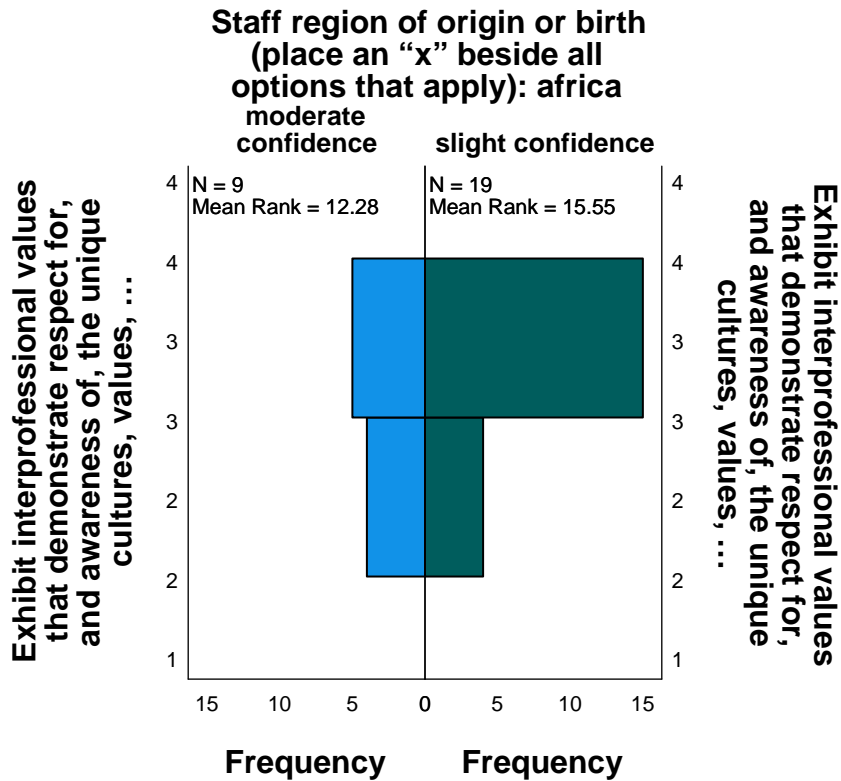


Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space across Staff region of origin or birth (place an “x” beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	65.500
Wilcoxon W	110.500
Test Statistic	65.500
Standard Error	15.916
Standardized Test Statistic	-1.257
Asymptotic Sig.(2-sided test)	.209
Exact Sig.(2-sided test)	.332

### Independent-Samples Mann-Whitney U Test



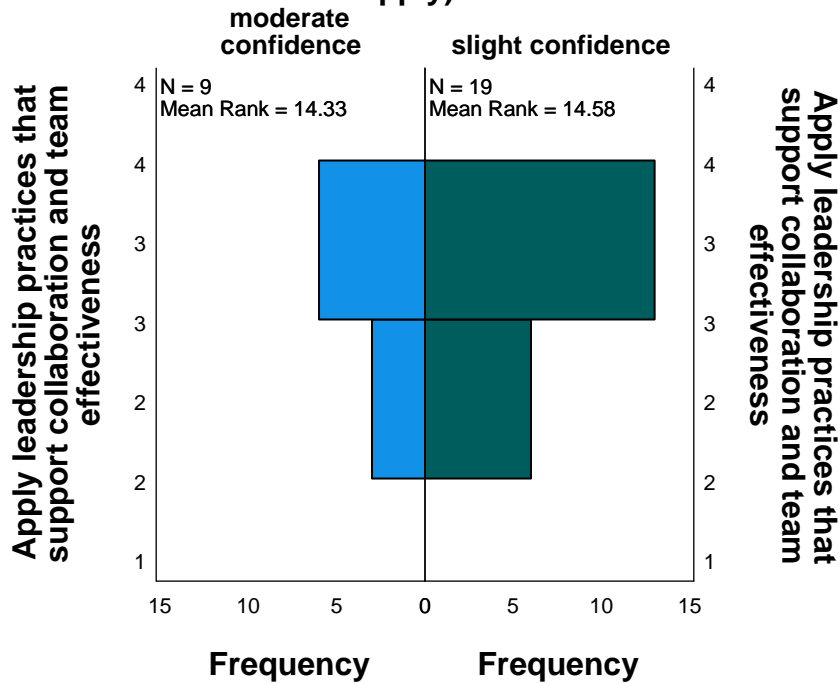
Apply leadership practices that support collaboration and team effectiveness across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	84.000
Wilcoxon W	129.000
Test Statistic	84.000
Standard Error	16.454
Standardized Test Statistic	-.091
Asymptotic Sig.(2-sided test)	.927
Exact Sig.(2-sided test)	.962

### Independent-Samples Mann-Whitney U Test

Staff region of origin or birth  
(place an "x" beside all options  
that apply): africa



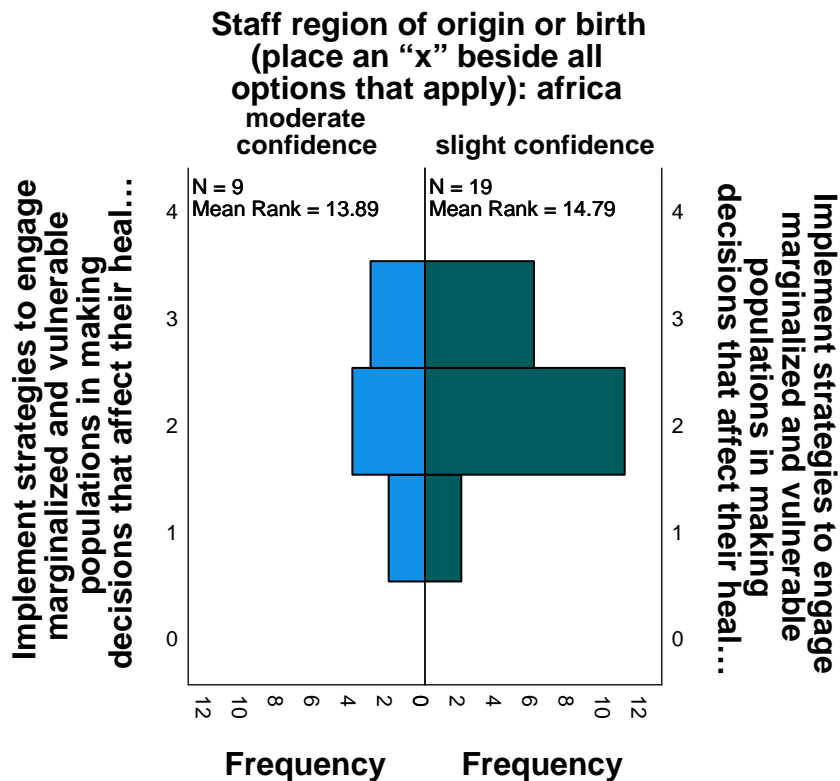
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being across Staff region of origin or birth (place an "x" beside all options that apply): africa



### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	80.000
Wilcoxon W	125.000
Test Statistic	80.000
Standard Error	18.309
Standardized Test Statistic	-.300
Asymptotic Sig.(2-sided test)	.764
Exact Sig.(2-sided test)	.809

### Independent-Samples Mann-Whitney U Test

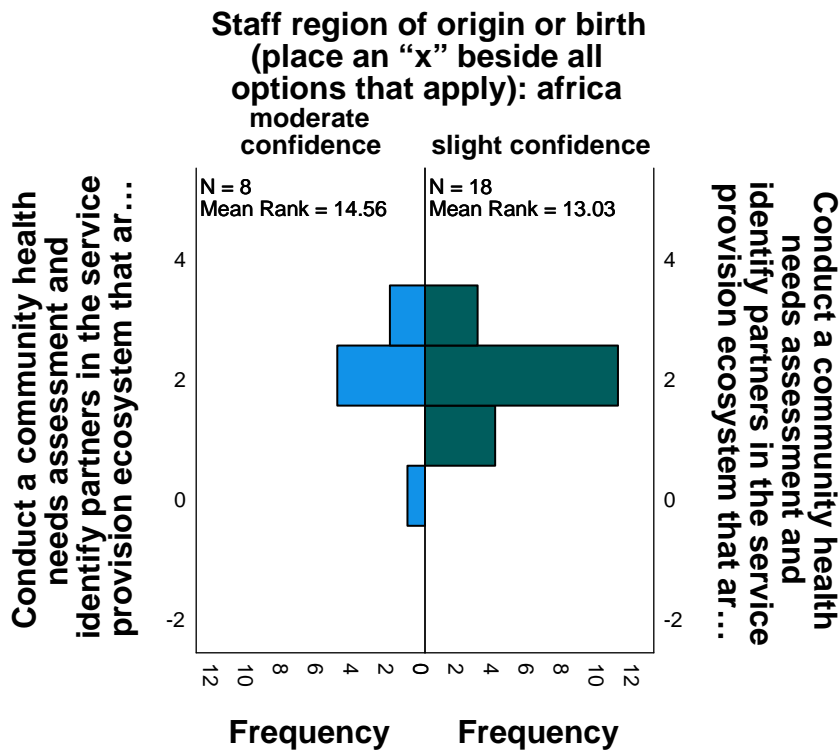


Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

Total N	26
Mann-Whitney U	80.500
Wilcoxon W	116.500
Test Statistic	80.500
Standard Error	15.664
Standardized Test Statistic	.543
Asymptotic Sig.(2-sided test)	.587
Exact Sig.(2-sided test)	.644

### Independent-Samples Mann-Whitney U Test



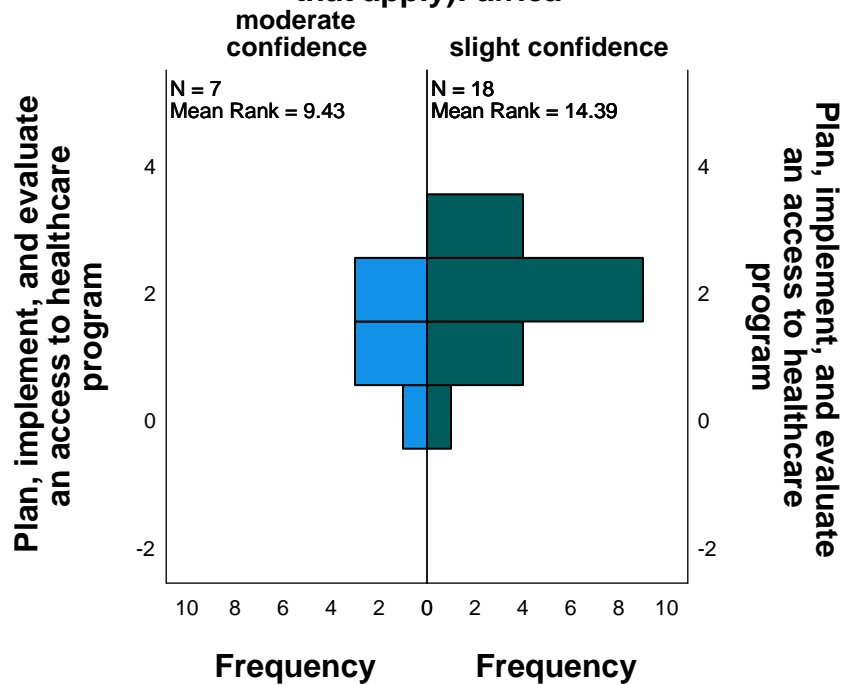
Plan, implement, and evaluate an access to healthcare program across Staff region of origin or birth (place an "x" beside all options that apply): africa

### Independent-Samples Mann-Whitney U Test Summary

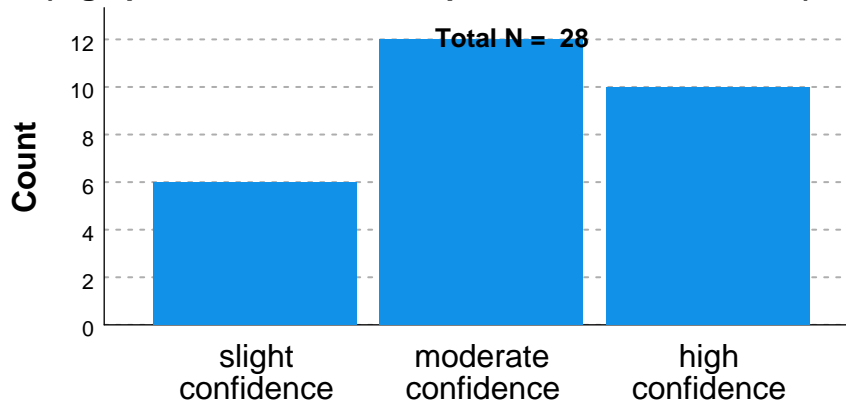
Total N	25
Mann-Whitney U	38.000
Wilcoxon W	66.000
Test Statistic	38.000
Standard Error	15.360
Standardized Test Statistic	-1.628
Asymptotic Sig.(2-sided test)	.104
Exact Sig.(2-sided test)	.141

### Independent-Samples Mann-Whitney U Test

**Staff region of origin or birth  
(place an "x" beside all options  
that apply): africa**



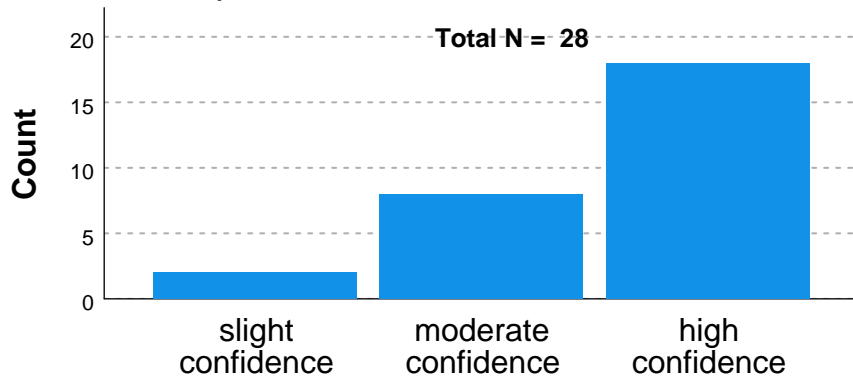
**Categorical Field Information Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)**



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Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) field is ordinal but is treated...

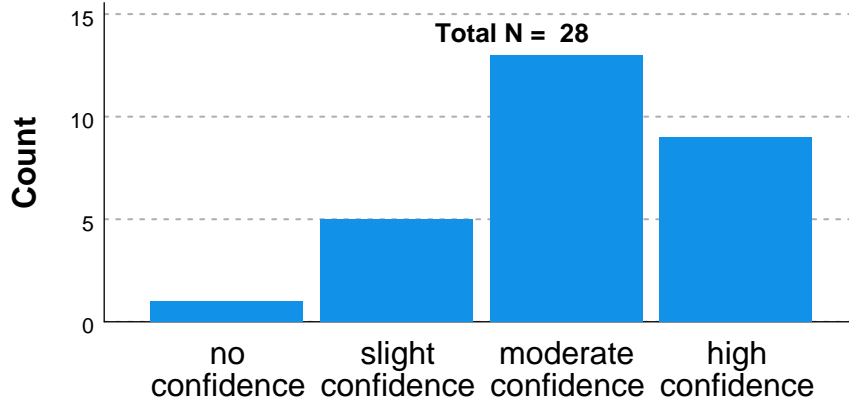
**Categorical Field Information Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence ...**



**Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social ...**

Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health field is ordinal but is treated as ...

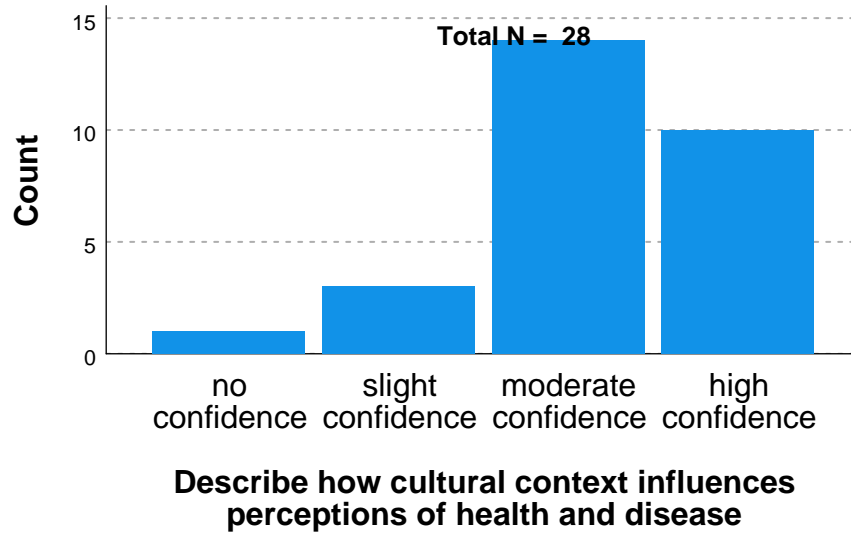
**Categorical Field Information Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address...**



**Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem**

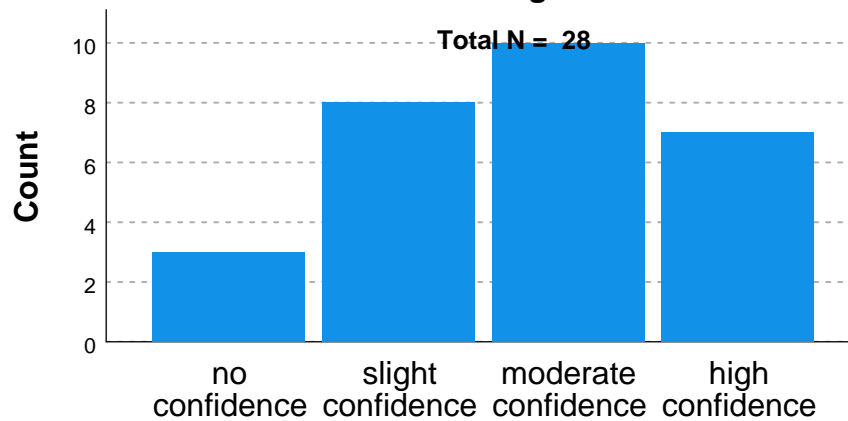
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem field is ordinal but is treated as continuous in the test.

**Categorical Field Information Describe how cultural context influences perceptions of health and disease**



Describe how cultural context influences perceptions of health and disease  
field is ordinal but is treated as continuous in the test.

**Categorical Field Information Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants**

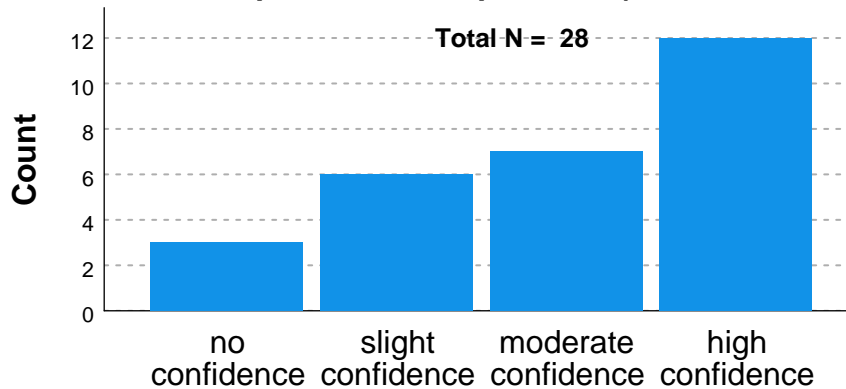


**Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants**

Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants field is ordinal but is treated as ...



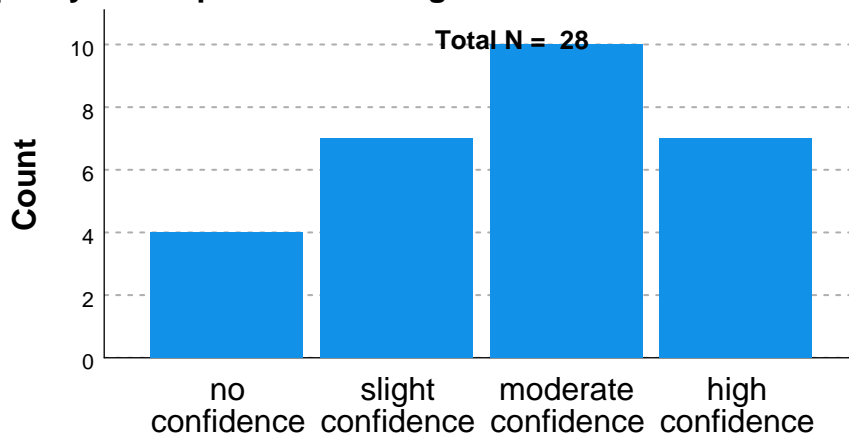
**Categorical Field Information Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)**



**Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)**

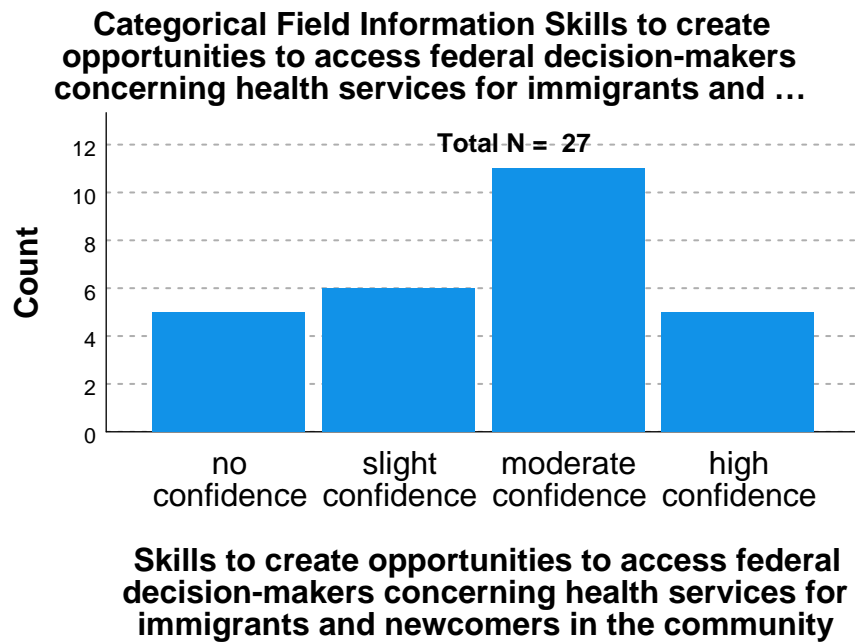
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) field is ordinal but is treated as continuous in the test.

**Categorical Field Information Skills in policy analysis and policy development for immigrant access to healthcare...**



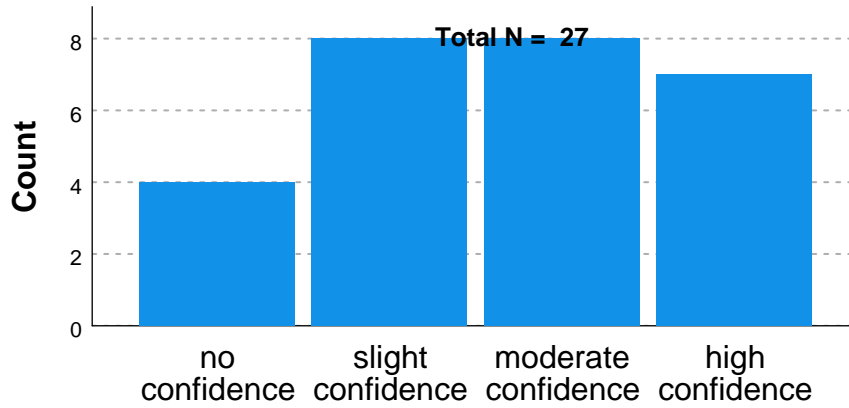
**Skills in policy analysis and policy development for immigrant access to healthcare services**

Skills in policy analysis and policy development for immigrant access to healthcare services field is ordinal but is treated as continuous in the test.



Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.

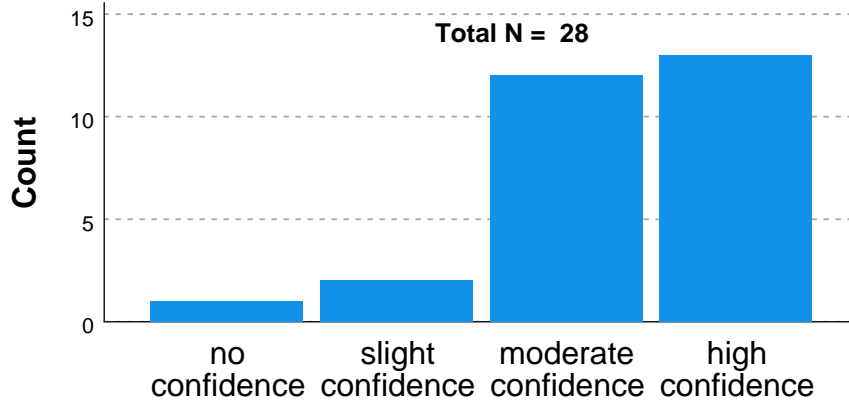
**Categorical Field Information Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and ...**



**Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community**

Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.

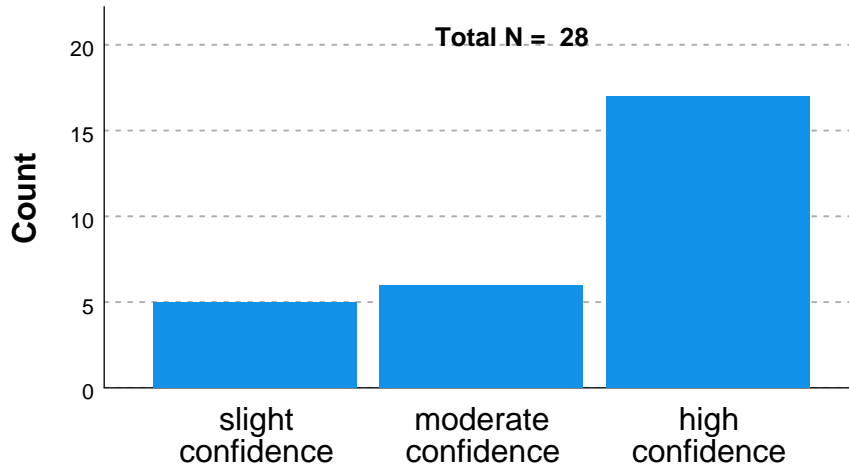
**Categorical Field Information Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and ...**



**Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community**

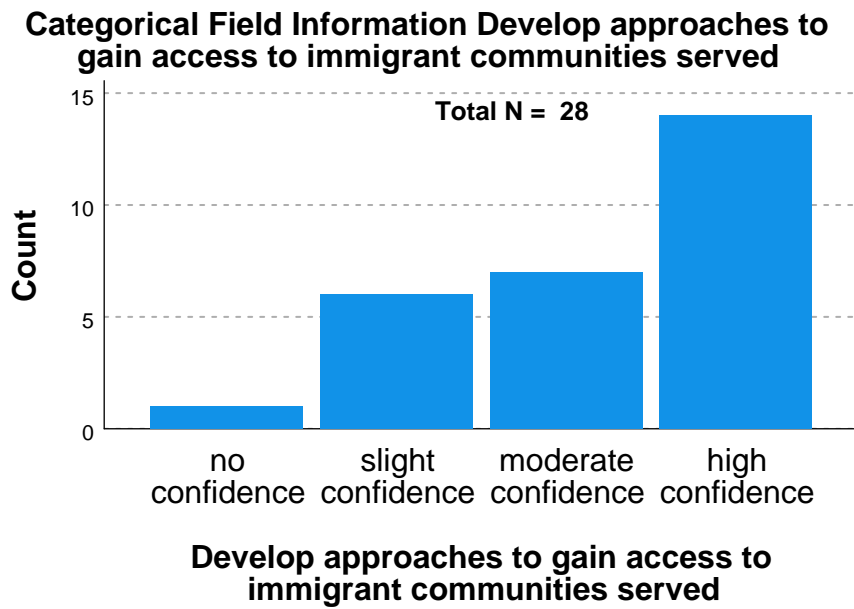
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.

**Categorical Field Information Skills to create opportunities to access organizational/community/other decision-makers concerning health services for ...**



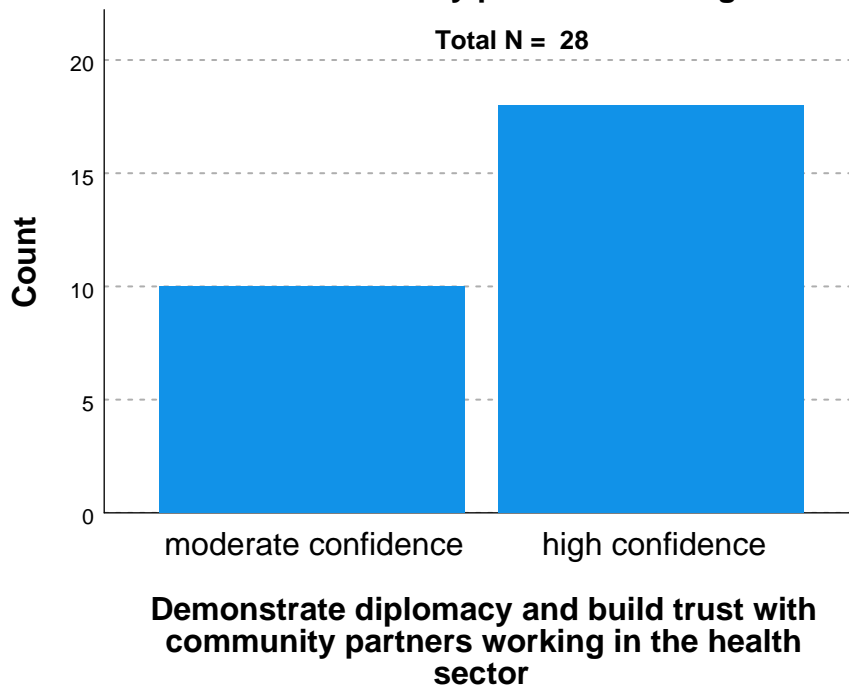
**Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers**

Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers field is ordinal but is treated as continuous in the test.



Develop approaches to gain access to immigrant communities served field is ordinal but is treated as continuous in the test.

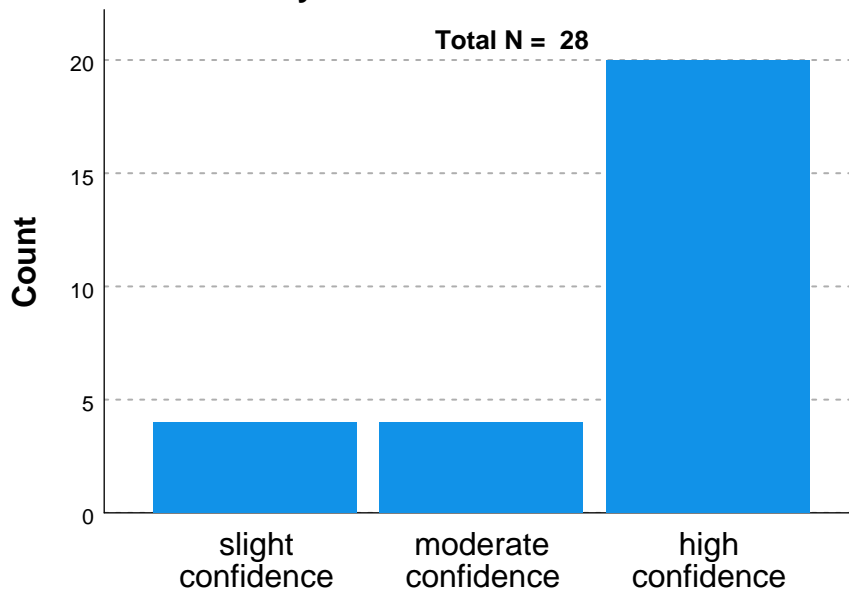
**Categorical Field Information Demonstrate diplomacy  
and build trust with community partners working in the...**



Demonstrate diplomacy and build trust with community partners working in the health sector field is ordinal but is treated as continuous in the test.



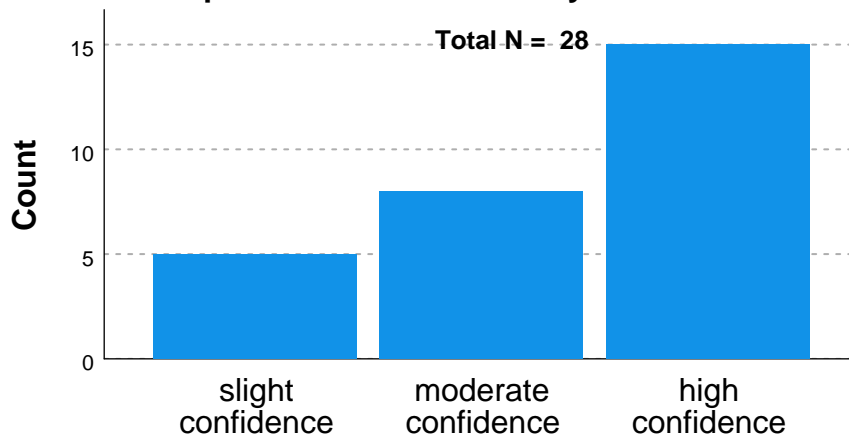
**Categorical Field Information Skills to build coalitions to work collectively on access to healthcare issues**



**Skills to build coalitions to work collectively on access to healthcare issues**

Skills to build coalitions to work collectively on access to healthcare issues field is ordinal but is treated as continuous in the test.

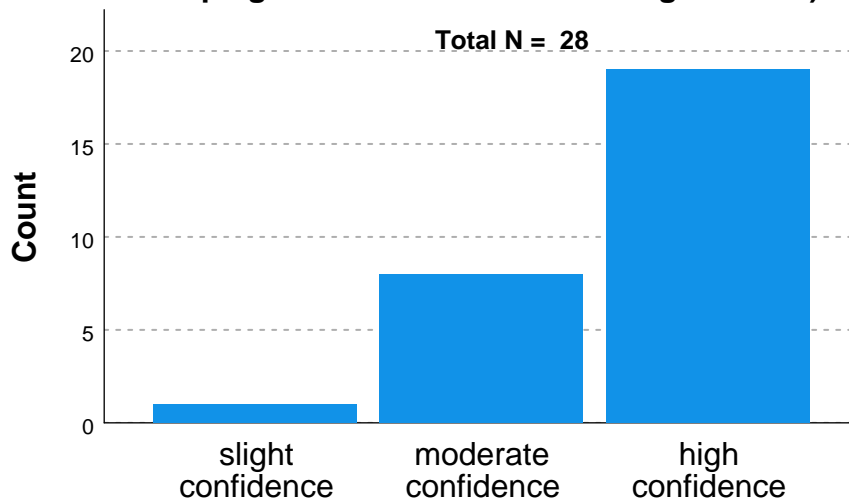
**Categorical Field Information Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health**



**Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health**

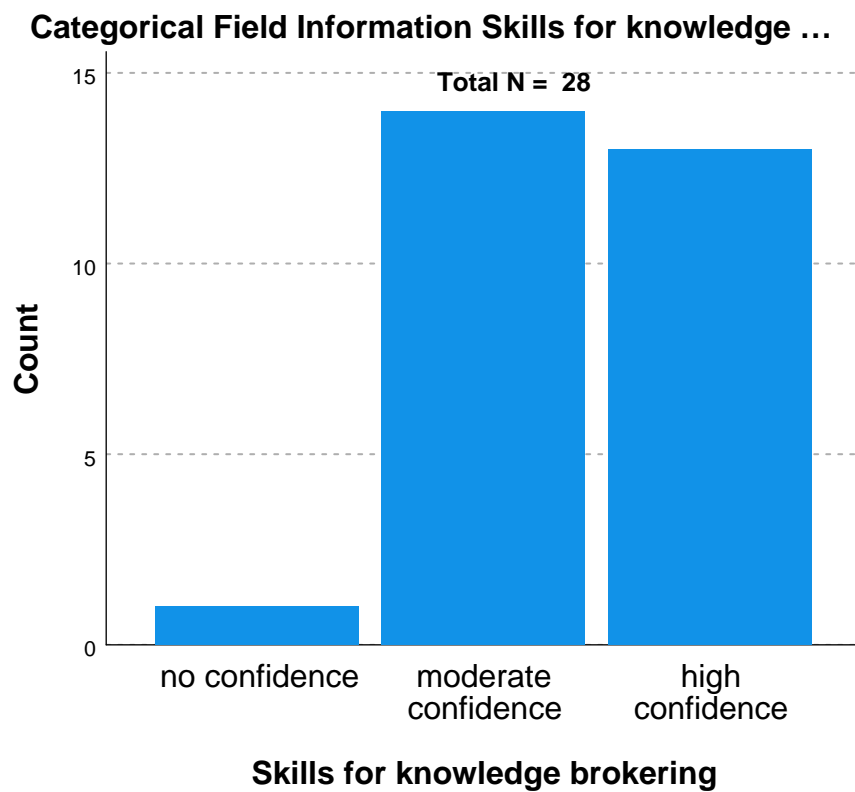
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health field is ordinal but is treated as ...

**Categorical Field Information Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)**



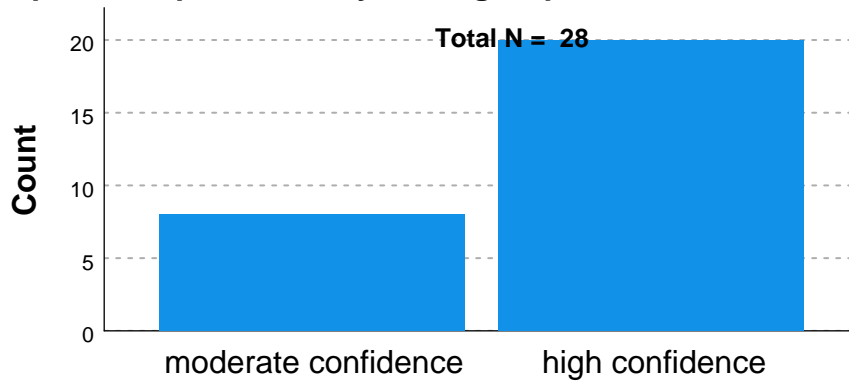
**Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)**

Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) field is ordinal but is treated as continuous in the test.



Skills for knowledge brokering field is ordinal but is treated as continuou...

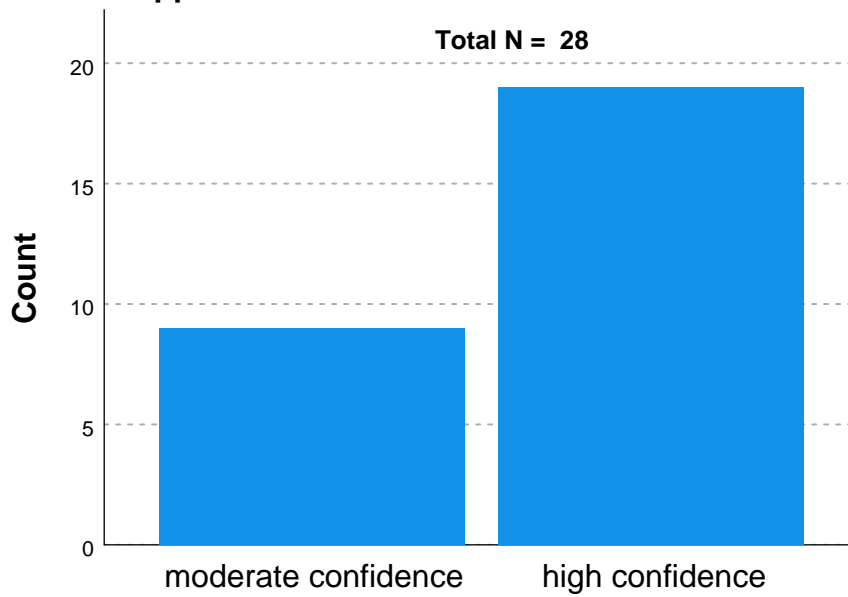
**Categorical Field Information Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the...**



**Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space**

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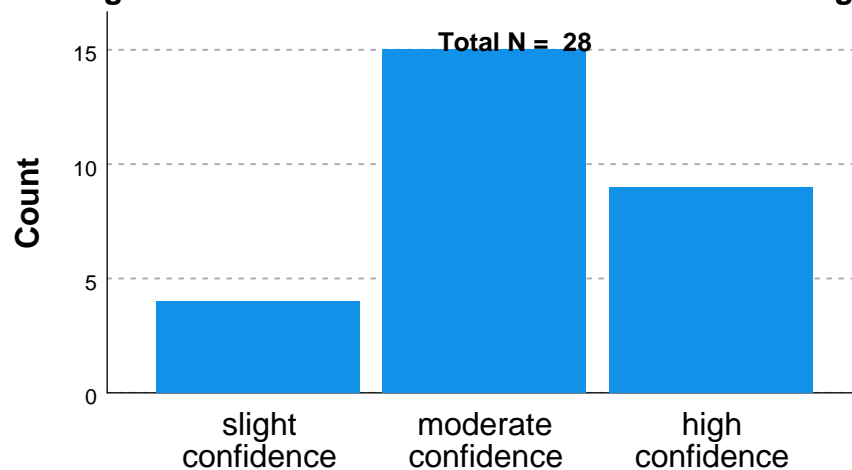
**Categorical Field Information Apply leadership practices that support collaboration and team effectiveness**



**Apply leadership practices that support collaboration and team effectiveness**

Apply leadership practices that support collaboration and team effectiveness field is ordinal but is treated as continuous in the test.

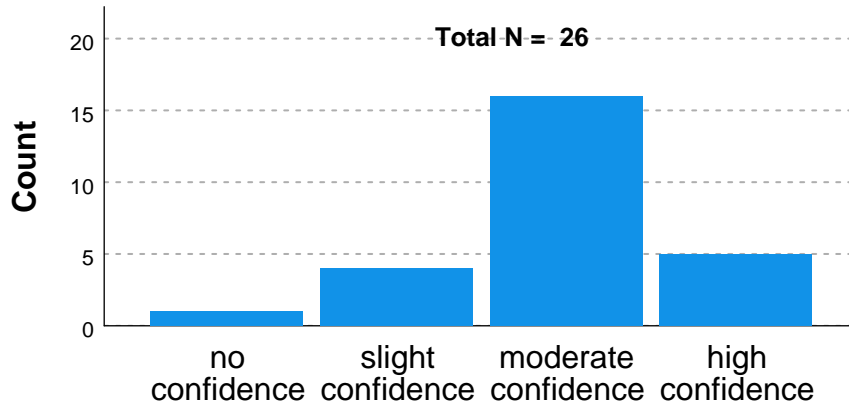
**Categorical Field Information Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being**



**Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being**

Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being field is ordinal but is treated as continuous in the test.

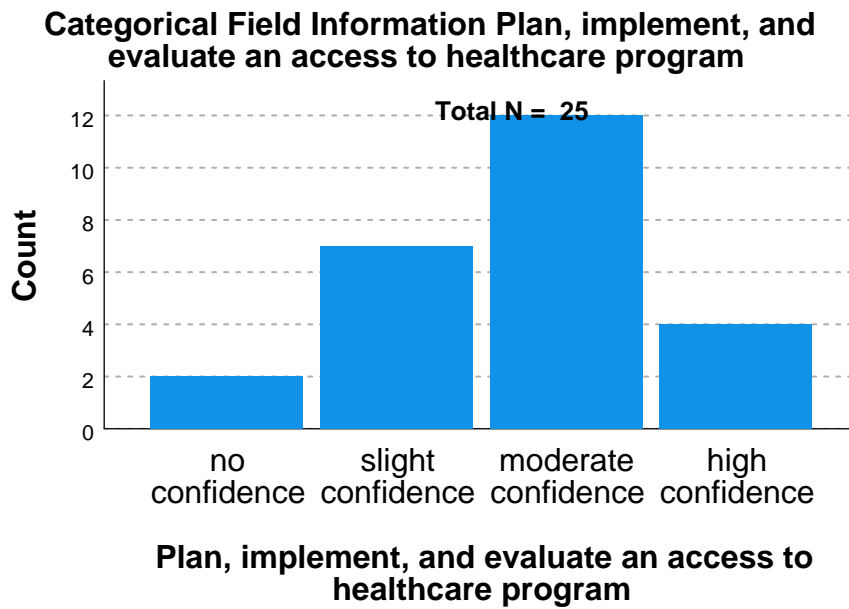
**Categorical Field Information Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned t...**



**Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task**

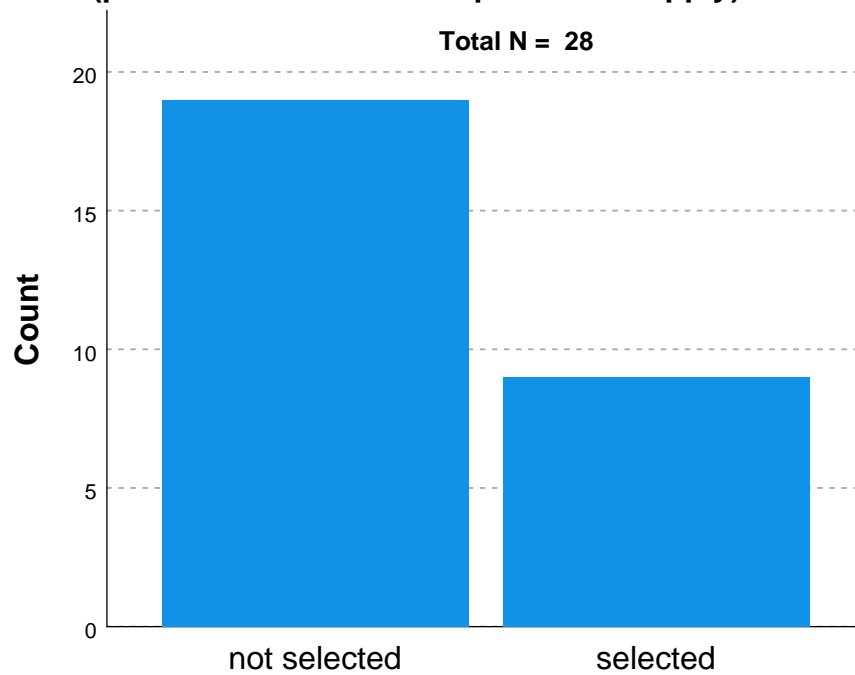
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task field is ordinal but is treated as continuous in the test.





Plan, implement, and evaluate an access to healthcare program field is ordinal but is treated as continuous in the test.

**Categorical Field Information Staff region of origin or birth (place an “x” beside all options that apply): africa**



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