

Nonparametric Correlations

Notes

Output Created		26-FEB-2023 12:34:38
Comments		
Input	Data	C:\Users\ayesh\OneDrive\Desktop\2023-02-18-Survey-analysis.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	28
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.

Notes

Syntax

NONPAR CORR

/VARIABLES=Q1_4_year_
LIP_founded
Q1_6_yearsupporting_acce
ss_healthcare
Q1_7_numberFTE_staff
Q1_8_numberPTE_staff
Q1_11_staff_spoken_langu
age_otherthan_English

Q2_1_knowledge_issues_h
ealt_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_approach
es_accesscommunities

Q2_13_demonstrate_diplo
macy_trust
Q2_14_skills_build_coalitio
ns
Q2_15_cocreate_strategies

Q2_16_skills_communicati
on
Q2_17_skills_knowledge_b
rokering
Q2_18_exhibit_interprofess
ional_values

Q2_19_apply_leadership_p
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Q2_20_implement_strategi
es_engagepopulations

Q2_21_conduct_communit
yhealth_assessment
Q2_22_plan_implement_ev
aluate_program
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Notes

Resources	Processor Time	00:00:00.13
	Elapsed Time	00:00:00.14
	Number of Cases Allowed	104857 cases ^a

a. Based on availability of workspace memory

[DataSet1] C:\Users\ayesh\OneDrive\Desktop\2023-02-18-Survey-analysis.sav

Correlations

				Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".
			Year when your LIP was founded	
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	1.000	-.354
		Sig. (2-tailed)	.	.064
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	-.354	1.000
		Sig. (2-tailed)	.064	.
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	-.067	.411*
		Sig. (2-tailed)	.734	.030
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	-.117	.360
		Sig. (2-tailed)	.560	.065
		N	27	27

Correlations

			How many FTEs (full time equivalents) are on staff with your LIP?	How many PTEs (part time equivalents) are on staff with your LIP?
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.067	-.117
		Sig. (2-tailed)	.734	.560
		N	28	27
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.411 [*]	.360
		Sig. (2-tailed)	.030	.065
		N	28	27
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	1.000	-.409 [*]
		Sig. (2-tailed)	.	.034
		N	28	27
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	-.409 [*]	1.000
		Sig. (2-tailed)	.034	.
		N	27	27

Correlations

			number of spoken languages of LIP staff at home or at the LIP, other than English	Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer- reviewed research)
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.170	-.119
		Sig. (2-tailed)	.387	.545
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.434 [*]	.449 [*]
		Sig. (2-tailed)	.021	.016
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.398 [*]	.211
		Sig. (2-tailed)	.036	.281
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.286	.196
		Sig. (2-tailed)	.148	.328
		N	27	27

Correlations

			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	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.100	-.159
		Sig. (2-tailed)	.613	.419
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.438 [*]	.599 ^{**}
		Sig. (2-tailed)	.020	<.001
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.193	.163
		Sig. (2-tailed)	.325	.408
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.238	.378
		Sig. (2-tailed)	.232	.052
		N	27	27

Correlations

			Describe how cultural context influences perceptions of health and disease	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	.147	.042
		Sig. (2-tailed)	.456	.832
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.333	.507**
		Sig. (2-tailed)	.084	.006
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.165	.031
		Sig. (2-tailed)	.403	.877
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.030	.448*
		Sig. (2-tailed)	.881	.019
		N	27	27

Correlations

			Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	Skills in policy analysis and policy development for immigrant access to healthcare services
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.189	-.133
		Sig. (2-tailed)	.335	.499
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.458 [*]	.512 ^{**}
		Sig. (2-tailed)	.014	.005
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.000	.080
		Sig. (2-tailed)	.999	.685
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.382 [*]	.242
		Sig. (2-tailed)	.049	.224
		N	27	27

Correlations

			Skills to create opportunities to access federal 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
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.082	-.061
		Sig. (2-tailed)	.685	.763
		N	27	27
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.449 [*]	.533 ^{**}
		Sig. (2-tailed)	.019	.004
		N	27	27
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.054	.127
		Sig. (2-tailed)	.789	.526
		N	27	27
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.293	.292
		Sig. (2-tailed)	.146	.147
		N	26	26

Correlations

			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 organizational/community/other decision-makers concerning health services for immigrants and newcomers
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.181	-.432*
		Sig. (2-tailed)	.356	.022
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.581**	.462*
		Sig. (2-tailed)	.001	.013
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.214	.086
		Sig. (2-tailed)	.275	.663
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.198	.360
		Sig. (2-tailed)	.323	.065
		N	27	27

Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	.030	-.212
		Sig. (2-tailed)	.878	.278
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.206	.330
		Sig. (2-tailed)	.292	.087
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.126	.153
		Sig. (2-tailed)	.523	.438
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.141	.275
		Sig. (2-tailed)	.481	.165
		N	27	27

Correlations

			Skills to build coalitions to work collectively on access to healthcare issues	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.164	-.213
		Sig. (2-tailed)	.403	.276
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.330	.268
		Sig. (2-tailed)	.086	.168
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.084	-.142
		Sig. (2-tailed)	.671	.472
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.274	.320
		Sig. (2-tailed)	.166	.104
		N	27	27

Correlations

			Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.100	-.156
		Sig. (2-tailed)	.614	.426
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.249	.483**
		Sig. (2-tailed)	.201	.009
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.050	.357
		Sig. (2-tailed)	.801	.063
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.148	-.030
		Sig. (2-tailed)	.461	.881
		N	27	27

Correlations

			Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space	Apply leadership practices that support collaboration and team effectiveness
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.128	-.228
		Sig. (2-tailed)	.516	.244
		N	28	28
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.473 [*]	.405 [*]
		Sig. (2-tailed)	.011	.032
		N	28	28
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.040	.201
		Sig. (2-tailed)	.838	.306
		N	28	28
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.170	.245
		Sig. (2-tailed)	.396	.219
		N	27	27

Correlations

			Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	-.057	.061
		Sig. (2-tailed)	.773	.769
		N	28	26
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.203	.161
		Sig. (2-tailed)	.301	.433
		N	28	26
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	.137	-.054
		Sig. (2-tailed)	.487	.792
		N	28	26
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.060	.074
		Sig. (2-tailed)	.766	.726
		N	27	25

Correlations

			Plan, implement, and evaluate an access to healthcare program
Spearman's rho	Year when your LIP was founded	Correlation Coefficient	.203
		Sig. (2-tailed)	.329
		N	25
	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	Correlation Coefficient	.142
		Sig. (2-tailed)	.497
		N	25
	How many FTEs (full time equivalents) are on staff with your LIP?	Correlation Coefficient	-.072
		Sig. (2-tailed)	.731
		N	25
	How many PTEs (part time equivalents) are on staff with your LIP?	Correlation Coefficient	.104
		Sig. (2-tailed)	.627
		N	24

Correlations

		Year when your LIP was founded	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	-.170
		Sig. (2-tailed)	.434*
		N	.021
	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)	Correlation Coefficient	.387
		Sig. (2-tailed)	.021
		N	.434*
	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	Correlation Coefficient	-.119
		Sig. (2-tailed)	.449*
		N	.016
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.100
		Sig. (2-tailed)	.438*
		N	.020
		Correlation Coefficient	.613
		Sig. (2-tailed)	.020
		N	.28
		Correlation Coefficient	-.159
		Sig. (2-tailed)	.599**
		N	<.001

Correlations

		How many FTEs (full time equivalents) are on staff with your LIP?	How many PTEs (part time equivalents) are on staff with your LIP?
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.398*
		Sig. (2-tailed)	.036
		N	28
	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)	Correlation Coefficient	.211
		Sig. (2-tailed)	.281
		N	27
	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	Correlation Coefficient	.193
		Sig. (2-tailed)	.325
		N	27
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.163
		Sig. (2-tailed)	.408
		N	27

Correlations

		number of spoken languages of LIP staff at home or at the LIP, other than English	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)
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.607**
		N	.<.001
	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)	Correlation Coefficient	.607**
		Sig. (2-tailed)	1.000
		N	.<.001
	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	Correlation Coefficient	.476*
		Sig. (2-tailed)	.747**
		N	.010
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.731**
		Sig. (2-tailed)	.545**
		N	.003

Correlations

		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	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.476 [*]	.545 ^{**}
		Sig. (2-tailed)	.010	.003
		N	28	28
	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)	Correlation Coefficient	.747 ^{**}	.731 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	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	Correlation Coefficient	1.000	.656 ^{**}
		Sig. (2-tailed)	.	<.001
		N	28	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.656 ^{**}	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28

Correlations

		Describe how cultural context influences perceptions of health and disease	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.204	.575**
		Sig. (2-tailed)	.297	.001
		N	28	28
	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)	Correlation Coefficient	.322	.551**
		Sig. (2-tailed)	.094	.002
		N	28	28
	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	Correlation Coefficient	.582**	.576**
		Sig. (2-tailed)	.001	.001
		N	28	28
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.331	.609**	
	Sig. (2-tailed)	.085	<.001	
	N	28	28	

Correlations

		Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Skills in policy analysis and policy development for immigrant access to healthcare services
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.327
		Sig. (2-tailed)	.090
		N	28
	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)	Correlation Coefficient	.517**
		Sig. (2-tailed)	.005
		N	28
	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	Correlation Coefficient	.525**
		Sig. (2-tailed)	.004
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.555**
		Sig. (2-tailed)	.002
		N	28

Correlations

		Skills to create opportunities to access federal 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	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.285	.258
		Sig. (2-tailed)	.150	.193
		N	27	27
	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)	Correlation Coefficient	.593**	.550**
		Sig. (2-tailed)	.001	.003
		N	27	27
	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	Correlation Coefficient	.594**	.564**
		Sig. (2-tailed)	.001	.002
		N	27	27
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.669**	.596**
		Sig. (2-tailed)	<.001	.001
		N	27	27

Correlations

		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 organizational/community/other decision-makers concerning health services for immigrants and newcomers	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.234	.255
		Sig. (2-tailed)	.231	.191
		N	28	28
	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)	Correlation Coefficient	.460 [*]	.468 [*]
		Sig. (2-tailed)	.014	.012
		N	28	28
	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	Correlation Coefficient	.508 ^{**}	.471 [*]
		Sig. (2-tailed)	.006	.011
		N	28	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.597 ^{**}	.537 ^{**}
		Sig. (2-tailed)	<.001	.003
		N	28	28

Correlations

		Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.276	.349
		Sig. (2-tailed)	.156	.069
		N	28	28
	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)	Correlation Coefficient	.342	.446*
		Sig. (2-tailed)	.075	.017
		N	28	28
	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	Correlation Coefficient	.422*	.416*
		Sig. (2-tailed)	.025	.028
		N	28	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.375*	.517**
		Sig. (2-tailed)	.049	.005
		N	28	28

Correlations

		Skills to build coalitions to work collectively on access to healthcare issues	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.374	.357
		Sig. (2-tailed)	.050	.063
		N	28	28
	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)	Correlation Coefficient	.512**	.379*
		Sig. (2-tailed)	.005	.047
		N	28	28
	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	Correlation Coefficient	.549**	.386*
		Sig. (2-tailed)	.002	.043
		N	28	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.641**	.582**
		Sig. (2-tailed)	<.001	.001
		N	28	28

Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.273
		Sig. (2-tailed)	.159
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.388 [*]
		N	28
	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	Correlation Coefficient	.251
		Sig. (2-tailed)	.198
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.273
		Sig. (2-tailed)	.572 ^{**}
		N	28

Correlations

		Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space	Apply leadership practices that support collaboration and team effectiveness	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.190	.179
		Sig. (2-tailed)	.332	.362
		N	28	28
	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)	Correlation Coefficient	.315	.234
		Sig. (2-tailed)	.102	.231
		N	28	28
	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	Correlation Coefficient	.557**	.483**
		Sig. (2-tailed)	.002	.009
		N	28	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.517**	.423*
		Sig. (2-tailed)	.005	.025
		N	28	28

Correlations

		Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.324	-.074
		Sig. (2-tailed)	.092	.719
		N	28	26
	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)	Correlation Coefficient	.451*	.336
		Sig. (2-tailed)	.016	.093
		N	28	26
	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	Correlation Coefficient	.441*	.357
		Sig. (2-tailed)	.019	.074
		N	28	26
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.337	.331
		Sig. (2-tailed)	.080	.098
		N	28	26

Correlations

			Plan, implement, and evaluate an access to healthcare program
	number of spoken languages of LIP staff at home or at the LIP, other than English	Correlation Coefficient	.191
		Sig. (2-tailed)	.360
		N	25
	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)	Correlation Coefficient	.438*
		Sig. (2-tailed)	.029
		N	25
	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	Correlation Coefficient	.493*
		Sig. (2-tailed)	.012
		N	25
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.547**
		Sig. (2-tailed)	.005
		N	25

Correlations

			Year when your LIP was founded	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.147	.333
		Sig. (2-tailed)	.456	.084
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.042	.507 ^{**}
		Sig. (2-tailed)	.832	.006
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.189	.458 [*]
		Sig. (2-tailed)	.335	.014
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.133	.512 ^{**}
		Sig. (2-tailed)	.499	.005
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.082	.449 [*]
		Sig. (2-tailed)	.685	.019
		N	27	27

Correlations

			How many FTEs (full time equivalents) are on staff with your LIP?	How many PTEs (part time equivalents) are on staff with your LIP?
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.165	.030
		Sig. (2-tailed)	.403	.881
		N	28	27
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.031	.448 [*]
		Sig. (2-tailed)	.877	.019
		N	28	27
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.000	.382 [*]
		Sig. (2-tailed)	.999	.049
		N	28	27
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.080	.242
		Sig. (2-tailed)	.685	.224
		N	28	27
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.054	.293
		Sig. (2-tailed)	.789	.146
		N	27	26

Correlations

			number of spoken languages of LIP staff at home or at the LIP, other than English	Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.204	.322
		Sig. (2-tailed)	.297	.094
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.575 **	.551 **
		Sig. (2-tailed)	.001	.002
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.327	.517 **
		Sig. (2-tailed)	.090	.005
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.097	.404 *
		Sig. (2-tailed)	.624	.033
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.285	.593 **
		Sig. (2-tailed)	.150	.001
		N	27	27

Correlations

			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	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.582**	.331
		Sig. (2-tailed)	.001	.085
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.576**	.609**
		Sig. (2-tailed)	.001	<.001
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.525**	.555**
		Sig. (2-tailed)	.004	.002
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.500**	.529**
		Sig. (2-tailed)	.007	.004
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.594**	.669**
		Sig. (2-tailed)	.001	<.001
		N	27	27

Correlations

			Describe how cultural context influences perceptions of health and disease	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	1.000	.495**
		Sig. (2-tailed)	.	.007
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.495**	1.000
		Sig. (2-tailed)	.007	.
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.370	.693**
		Sig. (2-tailed)	.052	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.317	.524**
		Sig. (2-tailed)	.100	.004
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.406*	.511**
		Sig. (2-tailed)	.035	.006
		N	27	27

Correlations

			Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Skills in policy analysis and policy development for immigrant access to healthcare services
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.370	.317
		Sig. (2-tailed)	.052	.100
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.693 **	.524 **
		Sig. (2-tailed)	<.001	.004
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	1.000	.709 **
		Sig. (2-tailed)	.	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.709 **	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.774 **	.731 **
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Skills to create opportunities to access federal 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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.406*	.439*
		Sig. (2-tailed)	.035	.022
		N	27	27
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.511**	.441*
		Sig. (2-tailed)	.006	.021
		N	27	27
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.774**	.663**
		Sig. (2-tailed)	<.001	<.001
		N	27	27
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.731**	.625**
		Sig. (2-tailed)	<.001	<.001
		N	27	27
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	1.000	.931**
		Sig. (2-tailed)	.	<.001
		N	27	27

Correlations

			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 organizational/community/other decision-makers concerning health services for immigrants and newcomers
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.406 [*]	.222
		Sig. (2-tailed)	.032	.257
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.542 ^{**}	.441 [*]
		Sig. (2-tailed)	.003	.019
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.761 ^{**}	.698 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.593 ^{**}	.690 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.718 ^{**}	.725 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.519**	.426*
		Sig. (2-tailed)	.005	.024
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.316	.492**
		Sig. (2-tailed)	.101	.008
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.446*	.721**
		Sig. (2-tailed)	.017	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.430*	.620**
		Sig. (2-tailed)	.023	<.001
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.746**	.676**
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Skills to build coalitions to work collectively on access to healthcare issues	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.378 [*]	.241
		Sig. (2-tailed)	.047	.217
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.444 [*]	.553 ^{**}
		Sig. (2-tailed)	.018	.002
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.612 ^{**}	.804 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.526 ^{**}	.436 [*]
		Sig. (2-tailed)	.004	.020
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.649 ^{**}	.665 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.433 [*]	.430 [*]
		Sig. (2-tailed)	.021	.022
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.439 [*]	.398 [*]
		Sig. (2-tailed)	.019	.036
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.476 [*]	.425 [*]
		Sig. (2-tailed)	.011	.024
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.436 [*]	.508 ^{**}
		Sig. (2-tailed)	.020	.006
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.503 ^{**}	.386 [*]
		Sig. (2-tailed)	.007	.047
		N	27	27

Correlations

			Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili- ties and expertise represented by other groups that work in the healthcare space	Apply leadership practices that support collaboration and team effectiveness
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.516**	.546**
		Sig. (2-tailed)	.005	.003
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.557**	.554**
		Sig. (2-tailed)	.002	.002
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.620**	.725**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.438*	.518**
		Sig. (2-tailed)	.020	.005
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.442*	.486*
		Sig. (2-tailed)	.021	.010
		N	27	27

Correlations

			Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.490 ^{**}	.389 [*]
		Sig. (2-tailed)	.008	.049
		N	28	26
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.595 ^{**}	.126
		Sig. (2-tailed)	<.001	.539
		N	28	26
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.759 ^{**}	.202
		Sig. (2-tailed)	<.001	.323
		N	28	26
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.553 ^{**}	.178
		Sig. (2-tailed)	.002	.385
		N	28	26
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.652 ^{**}	.532 ^{**}
		Sig. (2-tailed)	<.001	.006
		N	27	25

Correlations

			Plan, implement, and evaluate an access to healthcare program
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.419 [*]
		Sig. (2-tailed)	.037
		N	25
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.501 [*]
		Sig. (2-tailed)	.011
		N	25
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.463 [*]
		Sig. (2-tailed)	.020
		N	25
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.348
		Sig. (2-tailed)	.089
		N	25
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.614 ^{**}
		Sig. (2-tailed)	.001
		N	24

Correlations

		Year when your LIP was founded	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.061	.533**
	Sig. (2-tailed)	.763	.004
	N	27	27
	Correlation Coefficient	-.181	.581**
	Sig. (2-tailed)	.356	.001
	N	28	28
	Correlation Coefficient	-.432*	.462*
	Sig. (2-tailed)	.022	.013
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.030	.206
	Sig. (2-tailed)	.878	.292
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	-.212	.330
	Sig. (2-tailed)	.278	.087
	N	28	28

Correlations

		How many FTEs (full time equivalents) are on staff with your LIP?	How many PTEs (part time equivalents) are on staff with your LIP?	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.127	.292
		Sig. (2-tailed)	.526	.147
		N	27	26
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.214	.198
		Sig. (2-tailed)	.275	.323
		N	28	27
	Skills to create opportunities to access organizational/community/ot her decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.086	.360
		Sig. (2-tailed)	.663	.065
		N	28	27
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.126	.141
		Sig. (2-tailed)	.523	.481
		N	28	27
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.153	.275
		Sig. (2-tailed)	.438	.165
		N	28	27

Correlations

		number of spoken languages of LIP staff at home or at the LIP, other than English	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)
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.258	.550**
	Sig. (2-tailed)	.193	.003
	N	27	27
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.234	.460*
	Sig. (2-tailed)	.231	.014
	N	28	28
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.255	.468*
	Sig. (2-tailed)	.191	.012
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.276	.342
	Sig. (2-tailed)	.156	.075
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.349	.446*
	Sig. (2-tailed)	.069	.017
	N	28	28

Correlations

			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	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.564**	.596**
		Sig. (2-tailed)	.002	.001
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.508**	.597**
		Sig. (2-tailed)	.006	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/ot her decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.471*	.537**
		Sig. (2-tailed)	.011	.003
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.422*	.375*
		Sig. (2-tailed)	.025	.049
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.416*	.517**
		Sig. (2-tailed)	.028	.005
		N	28	28

Correlations

		Describe how cultural context influences perceptions of health and disease	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.439*	.441*
	Sig. (2-tailed)	.022	.021
	N	27	27
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.406*	.542**
	Sig. (2-tailed)	.032	.003
	N	28	28
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.222	.441*
	Sig. (2-tailed)	.257	.019
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.519**	.316
	Sig. (2-tailed)	.005	.101
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.426*	.492**
	Sig. (2-tailed)	.024	.008
	N	28	28

Correlations

		Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	Skills in policy analysis and policy development for immigrant access to healthcare services
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.663**	.625**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
	Correlation Coefficient	.761**	.593**
	Sig. (2-tailed)	<.001	<.001
	N	28	28
	Correlation Coefficient	.698**	.690**
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.446*	.430*
	Sig. (2-tailed)	.017	.023
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.721**	.620**
	Sig. (2-tailed)	<.001	<.001
	N	28	28

Correlations

		Skills to create opportunities to access federal 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
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.931**	1.000
	Sig. (2-tailed)	<.001	.
	N	27	27
	Correlation Coefficient	.718**	.775**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
	Correlation Coefficient	.725**	.673**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.746**	.753**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.676**	.567**
	Sig. (2-tailed)	<.001	.002
	N	27	27

Correlations

			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 organizational/c community/other decision-makers concerning health services for immigrants and newcomers
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.775**	.673**
		Sig. (2-tailed)	<.001	<.001
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	1.000	.671**
		Sig. (2-tailed)	.	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/ot her decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.671**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.515**	.454*
		Sig. (2-tailed)	.005	.015
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.611**	.682**
		Sig. (2-tailed)	<.001	<.001
		N	28	28

Correlations

		Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.753**	.567**
	Sig. (2-tailed)	<.001	.002
	N	27	27
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.515**	.611**
	Sig. (2-tailed)	.005	<.001
	N	28	28
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.454*	.682**
	Sig. (2-tailed)	.015	<.001
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	1.000	.710**
	Sig. (2-tailed)	.	<.001
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.710**	1.000
	Sig. (2-tailed)	<.001	.
	N	28	28

Correlations

		Skills to build coalitions to work collectively on access to healthcare issues	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.597**
		Sig. (2-tailed)	.001
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.678**
		Sig. (2-tailed)	<.001
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.665**
		Sig. (2-tailed)	<.001
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.616**
		Sig. (2-tailed)	<.001
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.837**
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.607**
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.411*
		Sig. (2-tailed)	.030
		N	28

Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.400 [*]
		Sig. (2-tailed)	.039
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.356
		Sig. (2-tailed)	.063
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.414 [*]
		Sig. (2-tailed)	.029
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.696 ^{**}
		Sig. (2-tailed)	<.001
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.764 ^{**}
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.378 [*]
		Sig. (2-tailed)	.047
		N	28
		Correlation Coefficient	.566 ^{**}
		Sig. (2-tailed)	.002
		N	28

Correlations

		Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space	Apply leadership practices that support collaboration and team effectiveness	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.411*	.377
		Sig. (2-tailed)	.033	.053
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.675**	.574**
		Sig. (2-tailed)	<.001	.001
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.336	.575**
		Sig. (2-tailed)	.080	.001
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.318	.308
		Sig. (2-tailed)	.099	.111
		N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.519**	.604**	
	Sig. (2-tailed)	.005	<.001	
	N	28	28	

Correlations

		Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.571**
		Sig. (2-tailed)	.002
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.568**
		Sig. (2-tailed)	.002
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.622**
		Sig. (2-tailed)	<.001
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.533**
		Sig. (2-tailed)	.004
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.645**
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.591**
		Sig. (2-tailed)	.001
		N	26

Correlations

			Plan, implement, and evaluate an access to healthcare program
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.488 [*]
		Sig. (2-tailed)	.016
		N	24
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.395
		Sig. (2-tailed)	.050
		N	25
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.269
		Sig. (2-tailed)	.194
		N	25
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.500 [*]
		Sig. (2-tailed)	.011
		N	25
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.423 [*]
		Sig. (2-tailed)	.035
		N	25

Correlations

			Year when your LIP was founded	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	-.164	.330
		Sig. (2-tailed)	.403	.086
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.213	.268
		Sig. (2-tailed)	.276	.168
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	-.100	.249
		Sig. (2-tailed)	.614	.201
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	-.156	.483 **
		Sig. (2-tailed)	.426	.009
		N	28	28

Correlations

			How many FTEs (full time equivalents) are on staff with your LIP?	How many PTEs (part time equivalents) are on staff with your LIP?
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.084	.274
		Sig. (2-tailed)	.671	.166
		N	28	27
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.142	.320
		Sig. (2-tailed)	.472	.104
		N	28	27
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.050	.148
		Sig. (2-tailed)	.801	.461
		N	28	27
	Skills for knowledge brokering	Correlation Coefficient	.357	-.030
		Sig. (2-tailed)	.063	.881
		N	28	27

Correlations

		number of spoken languages of LIP staff at home or at the LIP, other than English	Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.374	.512**
		Sig. (2-tailed)	.050	.005
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.357	.379*
		Sig. (2-tailed)	.063	.047
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.273	.230
		Sig. (2-tailed)	.159	.238
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.274	.388*
		Sig. (2-tailed)	.158	.041
		N	28	28

Correlations

			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	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.549**	.641**
		Sig. (2-tailed)	.002	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.386*	.582**
		Sig. (2-tailed)	.043	.001
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.251	.273
		Sig. (2-tailed)	.198	.159
		N	28	28
Skills for knowledge brokering	Correlation Coefficient	.303	.572**	
	Sig. (2-tailed)	.117	.001	
	N	28	28	

Correlations

			Describe how cultural context influences perceptions of health and disease	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.378 [*]	.444 [*]
		Sig. (2-tailed)	.047	.018
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.241	.553 ^{**}
		Sig. (2-tailed)	.217	.002
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.433 [*]	.439 [*]
		Sig. (2-tailed)	.021	.019
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.430 [*]	.398 [*]
		Sig. (2-tailed)	.022	.036
		N	28	28

Correlations

		Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Skills in policy analysis and policy development for immigrant access to healthcare services
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.612 ^{**}
		Sig. (2-tailed)	<.001
		N	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.804 ^{**}
		Sig. (2-tailed)	<.001
		N	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.476 [*]
		Sig. (2-tailed)	.011
		N	28
	Skills for knowledge brokering	Correlation Coefficient	.425 [*]
		Sig. (2-tailed)	.024
		N	28

Correlations

			Skills to create opportunities to access federal 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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.649**	.597**
		Sig. (2-tailed)	<.001	.001
		N	27	27
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.665**	.537**
		Sig. (2-tailed)	<.001	.004
		N	27	27
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.503**	.400*
		Sig. (2-tailed)	.007	.039
		N	27	27
	Skills for knowledge brokering	Correlation Coefficient	.386*	.292
		Sig. (2-tailed)	.047	.140
		N	27	27

Correlations

			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 organizational/community/other decision-makers concerning health services for immigrants and newcomers
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.678**	.665**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.697**	.607**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.356	.414*
		Sig. (2-tailed)	.063	.029
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.465*	.364
		Sig. (2-tailed)	.013	.057
		N	28	28

Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.616**	.837**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.411*	.658**
		Sig. (2-tailed)	.030	<.001
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.696**	.764**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.378*	.566**
		Sig. (2-tailed)	.047	.002
		N	28	28

Correlations

			Skills to build coalitions to work collectively on access to healthcare issues	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	1.000	.744**
		Sig. (2-tailed)	.	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.744**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.533**	.432*
		Sig. (2-tailed)	.004	.022
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.493**	.356
		Sig. (2-tailed)	.008	.063
		N	28	28

Correlations

			Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.533**	.493**
		Sig. (2-tailed)	.004	.008
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.432*	.356
		Sig. (2-tailed)	.022	.063
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	1.000	.514**
		Sig. (2-tailed)	.	.005
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.514**	1.000
		Sig. (2-tailed)	.005	.
		N	28	28

Correlations

			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	Apply leadership practices that support collaboration and team effectiveness
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.641**	.429*
		Sig. (2-tailed)	<.001	.023
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.644**	.555**
		Sig. (2-tailed)	<.001	.002
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.378*	.522**
		Sig. (2-tailed)	.047	.004
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.467*	.516**
		Sig. (2-tailed)	.012	.005
		N	28	28

Correlations

			Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.534**	.294
		Sig. (2-tailed)	.003	.145
		N	28	26
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.590**	.120
		Sig. (2-tailed)	<.001	.560
		N	28	26
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.553**	.266
		Sig. (2-tailed)	.002	.190
		N	28	26
	Skills for knowledge brokering	Correlation Coefficient	.430*	.323
		Sig. (2-tailed)	.022	.108
		N	28	26

Correlations

			Plan, implement, and evaluate an access to healthcare program
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.531**
		Sig. (2-tailed)	.006
		N	25
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.530**
		Sig. (2-tailed)	.006
		N	25
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.337
		Sig. (2-tailed)	.099
		N	25
	Skills for knowledge brokering	Correlation Coefficient	.425*
		Sig. (2-tailed)	.034
		N	25

Correlations

		Year when your LIP was founded	Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".
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	Correlation Coefficient	-.128	.473*
	Sig. (2-tailed)	.516	.011
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.228	.405*
	Sig. (2-tailed)	.244	.032
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.057	.203
	Sig. (2-tailed)	.773	.301
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.061	.161
	Sig. (2-tailed)	.769	.433
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.203	.142
	Sig. (2-tailed)	.329	.497
	N	25	25

Correlations

		How many FTEs (full time equivalents) are on staff with your LIP?	How many PTEs (part time equivalents) are on staff with your LIP?
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	Correlation Coefficient	.040	.170
	Sig. (2-tailed)	.838	.396
	N	28	27
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.201	.245
	Sig. (2-tailed)	.306	.219
	N	28	27
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.137	.060
	Sig. (2-tailed)	.487	.766
	N	28	27
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.054	.074
	Sig. (2-tailed)	.792	.726
	N	26	25
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.072	.104
	Sig. (2-tailed)	.731	.627
	N	25	24

Correlations

		number of spoken languages of LIP staff at home or at the LIP, other than English	Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)
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	Correlation Coefficient	.190	.315
	Sig. (2-tailed)	.332	.102
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.179	.234
	Sig. (2-tailed)	.362	.231
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.324	.451*
	Sig. (2-tailed)	.092	.016
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.074	.336
	Sig. (2-tailed)	.719	.093
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.191	.438*
	Sig. (2-tailed)	.360	.029
	N	25	25

Correlations

		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	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem
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	Correlation Coefficient	.557**	.517**
	Sig. (2-tailed)	.002	.005
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.483**	.423*
	Sig. (2-tailed)	.009	.025
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.441*	.337
	Sig. (2-tailed)	.019	.080
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.357	.331
	Sig. (2-tailed)	.074	.098
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.493*	.547**
	Sig. (2-tailed)	.012	.005
	N	25	25

Correlations

		Describe how cultural context influences perceptions of health and disease	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants
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	Correlation Coefficient	.516 ^{**}	.557 ^{**}
	Sig. (2-tailed)	.005	.002
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.546 ^{**}	.554 ^{**}
	Sig. (2-tailed)	.003	.002
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.490 ^{**}	.595 ^{**}
	Sig. (2-tailed)	.008	<.001
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.389 [*]	.126
	Sig. (2-tailed)	.049	.539
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.419 [*]	.501 [*]
	Sig. (2-tailed)	.037	.011
	N	25	25

Correlations

		Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	Skills in policy analysis and policy development for immigrant access to healthcare services
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	Correlation Coefficient	.620 ^{**}	.438 [*]
	Sig. (2-tailed)	<.001	.020
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.725 ^{**}	.518 ^{**}
	Sig. (2-tailed)	<.001	.005
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.759 ^{**}	.553 ^{**}
	Sig. (2-tailed)	<.001	.002
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.202	.178
	Sig. (2-tailed)	.323	.385
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.463 [*]	.348
	Sig. (2-tailed)	.020	.089
	N	25	25

Correlations

		Skills to create opportunities to access federal 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
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	Correlation Coefficient	.442 [*]	.411 [*]
	Sig. (2-tailed)	.021	.033
	N	27	27
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.486 [*]	.377
	Sig. (2-tailed)	.010	.053
	N	27	27
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.652 ^{**}	.571 ^{**}
	Sig. (2-tailed)	<.001	.002
	N	27	27
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.532 ^{**}	.581 ^{**}
	Sig. (2-tailed)	.006	.002
	N	25	25
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.614 ^{**}	.488 [*]
	Sig. (2-tailed)	.001	.016
	N	24	24

Correlations

		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 organizational/community/other decision-makers concerning health services for immigrants and newcomers
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	Correlation Coefficient	.675 **	.336
	Sig. (2-tailed)	<.001	.080
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.574 **	.575 **
	Sig. (2-tailed)	.001	.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.568 **	.622 **
	Sig. (2-tailed)	.002	<.001
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.323	.077
	Sig. (2-tailed)	.108	.710
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.395	.269
	Sig. (2-tailed)	.050	.194
	N	25	25

Correlations

		Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
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	Correlation Coefficient	.318	.519**
	Sig. (2-tailed)	.099	.005
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.308	.604**
	Sig. (2-tailed)	.111	<.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.533**	.645**
	Sig. (2-tailed)	.004	<.001
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.591**	.279
	Sig. (2-tailed)	.001	.168
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.500*	.423*
	Sig. (2-tailed)	.011	.035
	N	25	25

Correlations

		Skills to build coalitions to work collectively on access to healthcare issues	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health
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	Correlation Coefficient	.641**	.644**
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.429*	.555**
	Sig. (2-tailed)	.023	.002
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.534**	.590**
	Sig. (2-tailed)	.003	<.001
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.294	.120
	Sig. (2-tailed)	.145	.560
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.531**	.530**
	Sig. (2-tailed)	.006	.006
	N	25	25

Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
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	Correlation Coefficient	.378 [*]	.467 [*]
	Sig. (2-tailed)	.047	.012
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.522 ^{**}	.516 ^{**}
	Sig. (2-tailed)	.004	.005
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.553 ^{**}	.430 [*]
	Sig. (2-tailed)	.002	.022
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.266	.323
	Sig. (2-tailed)	.190	.108
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.337	.425 [*]
	Sig. (2-tailed)	.099	.034
	N	25	25

Correlations

		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	Apply leadership practices that support collaboration and team effectiveness
	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	Correlation Coefficient	1.000
		Sig. (2-tailed)	.580**
		N	.001
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.580**
		Sig. (2-tailed)	1.000
		N	.001
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.397*
		Sig. (2-tailed)	.636**
		N	<.001
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.287
		Sig. (2-tailed)	.155
		N	.450
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.26
		Sig. (2-tailed)	.305
		N	.139
		Correlation Coefficient	.518**
		Sig. (2-tailed)	.008
		N	.25

Correlations

		Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task
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	Correlation Coefficient	.397 [*]	.287
	Sig. (2-tailed)	.037	.155
	N	28	26
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.636 ^{**}	.155
	Sig. (2-tailed)	<.001	.450
	N	28	26
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	1.000	.208
	Sig. (2-tailed)	.	.307
	N	28	26
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.208	1.000
	Sig. (2-tailed)	.307	.
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.448 [*]	.549 ^{**}
	Sig. (2-tailed)	.025	.004
	N	25	25

Correlations

			Plan, implement, and evaluate an access to healthcare program
	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	Correlation Coefficient	.518**
		Sig. (2-tailed)	.008
		N	25
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.305
		Sig. (2-tailed)	.139
		N	25
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.448*
		Sig. (2-tailed)	.025
		N	25
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.549**
		Sig. (2-tailed)	.004
		N	25
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	25

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Year when your LIP was founded - Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year".	-.354	.064	-.649	.033
Year when your LIP was founded - How many FTEs (full time equivalents) are on staff with your LIP?	-.067	.734	-.439	.324
Year when your LIP was founded - How many PTEs (part time equivalents) are on staff with your LIP?	-.117	.560	-.485	.286
Year when your LIP was founded - number of spoken languages of LIP staff at home or at the LIP, other than English	-.170	.387	-.519	.228
Year when your LIP was founded - 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)	-.119	.545	-.480	.276

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Year when your LIP was founded - 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	-.100	.613	-.465	.294
Year when your LIP was founded - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.159	.419	-.511	.238
Year when your LIP was founded - Describe how cultural context influences perceptions of health and disease	.147	.456	-.250	.502
Year when your LIP was founded - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.042	.832	-.347	.418
Year when your LIP was founded - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.189	.335	-.533	.209

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Year when your LIP was founded - Skills in policy analysis and policy development for immigrant access to healthcare services	-.133	.499	-.491	.263
Year when your LIP was founded - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.082	.685	-.457	.318
Year when your LIP was founded - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.061	.763	-.441	.337
Year when your LIP was founded - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.181	.356	-.528	.217
Year when your LIP was founded - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.432	.022	-.699	-.059
Year when your LIP was founded - Develop approaches to gain access to immigrant communities served	.030	.878	-.357	.409

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Year when your LIP was founded - Demonstrate diplomacy and build trust with community partners working in the health sector	-.212	.278	-.551	.186
Year when your LIP was founded - Skills to build coalitions to work collectively on access to healthcare issues	-.164	.403	-.515	.233
Year when your LIP was founded - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.213	.276	-.551	.185
Year when your LIP was founded - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.100	.614	-.465	.295
Year when your LIP was founded - Skills for knowledge brokering	-.156	.426	-.509	.241
Year when your LIP was founded - 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	-.128	.516	-.487	.268

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Year when your LIP was founded - Apply leadership practices that support collaboration and team effectiveness	-.228	.244	-.562	.170
Year when your LIP was founded - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.057	.773	-.431	.333
Year when your LIP was founded - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.061	.769	-.345	.447
Year when your LIP was founded - Plan, implement, and evaluate an access to healthcare program	.203	.329	-.220	.563
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - How many FTEs (full time equivalents) are on staff with your LIP?	.411	.030	.033	.686

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - How many PTEs (part time equivalents) are on staff with your LIP?	.360	.065	-.034	.658
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - number of spoken languages of LIP staff at home or at the LIP, other than English	.434	.021	.062	.701

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - 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)	.449	.016	.080	.710
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - 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	.438	.020	.066	.703

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.599	<.001	.280	.799
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Describe how cultural context influences perceptions of health and disease	.333	.084	-.058	.635
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.507	.006	.154	.745

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.458	.014	.091	.715
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills in policy analysis and policy development for immigrant access to healthcare services	.512	.005	.160	.748

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.449	.019	.071	.714
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.533	.004	.180	.764

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.581	.001	.254	.788
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.462	.013	.096	.718
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Develop approaches to gain access to immigrant communities served	.206	.292	-.192	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Demonstrate diplomacy and build trust with community partners working in the health sector	.330	.087	-.061	.633
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills to build coalitions to work collectively on access to healthcare issues	.330	.086	-.060	.633
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.268	.168	-.128	.591

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.249	.201	-.148	.577
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Skills for knowledge brokering	.483	.009	.122	.731
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - 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	.473	.011	.110	.725

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Apply leadership practices that support collaboration and team effectiveness	.405	.032	.026	.682
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.203	.301	-.196	.543
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.161	.433	-.253	.525

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Number of years the LIP has been supporting access to primary healthcare services Note: If none, insert "0". If less than 1 year, insert "less than 1 year". - Plan, implement, and evaluate an access to healthcare program	.142	.497	-.279	.518
How many FTEs (full time equivalents) are on staff with your LIP? - How many PTEs (part time equivalents) are on staff with your LIP?	-.409	.034	-.689	-.023
How many FTEs (full time equivalents) are on staff with your LIP? - number of spoken languages of LIP staff at home or at the LIP, other than English	.398	.036	.018	.678
How many FTEs (full time equivalents) are on staff with your LIP? - 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)	.211	.281	-.187	.550

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
How many FTEs (full time equivalents) are on staff with your LIP? - 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	.193	.325	-.205	.537
How many FTEs (full time equivalents) are on staff with your LIP? - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.163	.408	-.235	.514
How many FTEs (full time equivalents) are on staff with your LIP? - Describe how cultural context influences perceptions of health and disease	.165	.403	-.233	.515
How many FTEs (full time equivalents) are on staff with your LIP? - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.031	.877	-.357	.409

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
How many FTEs (full time equivalents) are on staff with your LIP? - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.000	.999	-.383	.383
How many FTEs (full time equivalents) are on staff with your LIP? - Skills in policy analysis and policy development for immigrant access to healthcare services	.080	.685	-.312	.449
How many FTEs (full time equivalents) are on staff with your LIP? - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.054	.789	-.343	.435
How many FTEs (full time equivalents) are on staff with your LIP? - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.127	.526	-.276	.493

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
How many FTEs (full time equivalents) are on staff with your LIP? - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.214	.275	-.184	.552
How many FTEs (full time equivalents) are on staff with your LIP? - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.086	.663	-.307	.454
How many FTEs (full time equivalents) are on staff with your LIP? - Develop approaches to gain access to immigrant communities served	.126	.523	-.270	.486
How many FTEs (full time equivalents) are on staff with your LIP? - Demonstrate diplomacy and build trust with community partners working in the health sector	.153	.438	-.245	.506

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
How many FTEs (full time equivalents) are on staff with your LIP? - Skills to build coalitions to work collectively on access to healthcare issues	.084	.671	-.309	.453
How many FTEs (full time equivalents) are on staff with your LIP? - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.142	.472	-.498	.255
How many FTEs (full time equivalents) are on staff with your LIP? - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.050	.801	-.340	.425
How many FTEs (full time equivalents) are on staff with your LIP? - Skills for knowledge brokering	.357	.063	-.031	.651
How many FTEs (full time equivalents) are on staff with your LIP? - 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	.040	.838	-.348	.417

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
How many FTEs (full time equivalents) are on staff with your LIP? - Apply leadership practices that support collaboration and team effectiveness	.201	.306	-.198	.542
How many FTEs (full time equivalents) are on staff with your LIP? - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.137	.487	-.260	.494
How many FTEs (full time equivalents) are on staff with your LIP? - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.054	.792	-.442	.351
How many FTEs (full time equivalents) are on staff with your LIP? - Plan, implement, and evaluate an access to healthcare program	-.072	.731	-.464	.343
How many PTEs (part time equivalents) are on staff with your LIP? - number of spoken languages of LIP staff at home or at the LIP, other than English	.286	.148	-.117	.608

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
How many PTEs (part time equivalents) are on staff with your LIP? - 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)	.196	.328	-.210	.544
How many PTEs (part time equivalents) are on staff with your LIP? - 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	.238	.232	-.168	.575
How many PTEs (part time equivalents) are on staff with your LIP? - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.378	.052	-.014	.670
How many PTEs (part time equivalents) are on staff with your LIP? - Describe how cultural context influences perceptions of health and disease	.030	.881	-.364	.415

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
How many PTEs (part time equivalents) are on staff with your LIP? - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.448	.019	.070	.713
How many PTEs (part time equivalents) are on staff with your LIP? - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.382	.049	-.009	.672
How many PTEs (part time equivalents) are on staff with your LIP? - Skills in policy analysis and policy development for immigrant access to healthcare services	.242	.224	-.163	.578
How many PTEs (part time equivalents) are on staff with your LIP? - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.293	.146	-.118	.619

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
How many PTEs (part time equivalents) are on staff with your LIP? - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.292	.147	-.119	.618
How many PTEs (part time equivalents) are on staff with your LIP? - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.198	.323	-.208	.546
How many PTEs (part time equivalents) are on staff with your LIP? - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.360	.065	-.035	.658
How many PTEs (part time equivalents) are on staff with your LIP? - Develop approaches to gain access to immigrant communities served	.141	.481	-.263	.504
How many PTEs (part time equivalents) are on staff with your LIP? - Demonstrate diplomacy and build trust with community partners working in the health sector	.275	.165	-.129	.601

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
How many PTEs (part time equivalents) are on staff with your LIP? - Skills to build coalitions to work collectively on access to healthcare issues	.274	.166	-.130	.600
How many PTEs (part time equivalents) are on staff with your LIP? - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.320	.104	-.080	.631
How many PTEs (part time equivalents) are on staff with your LIP? - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.148	.461	-.257	.509
How many PTEs (part time equivalents) are on staff with your LIP? - Skills for knowledge brokering	-.030	.881	-.415	.364
How many PTEs (part time equivalents) are on staff with your LIP? - 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	.170	.396	-.236	.525

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
How many PTEs (part time equivalents) are on staff with your LIP? - Apply leadership practices that support collaboration and team effectiveness	.245	.219	-.161	.579
How many PTEs (part time equivalents) are on staff with your LIP? - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.060	.766	-.338	.440
How many PTEs (part time equivalents) are on staff with your LIP? - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.074	.726	-.342	.465
How many PTEs (part time equivalents) are on staff with your LIP? - Plan, implement, and evaluate an access to healthcare program	.104	.627	-.324	.497

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - 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)	.607	<.001	.291	.803
number of spoken languages of LIP staff at home or at the LIP, other than English - 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	.476	.010	.114	.727
number of spoken languages of LIP staff at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.545	.003	.204	.768

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.204	.297	-.194	.545
number of spoken languages of LIP staff at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.575	.001	.246	.785
number of spoken languages of LIP staff at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.327	.090	-.064	.631
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.097	.624	-.297	.463

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.285	.150	-.119	.607
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.258	.193	-.146	.589
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.234	.231	-.164	.566

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.255	.191	-.142	.581
number of spoken languages of LIP staff at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.276	.156	-.120	.596
number of spoken languages of LIP staff at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.349	.069	-.039	.646
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.374	.050	-.011	.662

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.357	.063	-.031	.651
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.273	.159	-.122	.594
number of spoken languages of LIP staff at home or at the LIP, other than English - Skills for knowledge brokering	.274	.158	-.122	.595
number of spoken languages of LIP staff at home or at the LIP, other than English - 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	.190	.332	-.208	.534

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.179	.362	-.219	.526
number of spoken languages of LIP staff at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.324	.092	-.067	.629
number of spoken languages of LIP staff at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.074	.719	-.458	.333

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
number of spoken languages of LIP staff at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.191	.360	-.233	.554
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) - 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	.747	<.001	.510	.879

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.731	<.001	.483	.870
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) - Describe how cultural context influences perceptions of health and disease	.322	.094	-.069	.628

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.551	.002	.213	.771
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) - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.517	.005	.167	.751

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills in policy analysis and policy development for immigrant access to healthcare services	.404	.033	.025	.682
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) - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.593	.001	.265	.799

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.550	.003	.203	.774
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) - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.460	.014	.094	.717

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.468	.012	.103	.722
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) - Develop approaches to gain access to immigrant communities served	.342	.075	-.047	.641
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) - Demonstrate diplomacy and build trust with community partners working in the health sector	.446	.017	.076	.708

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills to build coalitions to work collectively on access to healthcare issues	.512	.005	.161	.748
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) - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.379	.047	-.004	.666

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.230	.238	-.167	.564
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) - Skills for knowledge brokering	.388	.041	.006	.672

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - 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	.315	.102	-.077	.623
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) - Apply leadership practices that support collaboration and team effectiveness	.234	.231	-.164	.566

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.451	.016	.082	.711
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) - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.336	.093	-.071	.647

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Plan, implement, and evaluate an access to healthcare program	.438	.029	.039	.716
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 - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.656	<.001	.365	.830

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Describe how cultural context influences perceptions of health and disease	.582	.001	.256	.789
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 - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.576	.001	.248	.786

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.525	.004	.177	.756

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Skills in policy analysis and policy development for immigrant access to healthcare services	.500	.007	.144	.741
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 - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.594	.001	.265	.799

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
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 - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.564	.002	.222	.782

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
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 - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.508	.006	.155	.746

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.471	.011	.107	.724
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 - Develop approaches to gain access to immigrant communities served	.422	.025	.047	.693

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Demonstrate diplomacy and build trust with community partners working in the health sector	.416	.028	.039	.689
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 - Skills to build coalitions to work collectively on access to healthcare issues	.549	.002	.210	.770

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.386	.043	.003	.670
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 - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.251	.198	-.146	.578

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Skills for knowledge brokering	.303	.117	-.091	.615
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 - 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	.557	.002	.221	.775

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Apply leadership practices that support collaboration and team effectiveness	.483	.009	.122	.731
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 - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.441	.019	.070	.705

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.357	.074	-.048	.661
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 - Plan, implement, and evaluate an access to healthcare program	.493	.012	.109	.749

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Describe how cultural context influences perceptions of health and disease	.331	.085	-.059	.634
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.609	<.001	.295	.805
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.555	.002	.218	.773

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills in policy analysis and policy development for immigrant access to healthcare services	.529	.004	.183	.758
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.669	<.001	.378	.840

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.596	.001	.269	.800
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.597	<.001	.277	.797
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.537	.003	.194	.763

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Develop approaches to gain access to immigrant communities served	.375	.049	-.009	.663
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Demonstrate diplomacy and build trust with community partners working in the health sector	.517	.005	.167	.751
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to build coalitions to work collectively on access to healthcare issues	.641	<.001	.343	.822

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.582	.001	.256	.789
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.273	.159	-.123	.594

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills for knowledge brokering	.572	.001	.242	.784
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - 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	.517	.005	.166	.751
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Apply leadership practices that support collaboration and team effectiveness	.423	.025	.048	.694

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.337	.080	-.053	.638
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.331	.098	-.076	.644
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Plan, implement, and evaluate an access to healthcare program	.547	.005	.182	.779

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.495	.007	.139	.738
Describe how cultural context influences perceptions of health and disease - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.370	.052	-.015	.660
Describe how cultural context influences perceptions of health and disease - Skills in policy analysis and policy development for immigrant access to healthcare services	.317	.100	-.075	.624
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.406	.035	.019	.687

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.439	.022	.059	.708
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.406	.032	.027	.683
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.222	.257	-.176	.557
Describe how cultural context influences perceptions of health and disease - Develop approaches to gain access to immigrant communities served	.519	.005	.170	.752

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Demonstrate diplomacy and build trust with community partners working in the health sector	.426	.024	.051	.695
Describe how cultural context influences perceptions of health and disease - Skills to build coalitions to work collectively on access to healthcare issues	.378	.047	-.005	.665
Describe how cultural context influences perceptions of health and disease - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.241	.217	-.157	.571
Describe how cultural context influences perceptions of health and disease - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.433	.021	.060	.700

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Skills for knowledge brokering	.430	.022	.056	.698
Describe how cultural context influences perceptions of health and disease - 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	.516	.005	.166	.751
Describe how cultural context influences perceptions of health and disease - Apply leadership practices that support collaboration and team effectiveness	.546	.003	.206	.768
Describe how cultural context influences perceptions of health and disease - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.490	.008	.132	.735

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.389	.049	-.010	.681
Describe how cultural context influences perceptions of health and disease - Plan, implement, and evaluate an access to healthcare program	.419	.037	.017	.705
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.693	<.001	.422	.850
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills in policy analysis and policy development for immigrant access to healthcare services	.524	.004	.176	.755

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.511	.006	.152	.752
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.441	.021	.062	.709
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.542	.003	.201	.766

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.441	.019	.070	.705
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Develop approaches to gain access to immigrant communities served	.316	.101	-.076	.624
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Demonstrate diplomacy and build trust with community partners working in the health sector	.492	.008	.134	.736
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to build coalitions to work collectively on access to healthcare issues	.444	.018	.073	.707

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.553	.002	.215	.772
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.439	.019	.067	.704
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills for knowledge brokering	.398	.036	.018	.678

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - 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	.557	.002	.222	.775
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Apply leadership practices that support collaboration and team effectiveness	.554	.002	.217	.773
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.595	<.001	.274	.796

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.126	.539	-.286	.499
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Plan, implement, and evaluate an access to healthcare program	.501	.011	.119	.753
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills in policy analysis and policy development for immigrant access to healthcare services	.709	<.001	.447	.859

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.774	<.001	.550	.894
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.663	<.001	.368	.837

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.761	<.001	.534	.886
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.698	<.001	.430	.853
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Develop approaches to gain access to immigrant communities served	.446	.017	.076	.708

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Demonstrate diplomacy and build trust with community partners working in the health sector	.721	<.001	.468	.865
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to build coalitions to work collectively on access to healthcare issues	.612	<.001	.299	.806
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.804	<.001	.608	.907

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.476	.011	.113	.726
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills for knowledge brokering	.425	.024	.050	.695
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - 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	.620	<.001	.311	.811

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Apply leadership practices that support collaboration and team effectiveness	.725	<.001	.474	.867
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.759	<.001	.530	.885
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.202	.323	-.213	.555

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Plan, implement, and evaluate an access to healthcare program	.463	.020	.070	.731
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.731	<.001	.477	.872
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.625	<.001	.311	.816

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.593	<.001	.272	.795
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.690	<.001	.417	.849
Skills in policy analysis and policy development for immigrant access to healthcare services - Develop approaches to gain access to immigrant communities served	.430	.023	.056	.698
Skills in policy analysis and policy development for immigrant access to healthcare services - Demonstrate diplomacy and build trust with community partners working in the health sector	.620	<.001	.311	.811

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to build coalitions to work collectively on access to healthcare issues	.526	.004	.179	.756
Skills in policy analysis and policy development for immigrant access to healthcare services - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.436	.020	.064	.702
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.436	.020	.063	.702
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills for knowledge brokering	.508	.006	.156	.746

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - 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	.438	.020	.067	.703
Skills in policy analysis and policy development for immigrant access to healthcare services - Apply leadership practices that support collaboration and team effectiveness	.518	.005	.168	.752
Skills in policy analysis and policy development for immigrant access to healthcare services - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.553	.002	.216	.772
Skills in policy analysis and policy development for immigrant access to healthcare services - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.178	.385	-.237	.537

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - Plan, implement, and evaluate an access to healthcare program	.348	.089	-.067	.660
Skills to create opportunities to access federal 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	.931	<.001	.849	.969
Skills to create opportunities to access federal 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	.718	<.001	.455	.866

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.725	<.001	.467	.869
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Develop approaches to gain access to immigrant communities served	.746	<.001	.502	.880
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Demonstrate diplomacy and build trust with community partners working in the health sector	.676	<.001	.389	.844

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills to build coalitions to work collectively on access to healthcare issues	.649	<.001	.347	.829
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.665	<.001	.371	.838
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills in communication (e. g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.503	.007	.141	.747

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills for knowledge brokering	.386	.047	-.004	.675
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - 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	.442	.021	.063	.710
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Apply leadership practices that support collaboration and team effectiveness	.486	.010	.119	.737

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.652	<.001	.352	.831
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.532	.006	.162	.771
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Plan, implement, and evaluate an access to healthcare program	.614	.001	.268	.819

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 municipal decision-makers concerning health services for immigrants and newcomers in the community	.775	<.001	.551	.894
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 organizational/community/other decision-makers concerning health services for immigrants and newcomers	.673	<.001	.383	.842
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Develop approaches to gain access to immigrant communities served	.753	<.001	.513	.883

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Demonstrate diplomacy and build trust with community partners working in the health sector	.567	.002	.227	.784
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills to build coalitions to work collectively on access to healthcare issues	.597	.001	.269	.800
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.537	.004	.186	.767

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.400	.039	.011	.683
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills for knowledge brokering	.292	.140	-.111	.612
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - 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	.411	.033	.024	.690

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Apply leadership practices that support collaboration and team effectiveness	.377	.053	-.016	.669
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.571	.002	.232	.786
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.581	.002	.230	.799

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Plan, implement, and evaluate an access to healthcare program	.488	.016	.093	.750
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 organizational/community/other decision-makers concerning health services for immigrants and newcomers	.671	<.001	.388	.839
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Develop approaches to gain access to immigrant communities served	.515	.005	.164	.750

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Demonstrate diplomacy and build trust with community partners working in the health sector	.611	<.001	.297	.805
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills to build coalitions to work collectively on access to healthcare issues	.678	<.001	.399	.842
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.697	<.001	.429	.853

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.356	.063	-.031	.651
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills for knowledge brokering	.465	.013	.100	.720
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - 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	.675	<.001	.393	.841

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Apply leadership practices that support collaboration and team effectiveness	.574	.001	.245	.785
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.568	.002	.236	.781
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.323	.108	-.086	.639

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Plan, implement, and evaluate an access to healthcare program	.395	.050	-.012	.690
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Develop approaches to gain access to immigrant communities served	.454	.015	.086	.713
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Demonstrate diplomacy and build trust with community partners working in the health sector	.682	<.001	.405	.844

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Skills to build coalitions to work collectively on access to healthcare issues	.665	<.001	.378	.835
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.607	<.001	.292	.803
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.414	.029	.036	.688

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Skills for knowledge brokering	.364	.057	-.022	.656
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - 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	.336	.080	-.053	.637
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Apply leadership practices that support collaboration and team effectiveness	.575	.001	.246	.785

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.622	<.001	.314	.812
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.077	.710	-.331	.460
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Plan, implement, and evaluate an access to healthcare program	.269	.194	-.153	.608

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Develop approaches to gain access to immigrant communities served - Demonstrate diplomacy and build trust with community partners working in the health sector	.710	<.001	.450	.860
Develop approaches to gain access to immigrant communities served - Skills to build coalitions to work collectively on access to healthcare issues	.616	<.001	.305	.808
Develop approaches to gain access to immigrant communities served - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.411	.030	.033	.686
Develop approaches to gain access to immigrant communities served - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.696	<.001	.427	.852

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Develop approaches to gain access to immigrant communities served - Skills for knowledge brokering	.378	.047	-.006	.665
Develop approaches to gain access to immigrant communities served - 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	.318	.099	-.074	.625
Develop approaches to gain access to immigrant communities served - Apply leadership practices that support collaboration and team effectiveness	.308	.111	-.085	.618
Develop approaches to gain access to immigrant communities served - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.533	.004	.188	.761
Develop approaches to gain access to immigrant communities served - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.591	.001	.252	.800

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Develop approaches to gain access to immigrant communities served - Plan, implement, and evaluate an access to healthcare program	.500	.011	.119	.753
Demonstrate diplomacy and build trust with community partners working in the health sector - Skills to build coalitions to work collectively on access to healthcare issues	.837	<.001	.668	.924
Demonstrate diplomacy and build trust with community partners working in the health sector - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.658	<.001	.368	.831
Demonstrate diplomacy and build trust with community partners working in the health sector - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.764	<.001	.538	.887

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Demonstrate diplomacy and build trust with community partners working in the health sector - Skills for knowledge brokering	.566	.002	.233	.780
Demonstrate diplomacy and build trust with community partners working in the health sector - 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	.519	.005	.169	.752
Demonstrate diplomacy and build trust with community partners working in the health sector - Apply leadership practices that support collaboration and team effectiveness	.604	<.001	.288	.802
Demonstrate diplomacy and build trust with community partners working in the health sector - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.645	<.001	.349	.825

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Demonstrate diplomacy and build trust with community partners working in the health sector - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.279	.168	-.134	.609
Demonstrate diplomacy and build trust with community partners working in the health sector - Plan, implement, and evaluate an access to healthcare program	.423	.035	.021	.707
Skills to build coalitions to work collectively on access to healthcare issues - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.744	<.001	.504	.877
Skills to build coalitions to work collectively on access to healthcare issues - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.533	.004	.188	.760

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to build coalitions to work collectively on access to healthcare issues - Skills for knowledge brokering	.493	.008	.136	.737
Skills to build coalitions to work collectively on access to healthcare issues - 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	.641	<.001	.342	.822
Skills to build coalitions to work collectively on access to healthcare issues - Apply leadership practices that support collaboration and team effectiveness	.429	.023	.055	.698
Skills to build coalitions to work collectively on access to healthcare issues - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.534	.003	.190	.761
Skills to build coalitions to work collectively on access to healthcare issues - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.294	.145	-.117	.619

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to build coalitions to work collectively on access to healthcare issues - Plan, implement, and evaluate an access to healthcare program	.531	.006	.159	.770
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.432	.022	.059	.700
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Skills for knowledge brokering	.356	.063	-.031	.650

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - 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	.644	<.001	.346	.824
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Apply leadership practices that support collaboration and team effectiveness	.555	.002	.218	.773

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.590	<.001	.267	.793
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.120	.560	-.292	.494
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Plan, implement, and evaluate an access to healthcare program	.530	.006	.159	.770

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Skills for knowledge brokering	.514	.005	.164	.750
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - 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	.378	.047	-.006	.665
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Apply leadership practices that support collaboration and team effectiveness	.522	.004	.174	.754

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.553	.002	.216	.773
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.266	.190	-.148	.600
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Plan, implement, and evaluate an access to healthcare program	.337	.099	-.079	.654

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills for knowledge brokering - 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	.467	.012	.102	.721
Skills for knowledge brokering - Apply leadership practices that support collaboration and team effectiveness	.516	.005	.166	.751
Skills for knowledge brokering - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.430	.022	.056	.698
Skills for knowledge brokering - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.323	.108	-.086	.639
Skills for knowledge brokering - Plan, implement, and evaluate an access to healthcare program	.425	.034	.024	.709

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Apply leadership practices that support collaboration and team effectiveness	.580	.001	.254	.788
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 - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.397	.037	.016	.677

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.287	.155	-.125	.615
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 - Plan, implement, and evaluate an access to healthcare program	.518	.008	.143	.763
Apply leadership practices that support collaboration and team effectiveness - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.636	<.001	.334	.819

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Apply leadership practices that support collaboration and team effectiveness - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.155	.450	-.259	.520
Apply leadership practices that support collaboration and team effectiveness - Plan, implement, and evaluate an access to healthcare program	.305	.139	-.115	.632
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.208	.307	-.206	.560
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being - Plan, implement, and evaluate an access to healthcare program	.448	.025	.051	.722
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task - Plan, implement, and evaluate an access to healthcare program	.549	.004	.185	.781

- a. Estimation is based on Fisher's r-to-z transformation.
- b. Estimation of standard error is based on the formula proposed by Fieller, Hartley, and Pearson.