

Reliability

Notes

| | | |
|------------------------|--------------------------------|---|
| Output Created | | 20-FEB-2023 11:02:19 |
| 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 |
| | Matrix Input | C: \Users\ayesh\OneDrive\Desktop\2023-02-18-Survey-analysis.sav |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |

Notes

Syntax

RELIABILITY

```

/VARIABLES=Q2_1_knowledge_issues_health_immigrants
Q2_2_understand_social_environment_impact_health

Q2_3_barriers_healthcare_low_resource
Q2_4_cultural_context_influences_perceptions

Q2_5_describe_ontario_health_system_effect
Q2_6_roles_relationships_entities_influencing
    Q2_7_skills_policy
Q2_8_skills_create_opportunities_federal

Q2_9_skills_create_opportunities_provincial
Q2_10_skills_create_opportunities_municipal

Q2_11_skills_create_opportunities_organizational
Q2_12_develop_approaches_access_communities

Q2_13_demonstrate_diplomacy_trust
Q2_14_skills_build_coalitions
Q2_15_cocreate_strategies

Q2_16_skills_communication
Q2_17_skills_knowledge_brokering
Q2_18_exhibit_interprofessional_values

Q2_19_apply_leadership_practice
Q2_20_implement_strategies_engage_populations

Q2_21_conduct_community_health_assessment
Q2_22_plan_implement_evaluate_program
    /SCALE('Competencies')
ALL
    /MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE CORR
/SUMMARY=TOTAL.

```

Notes

| | | |
|-----------|----------------|-------------|
| Resources | Processor Time | 00:00:00.02 |
| | Elapsed Time | 00:00:00.02 |

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

Warnings

The determinant of the covariance matrix is zero or approximately zero. Statistics based on its inverse matrix cannot be computed and they are displayed as system missing values.

Scale: Competencies

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 24 | 85.7 |
| | Excluded ^a | 4 | 14.3 |
| | Total | 28 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .957 | .960 | 22 |

Item Statistics

| | Mean | Std. Deviation | N |
|--|------|----------------|----|
| 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) | 2.08 | .776 | 24 |
| 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 | 2.50 | .659 | 24 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | 2.04 | .859 | 24 |
| Describe how cultural context influences perceptions of health and disease | 2.08 | .776 | 24 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | 1.75 | 1.032 | 24 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | 1.96 | 1.083 | 24 |

Item Statistics

| | Mean | Std. Deviation | N |
|---|------|----------------|----|
| Skills in policy analysis and policy development for immigrant access to healthcare services | 1.71 | 1.042 | 24 |
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | 1.54 | 1.021 | 24 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | 1.63 | 1.056 | 24 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | 2.29 | .806 | 24 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | 2.46 | .779 | 24 |
| Develop approaches to gain access to immigrant communities served | 2.13 | .947 | 24 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | 2.63 | .495 | 24 |

Item Statistics

| | Mean | Std. Deviation | N |
|--|------|----------------|----|
| Skills to build coalitions to work collectively on access to healthcare issues | 2.54 | .779 | 24 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | 2.33 | .816 | 24 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | 2.58 | .584 | 24 |
| Skills for knowledge brokering | 2.33 | .702 | 24 |
| 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 | 2.71 | .464 | 24 |
| Apply leadership practices that support collaboration and team effectiveness | 2.63 | .495 | 24 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | 2.08 | .654 | 24 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | 1.92 | .717 | 24 |
| Plan, implement, and evaluate an access to healthcare program | 1.67 | .816 | 24 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--|--|---|--|
| 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) | 1.000 | .765 | .713 | .349 |
| 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 | .765 | 1.000 | .730 | .595 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .713 | .730 | 1.000 | .452 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|--|---|---|--|---|
| 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) | .570 | .522 | .516 | .600 |
| 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 | .575 | .518 | .538 | .549 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .601 | .610 | .597 | .717 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--|---|---|---|
| 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) | .571 | .516 | .510 | .281 |
| 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 | .531 | .613 | .550 | .313 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .642 | .735 | .555 | .368 |

Inter-Item Correlation Matrix

| | 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 | 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) |
|--|--|--|--|--|
| 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) | .425 | .426 | .366 | .176 |
| 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 | .467 | .550 | .404 | .113 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .550 | .680 | .661 | .210 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--------------------------------|--|--|--|
| 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) | .266 | .433 | .198 | .414 |
| 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 | .282 | .639 | .467 | .403 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .553 | .686 | .448 | .381 |

Inter-Item Correlation Matrix

| | 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 |
|--|--|---|
| 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) | .248 | .389 |
| 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 | .276 | .485 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .359 | .641 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|---|---|--|---|--|
| Describe how cultural context influences perceptions of health and disease | .349 | .595 | .452 | 1.000 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | .570 | .575 | .601 | .570 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .522 | .518 | .610 | .470 |
| Skills in policy analysis and policy development for immigrant access to healthcare services | .516 | .538 | .597 | .516 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|---|---|---|--|---|
| Describe how cultural context influences perceptions of health and disease | .570 | .470 | .516 | .545 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | 1.000 | .768 | .617 | .629 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .768 | 1.000 | .721 | .769 |
| Skills in policy analysis and policy development for immigrant access to healthcare services | .617 | .721 | 1.000 | .728 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|---|--|---|---|---|
| Describe how cultural context influences perceptions of health and disease | .571 | .516 | .294 | .577 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | .549 | .614 | .527 | .389 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .671 | .761 | .797 | .387 |
| Skills in policy analysis and policy development for immigrant access to healthcare services | .608 | .623 | .654 | .435 |

Inter-Item Correlation Matrix

| | 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 | 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) |
|---|--|--|--|--|
| Describe how cultural context influences perceptions of health and disease | .538 | .426 | .298 | .368 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | .575 | .446 | .568 | .469 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .700 | .543 | .705 | .522 |
| Skills in policy analysis and policy development for immigrant access to healthcare services | .622 | .525 | .426 | .435 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|---|--------------------------------|--|--|--|
| Describe how cultural context influences perceptions of health and disease | .266 | .674 | .425 | .414 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | .360 | .658 | .575 | .676 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .477 | .667 | .782 | .804 |
| Skills in policy analysis and policy development for immigrant access to healthcare services | .674 | .536 | .538 | .612 |

Inter-Item Correlation Matrix

| | 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 |
|---|--|---|
| Describe how cultural context influences perceptions of health and disease | .326 | .389 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | .147 | .516 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .163 | .475 |
| Skills in policy analysis and policy development for immigrant access to healthcare services | .315 | .494 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|---|--|--|---|--|
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | .600 | .549 | .717 | .545 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | .571 | .531 | .642 | .571 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .516 | .613 | .735 | .516 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | .510 | .550 | .555 | .294 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|---|---|--|--|---|
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | .629 | .769 | .728 | 1.000 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | .549 | .671 | .608 | .923 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .614 | .761 | .623 | .698 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | .527 | .797 | .654 | .713 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|---|--|---|---|---|
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | .923 | .698 | .713 | .737 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | 1.000 | .747 | .641 | .745 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .747 | 1.000 | .747 | .406 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | .641 | .747 | 1.000 | .390 |

Inter-Item Correlation Matrix

| | 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 | 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) |
|--|--|---|--|--|
| Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community | .678 | .654 | .661 | .541 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | .552 | .575 | .504 | .441 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .613 | .706 | .638 | .269 |
| Skills to create opportunities to access organizational/community/ot her decision-makers concerning health services for immigrants and newcomers | .691 | .648 | .638 | .534 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|---|--------------------------------|--|--|--|
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | .526 | .531 | .506 | .646 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | .352 | .477 | .385 | .551 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .435 | .702 | .613 | .612 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | .583 | .506 | .691 | .775 |

Inter-Item Correlation Matrix

| | 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 |
|---|--|---|
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | .539 | .643 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | .531 | .504 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .194 | .484 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | .227 | .456 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|--|---|--|---|--|
| Develop approaches to gain access to immigrant communities served | .281 | .313 | .368 | .577 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | .425 | .467 | .550 | .538 |
| Skills to build coalitions to work collectively on access to healthcare issues | .426 | .550 | .680 | .426 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .366 | .404 | .661 | .298 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .176 | .113 | .210 | .368 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|--|---|--|--|---|
| Develop approaches to gain access to immigrant communities served | .389 | .387 | .435 | .737 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | .575 | .700 | .622 | .678 |
| Skills to build coalitions to work collectively on access to healthcare issues | .446 | .543 | .525 | .654 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .568 | .705 | .426 | .661 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .469 | .522 | .435 | .541 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--|---|---|---|
| Develop approaches to gain access to immigrant communities served | .745 | .406 | .390 | 1.000 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | .552 | .613 | .691 | .661 |
| Skills to build coalitions to work collectively on access to healthcare issues | .575 | .706 | .648 | .553 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .504 | .638 | .638 | .394 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .441 | .269 | .534 | .649 |

Inter-Item Correlation Matrix

| | 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 | 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) |
|--|--|--|--|--|
| Develop approaches to gain access to immigrant communities served | .661 | .553 | .394 | .649 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | 1.000 | .776 | .646 | .791 |
| Skills to build coalitions to work collectively on access to healthcare issues | .776 | 1.000 | .797 | .422 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .646 | .797 | 1.000 | .395 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .791 | .422 | .395 | 1.000 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--------------------------------|--|--|--|
| Develop approaches to gain access to immigrant communities served | .392 | .383 | .197 | .404 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | .626 | .639 | .644 | .639 |
| Skills to build coalitions to work collectively on access to healthcare issues | .610 | .696 | .437 | .505 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .480 | .612 | .538 | .597 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .460 | .334 | .490 | .551 |

Inter-Item Correlation Matrix

| | 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 |
|--|--|---|
| Develop approaches to gain access to immigrant communities served | .592 | .450 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | .276 | .431 |
| Skills to build coalitions to work collectively on access to healthcare issues | .318 | .570 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .124 | .565 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .225 | .243 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|--|---|--|---|--|
| Skills for knowledge brokering | .266 | .282 | .553 | .266 |
| 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 | .433 | .639 | .686 | .674 |
| Apply leadership practices that support collaboration and team effectiveness | .198 | .467 | .448 | .425 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .414 | .403 | .381 | .414 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | .248 | .276 | .359 | .326 |
| Plan, implement, and evaluate an access to healthcare program | .389 | .485 | .641 | .389 |

Inter-Item Correlation Matrix

| | 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) | 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 |
|--|---|--|--|---|
| Skills for knowledge brokering | .360 | .477 | .674 | .526 |
| 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 | .658 | .667 | .536 | .531 |
| Apply leadership practices that support collaboration and team effectiveness | .575 | .782 | .538 | .506 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .676 | .804 | .612 | .646 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | .147 | .163 | .315 | .539 |
| Plan, implement, and evaluate an access to healthcare program | .516 | .475 | .494 | .643 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--|---|---|---|
| Skills for knowledge brokering | .352 | .435 | .583 | .392 |
| 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 | .477 | .702 | .506 | .383 |
| Apply leadership practices that support collaboration and team effectiveness | .385 | .613 | .691 | .197 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .551 | .612 | .775 | .404 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | .531 | .194 | .227 | .592 |
| Plan, implement, and evaluate an access to healthcare program | .504 | .484 | .456 | .450 |

Inter-Item Correlation Matrix

| | 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 | 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) |
|--|--|--|--|--|
| Skills for knowledge brokering | .626 | .610 | .480 | .460 |
| 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 | .639 | .696 | .612 | .334 |
| Apply leadership practices that support collaboration and team effectiveness | .644 | .437 | .538 | .490 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .639 | .505 | .597 | .551 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | .276 | .318 | .124 | .225 |
| Plan, implement, and evaluate an access to healthcare program | .431 | .570 | .565 | .243 |

Inter-Item Correlation Matrix

| | 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 | 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 |
|--|--------------------------------|--|--|--|
| Skills for knowledge brokering | 1.000 | .578 | .501 | .505 |
| 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 | .578 | 1.000 | .639 | .513 |
| Apply leadership practices that support collaboration and team effectiveness | .501 | .639 | 1.000 | .639 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .505 | .513 | .639 | 1.000 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | .489 | .315 | .153 | .201 |
| Plan, implement, and evaluate an access to healthcare program | .506 | .535 | .323 | .461 |

Inter-Item Correlation Matrix

| | 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 |
|--|--|---|
| Skills for knowledge brokering | .489 | .506 |
| 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 | .535 |
| Apply leadership practices that support collaboration and team effectiveness | .153 | .323 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .201 | .461 |
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | 1.000 | .544 |
| Plan, implement, and evaluate an access to healthcare program | .544 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Squared Multiple Correlation |
|--|-------------------------------|-----------------------------------|--------------------------------------|------------------------------------|
| 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) | 45.50 | 154.870 | .608 | . |
| 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 | 45.08 | 155.732 | .671 | . |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | 45.54 | 150.172 | .775 | . |
| Describe how cultural context influences perceptions of health and disease | 45.50 | 154.783 | .613 | . |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | 45.83 | 147.710 | .735 | . |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | 45.63 | 144.418 | .831 | . |

Item-Total Statistics

| | Cronbach's Alpha if Item Deleted |
|--|--|
| 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) | .956 |
| 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 | .956 |
| Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem | .954 |
| Describe how cultural context influences perceptions of health and disease | .956 |
| Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants | .955 |
| Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) | .954 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Squared Multiple Correlation |
|---|-------------------------------|-----------------------------------|--------------------------------------|------------------------------------|
| Skills in policy analysis and policy development for immigrant access to healthcare services | 45.88 | 146.897 | .761 | . |
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | 46.04 | 144.129 | .899 | . |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | 45.96 | 145.694 | .801 | . |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | 45.29 | 150.737 | .799 | . |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | 45.13 | 151.592 | .782 | . |
| Develop approaches to gain access to immigrant communities served | 45.46 | 151.737 | .625 | . |
| Demonstrate diplomacy and build trust with community partners working in the health sector | 44.96 | 156.998 | .804 | . |

Item-Total Statistics

| | Cronbach's Alpha if Item Deleted |
|---|--|
| Skills in policy analysis and policy development for immigrant access to healthcare services | .955 |
| Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community | .952 |
| Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community | .954 |
| Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community | .954 |
| Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers | .954 |
| Develop approaches to gain access to immigrant communities served | .956 |
| Demonstrate diplomacy and build trust with community partners working in the health sector | .955 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Squared Multiple Correlation |
|--|-------------------------------|-----------------------------------|--------------------------------------|------------------------------------|
| Skills to build coalitions to work collectively on access to healthcare issues | 45.04 | 152.042 | .758 | . |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | 45.25 | 152.283 | .708 | . |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | 45.00 | 158.783 | .550 | . |
| Skills for knowledge brokering | 45.25 | 155.761 | .625 | . |
| 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 | 44.88 | 158.201 | .753 | . |
| Apply leadership practices that support collaboration and team effectiveness | 44.96 | 158.911 | .646 | . |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | 45.50 | 154.870 | .732 | . |

Item-Total Statistics

| | Cronbach's Alpha if Item Deleted |
|--|--|
| Skills to build coalitions to work collectively on access to healthcare issues | .955 |
| Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health | .955 |
| Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) | .957 |
| Skills for knowledge brokering | .956 |
| 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 | .956 |
| Apply leadership practices that support collaboration and team effectiveness | .956 |
| Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being | .955 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation |
|--|----------------------------|--------------------------------|----------------------------------|------------------------------|
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | 45.67 | 159.014 | .425 | . |
| Plan, implement, and evaluate an access to healthcare program | 45.92 | 153.297 | .655 | . |

Item-Total Statistics

| | Cronbach's Alpha if Item Deleted |
|--|----------------------------------|
| Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task | .958 |
| Plan, implement, and evaluate an access to healthcare program | .956 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 47.58 | 167.210 | 12.931 | 22 |