

## Nonparametric Tests

### Notes

Output Created		05-MAR-2023 09:58:54
Comments		
Input	Data	C: \Users\ayesh\OneDrive\De sktop\2023-02-18-Survey- analysis.sav
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	N of Rows in Working Data File	28

## Notes

### Syntax

```
NPTESTS
/INDEPENDENT TEST
(Q2_1_knowledge_issues_
healt_immigrants
Q2_2_understand_socialen
viron_impact_health
Q2_3_barriers_healthcare_
lowresource
Q2_4_cultural_context_infl
uences_perceptions
Q2_5_describe_ontarioheal
thsystem_effect
Q2_6_roles_relationships_
entities_influencing
Q2_7_skills_policy
Q2_8_skills_create_opport
unities_federal
Q2_9_skills_create_opport
unities_provincial
Q2_10_skills_create_oppor
tunities_municipal
Q2_11_skills_create_oppor
tunities_organizational
Q2_12_develop_approac
hes_accesscommunities
Q2_13_demonstrate_dipl
omacy_trust
Q2_14_skills_build_coaliti
ons
Q2_15_cocreate_strategies
Q2_16_skills_communicat
ion
Q2_17_skills_knowledge_
brokering
Q2_18_exhibit_interprofes
sional_values
Q2_19_apply_leadership_
practice
Q2_20_implement_strateg
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Q2_21_conduct_communi
tyhealth_assessment
Q2_22_plan_implement_e
valuate_program) GROUP
(Q1_12_staff_regionorigin
birth_americas_not_incl_C
anada) MANN_WHITNE
Y /MISSING
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E /CRITERIA ALPHA=0.05
CILEVEL=95
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### Notes

Resources	Processor Time	00:00:06.50
	Elapsed Time	00:00:06.47

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
1	The distribution of Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.959 <sup>c</sup>
2	The distribution of Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.376 <sup>c</sup>
3	The distribution of Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.756 <sup>c</sup>

**Hypothesis Test Summary**

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

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
4	The distribution of Describe how cultural context influences perceptions of health and disease is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.321 <sup>c</sup>
5	The distribution of Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.959 <sup>c</sup>
6	The distribution of Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.376 <sup>c</sup>
7	The distribution of Skills in policy analysis and policy development for immigrant access to healthcare services is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.796 <sup>c</sup>

Hypothesis Test Summary

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

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
8	The distribution of Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.198 <sup>c</sup>
9	The distribution of Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.263 <sup>c</sup>
10	The distribution of Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.604 <sup>c</sup>
11	The distribution of Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.604 <sup>c</sup>

Hypothesis Test Summary

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



### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
12	The distribution of Develop approaches to gain access to immigrant communities served is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.796 <sup>c</sup>
13	The distribution of Demonstrate diplomacy and build trust with community partners working in the health sector is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.717 <sup>c</sup>
14	The distribution of Skills to build coalitions to work collectively on access to healthcare issues is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	1.000 <sup>c</sup>
15	The distribution of Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.348 <sup>c</sup>

## Hypothesis Test Summary

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

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
16	The distribution of Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.836 <sup>c</sup>
17	The distribution of Skills for knowledge brokering is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.836 <sup>c</sup>
18	The distribution of Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.140 <sup>c</sup>
19	The distribution of Apply leadership practices that support collaboration and team effectiveness is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.604 <sup>c</sup>

## Hypothesis Test Summary

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

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
20	The distribution of Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.876 <sup>c</sup>
21	The distribution of Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.063 <sup>c</sup>
22	The distribution of Plan, implement, and evaluate an access to healthcare program is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada.	Independent-Samples Mann-Whitney U Test	.555 <sup>c</sup>

## Hypothesis Test Summary

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

- a. The significance level is .050.
- b. Asymptotic significance is displayed.
- c. Exact significance is displayed for this test.

### Independent-Samples Mann-Whitney U Test

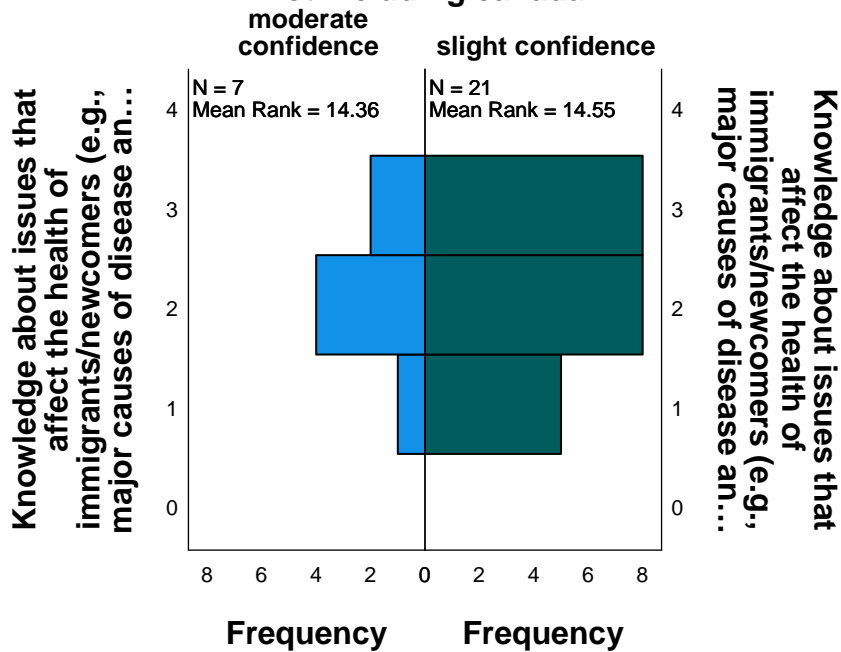
**Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) across Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada**

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

Total N	28
Mann-Whitney U	72.500
Wilcoxon W	100.500
Test Statistic	72.500
Standard Error	17.550
Standardized Test Statistic	-.057
Asymptotic Sig.(2-sided test)	.955
Exact Sig.(2-sided test)	.959

### Independent-Samples Mann-Whitney U Test

**Staff region of origin or birth  
(place an "x" beside all  
options that apply): americas  
not including canada**



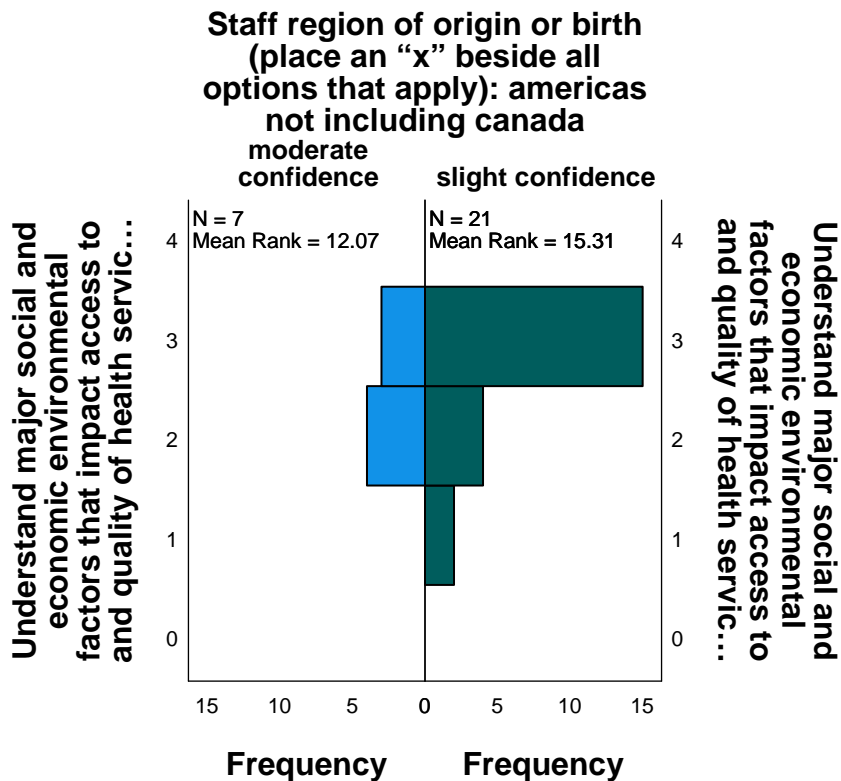
Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health across Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	56.500
Wilcoxon W	84.500
Test Statistic	56.500
Standard Error	15.899
Standardized Test Statistic	-1.069
Asymptotic Sig.(2-sided test)	.285
Exact Sig.(2-sided test)	.376



### Independent-Samples Mann-Whitney U Test



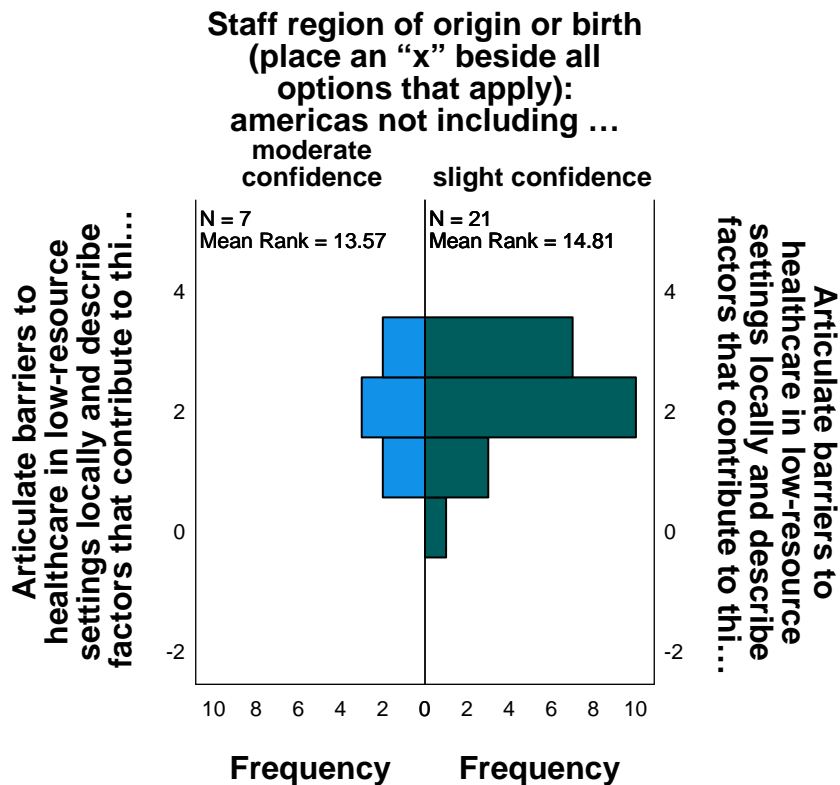
**Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada**

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	67.000
Wilcoxon W	95.000
Test Statistic	67.000
Standard Error	17.500
Standardized Test Statistic	-.371
Asymptotic Sig.(2-sided test)	.710
Exact Sig.(2-sided test)	.756

### Independent-Samples Mann-Whitney U Test

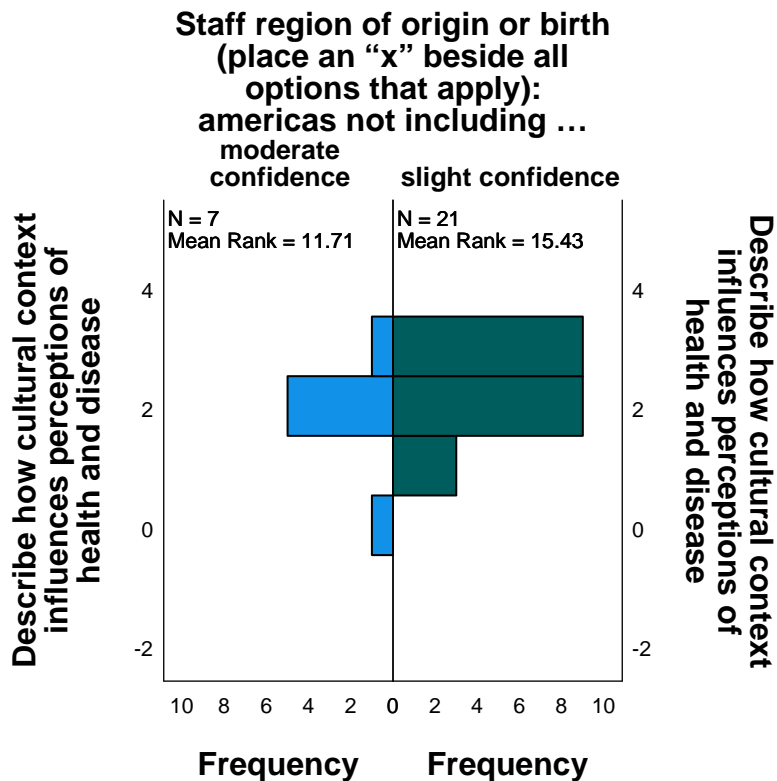


Describe how cultural context influences perceptions of health and disease across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	54.000
Wilcoxon W	82.000
Test Statistic	54.000
Standard Error	17.163
Standardized Test Statistic	-1.136
Asymptotic Sig.(2-sided test)	.256
Exact Sig.(2-sided test)	.321

### Independent-Samples Mann-Whitney U Test



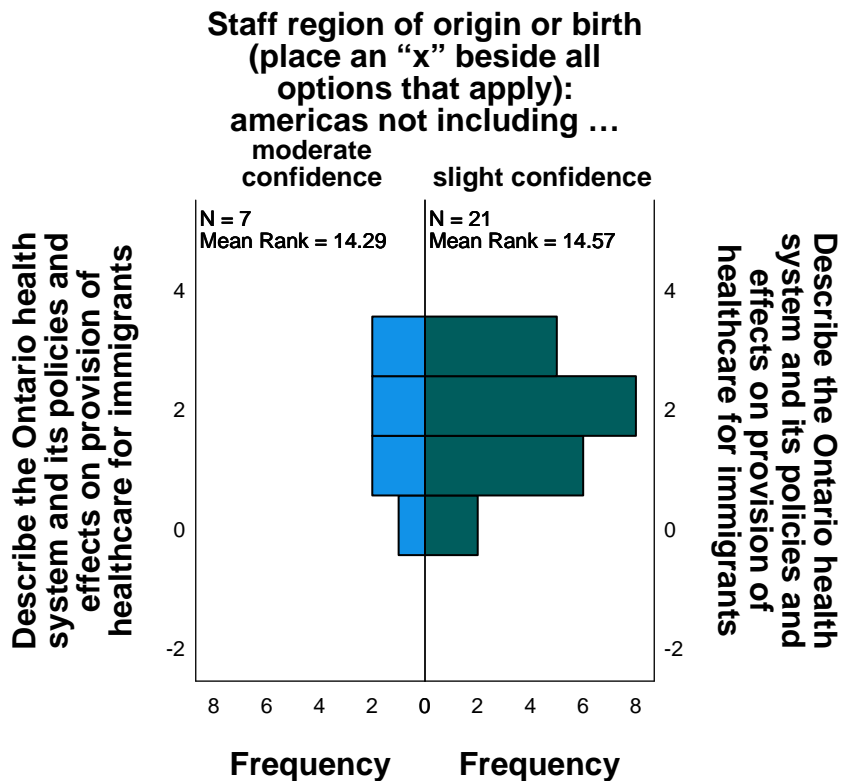
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	72.000
Wilcoxon W	100.000
Test Statistic	72.000
Standard Error	18.034
Standardized Test Statistic	-.083
Asymptotic Sig.(2-sided test)	.934
Exact Sig.(2-sided test)	.959

### Independent-Samples Mann-Whitney U Test

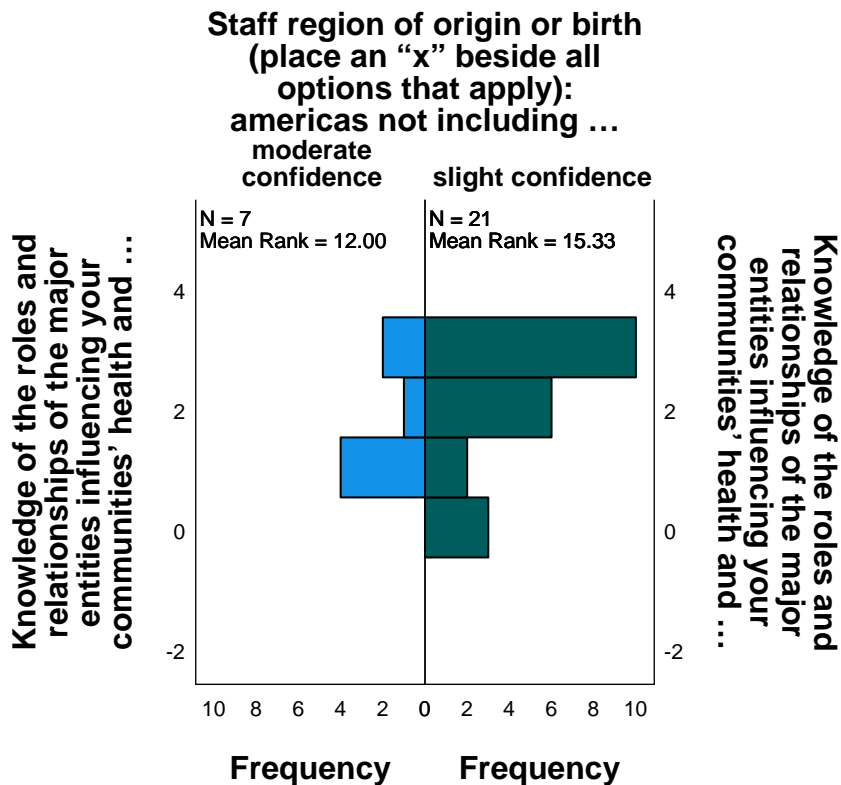


Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	56.000
Wilcoxon W	84.000
Test Statistic	56.000
Standard Error	17.838
Standardized Test Statistic	-.981
Asymptotic Sig.(2-sided test)	.327
Exact Sig.(2-sided test)	.376

### Independent-Samples Mann-Whitney U Test



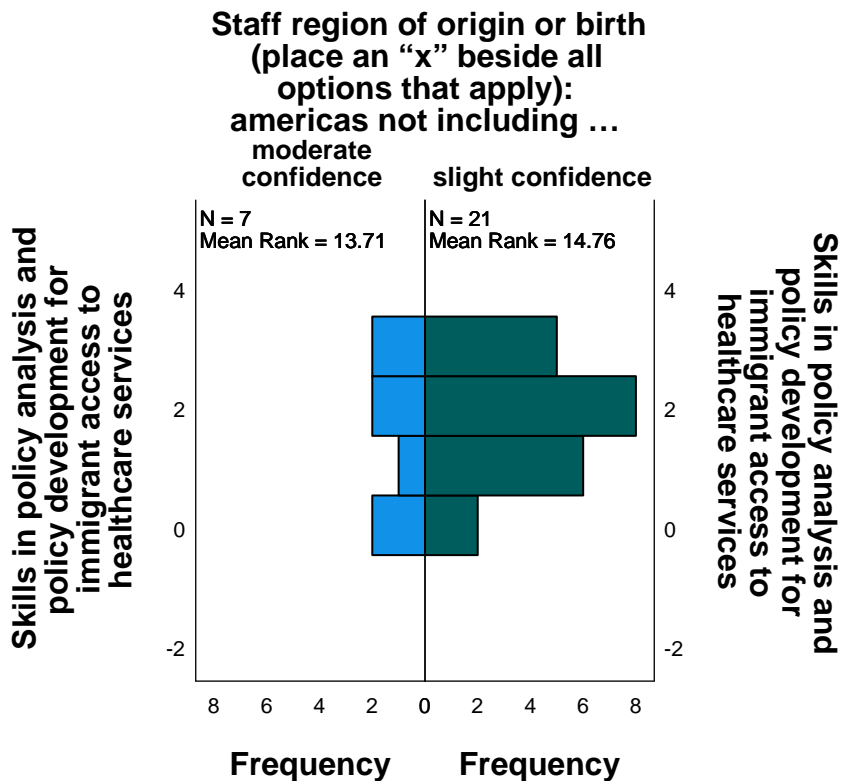
Skills in policy analysis and policy development for immigrant access to healthcare services across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	68.000
Wilcoxon W	96.000
Test Statistic	68.000
Standard Error	18.093
Standardized Test Statistic	-.304
Asymptotic Sig.(2-sided test)	.761
Exact Sig.(2-sided test)	.796

### Independent-Samples Mann-Whitney U Test



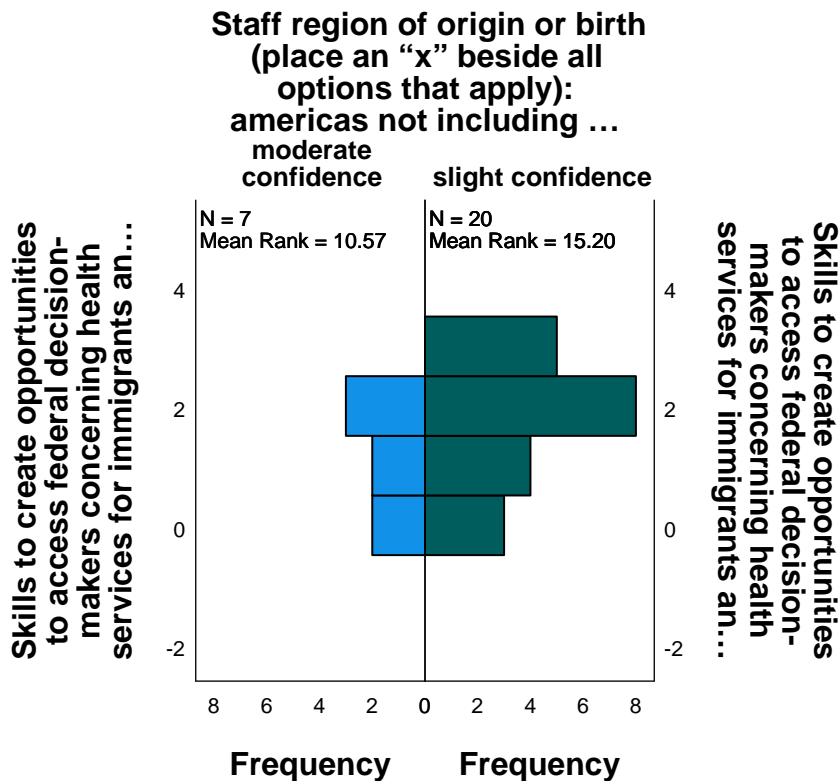
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth  
(place an "x" beside all options that apply): americas not including canada

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	27
Mann-Whitney U	46.000
Wilcoxon W	74.000
Test Statistic	46.000
Standard Error	17.241
Standardized Test Statistic	-1.392
Asymptotic Sig.(2-sided test)	.164
Exact Sig.(2-sided test)	.198

## Independent-Samples Mann-Whitney U Test



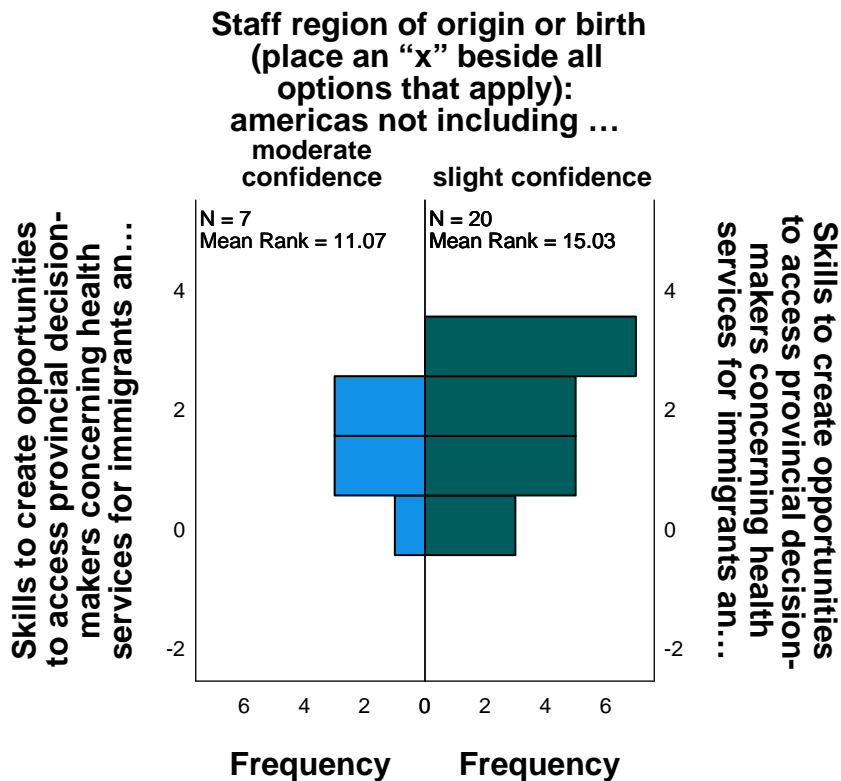
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

## Independent-Samples Mann-Whitney U Test

### Summary

Total N	27
Mann-Whitney U	49.500
Wilcoxon W	77.500
Test Statistic	49.500
Standard Error	17.416
Standardized Test Statistic	-1.177
Asymptotic Sig.(2-sided test)	.239
Exact Sig.(2-sided test)	.263

### Independent-Samples Mann-Whitney U Test



Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

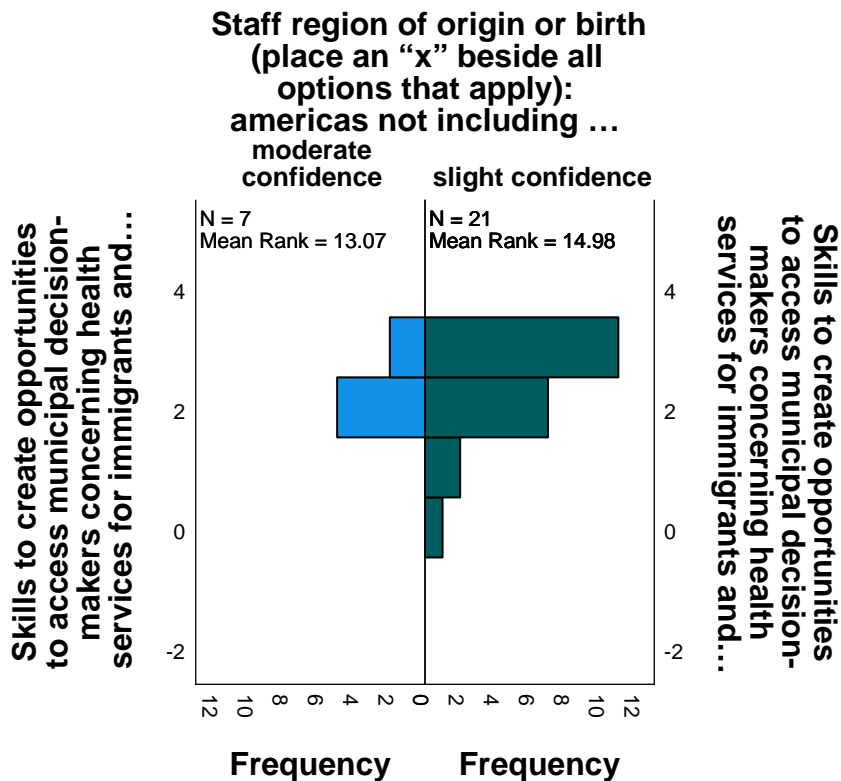
### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	63.500
Wilcoxon W	91.500
Test Statistic	63.500
Standard Error	17.087
Standardized Test Statistic	-.585
Asymptotic Sig.(2-sided test)	.558
Exact Sig.(2-sided test)	.604



### Independent-Samples Mann-Whitney U Test



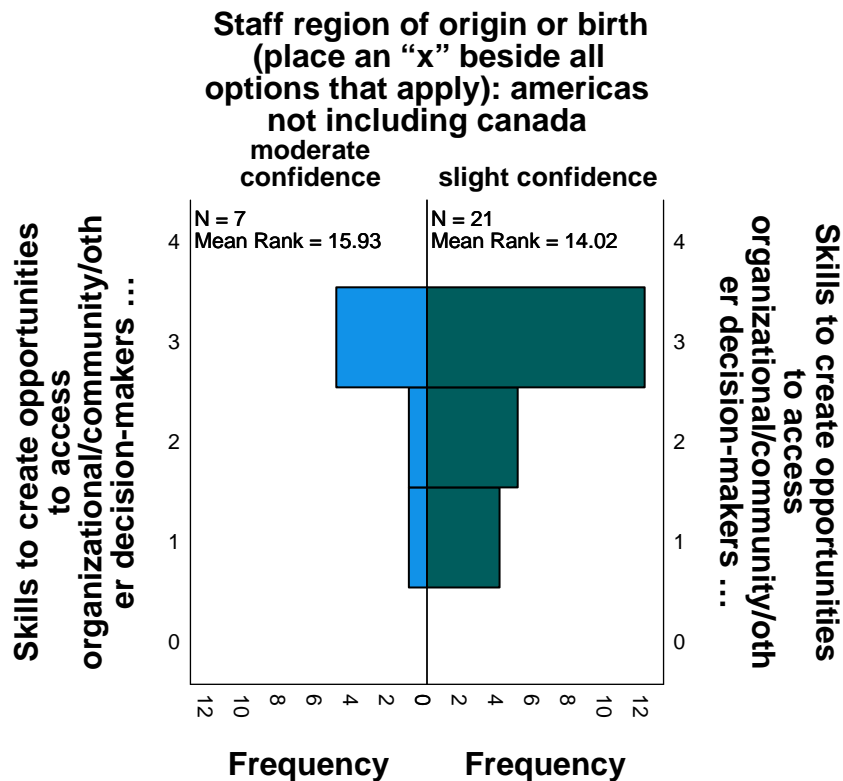
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	83.500
Wilcoxon W	111.500
Test Statistic	83.500
Standard Error	16.449
Standardized Test Statistic	.608
Asymptotic Sig.(2-sided test)	.543
Exact Sig.(2-sided test)	.604

### Independent-Samples Mann-Whitney U Test

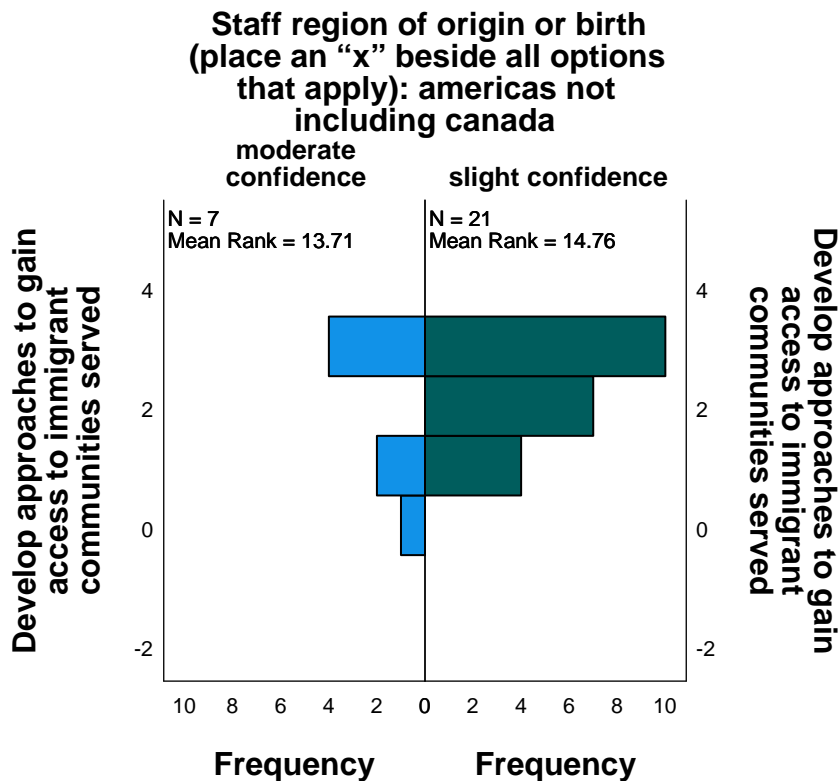


Develop approaches to gain access to immigrant communities served across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	68.000
Wilcoxon W	96.000
Test Statistic	68.000
Standard Error	17.383
Standardized Test Statistic	-.316
Asymptotic Sig.(2-sided test)	.752
Exact Sig.(2-sided test)	.796

### Independent-Samples Mann-Whitney U Test



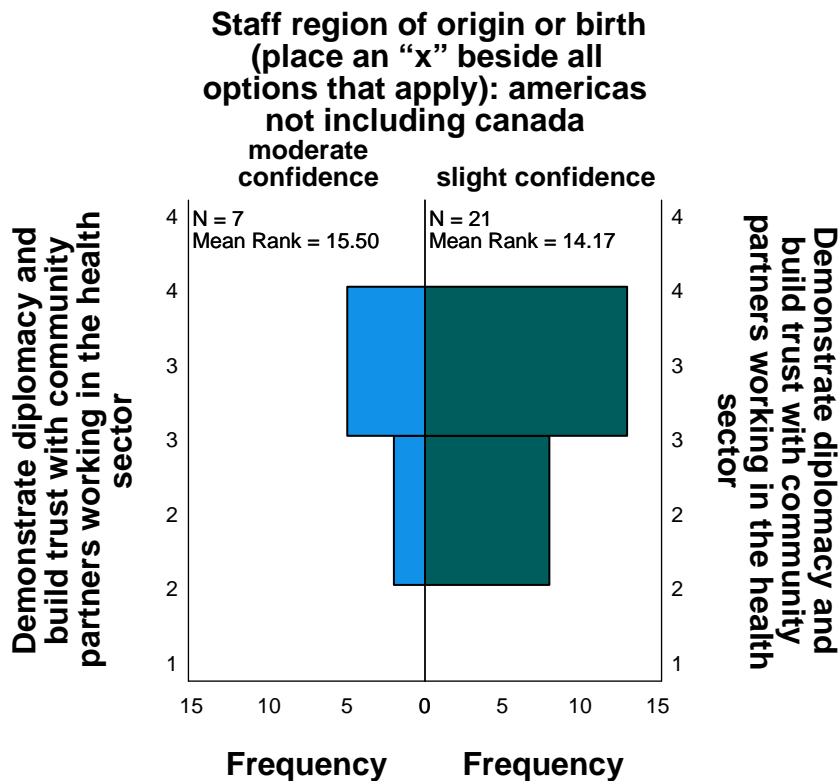
Demonstrate diplomacy and build trust with community partners working in the health sector across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	80.500
Wilcoxon W	108.500
Test Statistic	80.500
Standard Error	15.652
Standardized Test Statistic	.447
Asymptotic Sig.(2-sided test)	.655
Exact Sig.(2-sided test)	.717

### Independent-Samples Mann-Whitney U Test



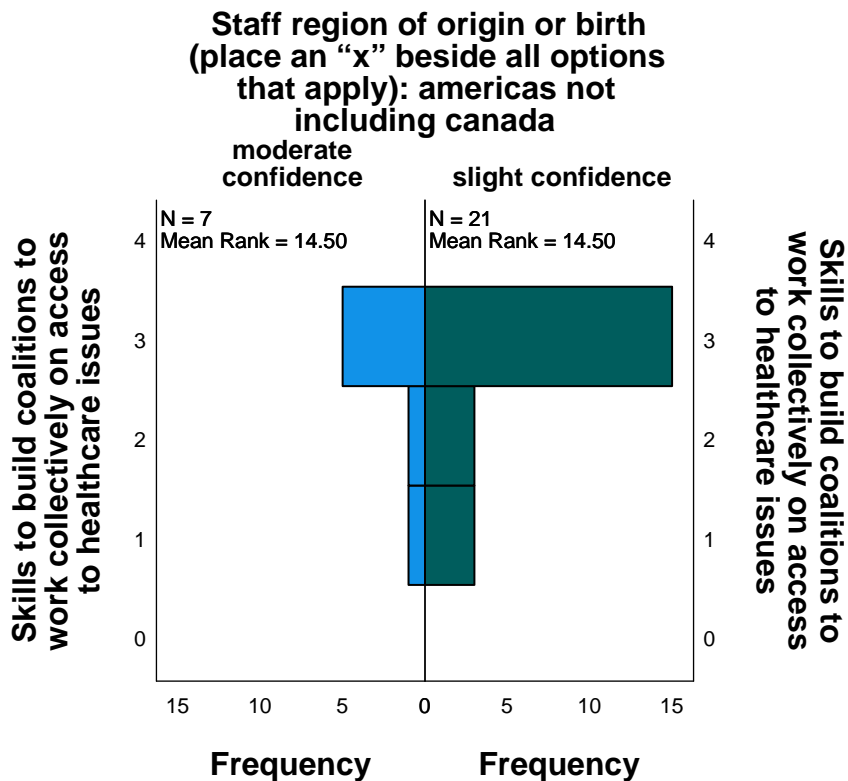
**Skills to build coalitions to work collectively on access to healthcare issues across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada**

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	73.500
Wilcoxon W	101.500
Test Statistic	73.500
Standard Error	14.967
Standardized Test Statistic	.000
Asymptotic Sig.(2-sided test)	1.000
Exact Sig.(2-sided test)	1.000

### Independent-Samples Mann-Whitney U Test

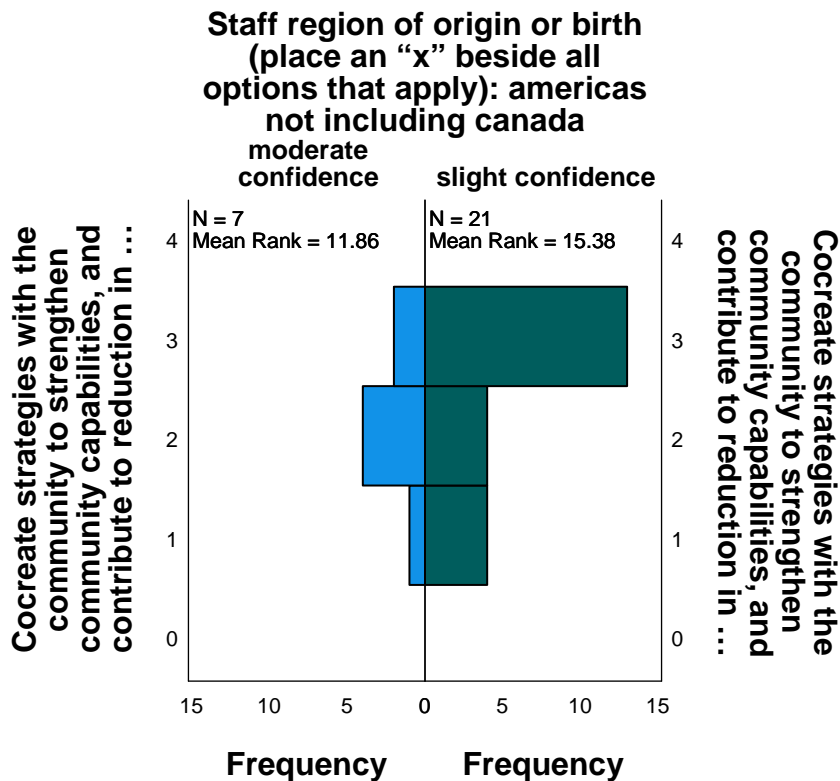


Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	55.000
Wilcoxon W	83.000
Test Statistic	55.000
Standard Error	17.050
Standardized Test Statistic	-1.085
Asymptotic Sig.(2-sided test)	.278
Exact Sig.(2-sided test)	.348

### Independent-Samples Mann-Whitney U Test



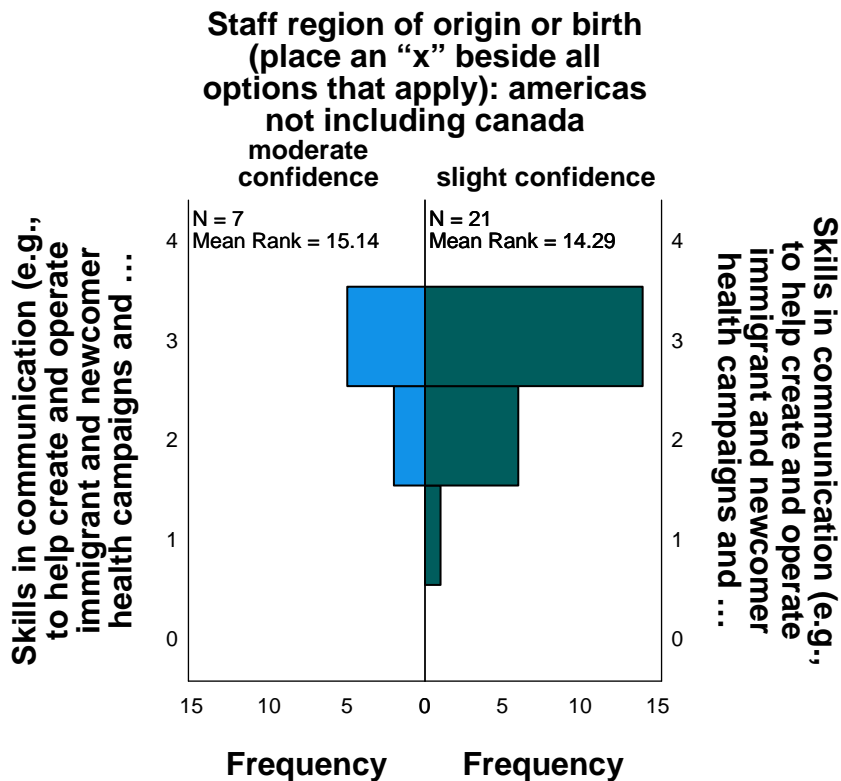
**Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada**

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	28
Mann-Whitney U	78.000
Wilcoxon W	106.000
Test Statistic	78.000
Standard Error	15.370
Standardized Test Statistic	.293
Asymptotic Sig.(2-sided test)	.770
Exact Sig.(2-sided test)	.836

### Independent-Samples Mann-Whitney U Test



**Skills for knowledge brokering across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada**

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

Total N	28
Mann-Whitney U	78.000
Wilcoxon W	106.000
Test Statistic	78.000
Standard Error	16.602
Standardized Test Statistic	.271
Asymptotic Sig.(2-sided test)	.786
Exact Sig.(2-sided test)	.836

### Independent-Samples Mann-Whitney U Test

Staff region of origin or birth (place an  
“x” beside all options that apply):  
americas not including canada

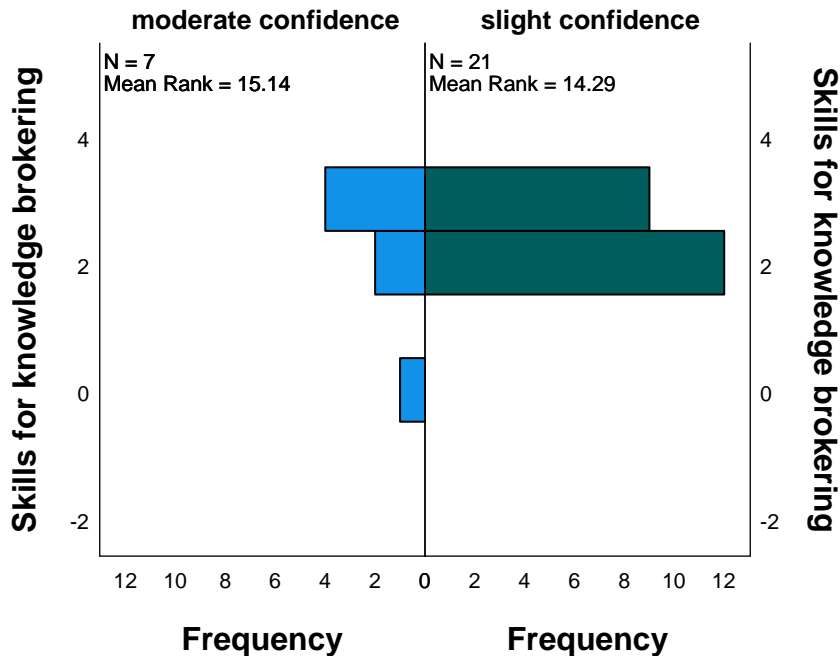


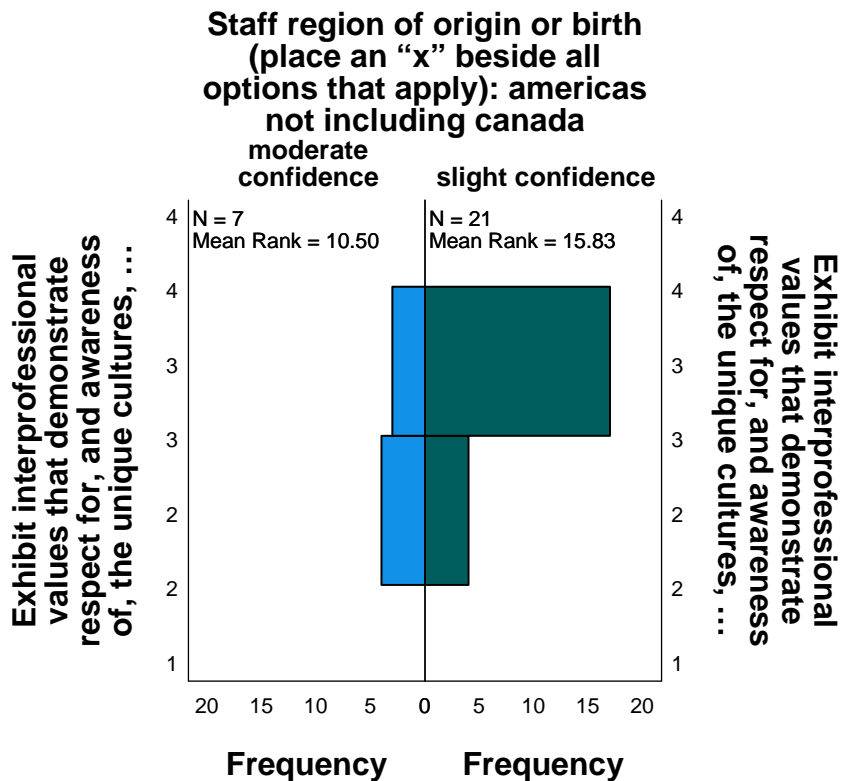
Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space across Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	45.500
Wilcoxon W	73.500
Test Statistic	45.500
Standard Error	14.757
Standardized Test Statistic	-1.897
Asymptotic Sig.(2-sided test)	.058
Exact Sig.(2-sided test)	.140



### Independent-Samples Mann-Whitney U Test

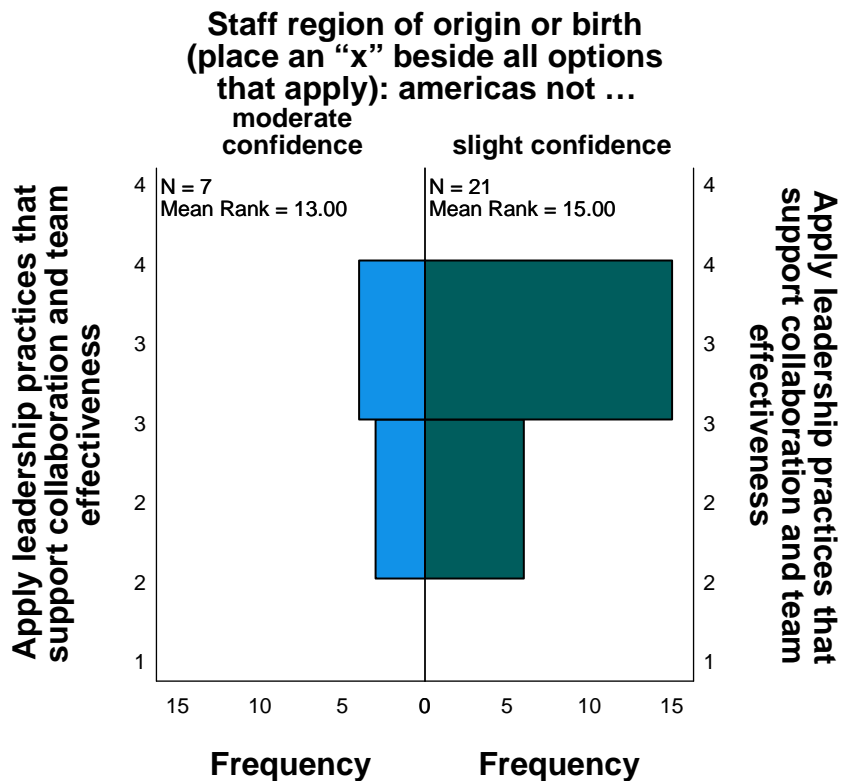


Apply leadership practices that support collaboration and team effectiveness across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	63.000
Wilcoxon W	91.000
Test Statistic	63.000
Standard Error	15.256
Standardized Test Statistic	-.688
Asymptotic Sig.(2-sided test)	.491
Exact Sig.(2-sided test)	.604

### Independent-Samples Mann-Whitney U Test

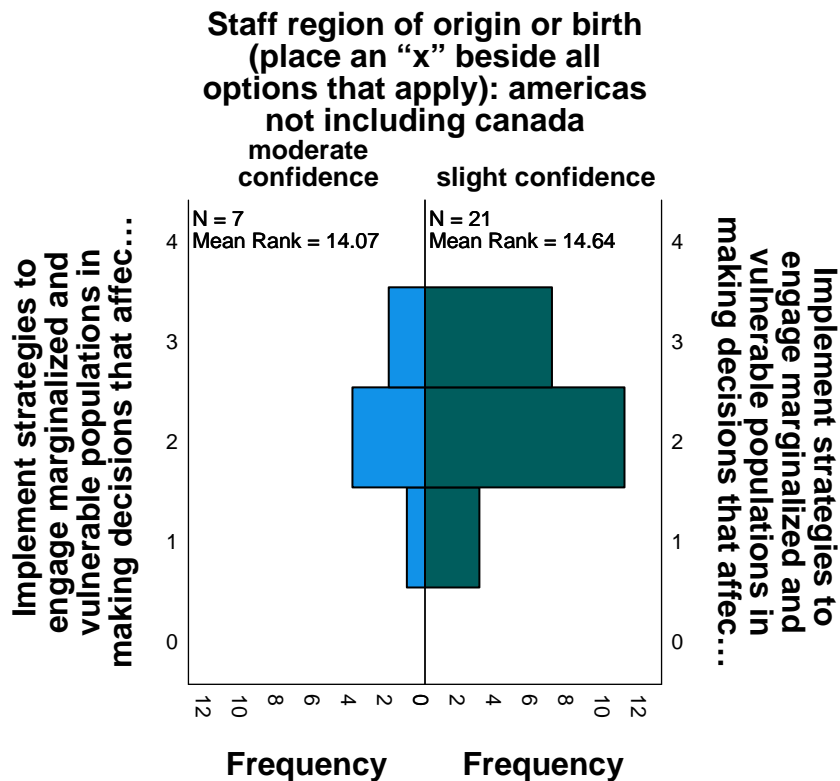


Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

Total N	28
Mann-Whitney U	70.500
Wilcoxon W	98.500
Test Statistic	70.500
Standard Error	16.975
Standardized Test Statistic	-.177
Asymptotic Sig.(2-sided test)	.860
Exact Sig.(2-sided test)	.876

### Independent-Samples Mann-Whitney U Test



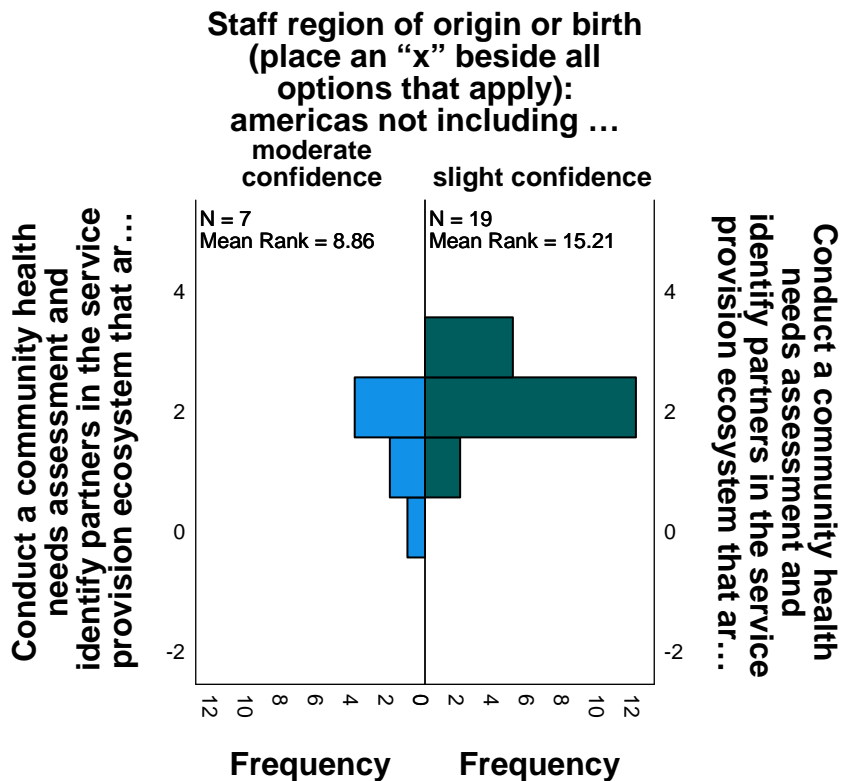
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

### Independent-Samples Mann-Whitney U Test

#### Summary

Total N	26
Mann-Whitney U	34.000
Wilcoxon W	62.000
Test Statistic	34.000
Standard Error	15.054
Standardized Test Statistic	-2.159
Asymptotic Sig.(2-sided test)	.031
Exact Sig.(2-sided test)	.063

### Independent-Samples Mann-Whitney U Test



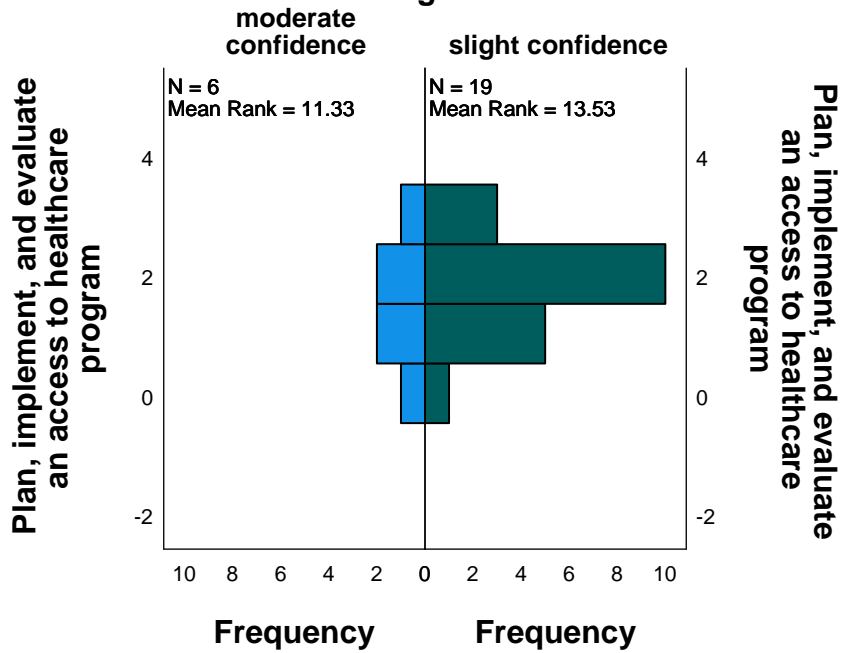
Plan, implement, and evaluate an access to healthcare program across Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada

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

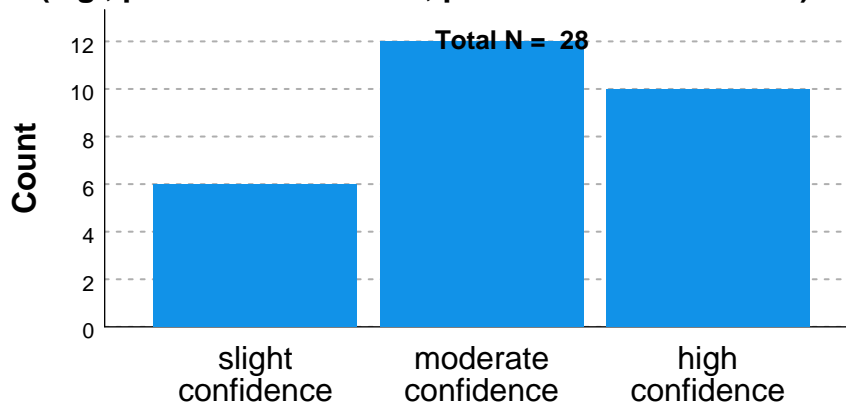
Total N	25
Mann-Whitney U	47.000
Wilcoxon W	68.000
Test Statistic	47.000
Standard Error	14.610
Standardized Test Statistic	-.684
Asymptotic Sig.(2-sided test)	.494
Exact Sig.(2-sided test)	.555

# Independent-Samples Mann-Whitney U Test

Staff region of origin or birth  
(place an "x" beside all options  
that apply): americas not  
including canada



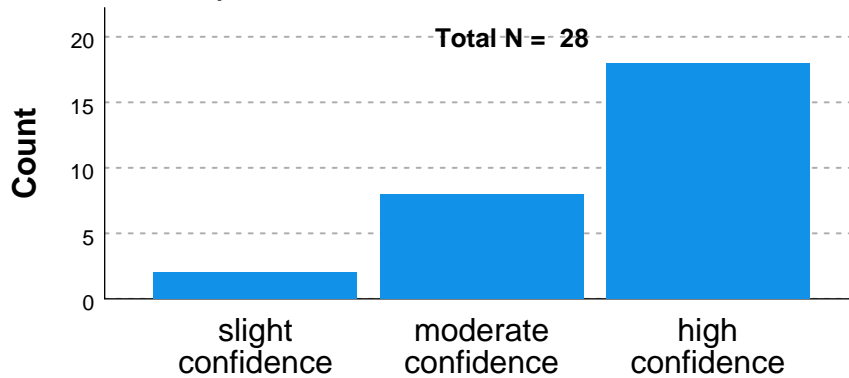
**Categorical Field Information Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)**



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

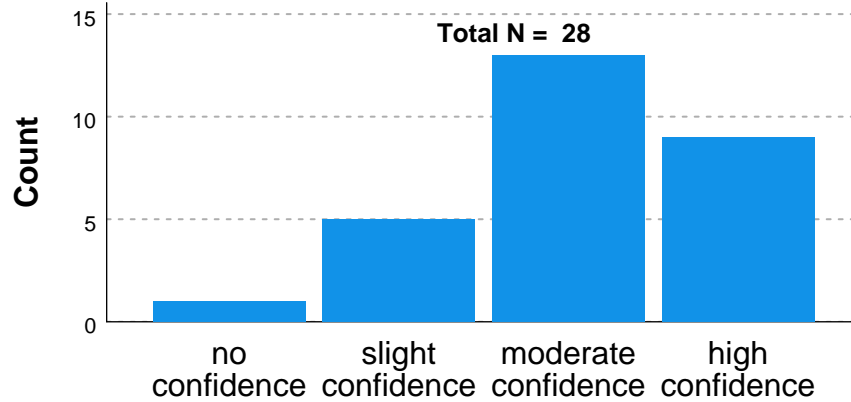
**Categorical Field Information Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence ...**



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

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

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

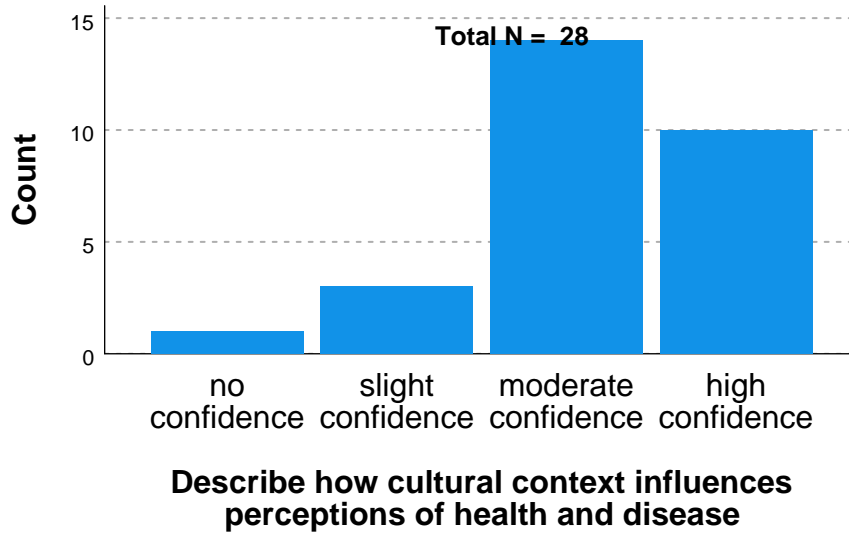


**Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem**

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

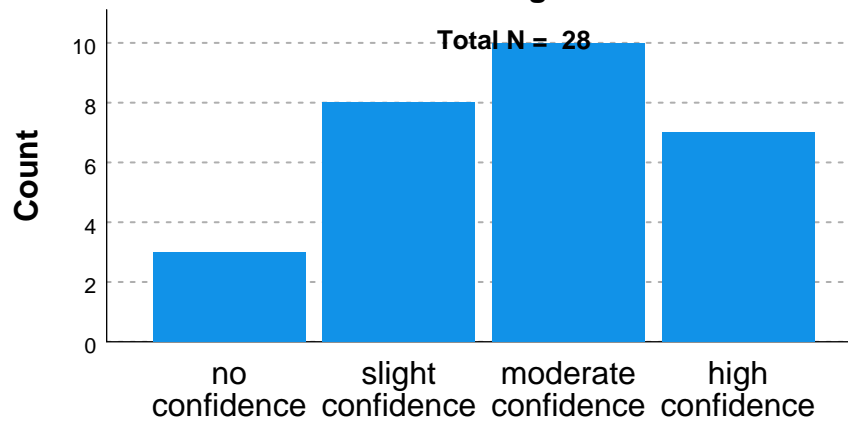


**Categorical Field Information Describe how cultural context influences perceptions of health and disease**



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

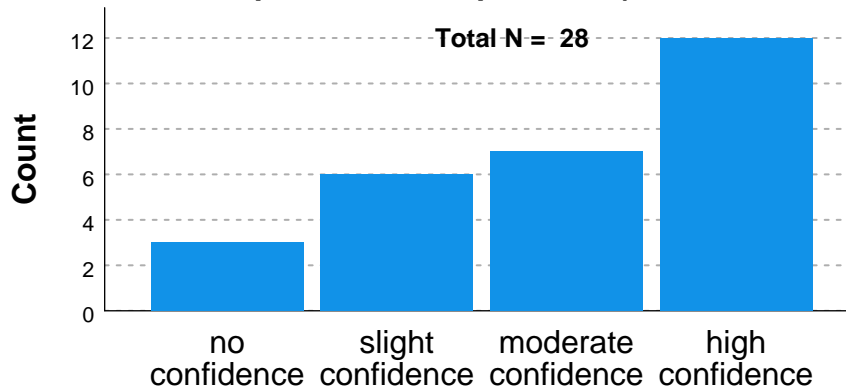
**Categorical Field Information Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants**



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

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

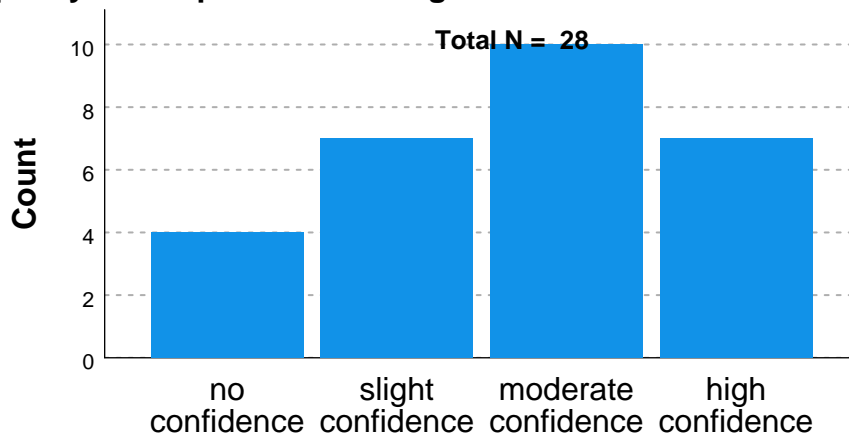
**Categorical Field Information Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)**



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

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

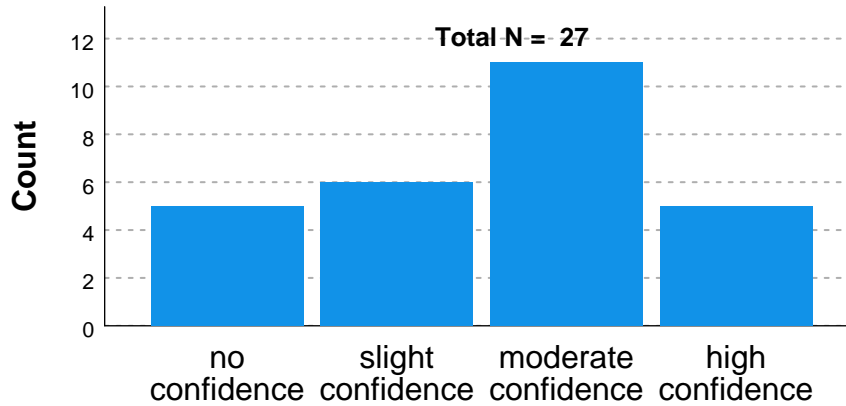
**Categorical Field Information Skills in policy analysis and policy development for immigrant access to healthcare...**



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

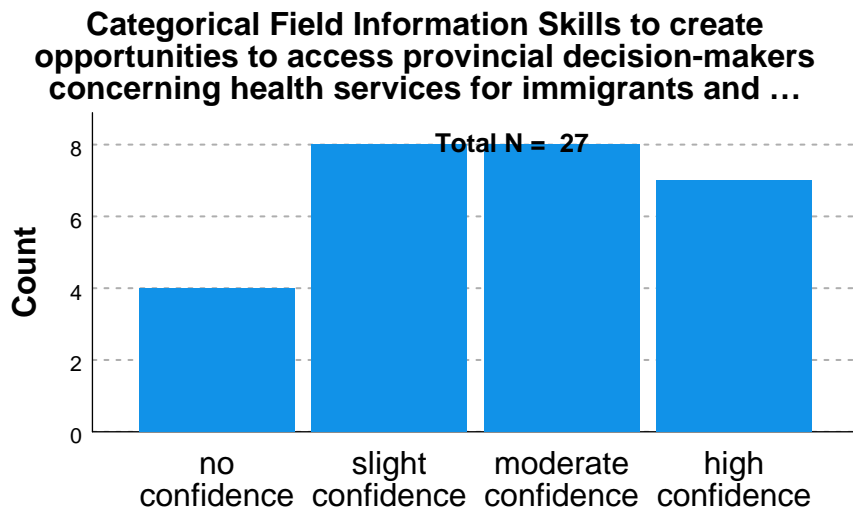
Skills in policy analysis and policy development for immigrant access to healthcare services field is ordinal but is treated as continuous in the test.

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



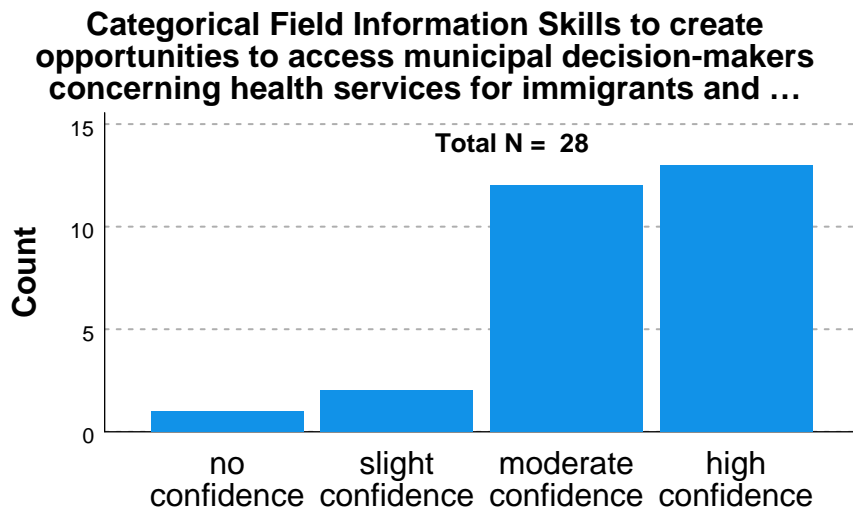
**Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community**

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



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

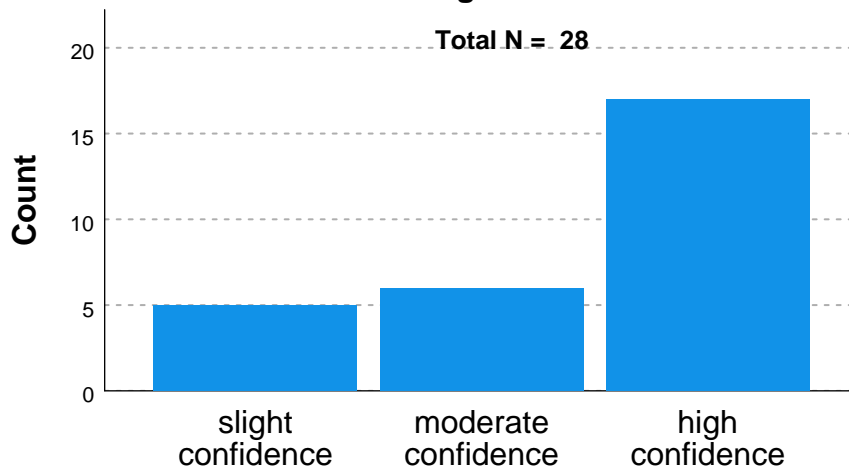
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.



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

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

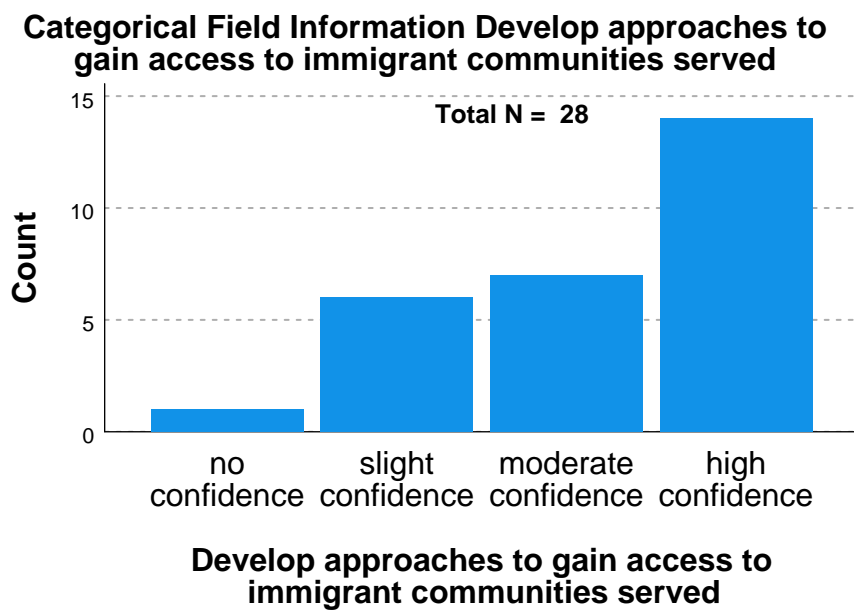
**Categorical Field Information Skills to create opportunities to access organizational/community/other decision-makers concerning health services for ...**



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

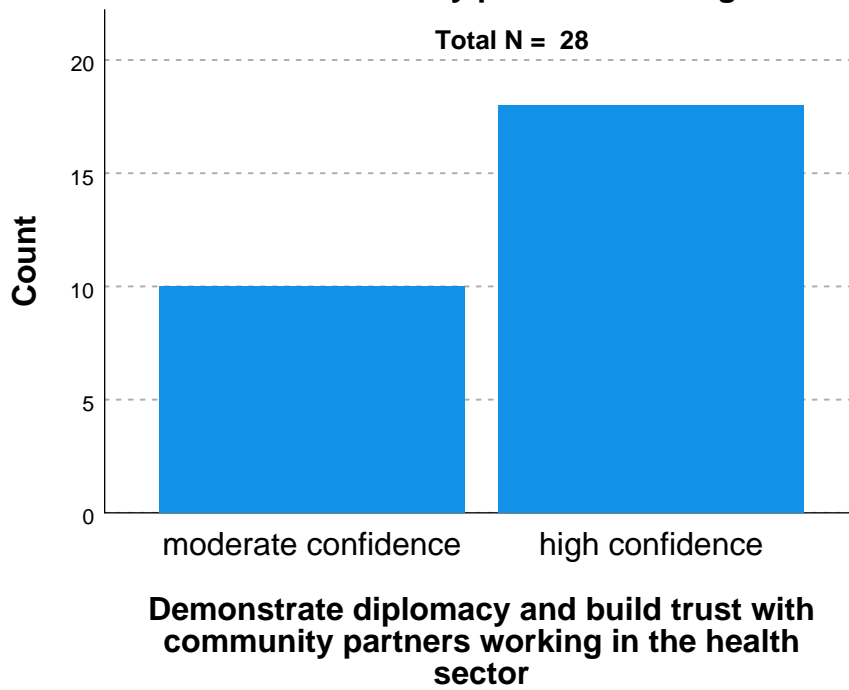
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers field is ordinal but is treated as continuous in the test.





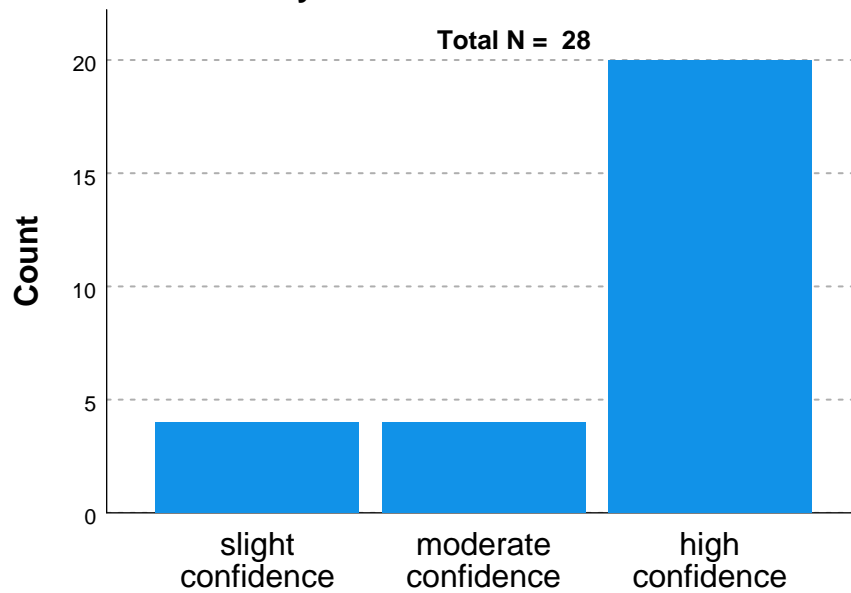
Develop approaches to gain access to immigrant communities served field is ordinal but is treated as continuous in the test.

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



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

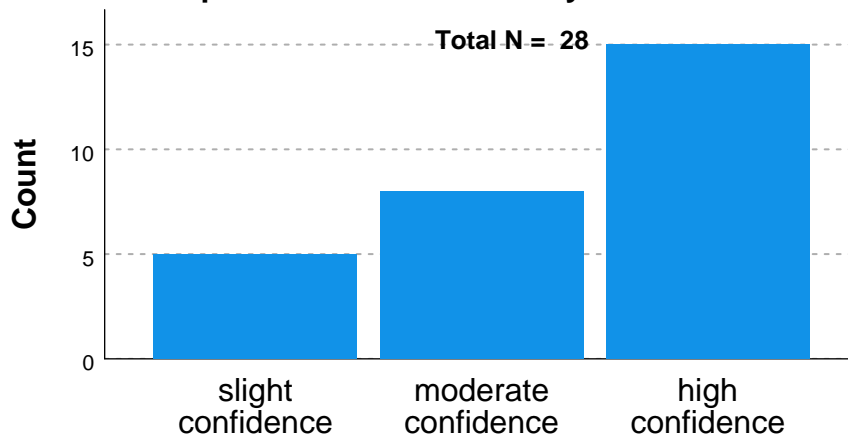
**Categorical Field Information Skills to build coalitions to work collectively on access to healthcare issues**



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

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

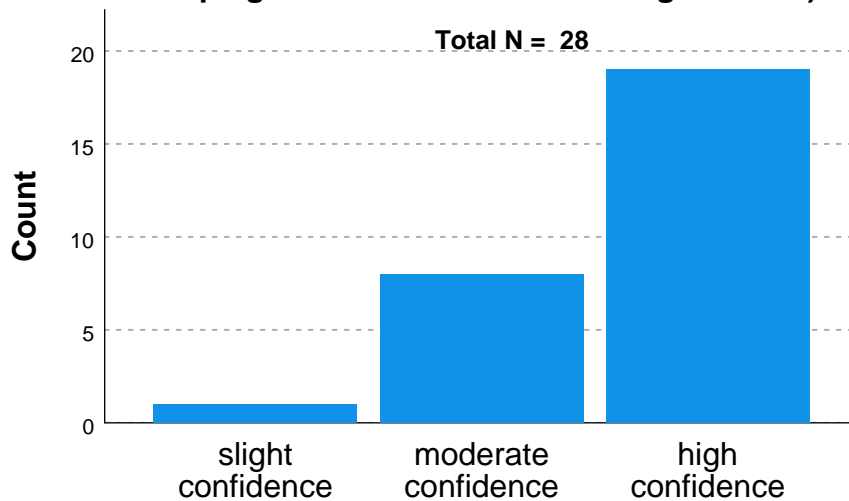
**Categorical Field Information Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health**



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

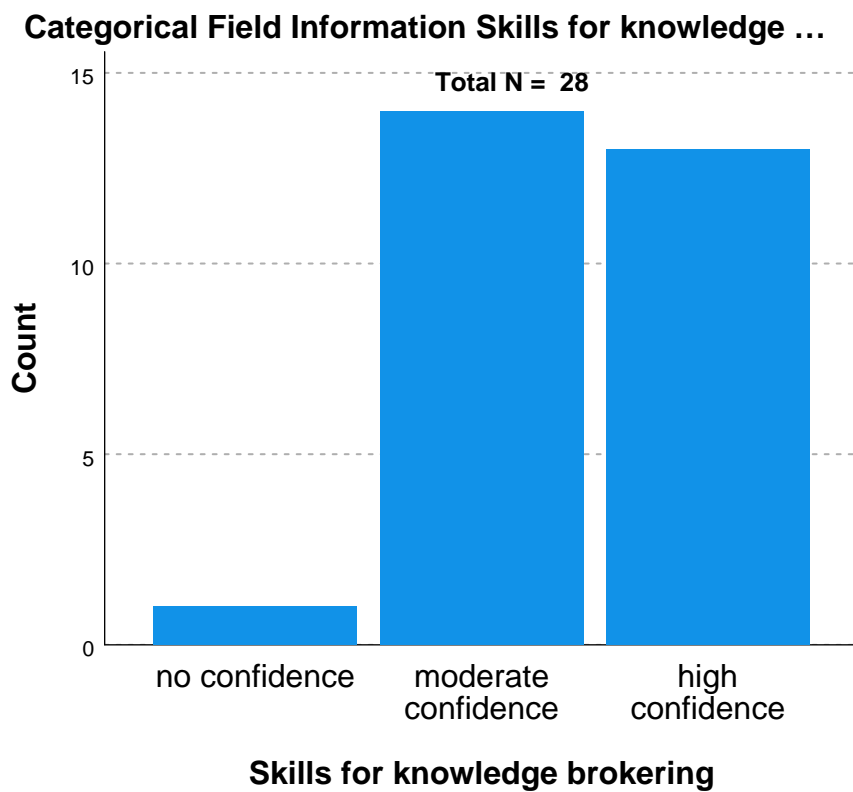
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health field is ordinal but is treated as ...

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



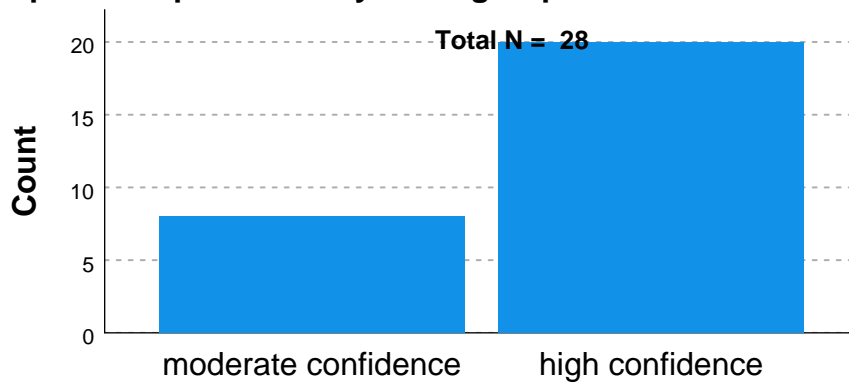
**Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)**

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



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

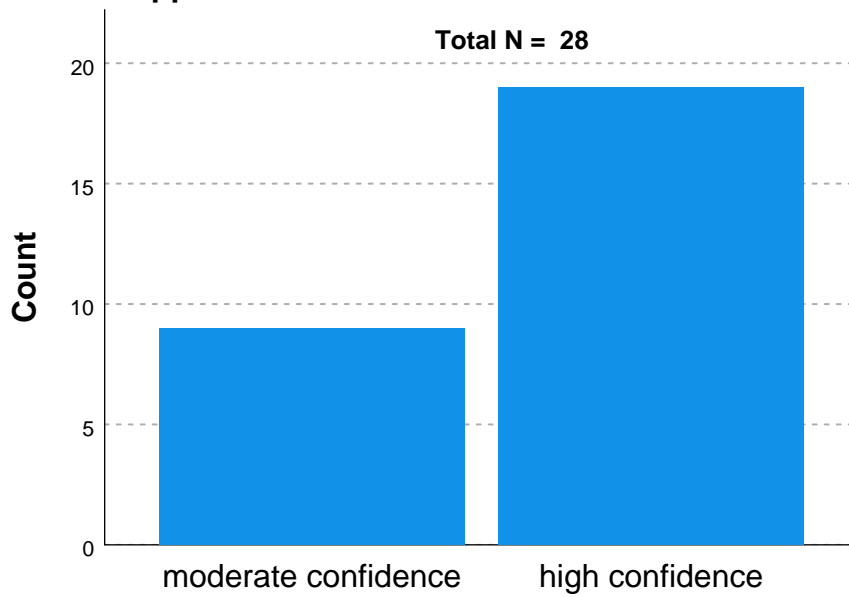
**Categorical Field Information Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the...**



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

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 field is ordinal but is treated as continuous in the test.

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

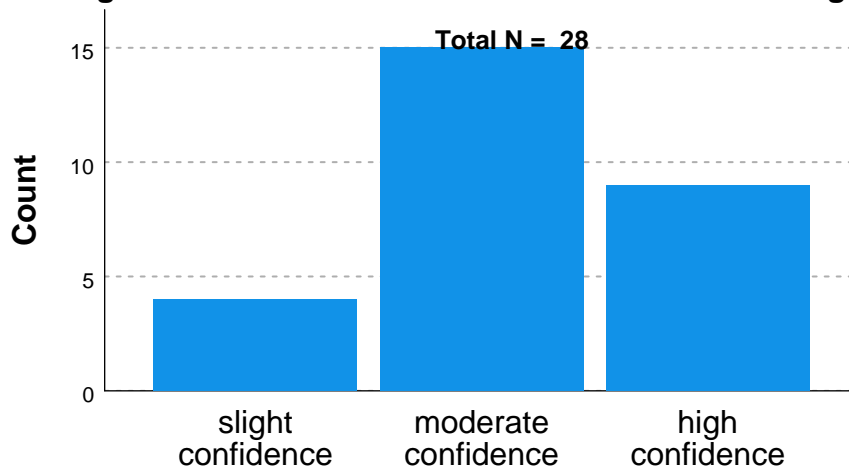


**Apply leadership practices that support collaboration and team effectiveness**

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



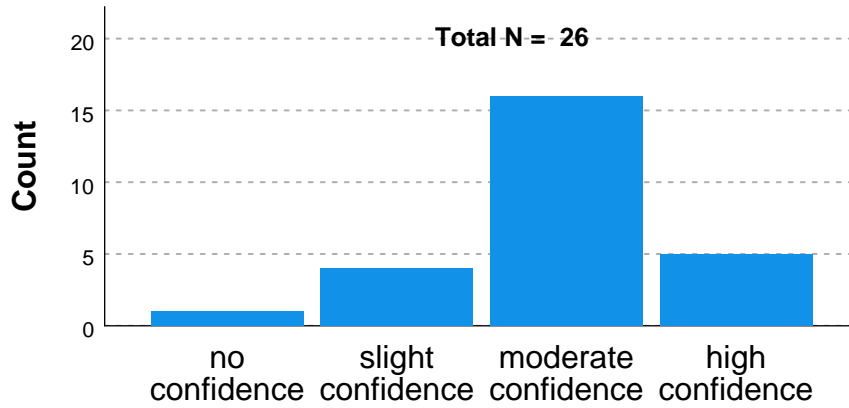
**Categorical Field Information Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being**



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

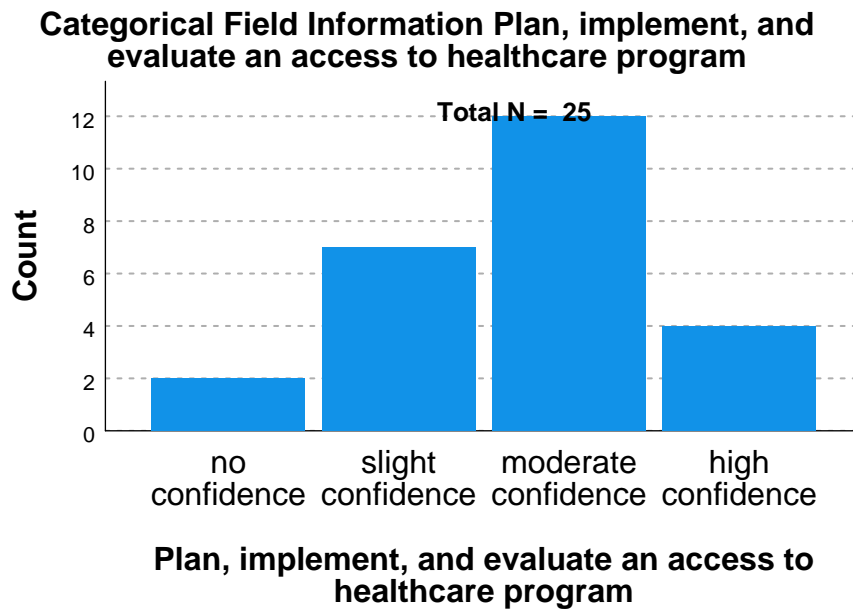
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being field is ordinal but is treated as continuous in the test.

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



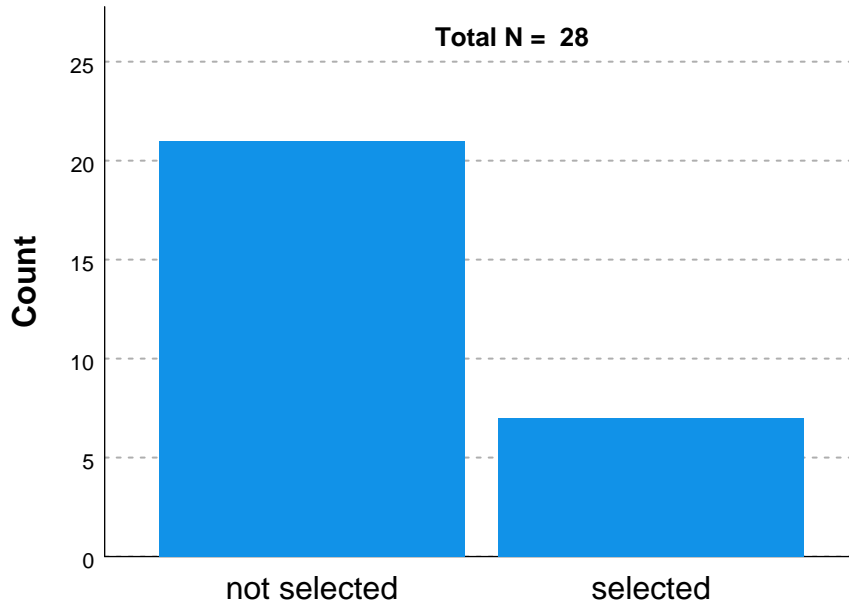
**Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task**

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



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

**Categorical Field Information Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada**



**Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada**