

## Nonparametric Tests

### Notes

Output Created		05-MAR-2023 10:03:43
Comments		
Input	Data	C: \Users\ayesh\OneDrive\De sktop\2023-02-18-Survey- analysis.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	28

## Notes

### Syntax

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

### Notes

Resources	Processor Time	00:00:06.36
	Elapsed Time	00:00:06.33

### 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): canada.	Independent-Samples Mann-Whitney U Test	.874 <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): canada.	Independent-Samples Mann-Whitney U Test	.728 <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): canada.	Independent-Samples Mann-Whitney U Test	.427 <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): canada.	Independent-Samples Mann-Whitney U Test	.590 <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): canada.	Independent-Samples Mann-Whitney U Test	.322 <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): canada.	Independent-Samples Mann-Whitney U Test	.095 <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): canada.	Independent-Samples Mann-Whitney U Test	.035 <sup>c</sup>

**Hypothesis Test Summary**

	Decision
4	Retain the null hypothesis.
5	Retain the null hypothesis.
6	Retain the null hypothesis.
7	Reject 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): canada.	Independent-Samples Mann-Whitney U Test	.095 <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): canada.	Independent-Samples Mann-Whitney U Test	.409 <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): canada.	Independent-Samples Mann-Whitney U Test	.355 <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): canada.	Independent-Samples Mann-Whitney U Test	.126 <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): canada.	Independent-Samples Mann-Whitney U Test	.082 <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): canada.	Independent-Samples Mann-Whitney U Test	.015 <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): canada.	Independent-Samples Mann-Whitney U Test	.070 <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): canada.	Independent-Samples Mann-Whitney U Test	.164 <sup>c</sup>
16	The distribution of Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): canada.	Independent-Samples Mann-Whitney U Test	.144 <sup>c</sup>

## Hypothesis Test Summary

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

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
17	The distribution of Skills for knowledge brokering is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): canada.	Independent-Samples Mann-Whitney U Test	.262 <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): canada.	Independent-Samples Mann-Whitney U Test	.465 <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): canada.	Independent-Samples Mann-Whitney U Test	.126 <sup>c</sup>
20	The distribution of Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): canada.	Independent-Samples Mann-Whitney U Test	.209 <sup>c</sup>

## Hypothesis Test Summary

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

### Hypothesis Test Summary

	Null Hypothesis	Test	Sig. <sup>a,b</sup>
21	The distribution of Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task is the same across categories of Staff region of origin or birth (place an "x" beside all options that apply): canada.	Independent-Samples Mann-Whitney U Test	.352 <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): canada.	Independent-Samples Mann-Whitney U Test	.206 <sup>c</sup>

### Hypothesis Test Summary

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

a. The significance level is .050.

b. Asymptotic significance is displayed.

c. Exact significance is displayed for this test.

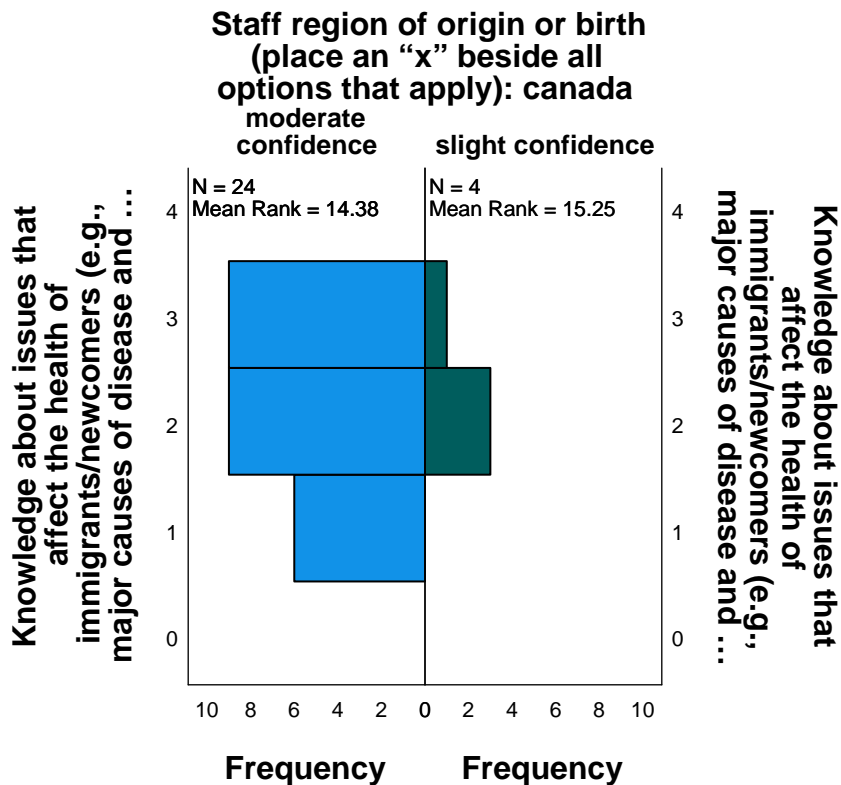
### Independent-Samples Mann-Whitney U Test

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

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

Total N	28
Mann-Whitney U	45.000
Wilcoxon W	345.000
Test Statistic	45.000
Standard Error	14.182
Standardized Test Statistic	-.212
Asymptotic Sig.(2-sided test)	.832
Exact Sig.(2-sided test)	.874

### Independent-Samples Mann-Whitney U Test

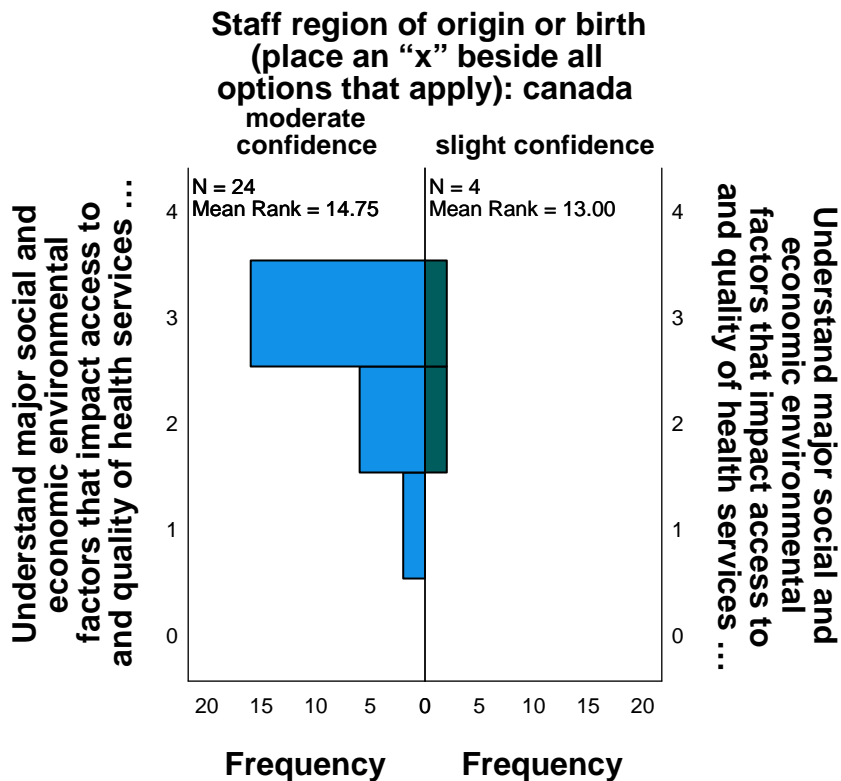


Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health across Staff region of origin or birth (place an "x"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

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

Total N	28
Mann-Whitney U	54.000
Wilcoxon W	354.000
Test Statistic	54.000
Standard Error	12.848
Standardized Test Statistic	.467
Asymptotic Sig.(2-sided test)	.641
Exact Sig.(2-sided test)	.728

### Independent-Samples Mann-Whitney U Test

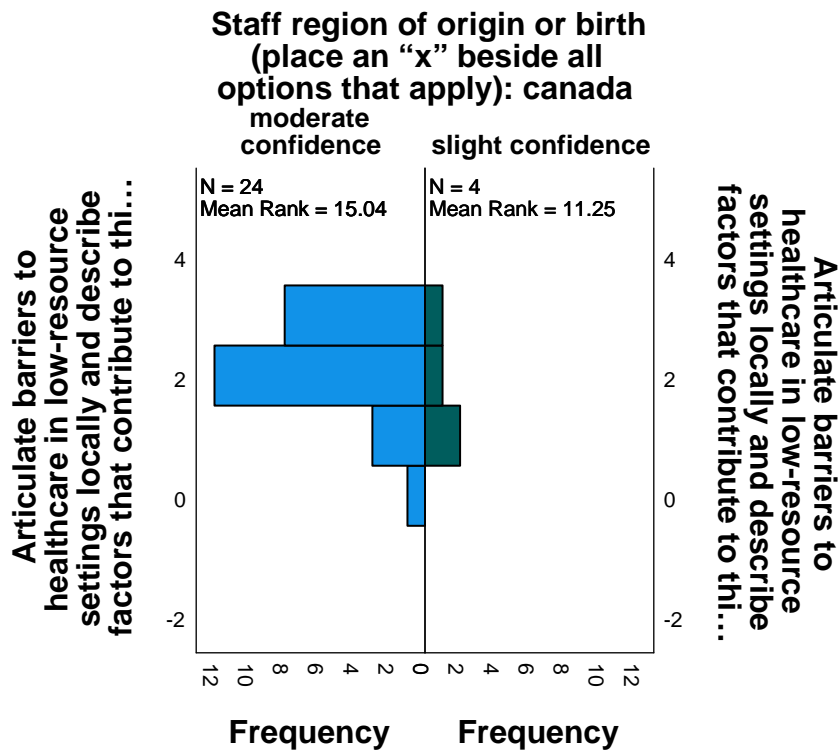


Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	28
Mann-Whitney U	61.000
Wilcoxon W	361.000
Test Statistic	61.000
Standard Error	14.142
Standardized Test Statistic	.919
Asymptotic Sig.(2-sided test)	.358
Exact Sig.(2-sided test)	.427

### 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): canada

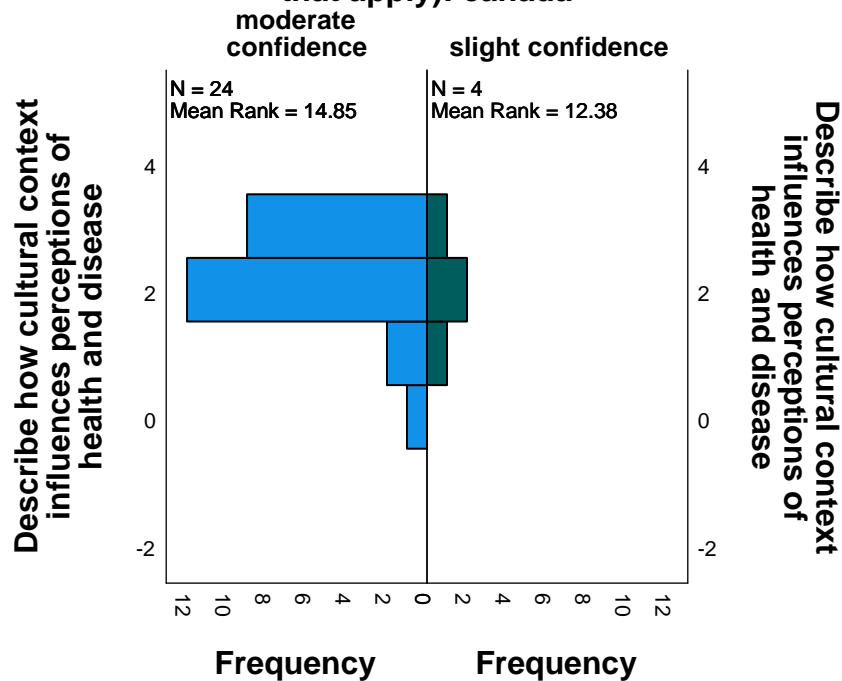


### Independent-Samples Mann-Whitney U Test Summary

Total N	28
Mann-Whitney U	56.500
Wilcoxon W	356.500
Test Statistic	56.500
Standard Error	13.870
Standardized Test Statistic	.613
Asymptotic Sig.(2-sided test)	.540
Exact Sig.(2-sided test)	.590

### Independent-Samples Mann-Whitney U Test

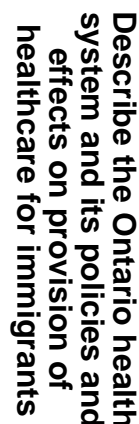
Staff region of origin or birth  
(place an "x" beside all options  
that apply): canada



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): canada

Total N	28
Mann-Whitney U	63.500
Wilcoxon W	363.500
Test Statistic	63.500
Standard Error	14.573
Standardized Test Statistic	1.064
Asymptotic Sig.(2-sided test)	.288
Exact Sig.(2-sided test)	.322

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

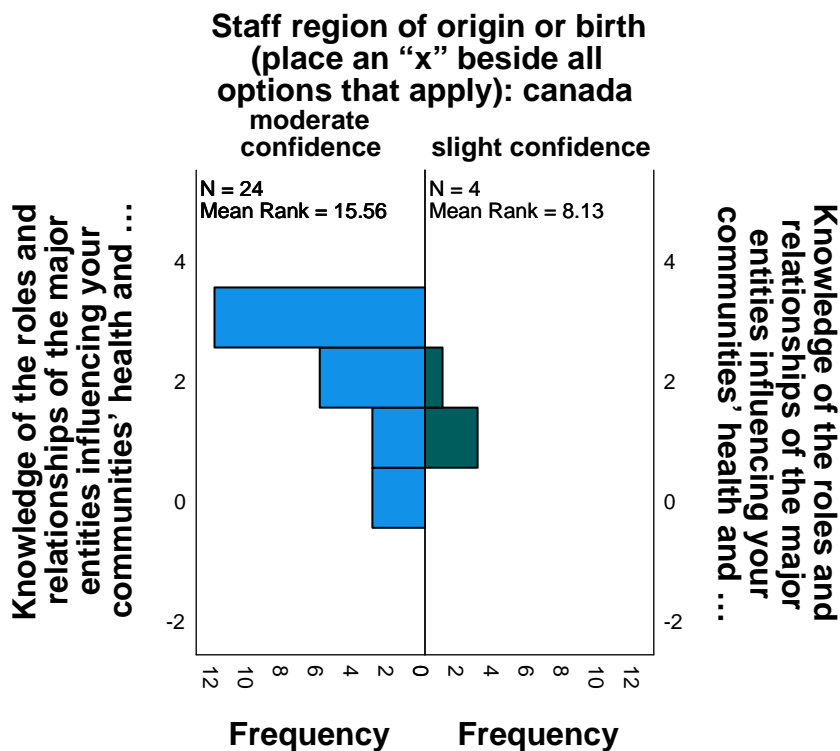


Page 18

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

Total N	28
Mann-Whitney U	73.500
Wilcoxon W	373.500
Test Statistic	73.500
Standard Error	14.416
Standardized Test Statistic	1.769
Asymptotic Sig.(2-sided test)	.077
Exact Sig.(2-sided test)	.095

### Independent-Samples Mann-Whitney U Test

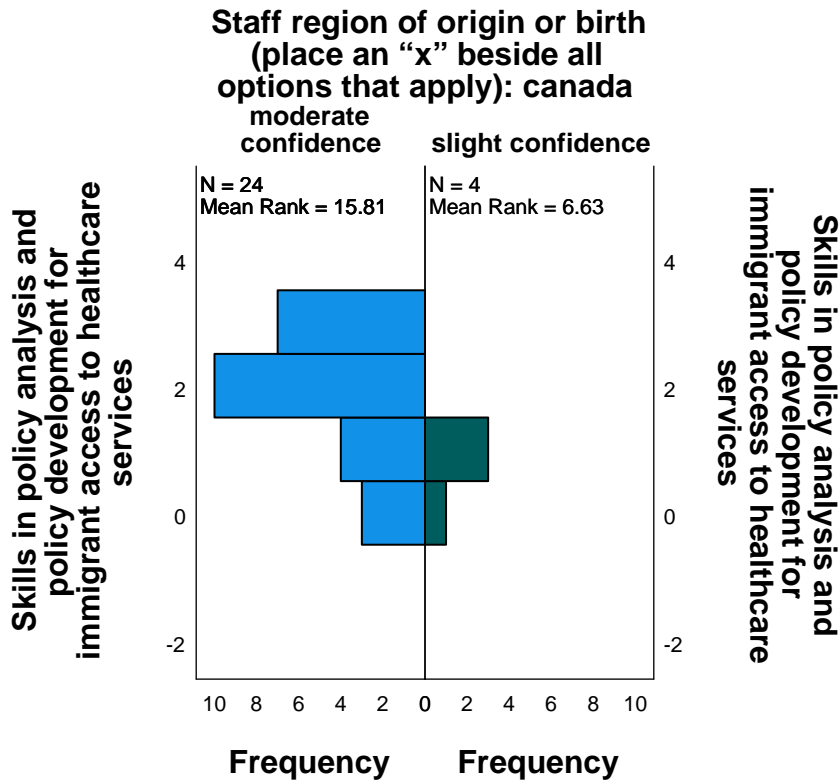


**Skills in policy analysis and policy development for immigrant access to healthcare services across Staff region of origin or birth (place an "x" beside all options that apply): canada**

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

Total N	28
Mann-Whitney U	79.500
Wilcoxon W	379.500
Test Statistic	79.500
Standard Error	14.621
Standardized Test Statistic	2.154
Asymptotic Sig.(2-sided test)	.031
Exact Sig.(2-sided test)	.035

### Independent-Samples Mann-Whitney U Test

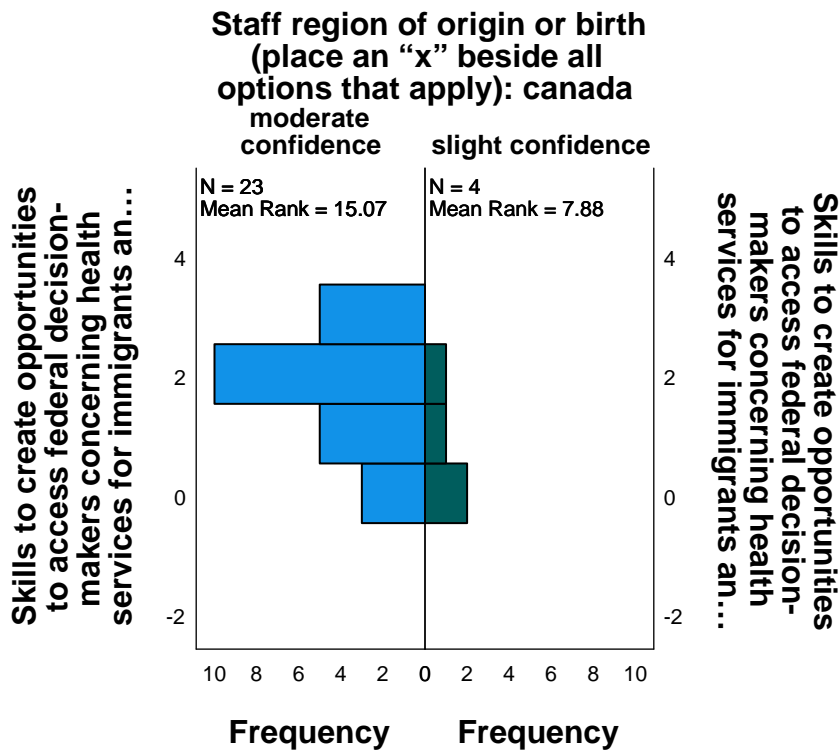


**Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): canada**

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

Total N	27
Mann-Whitney U	70.500
Wilcoxon W	346.500
Test Statistic	70.500
Standard Error	13.976
Standardized Test Statistic	1.753
Asymptotic Sig.(2-sided test)	.080
Exact Sig.(2-sided test)	.095

### Independent-Samples Mann-Whitney U Test

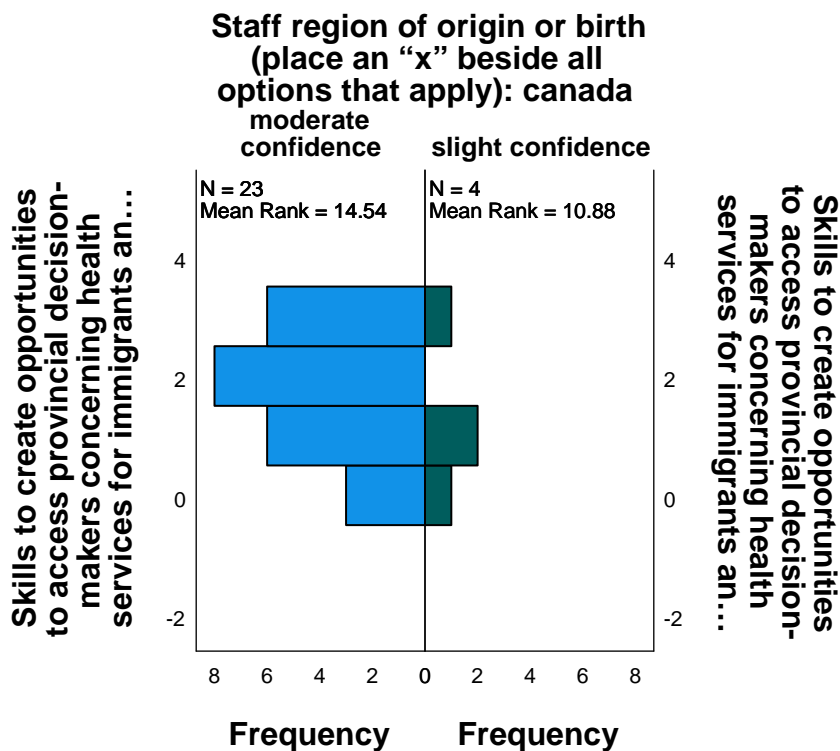


Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	27
Mann-Whitney U	58.500
Wilcoxon W	334.500
Test Statistic	58.500
Standard Error	14.119
Standardized Test Statistic	.885
Asymptotic Sig.(2-sided test)	.376
Exact Sig.(2-sided test)	.409

### Independent-Samples Mann-Whitney U Test

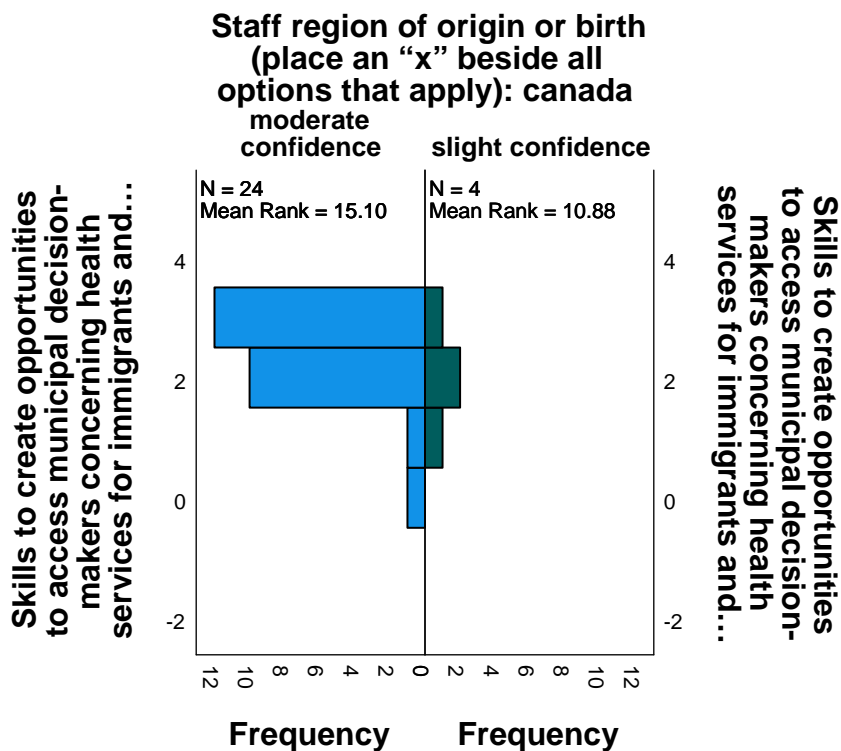


Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	28
Mann-Whitney U	62.500
Wilcoxon W	362.500
Test Statistic	62.500
Standard Error	13.808
Standardized Test Statistic	1.050
Asymptotic Sig.(2-sided test)	.294
Exact Sig.(2-sided test)	.355

### Independent-Samples Mann-Whitney U Test

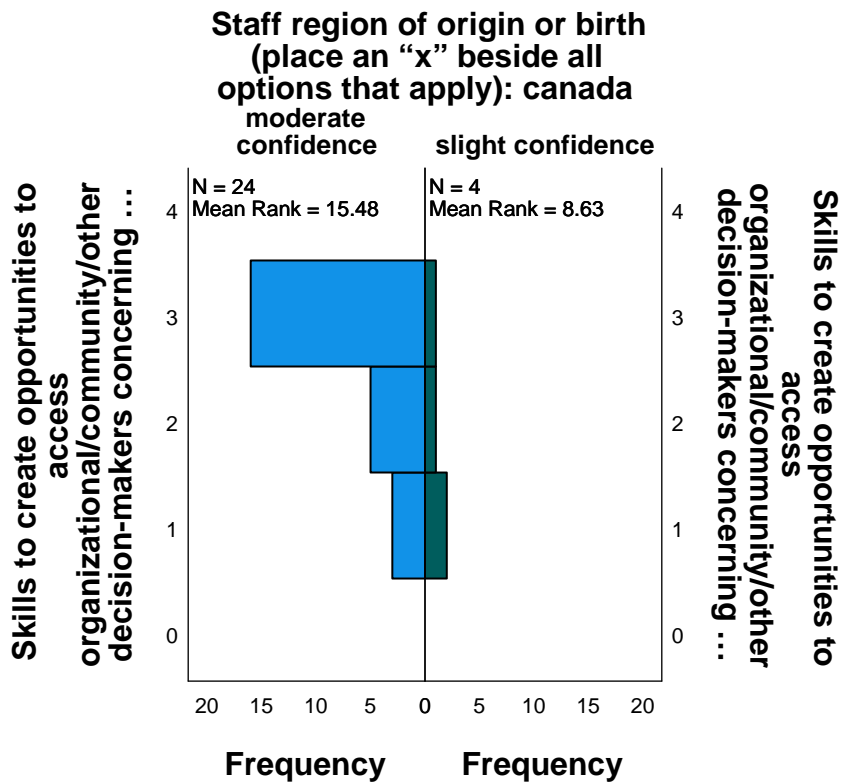


**Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers across Staff region of origin or birth (place an "x" beside all options that apply): canada**

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

Total N	28
Mann-Whitney U	71.500
Wilcoxon W	371.500
Test Statistic	71.500
Standard Error	13.293
Standardized Test Statistic	1.768
Asymptotic Sig.(2-sided test)	.077
Exact Sig.(2-sided test)	.126

### Independent-Samples Mann-Whitney U Test



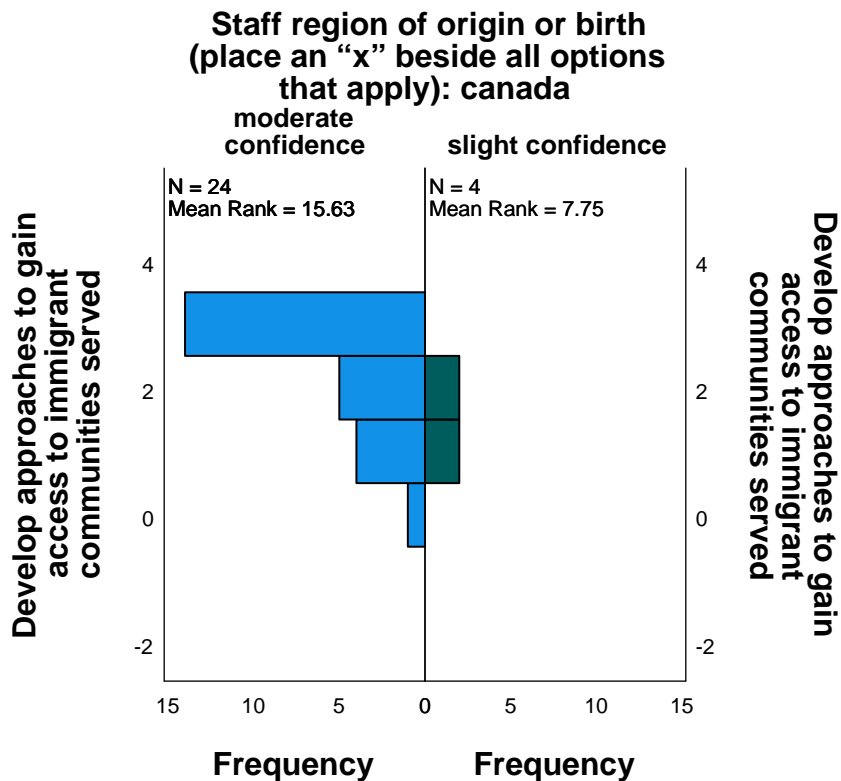
Develop approaches to gain access to immigrant communities served across Staff region of origin or birth (place an "x" beside all options that apply): canada



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

Total N	28
Mann-Whitney U	75.000
Wilcoxon W	375.000
Test Statistic	75.000
Standard Error	14.048
Standardized Test Statistic	1.922
Asymptotic Sig.(2-sided test)	.055
Exact Sig.(2-sided test)	.082

### Independent-Samples Mann-Whitney U Test

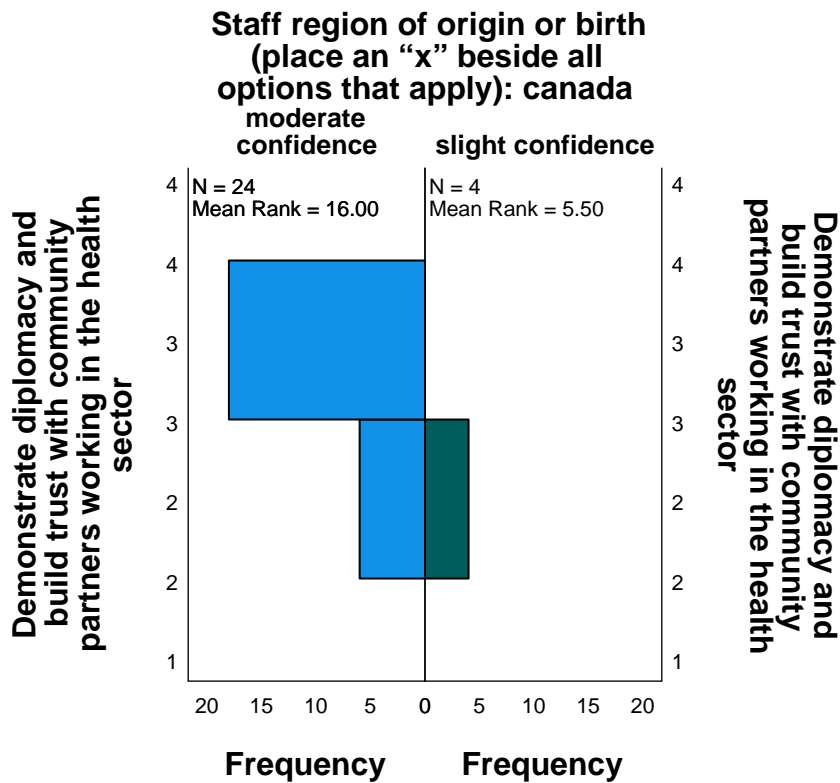


Demonstrate diplomacy and build trust with community partners working in the health sector across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	28
Mann-Whitney U	84.000
Wilcoxon W	384.000
Test Statistic	84.000
Standard Error	12.649
Standardized Test Statistic	2.846
Asymptotic Sig.(2-sided test)	.004
Exact Sig.(2-sided test)	.015

### Independent-Samples Mann-Whitney U Test

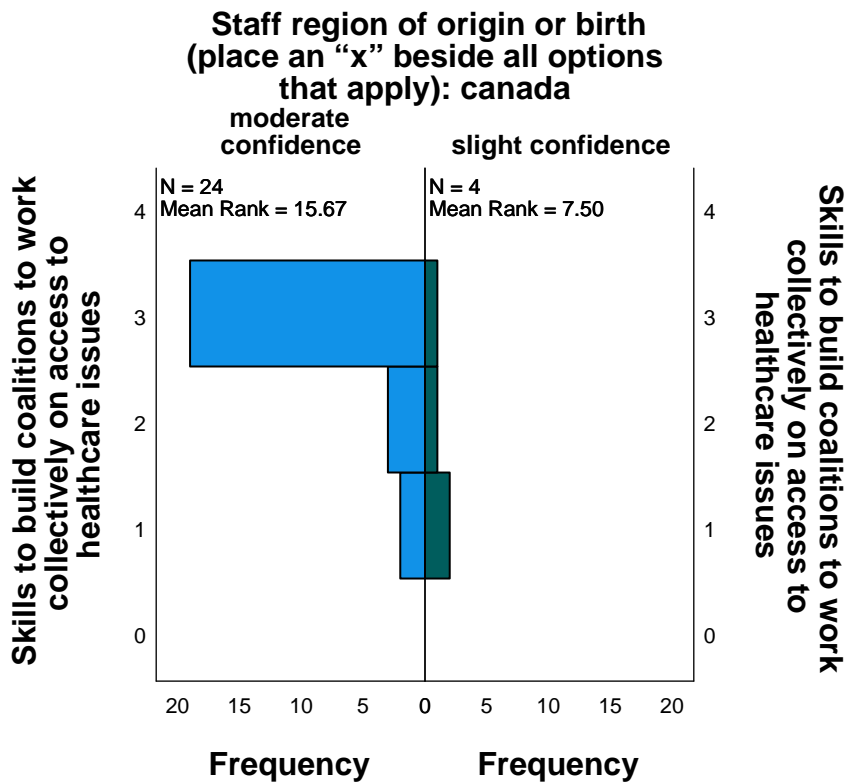


**Skills to build coalitions to work collectively on access to healthcare issues across Staff region of origin or birth (place an "x" beside all options that apply): canada**

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

Total N	28
Mann-Whitney U	76.000
Wilcoxon W	376.000
Test Statistic	76.000
Standard Error	12.095
Standardized Test Statistic	2.315
Asymptotic Sig.(2-sided test)	.021
Exact Sig.(2-sided test)	.070

### Independent-Samples Mann-Whitney U Test

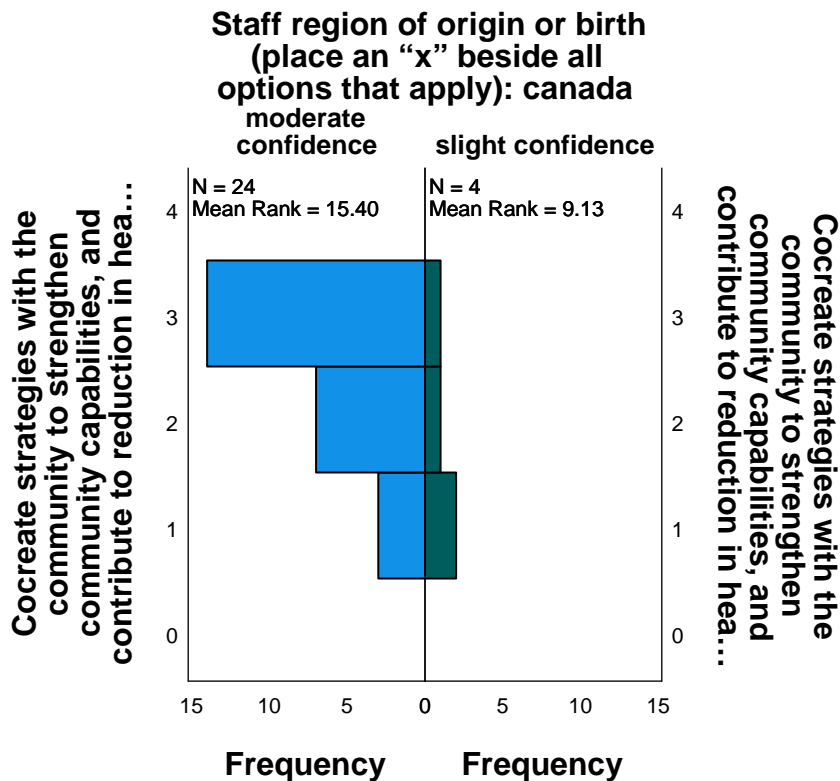


**Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health across Staff region of origin or birth (place an "x" beside all options that apply): canada**

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

Total N	28
Mann-Whitney U	69.500
Wilcoxon W	369.500
Test Statistic	69.500
Standard Error	13.778
Standardized Test Statistic	1.560
Asymptotic Sig.(2-sided test)	.119
Exact Sig.(2-sided test)	.164

### Independent-Samples Mann-Whitney U Test

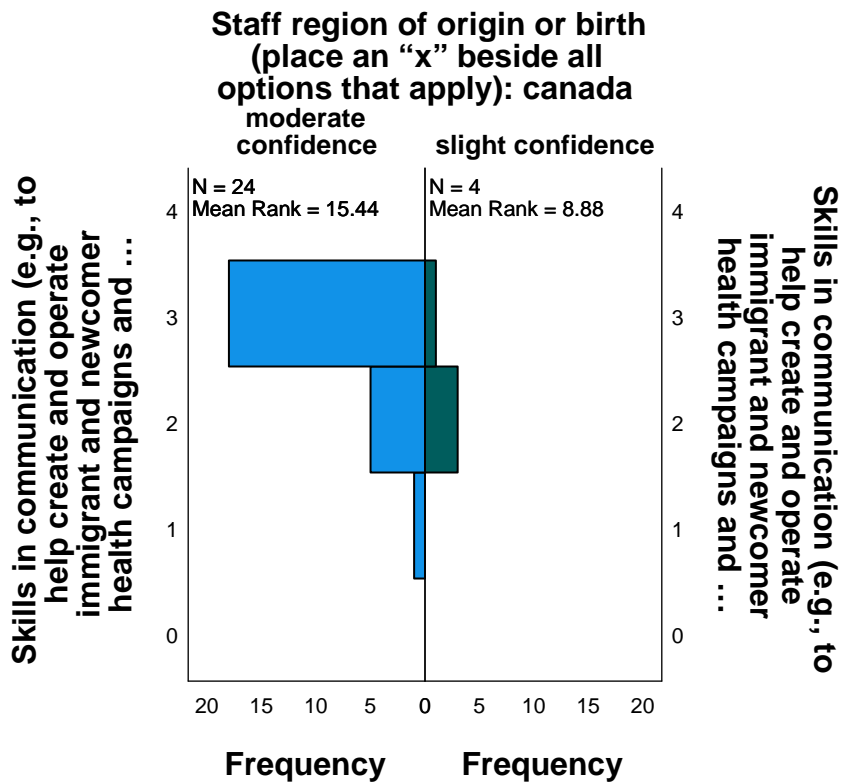


Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	28
Mann-Whitney U	70.500
Wilcoxon W	370.500
Test Statistic	70.500
Standard Error	12.421
Standardized Test Statistic	1.811
Asymptotic Sig.(2-sided test)	.070
Exact Sig.(2-sided test)	.144

### 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): canada**

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

Total N	28
Mann-Whitney U	66.000
Wilcoxon W	366.000
Test Statistic	66.000
Standard Error	13.416
Standardized Test Statistic	1.342
Asymptotic Sig.(2-sided test)	.180
Exact Sig.(2-sided test)	.262

### Independent-Samples Mann-Whitney U Test

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

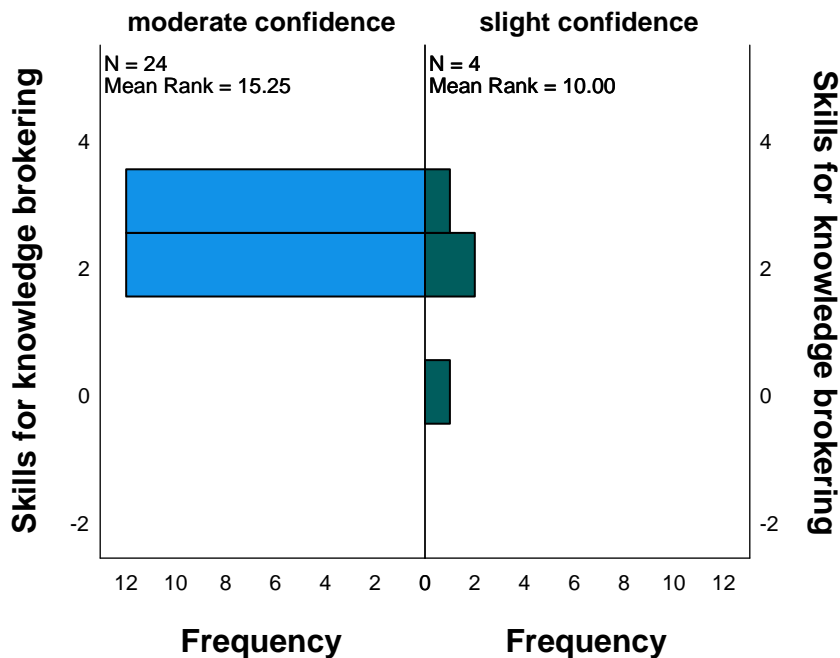
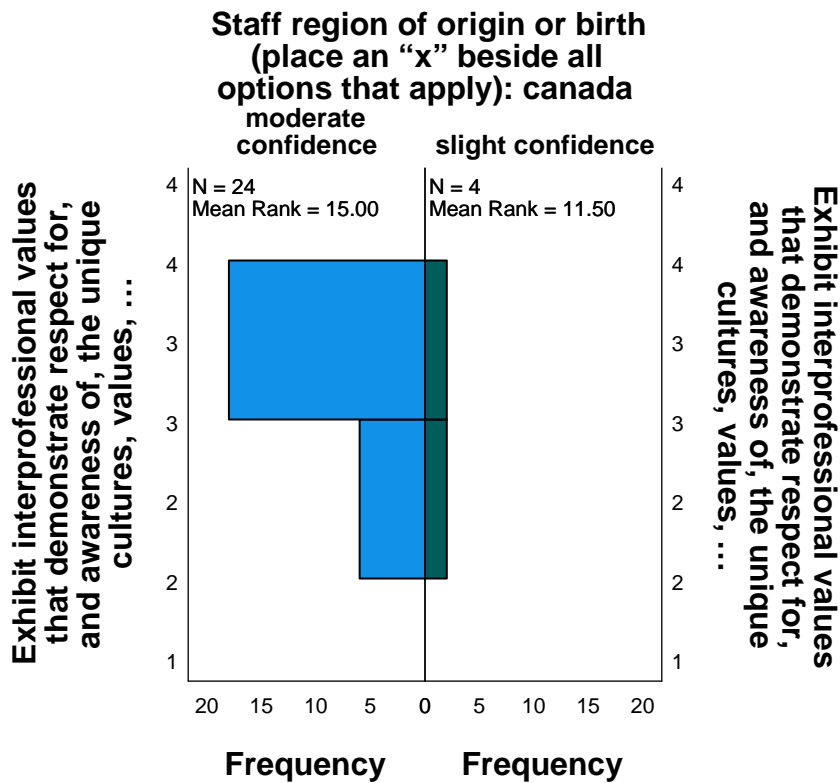


Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space across Staff region of origin or birth (place an “x” beside all options that apply): canada

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

Total N	28
Mann-Whitney U	60.000
Wilcoxon W	360.000
Test Statistic	60.000
Standard Error	11.926
Standardized Test Statistic	1.006
Asymptotic Sig.(2-sided test)	.314
Exact Sig.(2-sided test)	.465

### Independent-Samples Mann-Whitney U Test



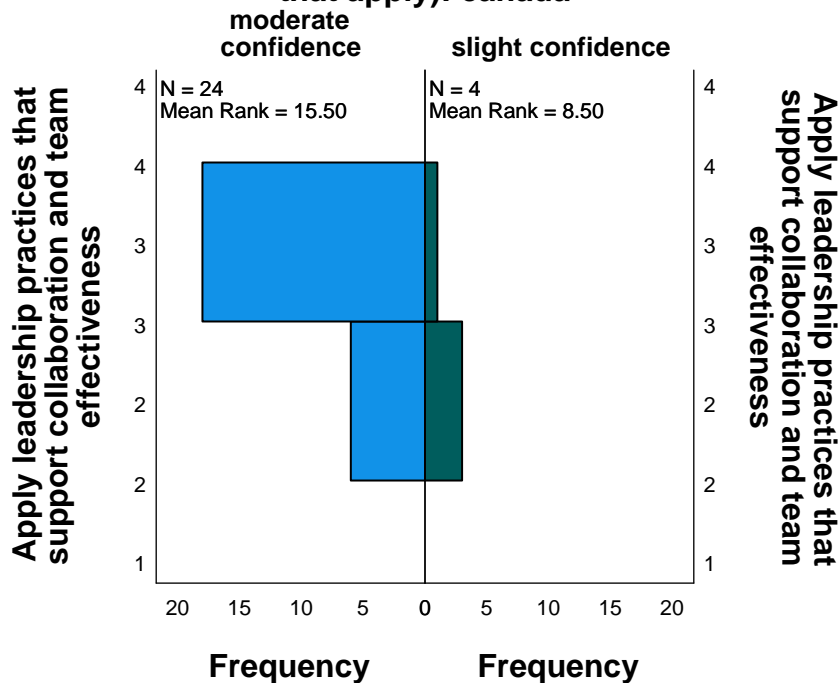
Apply leadership practices that support collaboration and team effectiveness across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	28
Mann-Whitney U	72.000
Wilcoxon W	372.000
Test Statistic	72.000
Standard Error	12.329
Standardized Test Statistic	1.947
Asymptotic Sig.(2-sided test)	.052
Exact Sig.(2-sided test)	.126

### Independent-Samples Mann-Whitney U Test

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



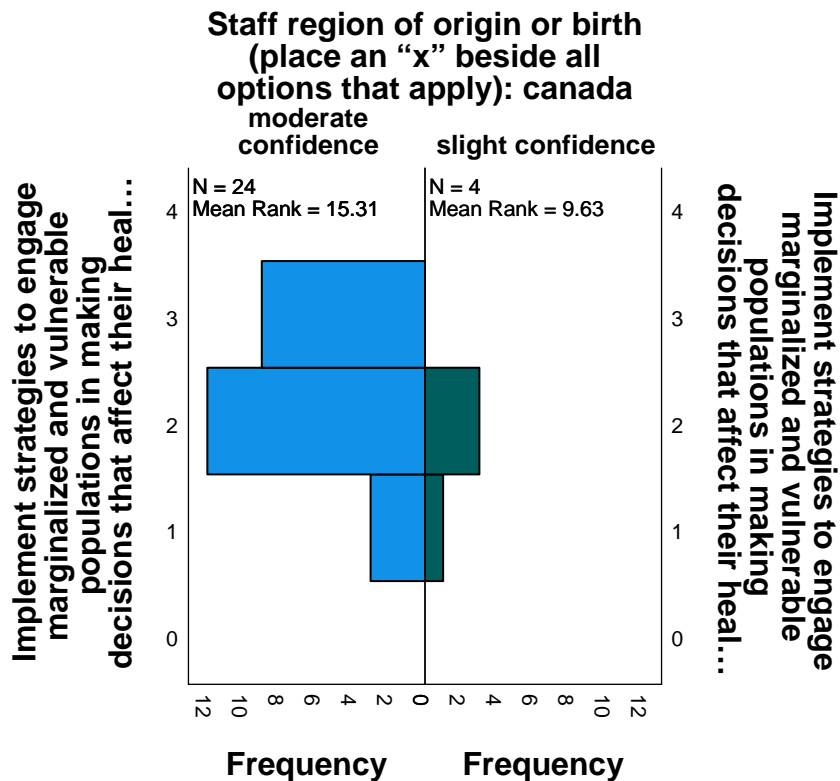
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being across Staff region of origin or birth (place an "x" beside all options that apply): canada



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

Total N	28
Mann-Whitney U	67.500
Wilcoxon W	367.500
Test Statistic	67.500
Standard Error	13.718
Standardized Test Statistic	1.421
Asymptotic Sig.(2-sided test)	.155
Exact Sig.(2-sided test)	.209

### Independent-Samples Mann-Whitney U Test

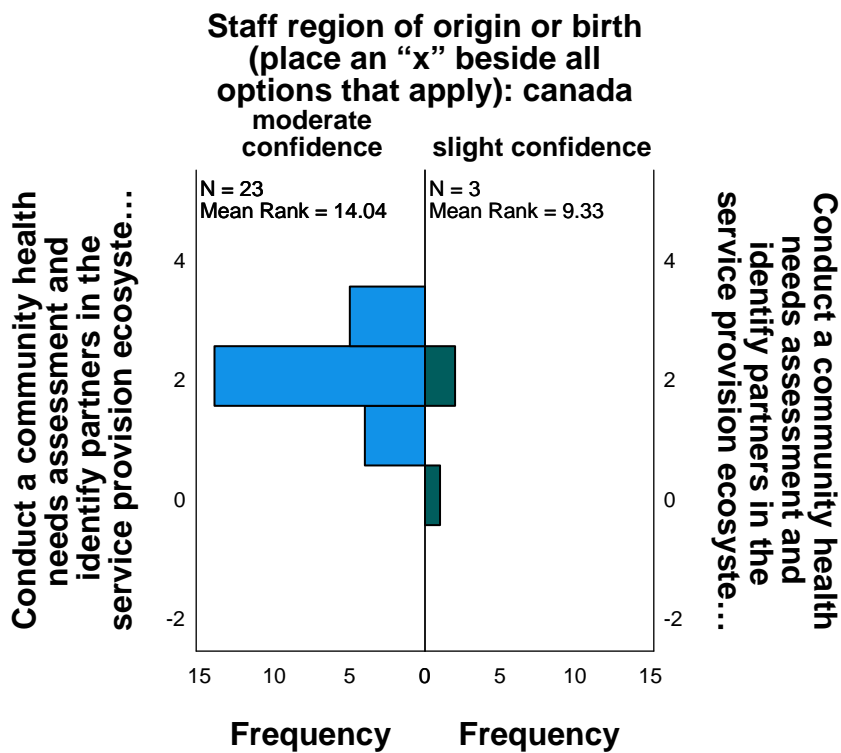


Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

Total N	26
Mann-Whitney U	47.000
Wilcoxon W	323.000
Test Statistic	47.000
Standard Error	10.843
Standardized Test Statistic	1.153
Asymptotic Sig.(2-sided test)	.249
Exact Sig.(2-sided test)	.352

### Independent-Samples Mann-Whitney U Test



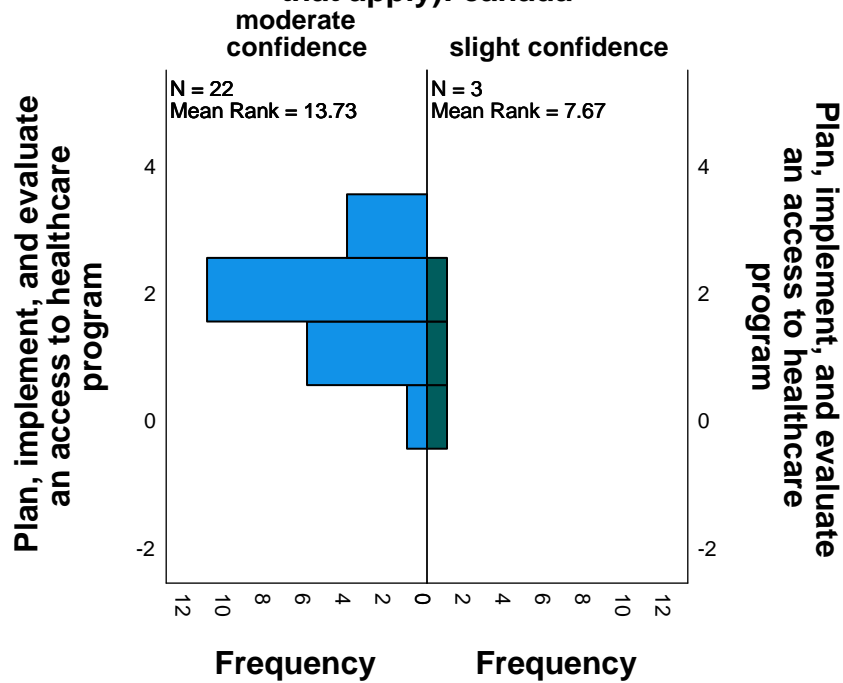
Plan, implement, and evaluate an access to healthcare program across Staff region of origin or birth (place an "x" beside all options that apply): canada

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

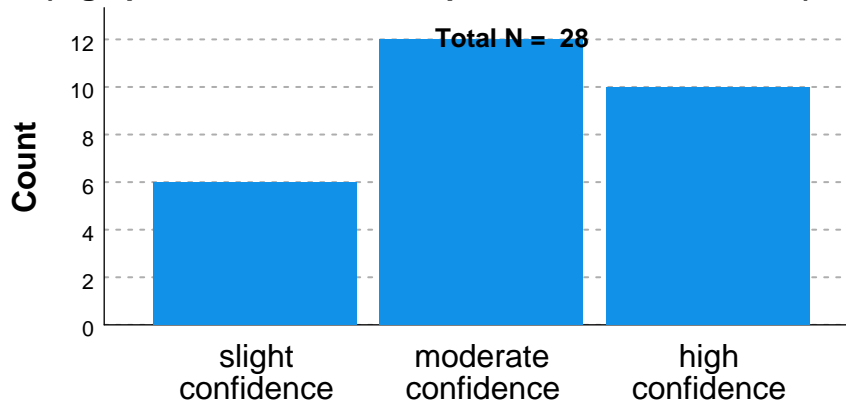
Total N	25
Mann-Whitney U	49.000
Wilcoxon W	302.000
Test Statistic	49.000
Standard Error	11.117
Standardized Test Statistic	1.439
Asymptotic Sig.(2-sided test)	.150
Exact Sig.(2-sided test)	.206

### Independent-Samples Mann-Whitney U Test

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



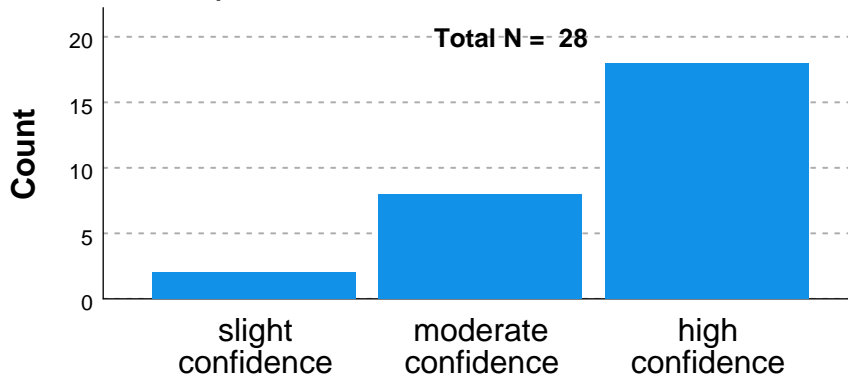
**Categorical Field Information Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)**



**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...

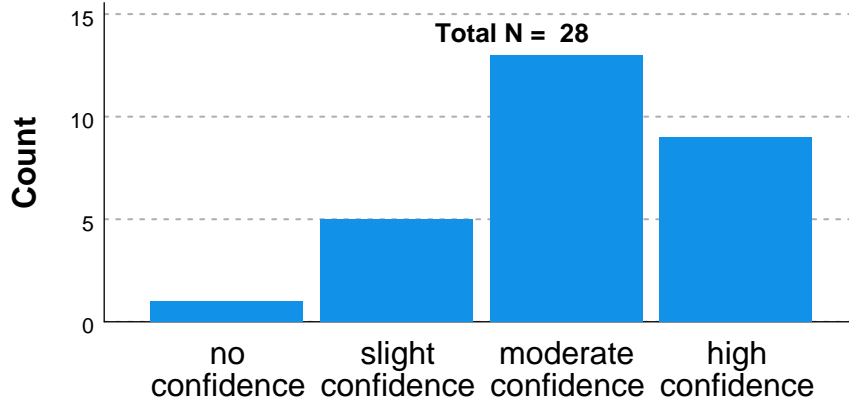
**Categorical Field Information Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence ...**



**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 ...

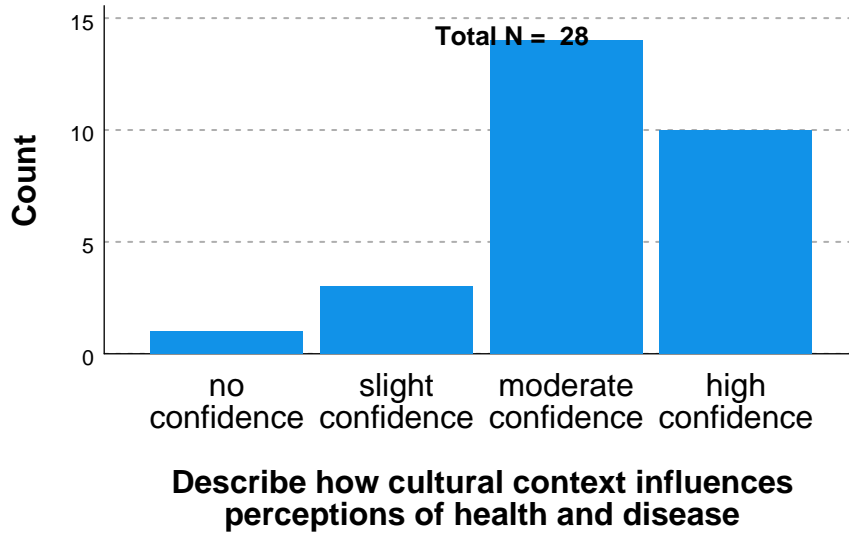
**Categorical Field Information Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address...**



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

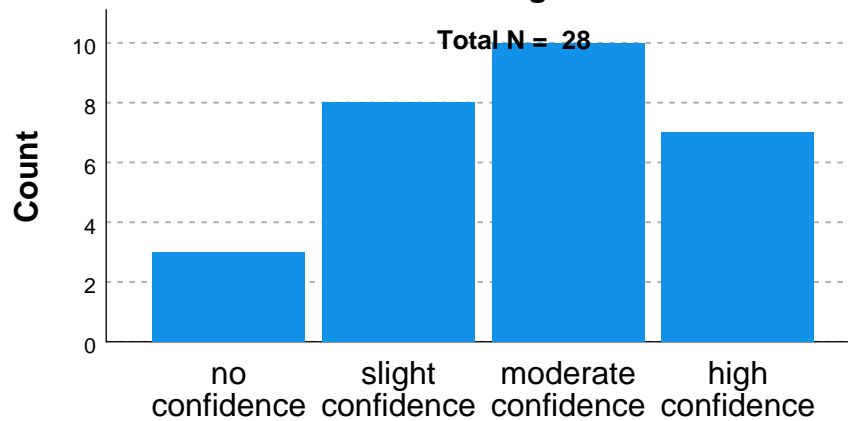
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem field is ordinal but is treated as continuous in the test.

**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**

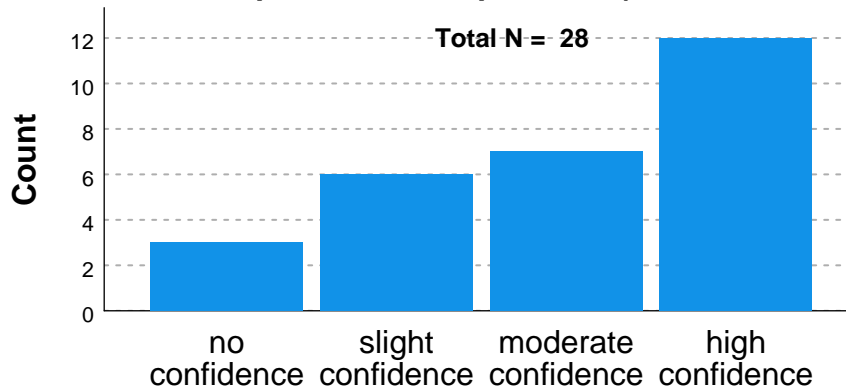


**Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants**

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



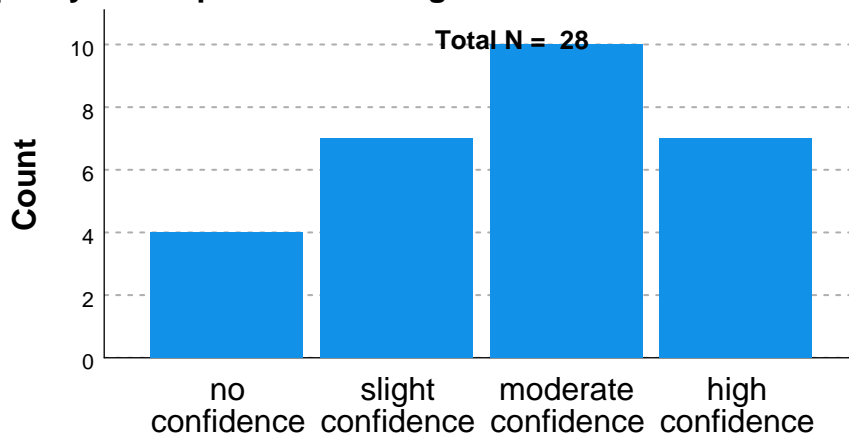
**Categorical Field Information Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)**



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

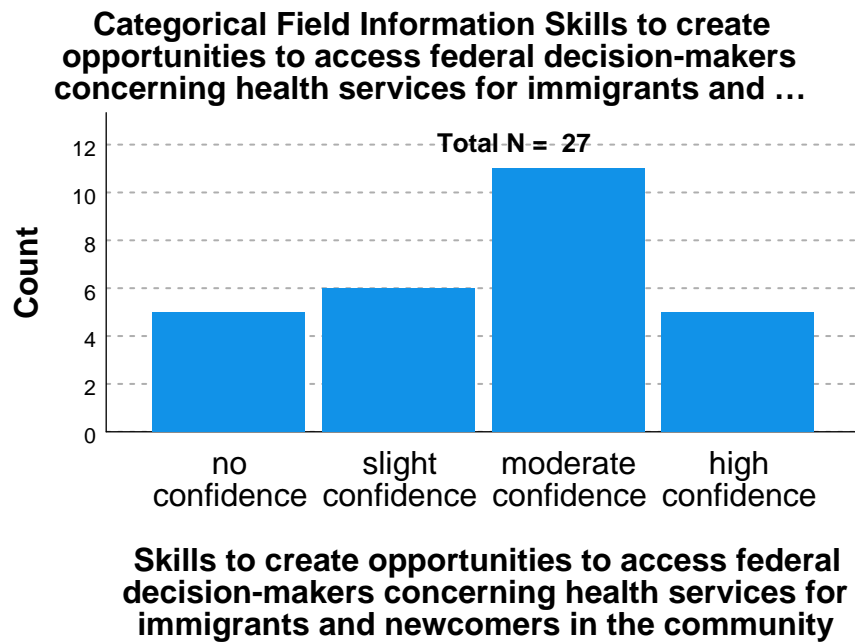
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) field is ordinal but is treated as continuous in the test.

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



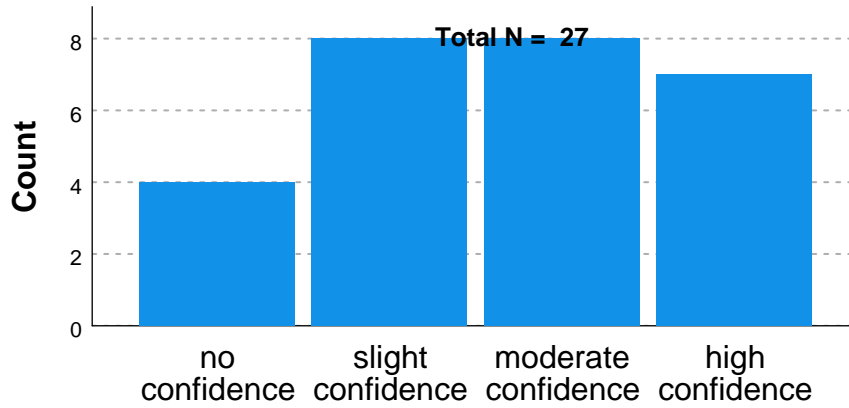
**Skills in policy analysis and policy development for immigrant access to healthcare services**

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



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

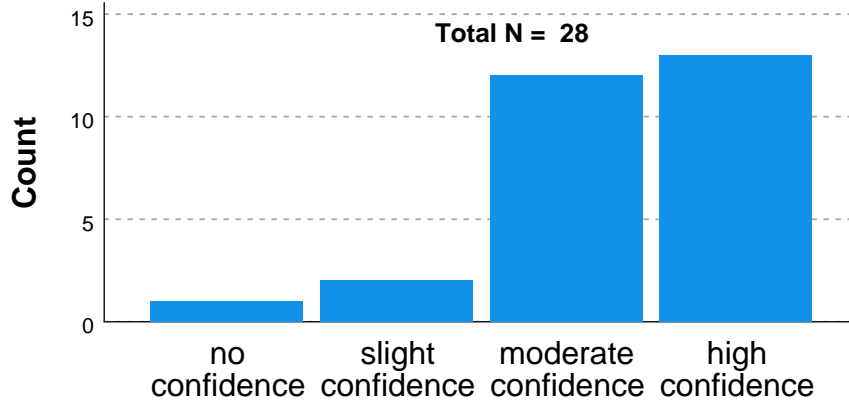
**Categorical Field Information Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and ...**



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

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

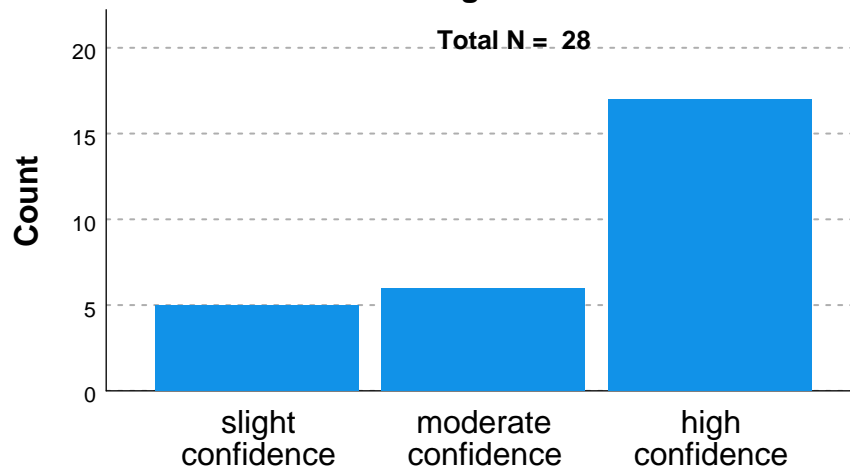
**Categorical Field Information Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and ...**



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

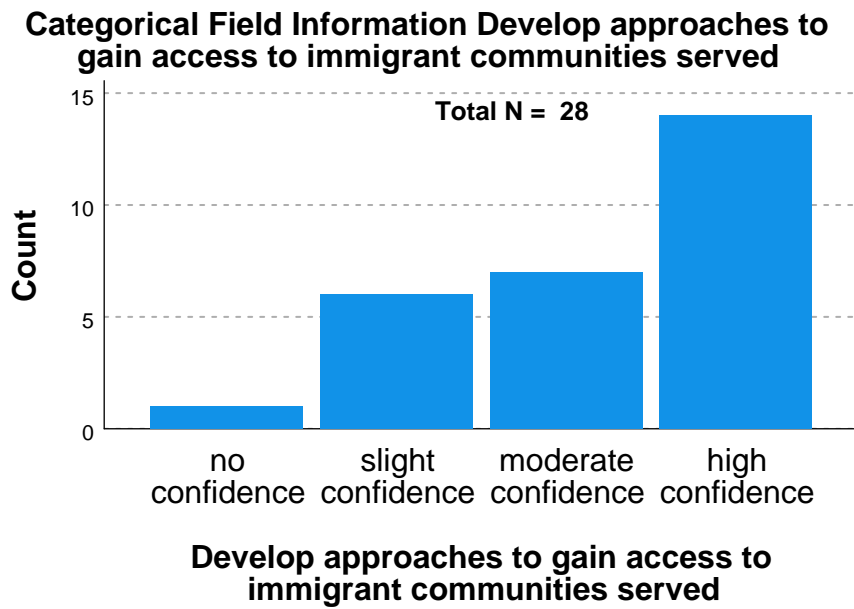
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.

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



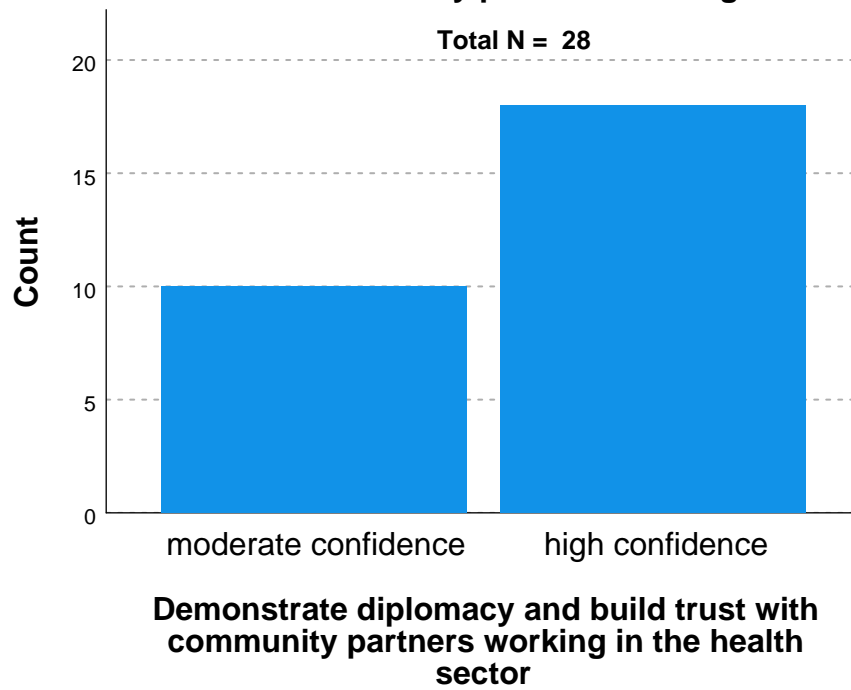
**Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers**

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



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

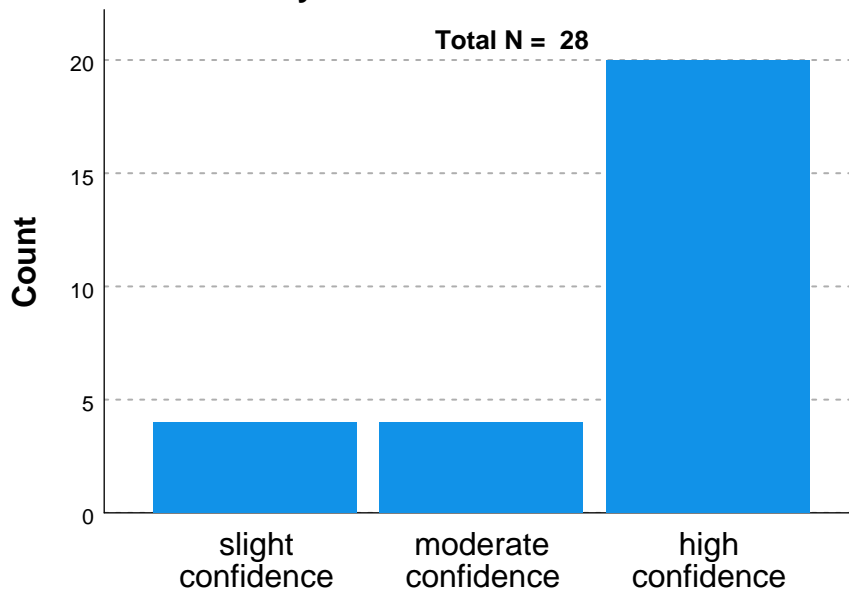
**Categorical Field Information Demonstrate diplomacy  
and build trust with community partners working in the...**



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



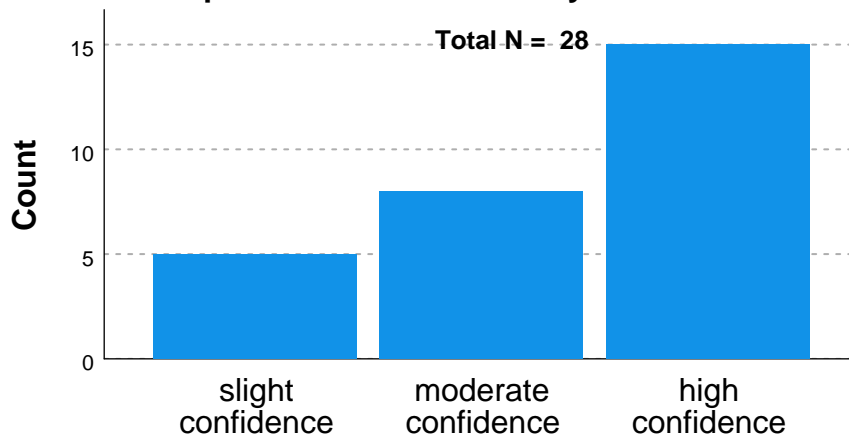
**Categorical Field Information Skills to build coalitions to work collectively on access to healthcare issues**



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

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

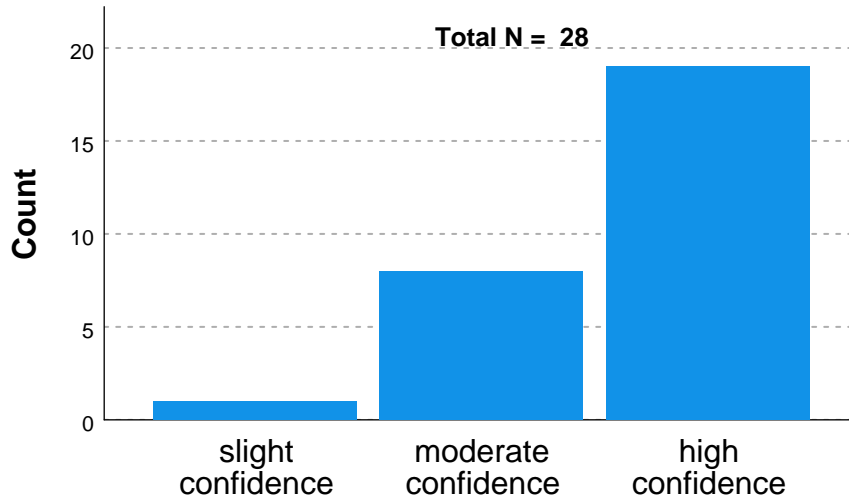
**Categorical Field Information Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health**



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

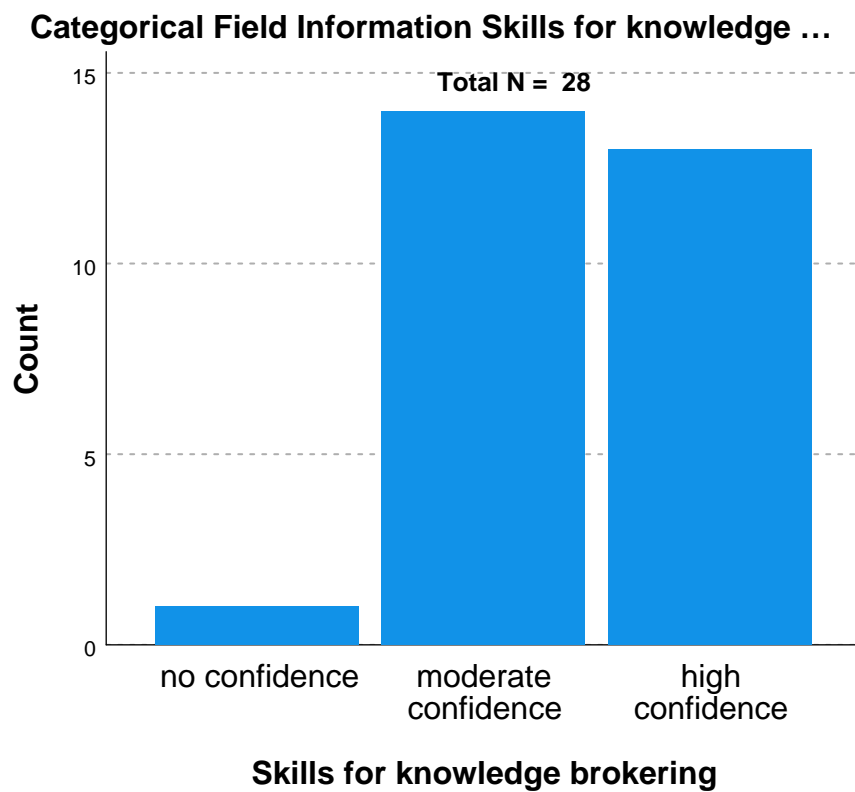
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health field is ordinal but is treated as ...

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



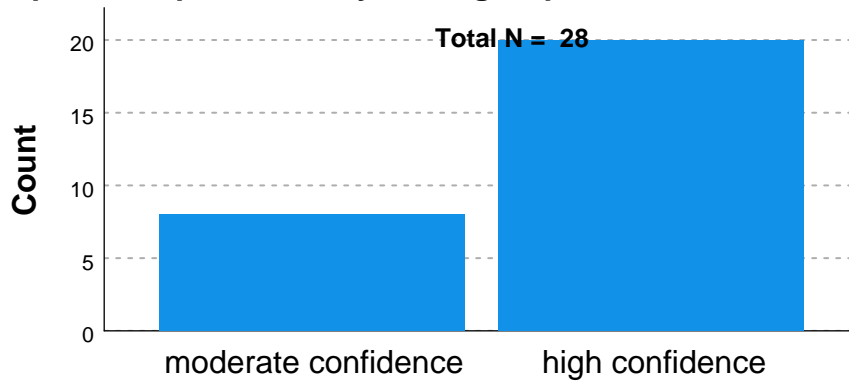
**Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)**

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



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

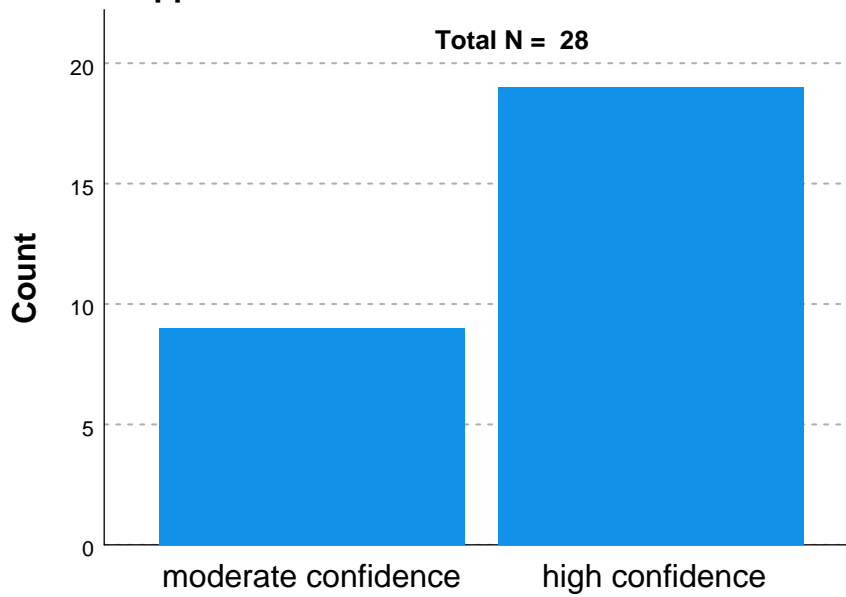
**Categorical Field Information Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the...**



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

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.

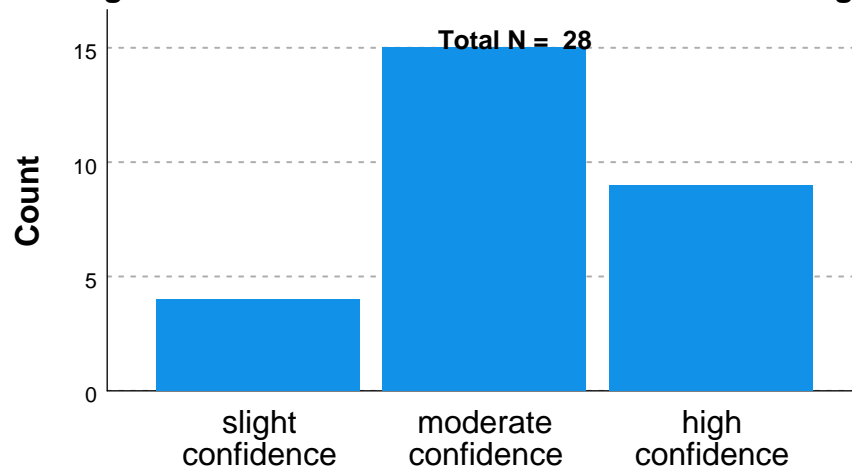
**Categorical Field Information Apply leadership practices that support collaboration and team effectiveness**



**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.

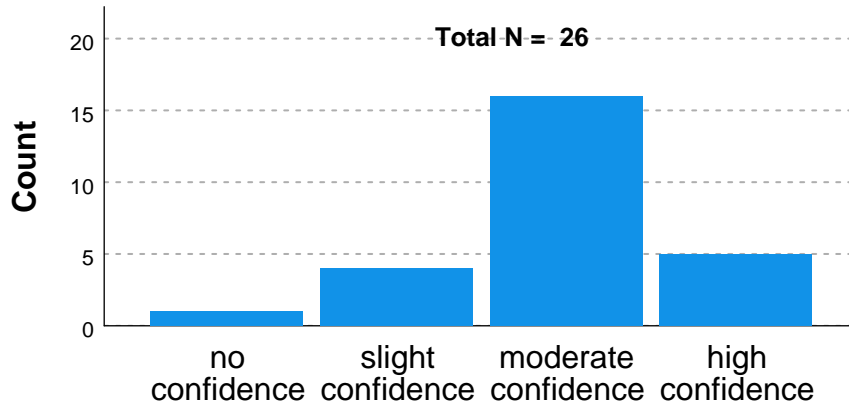
**Categorical Field Information Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being**



**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.

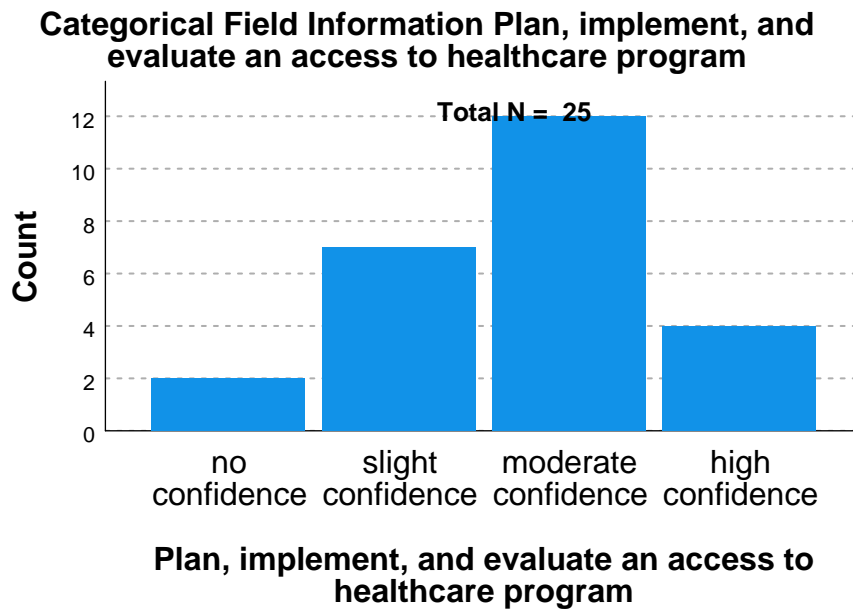
**Categorical Field Information Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned t...**



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

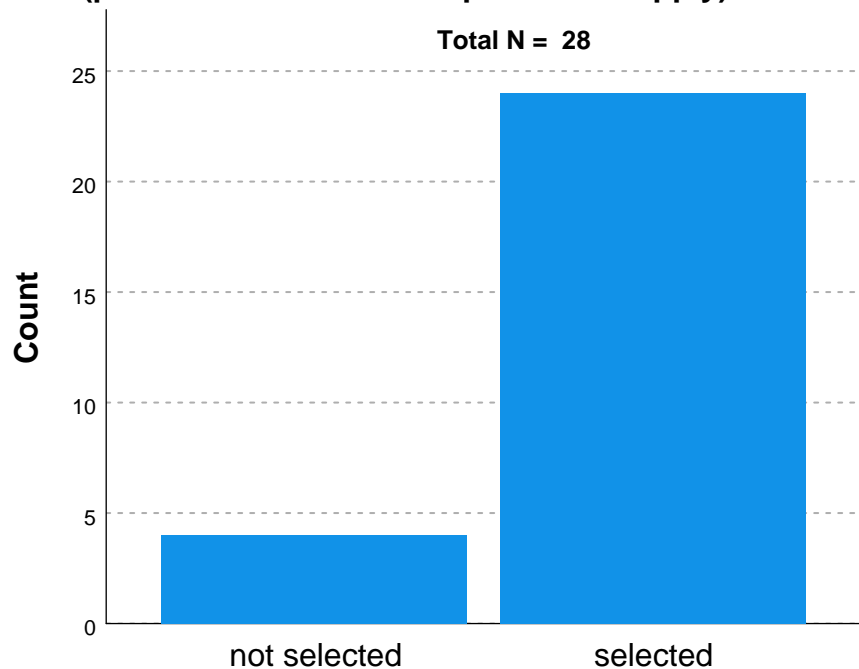
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task field is ordinal but is treated as continuous in the test.





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): canada**



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