

Nonparametric Tests

Notes

Output Created		05-MAR-2023 09:22:05
Comments		
Input	Data	C: \Users\ayesh\OneDrive\De sktop\2023-02-18-Survey- analysis.sav
	Active Dataset	DataSet1
	Filter	<none>
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	N of Rows in Working Data File	28

Notes

Syntax

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NPTESTS
/INDEPENDENT TEST
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Q2_3_barriers_healthcare_
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Q2_4_cultural_context_infl
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Q2_6_roles_relationships_
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Q2_7_skills_policy
Q2_8_skills_create_opport
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Notes

Resources	Processor Time	00:00:06.75
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[DataSet1] C:\Users\ayesh\OneDrive\Desktop\2023-02-18-Survey-analysis.sav

Hypothesis Test Summary

	Null Hypothesis	Test	Sig. ^{a,b}
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.351 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.278 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.437 ^c

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. ^{a,b}
4	The distribution of Describe how cultural context influences perceptions of health and disease is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.278 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.532 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.856 ^c
7	The distribution of Skills in policy analysis and policy development for immigrant access to healthcare services is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	1.000 ^c

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. ^{a,b}
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.880 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	1.000 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.856 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.799 ^c

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. ^{a,b}
12	The distribution of Develop approaches to gain access to immigrant communities served is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.483 ^c
13	The distribution of Demonstrate diplomacy and build trust with community partners working in the health sector is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.313 ^c
14	The distribution of Skills to build coalitions to work collectively on access to healthcare issues is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.351 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.799 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.351 ^c

Hypothesis Test Summary

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

Hypothesis Test Summary

	Null Hypothesis	Test	Sig. ^{a,b}
17	The distribution of Skills for knowledge brokering is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.799 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.278 ^c
19	The distribution of Apply leadership practices that support collaboration and team effectiveness is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	1.000 ^c
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.799 ^c

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. ^{a,b}
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 Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	1.000 ^c
22	The distribution of Plan, implement, and evaluate an access to healthcare program is the same across categories of Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old.	Independent-Samples Mann-Whitney U Test	.663 ^c

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

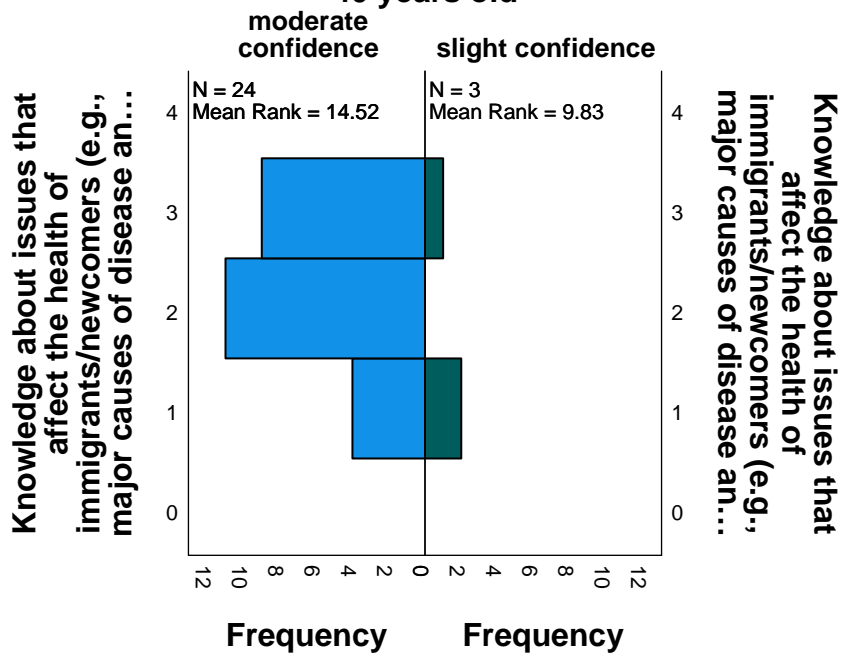
Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	48.500
Wilcoxon W	348.500
Test Statistic	48.500
Standard Error	12.102
Standardized Test Statistic	1.033
Asymptotic Sig.(2-sided test)	.302
Exact Sig.(2-sided test)	.351

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old



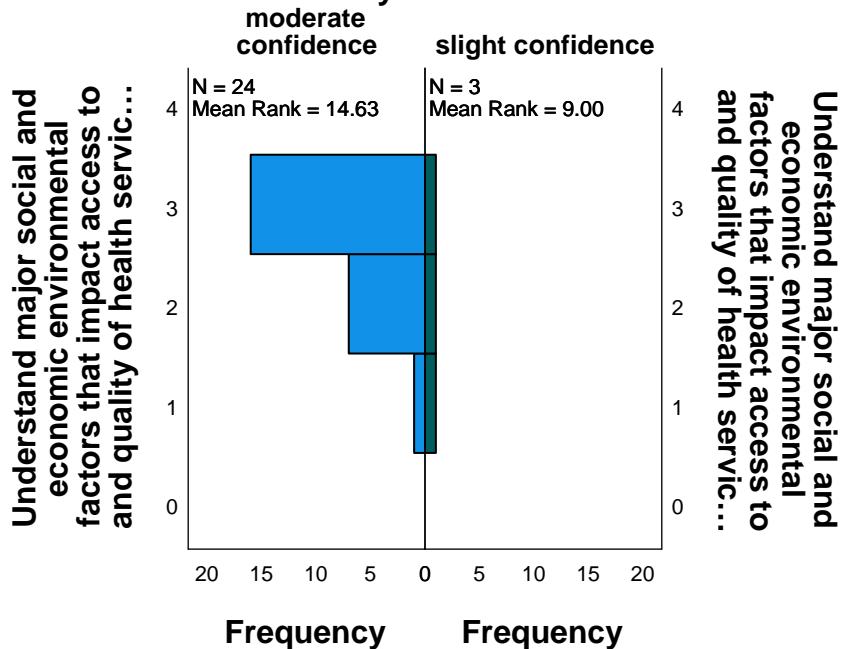
Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health across Age ranges of LIP staff (place an “x” beside all options that apply): less than or equal to 40 years old

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

Total N	27
Mann-Whitney U	51.000
Wilcoxon W	351.000
Test Statistic	51.000
Standard Error	11.036
Standardized Test Statistic	1.359
Asymptotic Sig.(2-sided test)	.174
Exact Sig.(2-sided test)	.278

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old



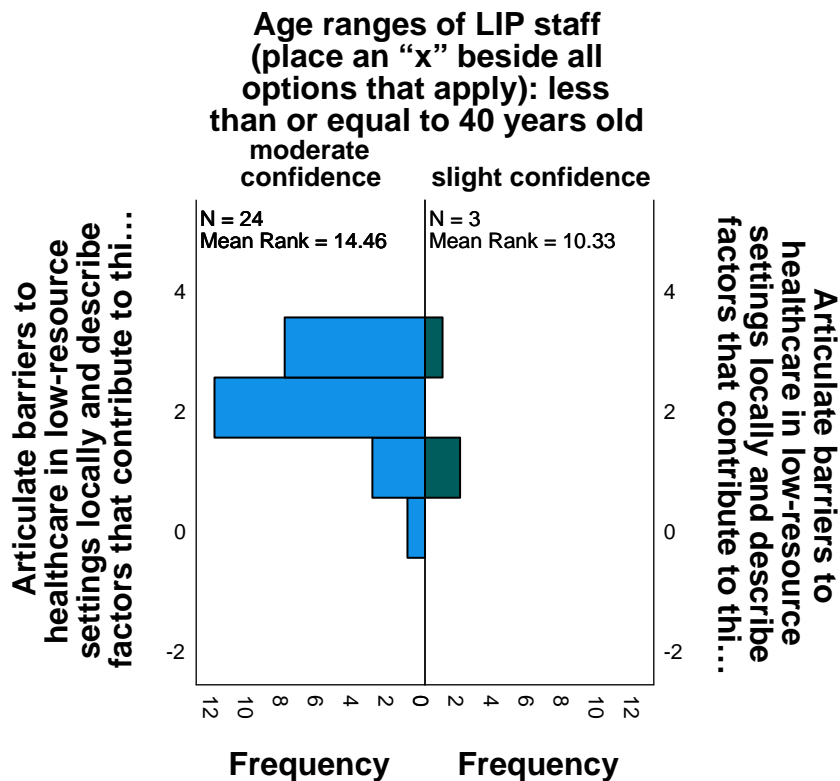
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	47.000
Wilcoxon W	347.000
Test Statistic	47.000
Standard Error	12.089
Standardized Test Statistic	.910
Asymptotic Sig.(2-sided test)	.363
Exact Sig.(2-sided test)	.437

Independent-Samples Mann-Whitney U Test



Describe how cultural context influences perceptions of health and disease across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

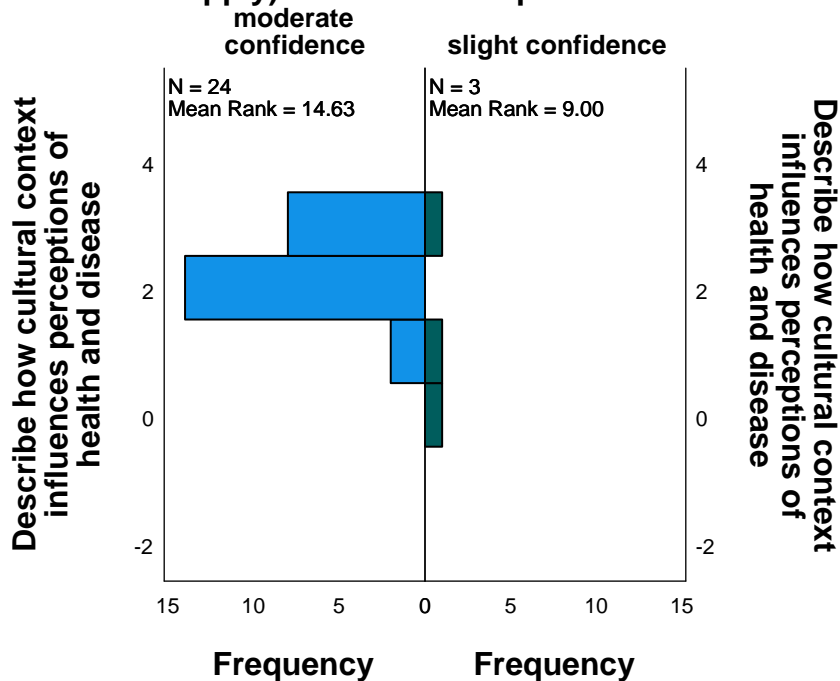
Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	51.000
Wilcoxon W	351.000
Test Statistic	51.000
Standard Error	11.760
Standardized Test Statistic	1.275
Asymptotic Sig.(2-sided test)	.202
Exact Sig.(2-sided test)	.278

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 4...

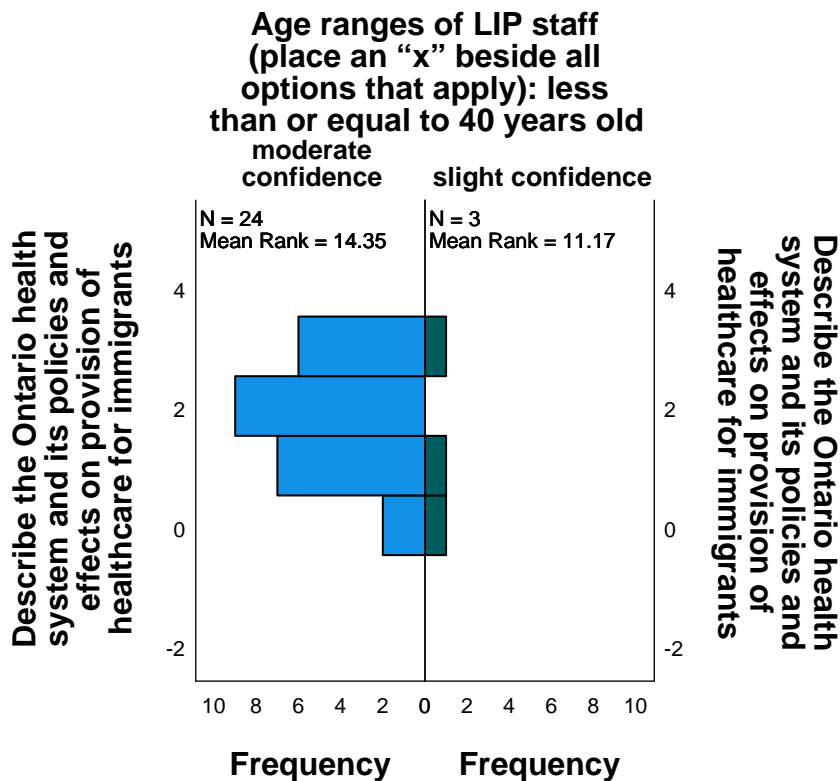


Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	44.500
Wilcoxon W	344.500
Test Statistic	44.500
Standard Error	12.428
Standardized Test Statistic	.684
Asymptotic Sig.(2-sided test)	.494
Exact Sig.(2-sided test)	.532

Independent-Samples Mann-Whitney U Test

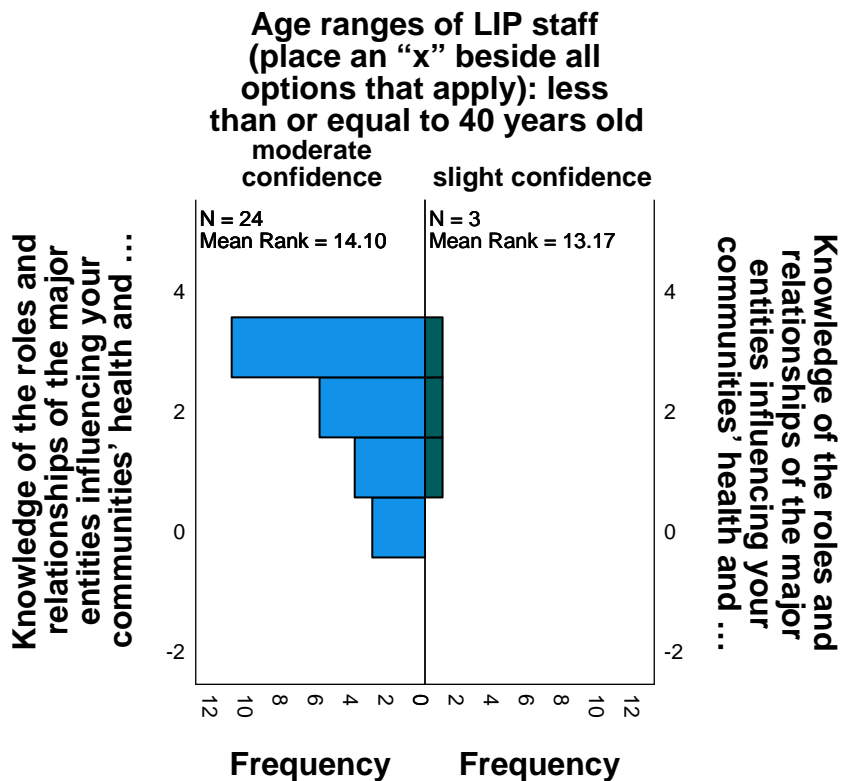


Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	38.500
Wilcoxon W	338.500
Test Statistic	38.500
Standard Error	12.216
Standardized Test Statistic	.205
Asymptotic Sig.(2-sided test)	.838
Exact Sig.(2-sided test)	.856

Independent-Samples Mann-Whitney U Test



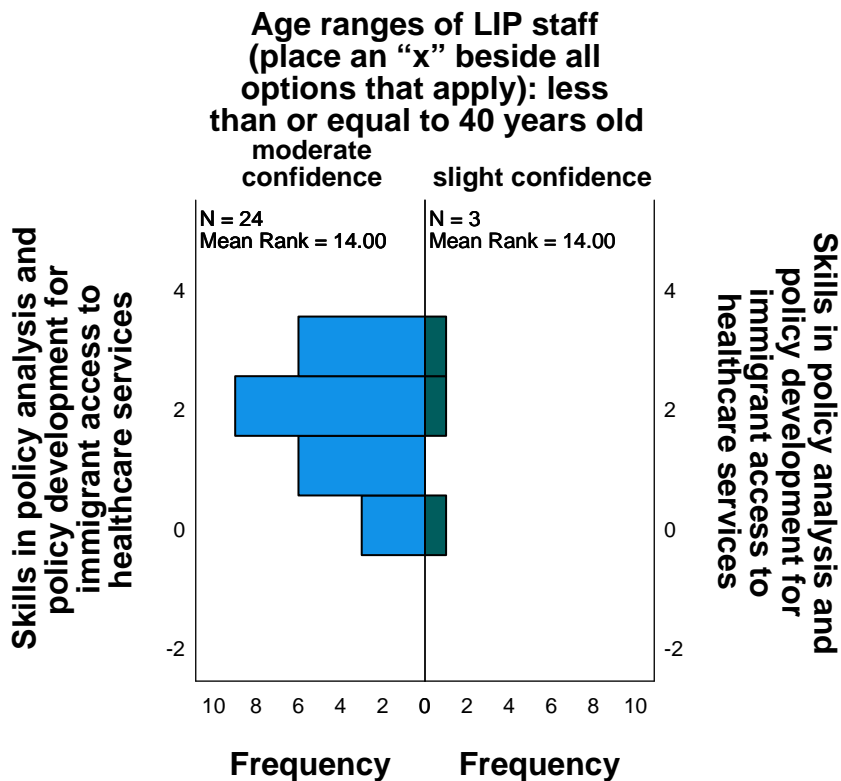
Skills in policy analysis and policy development for immigrant access to healthcare services across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	36.000
Wilcoxon W	336.000
Test Statistic	36.000
Standard Error	12.424
Standardized Test Statistic	.000
Asymptotic Sig.(2-sided test)	1.000
Exact Sig.(2-sided test)	1.000

Independent-Samples Mann-Whitney U Test



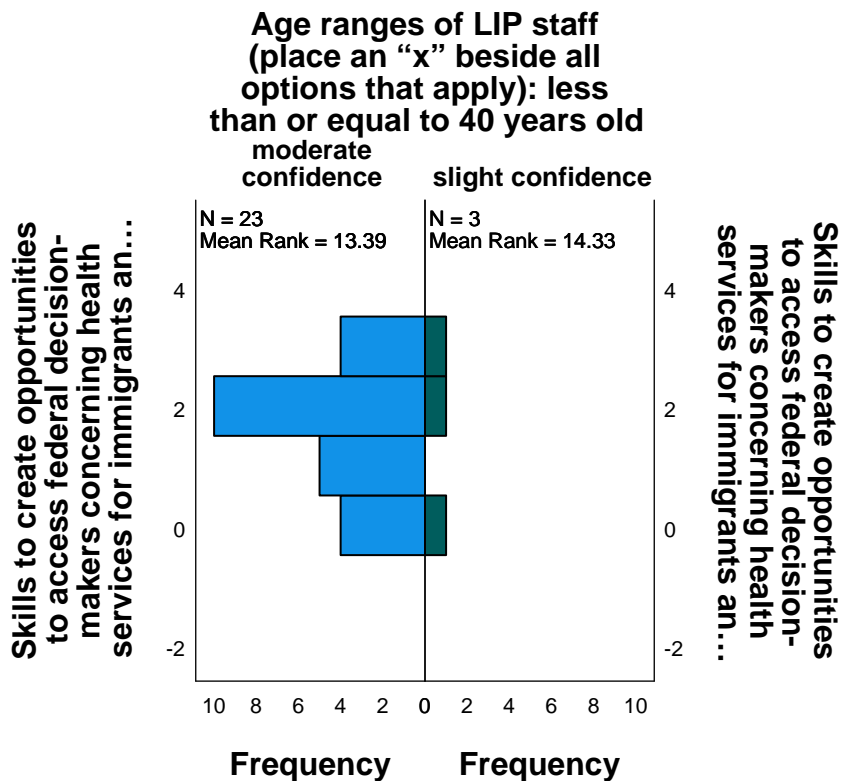
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test

Summary

Total N	26
Mann-Whitney U	32.000
Wilcoxon W	308.000
Test Statistic	32.000
Standard Error	11.849
Standardized Test Statistic	-.211
Asymptotic Sig.(2-sided test)	.833
Exact Sig.(2-sided test)	.880

Independent-Samples Mann-Whitney U Test



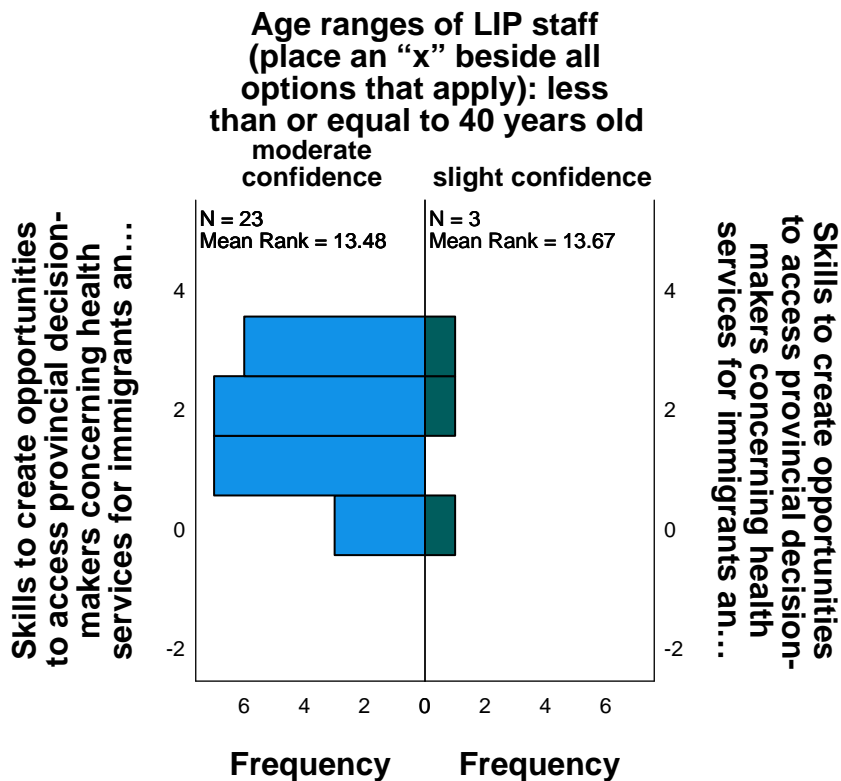
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test

Summary

Total N	26
Mann-Whitney U	34.000
Wilcoxon W	310.000
Test Statistic	34.000
Standard Error	12.013
Standardized Test Statistic	-.042
Asymptotic Sig.(2-sided test)	.967
Exact Sig.(2-sided test)	1.000

Independent-Samples Mann-Whitney U Test



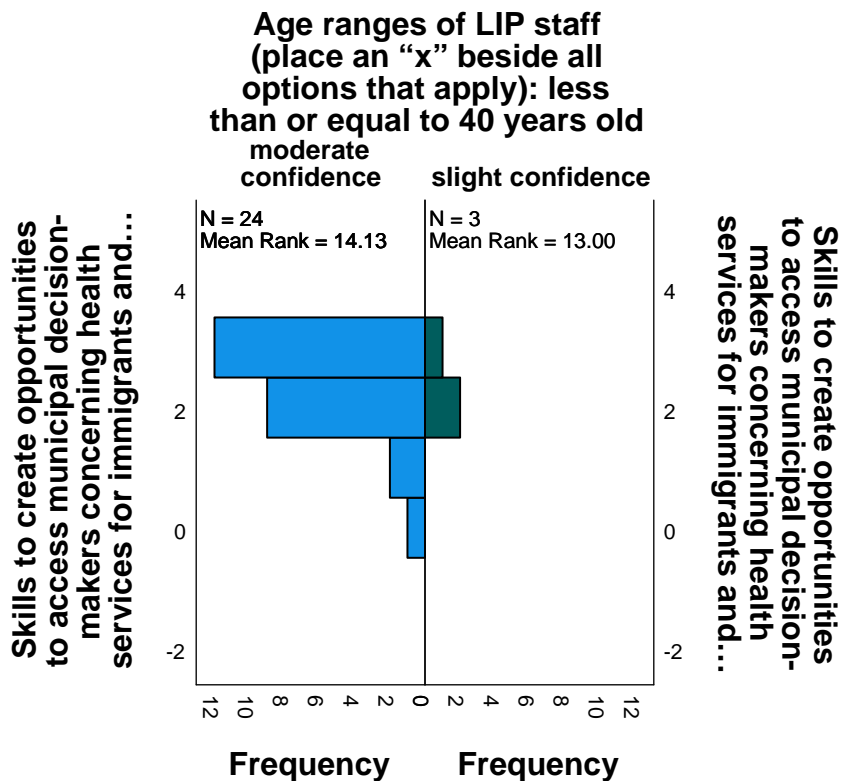
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	39.000
Wilcoxon W	339.000
Test Statistic	39.000
Standard Error	11.747
Standardized Test Statistic	.255
Asymptotic Sig.(2-sided test)	.798
Exact Sig.(2-sided test)	.856

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 Age ranges of LIP staff
(place an "x" beside all options that apply): less than or equal to 40 years old

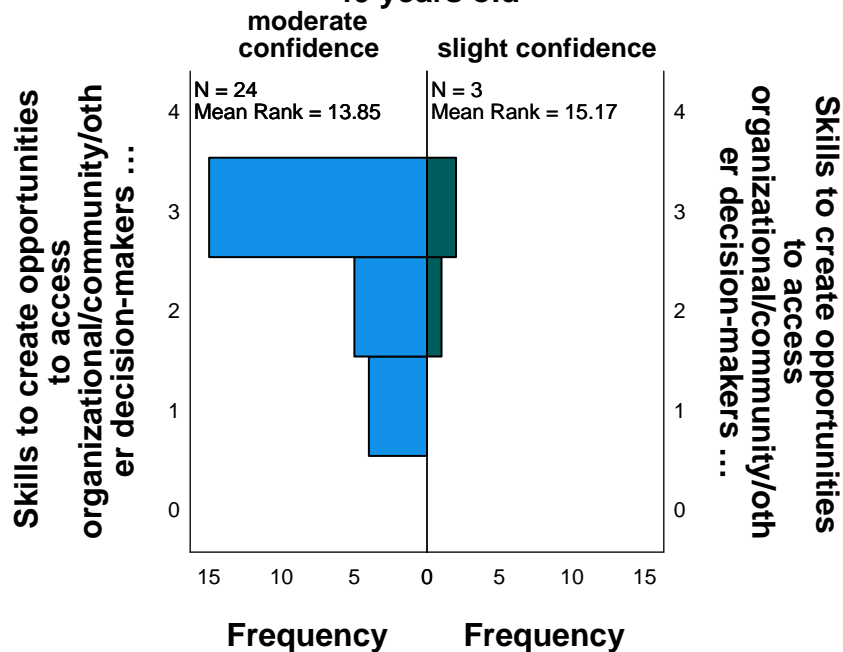
Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	32.500
Wilcoxon W	332.500
Test Statistic	32.500
Standard Error	11.129
Standardized Test Statistic	-.315
Asymptotic Sig.(2-sided test)	.753
Exact Sig.(2-sided test)	.799

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

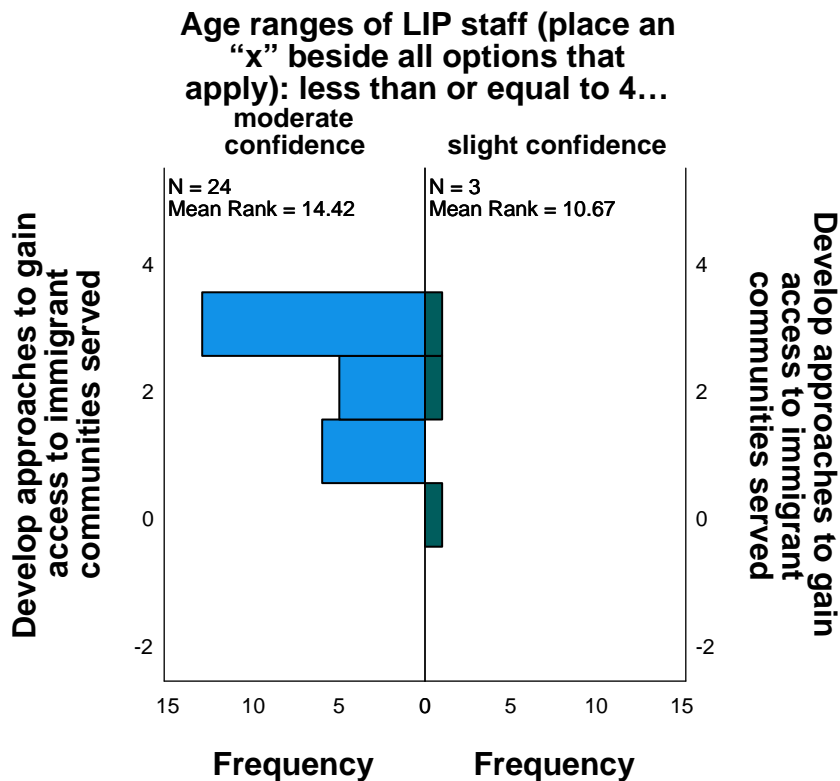


Develop approaches to gain access to immigrant communities served across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	46.000
Wilcoxon W	346.000
Test Statistic	46.000
Standard Error	11.878
Standardized Test Statistic	.842
Asymptotic Sig.(2-sided test)	.400
Exact Sig.(2-sided test)	.483

Independent-Samples Mann-Whitney U Test



Demonstrate diplomacy and build trust with community partners working in the health sector across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

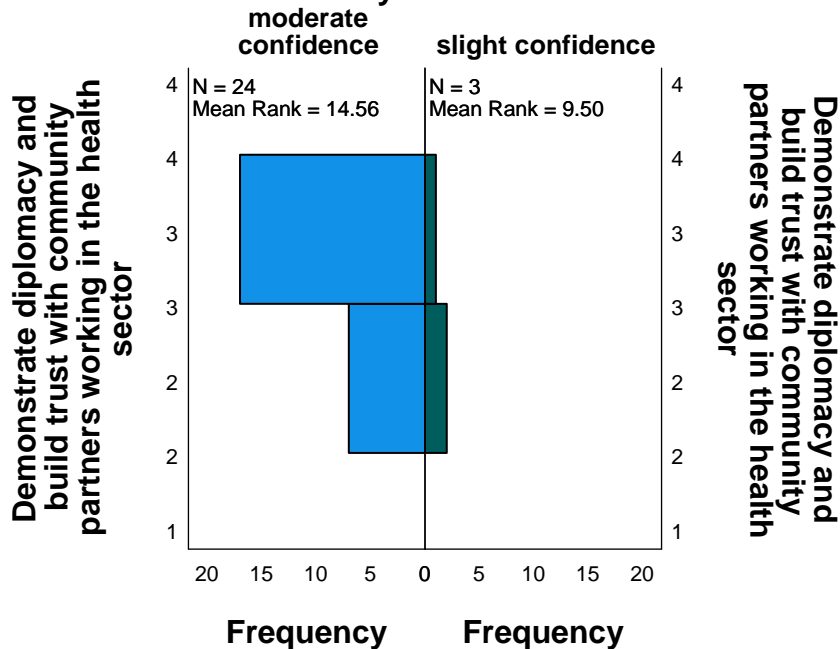
Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	49.500
Wilcoxon W	349.500
Test Statistic	49.500
Standard Error	10.590
Standardized Test Statistic	1.275
Asymptotic Sig.(2-sided test)	.202
Exact Sig.(2-sided test)	.313

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

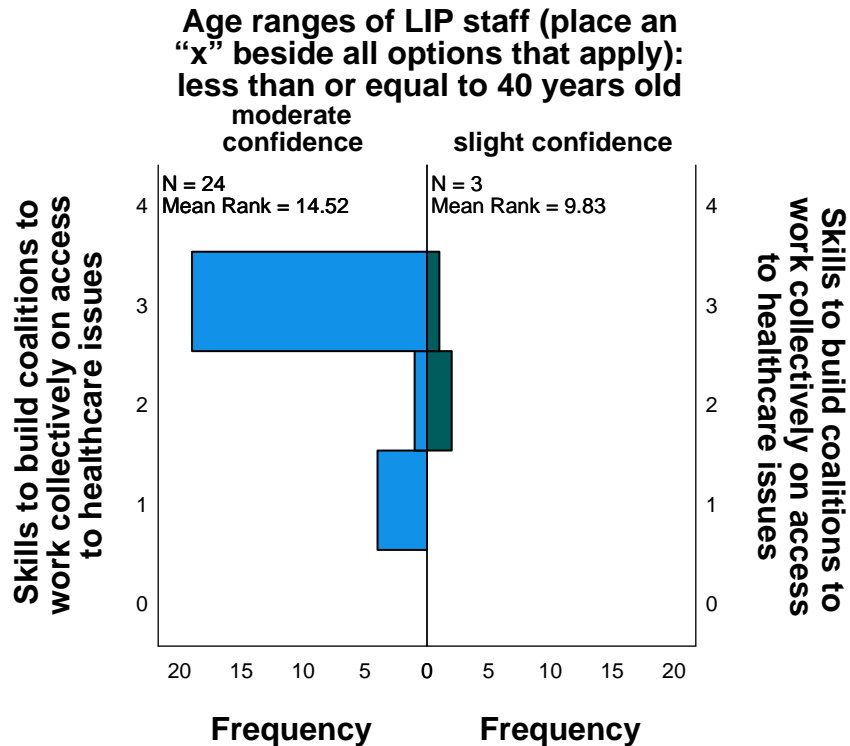


Skills to build coalitions to work collectively on access to healthcare issues across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	48.500
Wilcoxon W	348.500
Test Statistic	48.500
Standard Error	9.954
Standardized Test Statistic	1.256
Asymptotic Sig.(2-sided test)	.209
Exact Sig.(2-sided test)	.351

Independent-Samples Mann-Whitney U Test



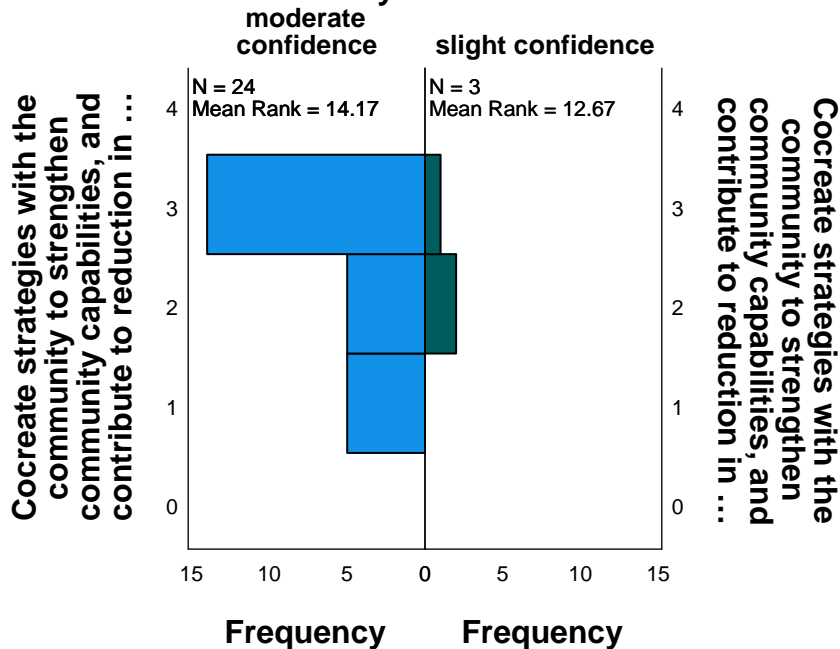
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health across Age ranges of LIP staff (place an “x” beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	40.000
Wilcoxon W	340.000
Test Statistic	40.000
Standard Error	11.635
Standardized Test Statistic	.344
Asymptotic Sig.(2-sided test)	.731
Exact Sig.(2-sided test)	.799

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old



Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

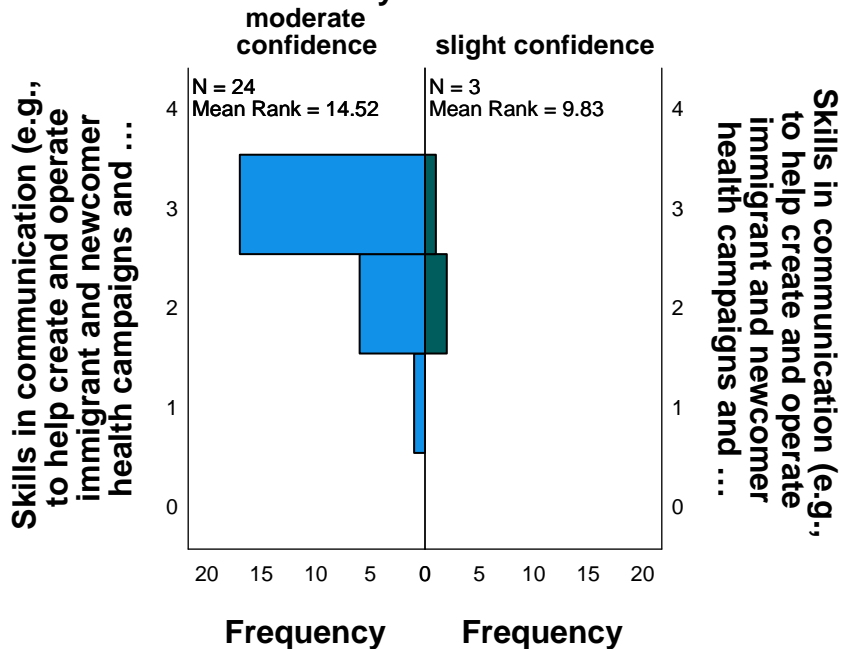
Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	48.500
Wilcoxon W	348.500
Test Statistic	48.500
Standard Error	10.677
Standardized Test Statistic	1.171
Asymptotic Sig.(2-sided test)	.242
Exact Sig.(2-sided test)	.351

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old



Skills for knowledge brokering across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	39.500
Wilcoxon W	339.500
Test Statistic	39.500
Standard Error	11.402
Standardized Test Statistic	.307
Asymptotic Sig.(2-sided test)	.759
Exact Sig.(2-sided test)	.799

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

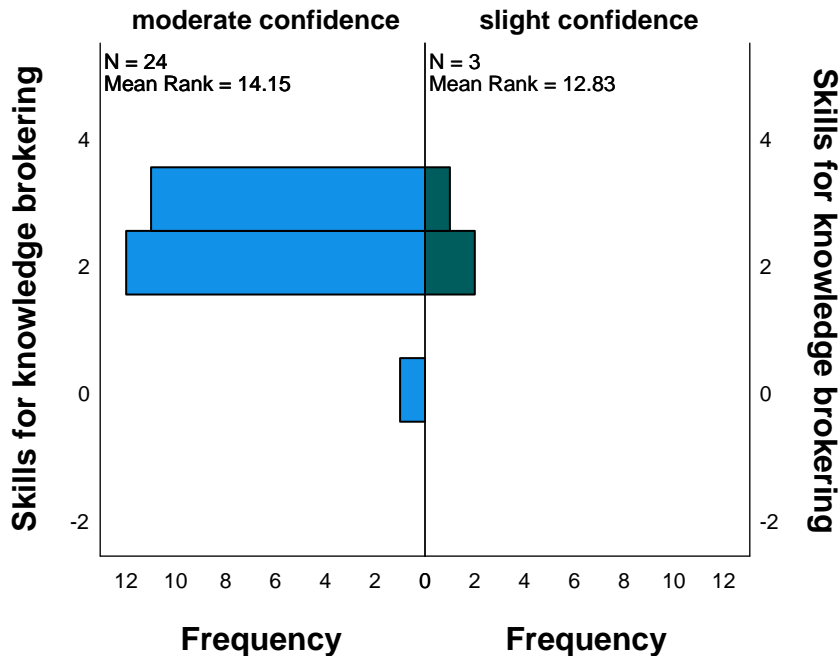


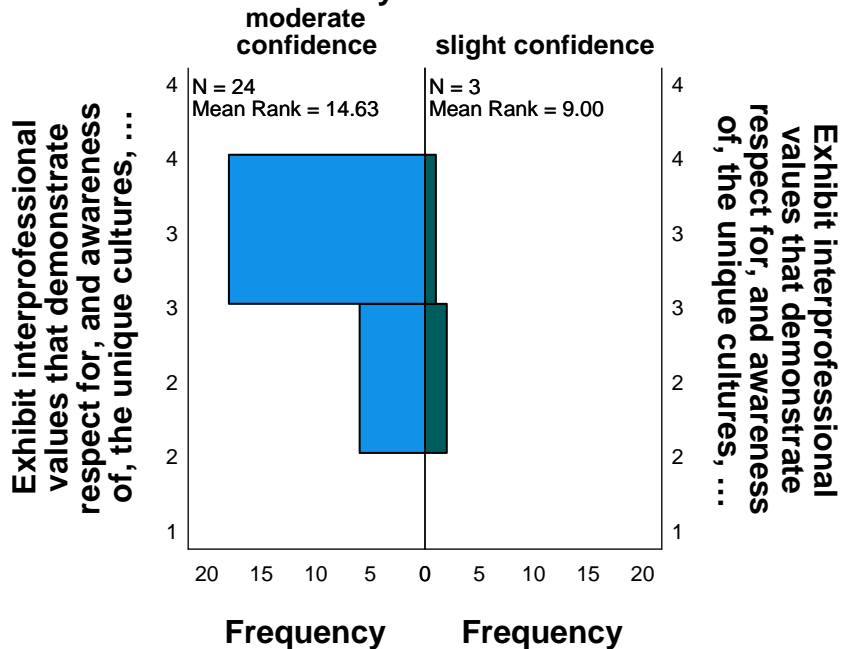
Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	51.000
Wilcoxon W	351.000
Test Statistic	51.000
Standard Error	10.258
Standardized Test Statistic	1.462
Asymptotic Sig.(2-sided test)	.144
Exact Sig.(2-sided test)	.278

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old



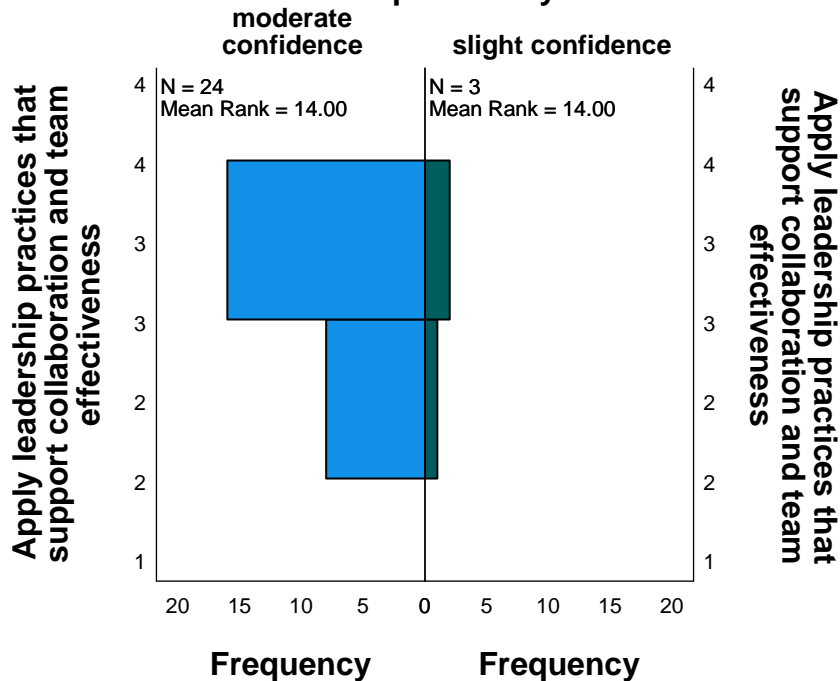
Apply leadership practices that support collaboration and team effectiveness across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	36.000
Wilcoxon W	336.000
Test Statistic	36.000
Standard Error	10.590
Standardized Test Statistic	.000
Asymptotic Sig.(2-sided test)	1.000
Exact Sig.(2-sided test)	1.000

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply):
less than or equal to 40 years old



Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

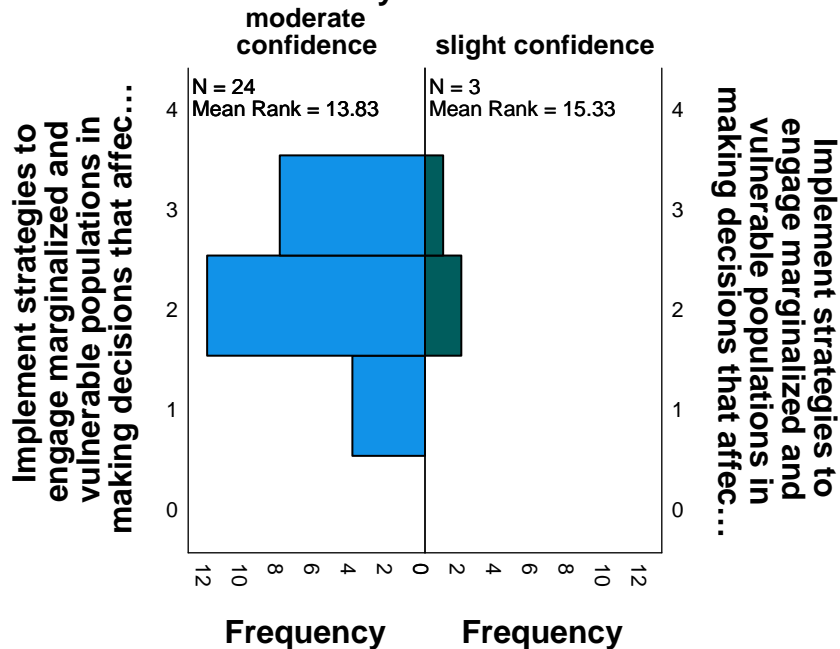
Independent-Samples Mann-Whitney U Test

Summary

Total N	27
Mann-Whitney U	32.000
Wilcoxon W	332.000
Test Statistic	32.000
Standard Error	11.747
Standardized Test Statistic	-.341
Asymptotic Sig.(2-sided test)	.733
Exact Sig.(2-sided test)	.799

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old



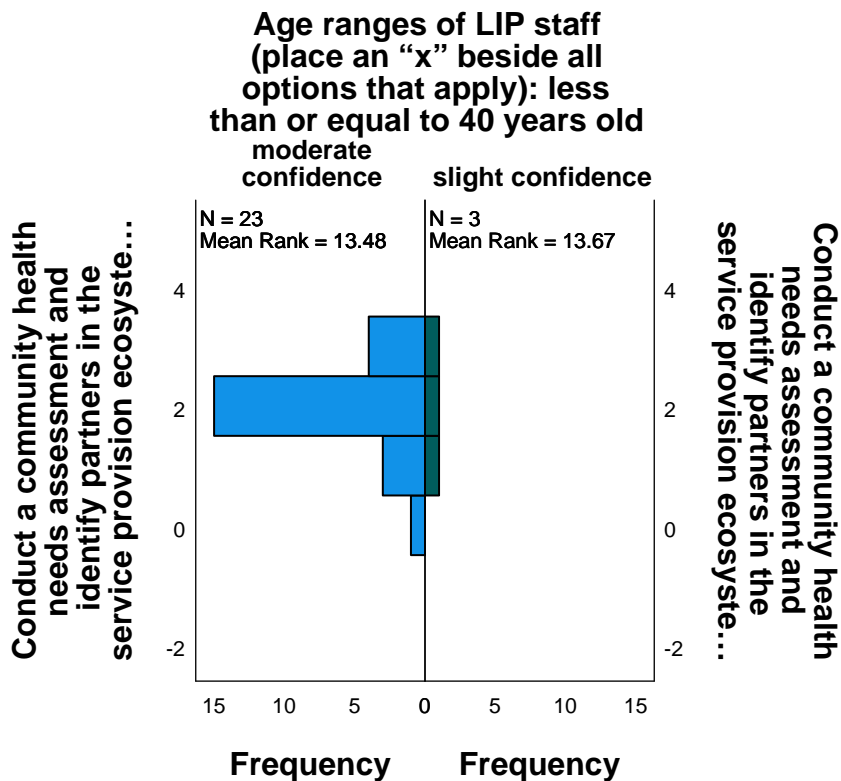
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test

Summary

Total N	26
Mann-Whitney U	34.000
Wilcoxon W	310.000
Test Statistic	34.000
Standard Error	10.843
Standardized Test Statistic	-.046
Asymptotic Sig.(2-sided test)	.963
Exact Sig.(2-sided test)	1.000

Independent-Samples Mann-Whitney U Test



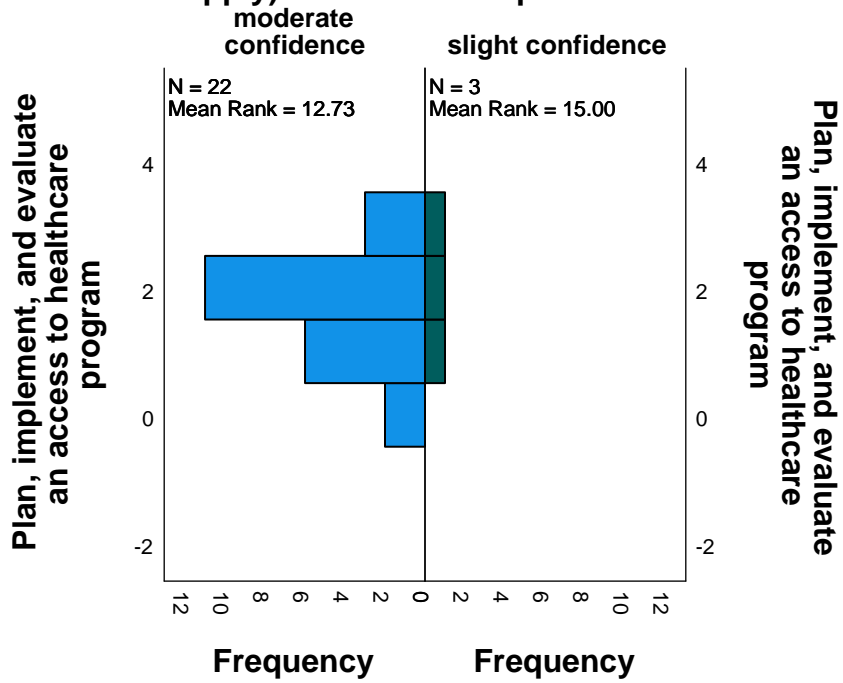
Plan, implement, and evaluate an access to healthcare program across Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old

Independent-Samples Mann-Whitney U Test Summary

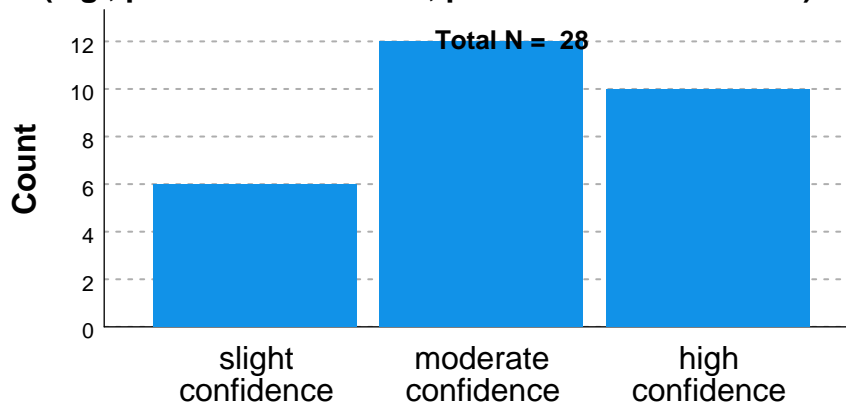
Total N	25
Mann-Whitney U	27.000
Wilcoxon W	280.000
Test Statistic	27.000
Standard Error	11.117
Standardized Test Statistic	-.540
Asymptotic Sig.(2-sided test)	.589
Exact Sig.(2-sided test)	.663

Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an
“x” beside all options that
apply): less than or equal to 4...



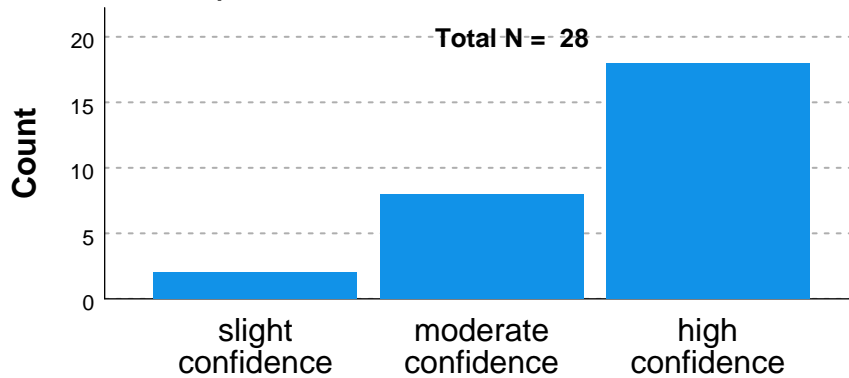
Categorical Field Information Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)



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...

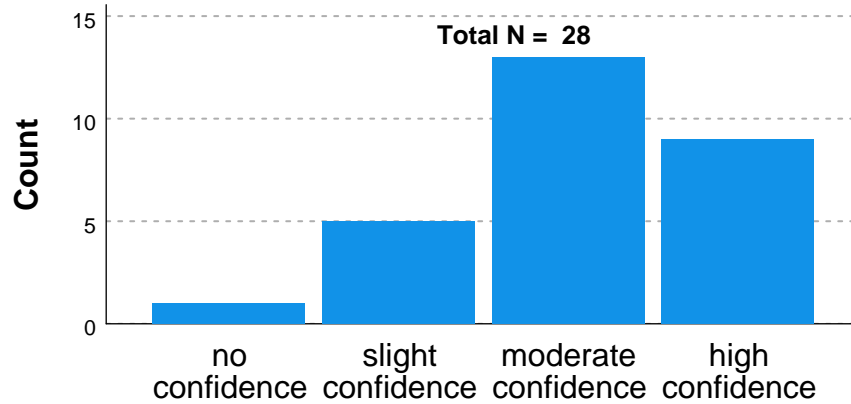
Categorical Field Information Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence ...



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 ...

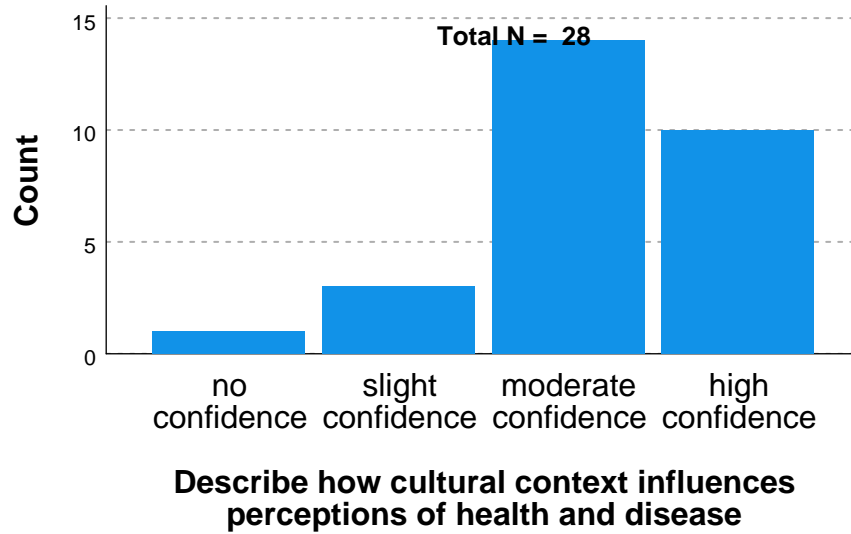
Categorical Field Information Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address...



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

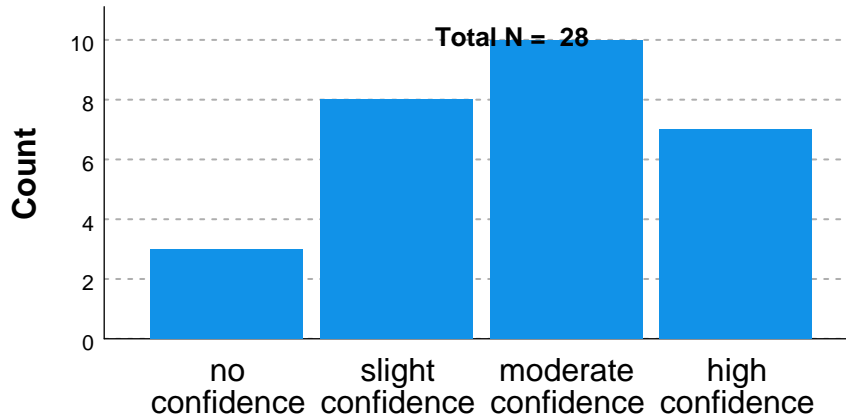
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem field is ordinal but is treated as continuous in the test.

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.

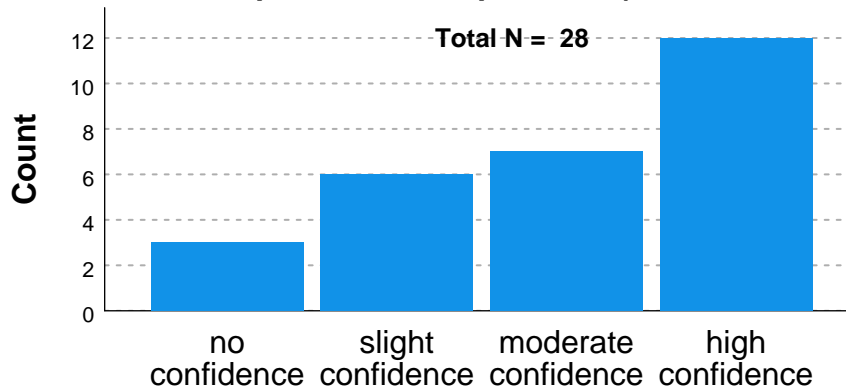
Categorical Field Information Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants



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 ...

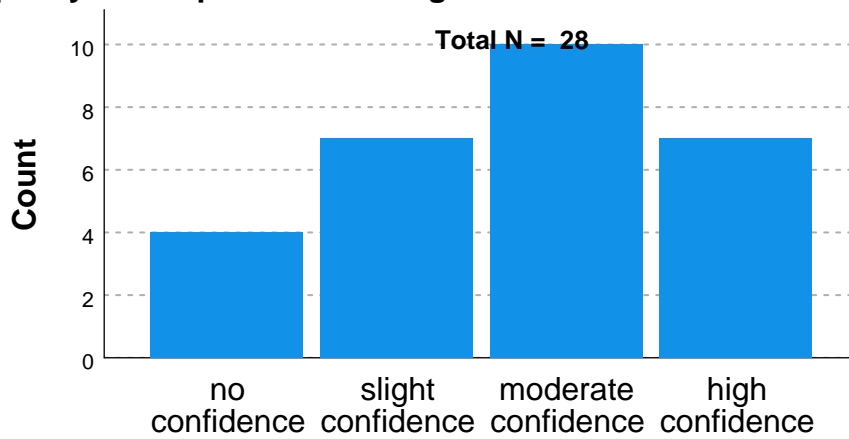
Categorical Field Information Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)



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

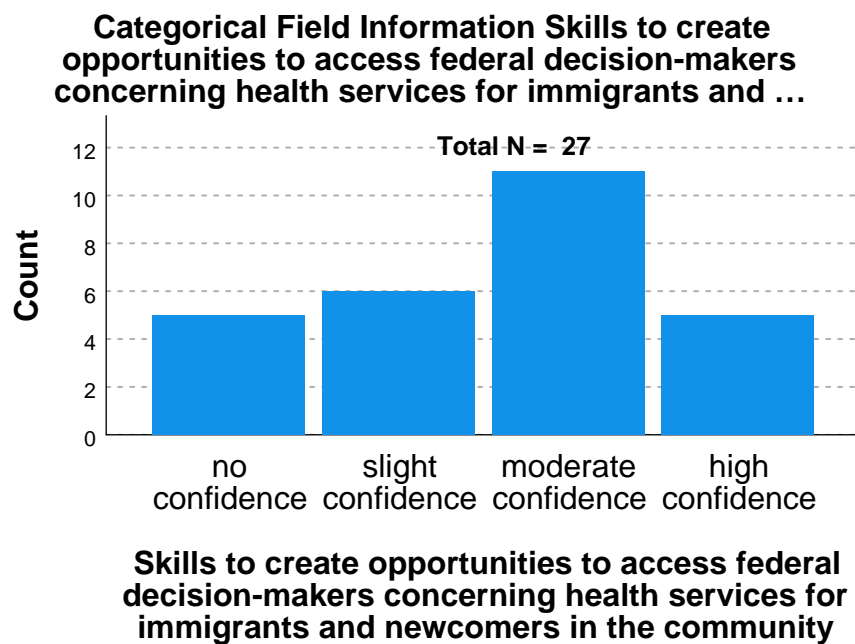
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) field is ordinal but is treated as continuous in the test.

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



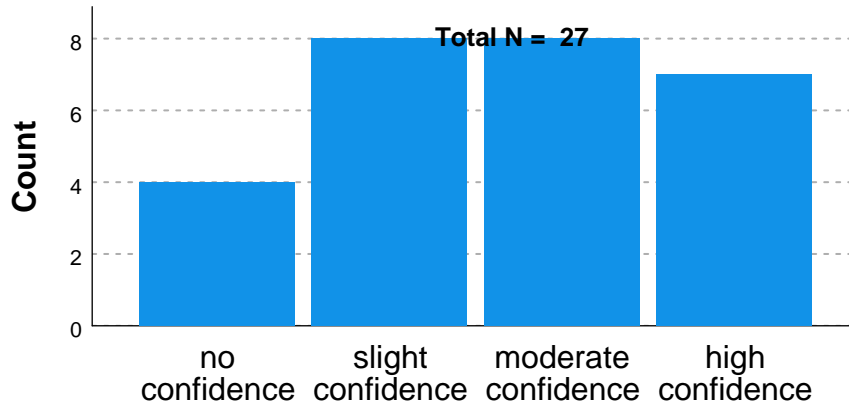
Skills in policy analysis and policy development for immigrant access to healthcare services

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.

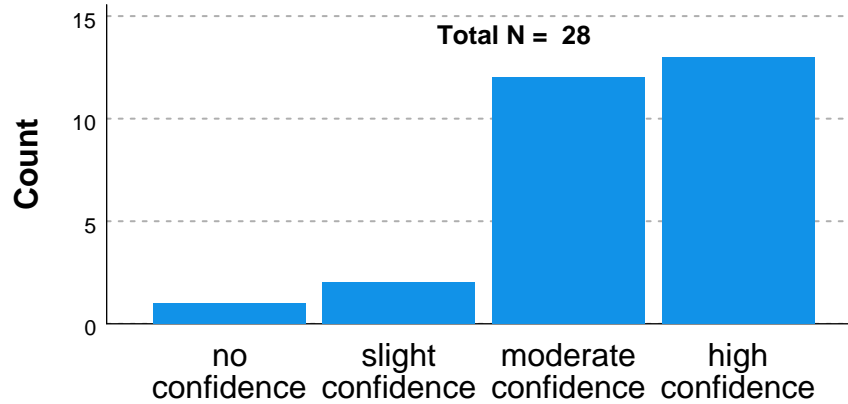
Categorical Field Information Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and ...



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.

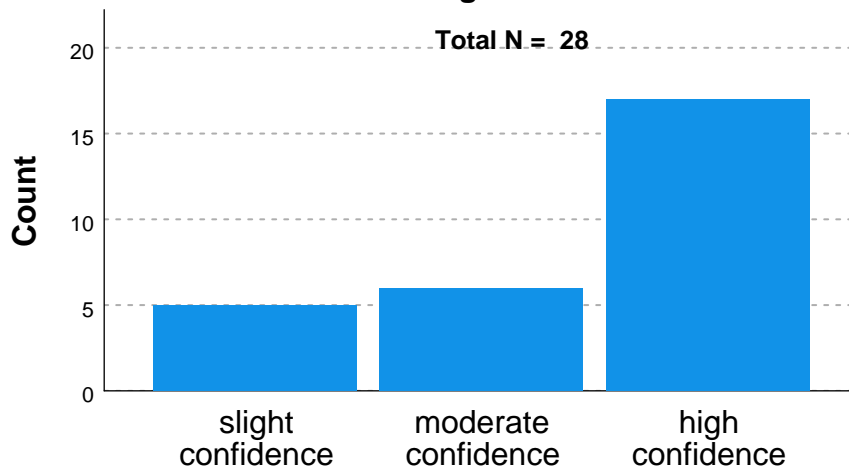
Categorical Field Information Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and ...



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

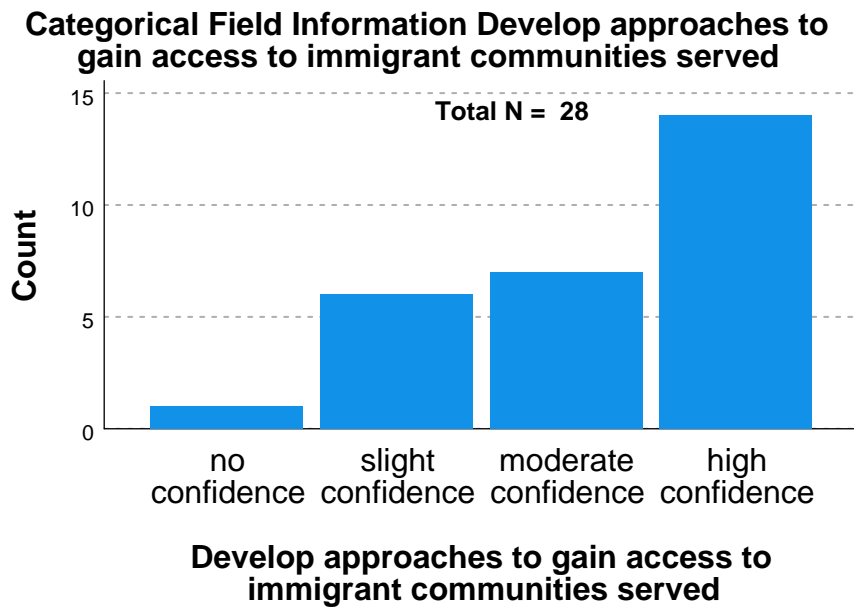
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.

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



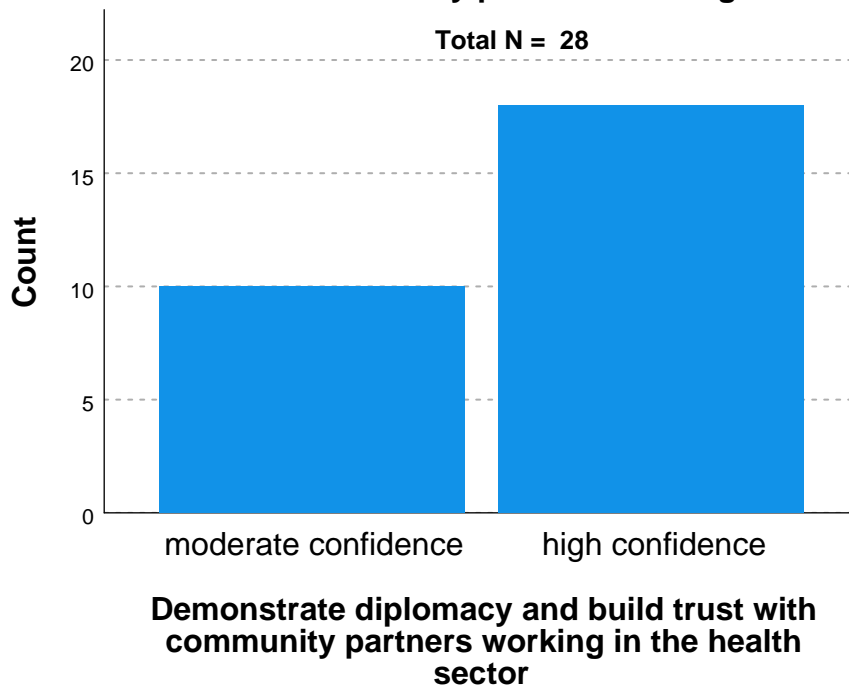
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers

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.



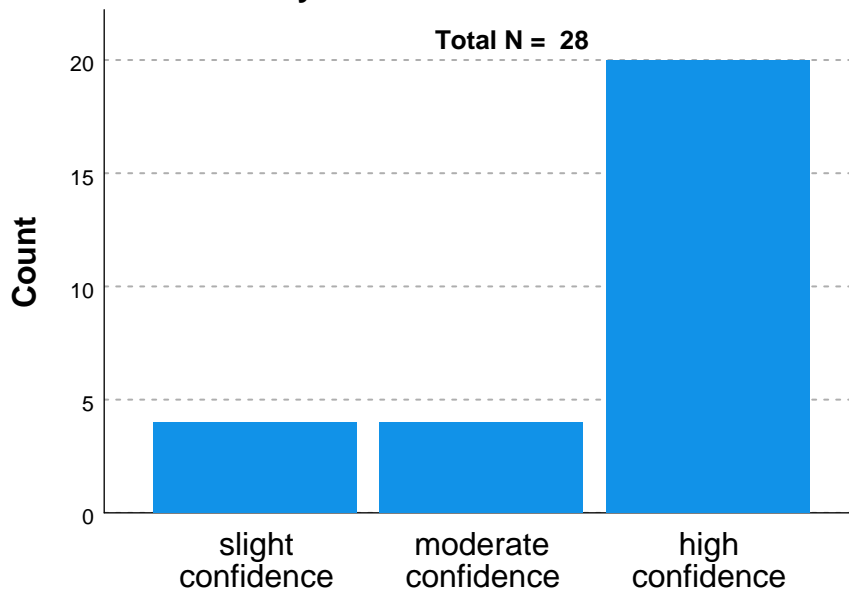
Develop approaches to gain access to immigrant communities served field is ordinal but is treated as continuous in the test.

**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.

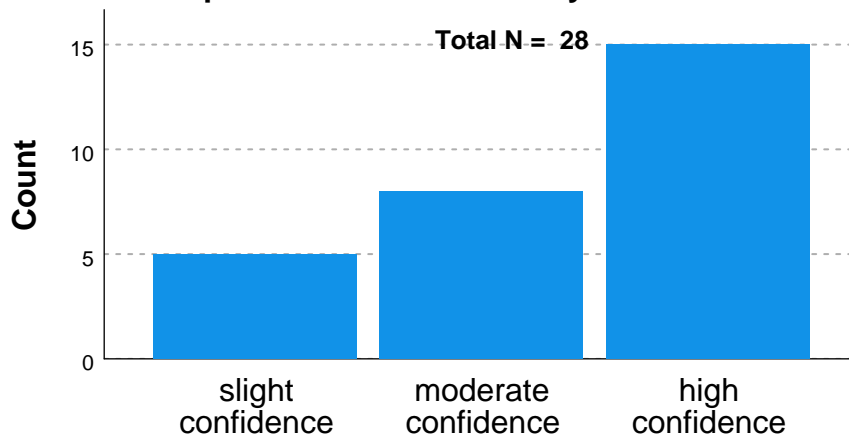
Categorical Field Information Skills to build coalitions to work collectively on access to healthcare issues



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.

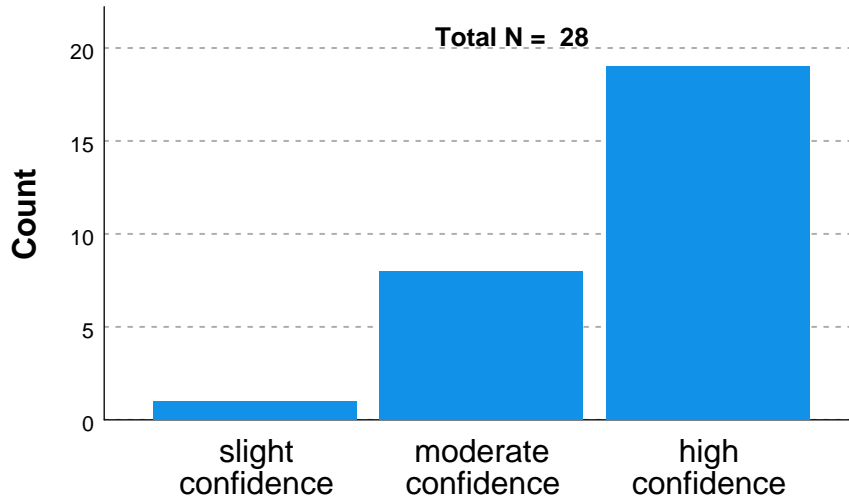
Categorical Field Information Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health



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

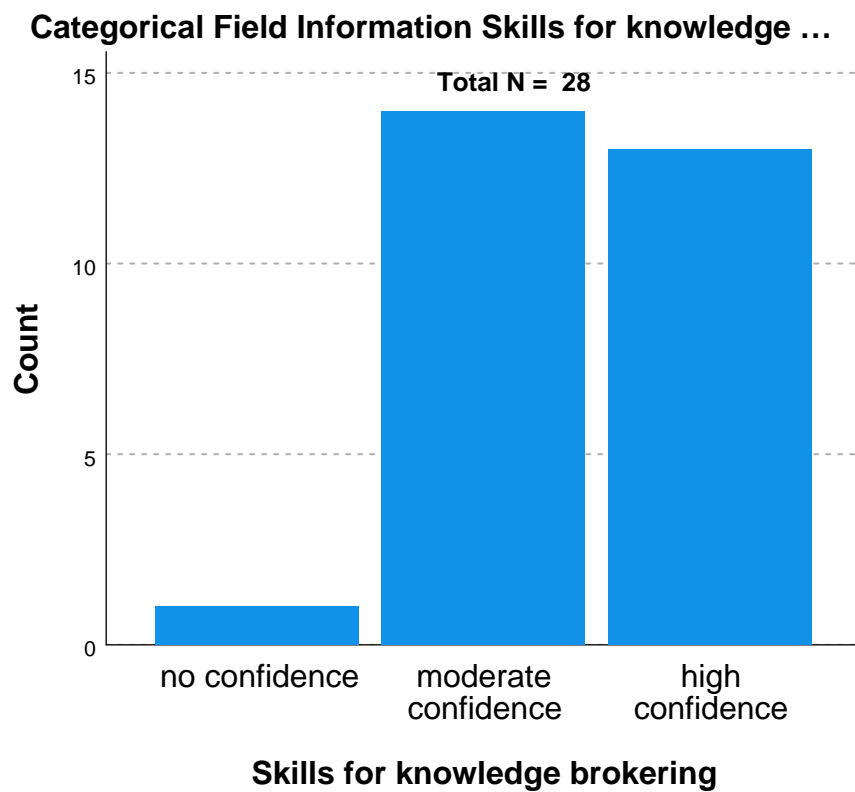
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health field is ordinal but is treated as ...

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...

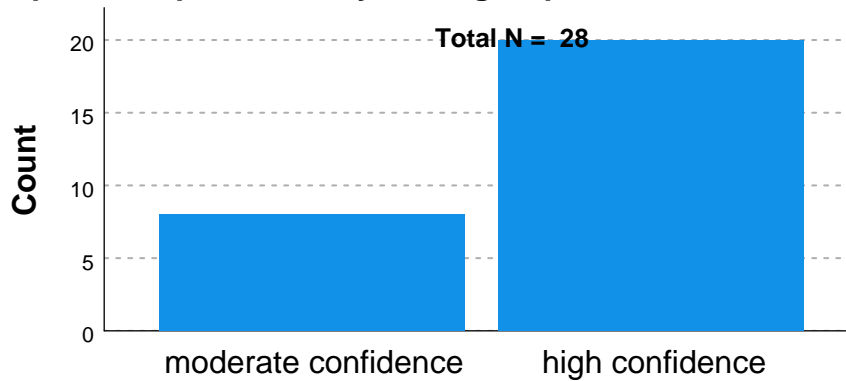
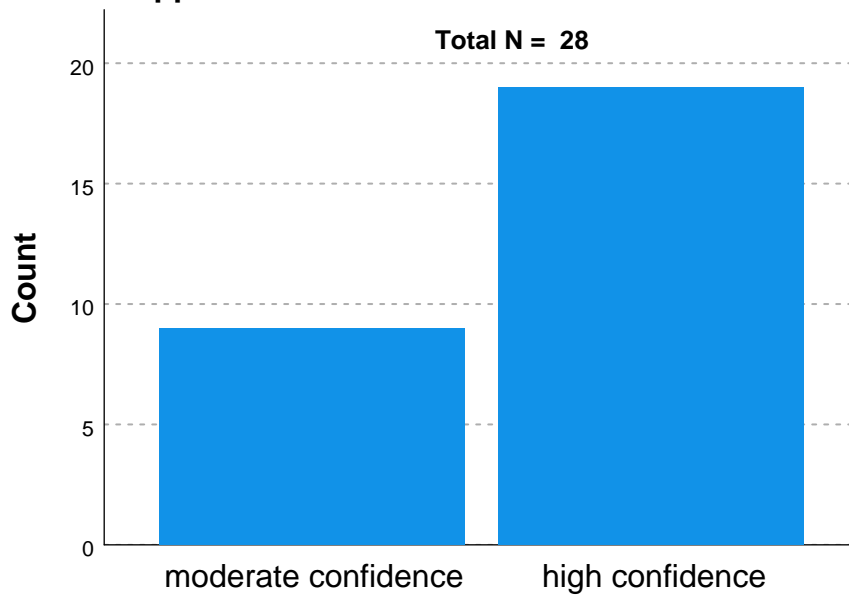


Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space

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.

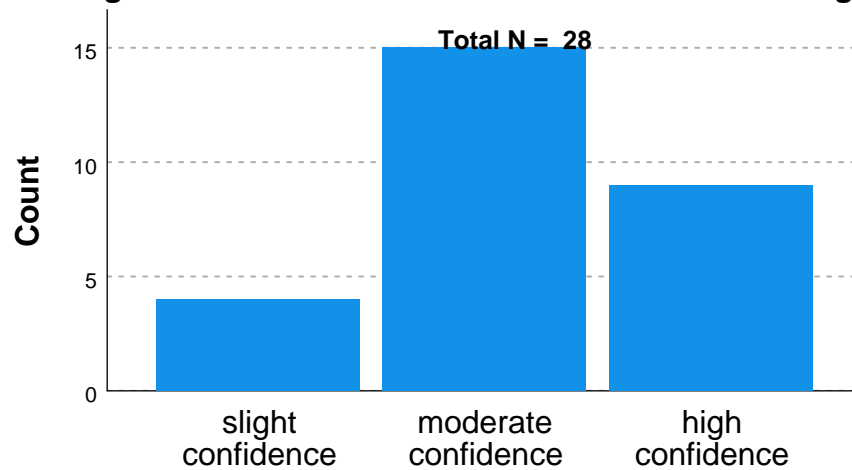
Categorical Field Information Apply leadership practices that support collaboration and team effectiveness



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.

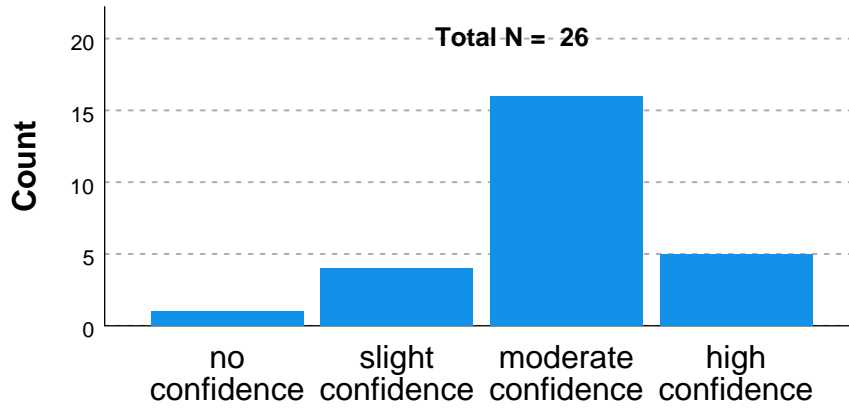
Categorical Field Information Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being



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

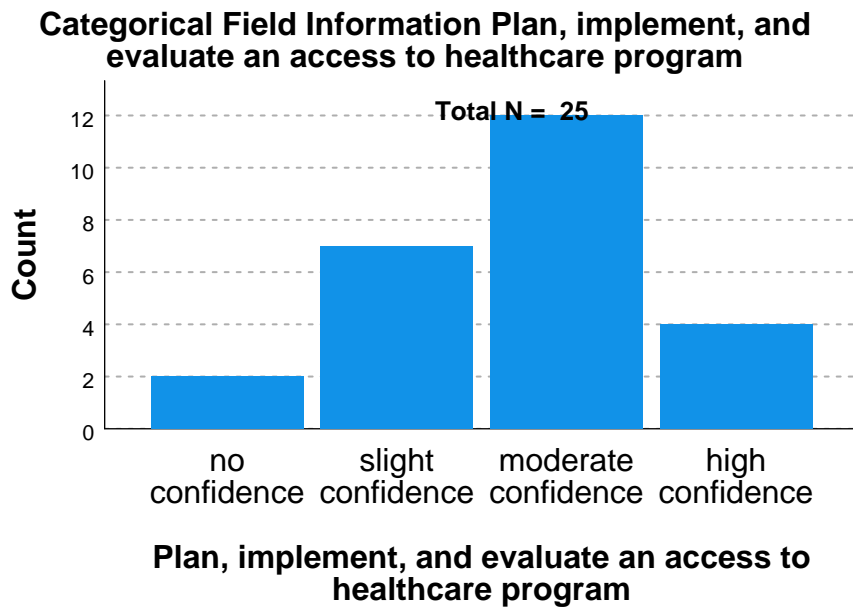
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being field is ordinal but is treated as continuous in the test.

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



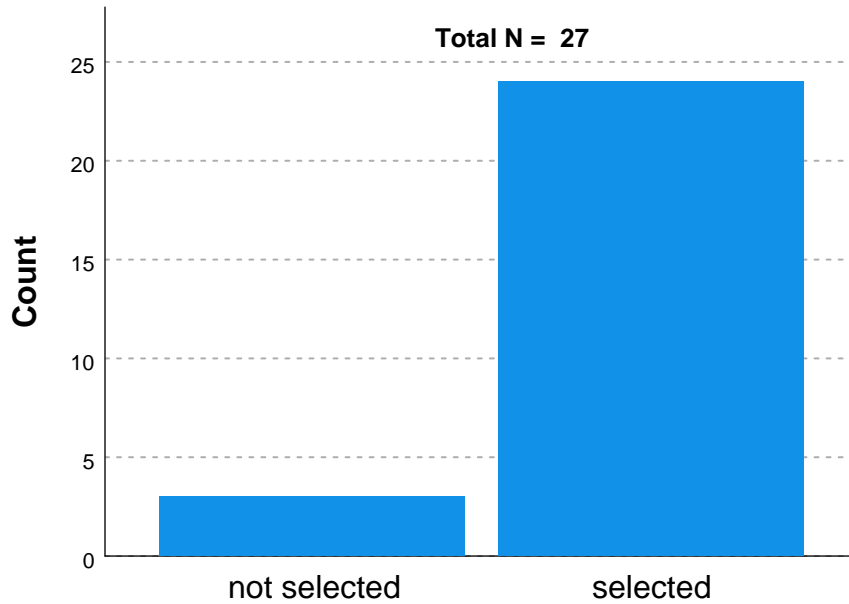
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task

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 Age ranges of LIP staff
(place an “x” beside all options that apply): less than or
equal to 40 years old**



**Age ranges of LIP staff (place an “x” beside all
options that apply): less than or equal to 40
years old**