

## Nonparametric Tests

### Notes

Output Created		05-MAR-2023 09:33:00
Comments		
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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
ies_engagepopulations
Q2_21_conduct_communi
tyhealth_assessment
Q2_22_plan_implement_e
valuate_program) GROUP
(Q1_9_age_equal_61_or
more) MANN_WHITNE
Y /MISSING
SCOPE=ANALYSIS
USERMISSING=EXCLUD
E /CRITERIA ALPHA=0.05
CILEVEL=95
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### Notes

Resources	Processor Time	00:00:06.61
	Elapsed Time	00:00:06.34

### 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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.370 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.667 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.370 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.815 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.889 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.444 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.889 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.231 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.308 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.519 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.667 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.519 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.667 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.741 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.593 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.667 <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.
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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.593 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.741 <sup>c</sup>
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): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.667 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.815 <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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.231 <sup>c</sup>
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): equal to 61 or more.	Independent-Samples Mann-Whitney U Test	.800 <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.

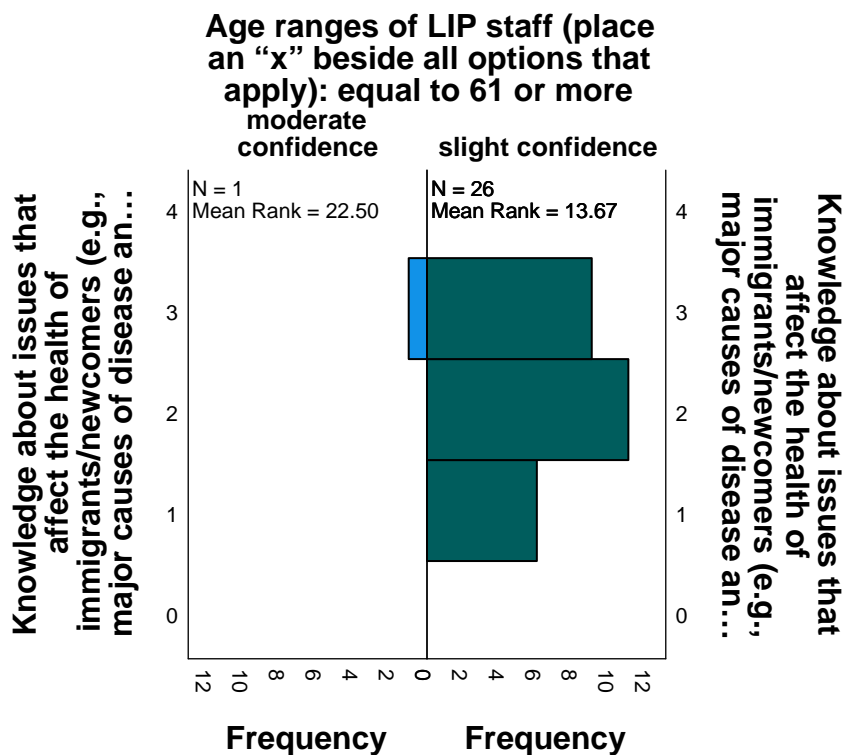
### Independent-Samples Mann-Whitney U Test

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 Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	21.500
Wilcoxon W	22.500
Test Statistic	21.500
Standard Error	7.272
Standardized Test Statistic	1.169
Asymptotic Sig.(2-sided test)	.242
Exact Sig.(2-sided test)	.370

### Independent-Samples Mann-Whitney U Test

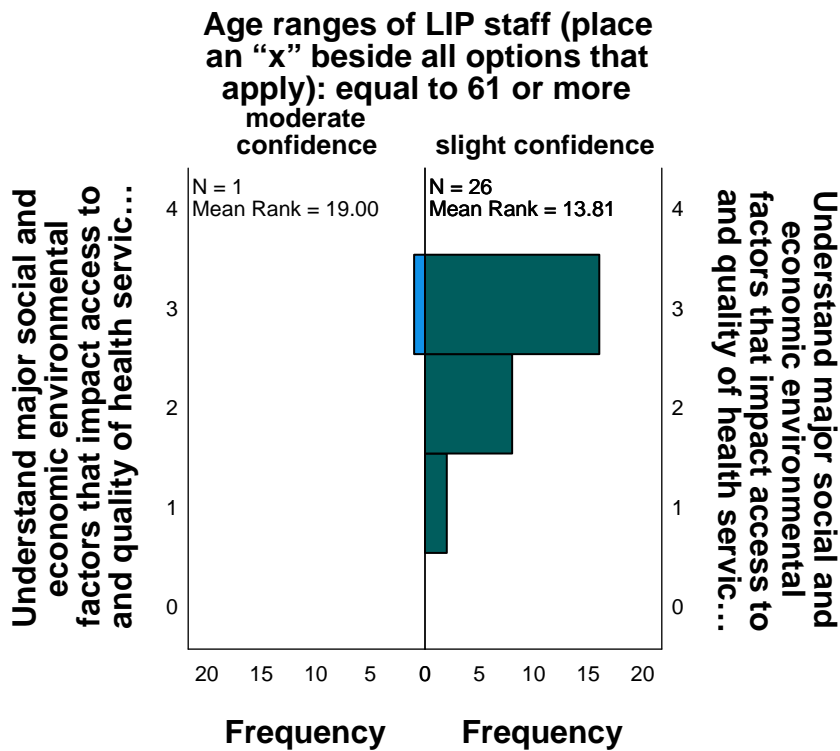


Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	18.000
Wilcoxon W	19.000
Test Statistic	18.000
Standard Error	6.632
Standardized Test Statistic	.754
Asymptotic Sig.(2-sided test)	.451
Exact Sig.(2-sided test)	.667

### Independent-Samples Mann-Whitney U Test



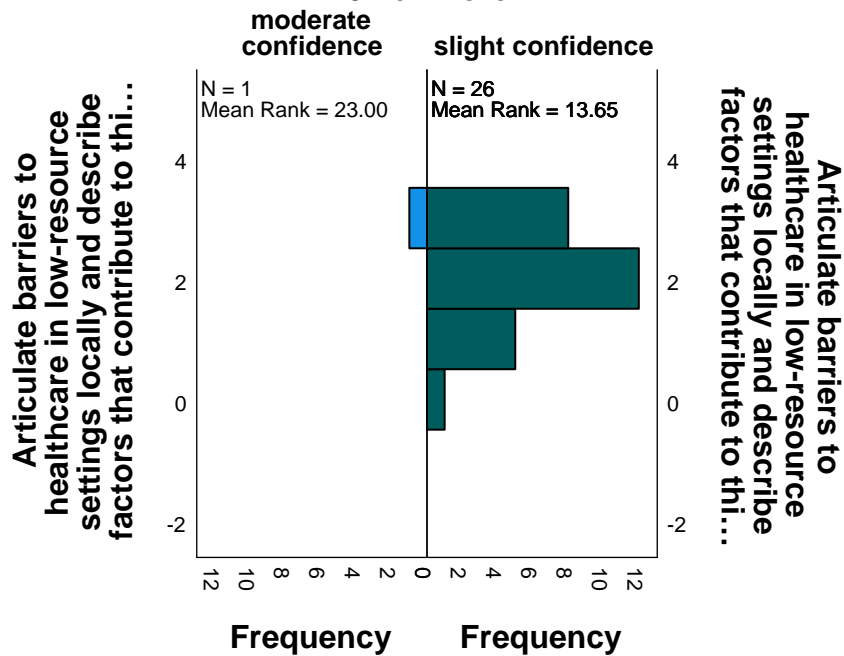
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	22.000
Wilcoxon W	23.000
Test Statistic	22.000
Standard Error	7.265
Standardized Test Statistic	1.239
Asymptotic Sig.(2-sided test)	.215
Exact Sig.(2-sided test)	.370

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff  
(place an "x" beside all  
options that apply): equal to  
61 or more



Describe how cultural context influences perceptions of health and disease across Age r  
anges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

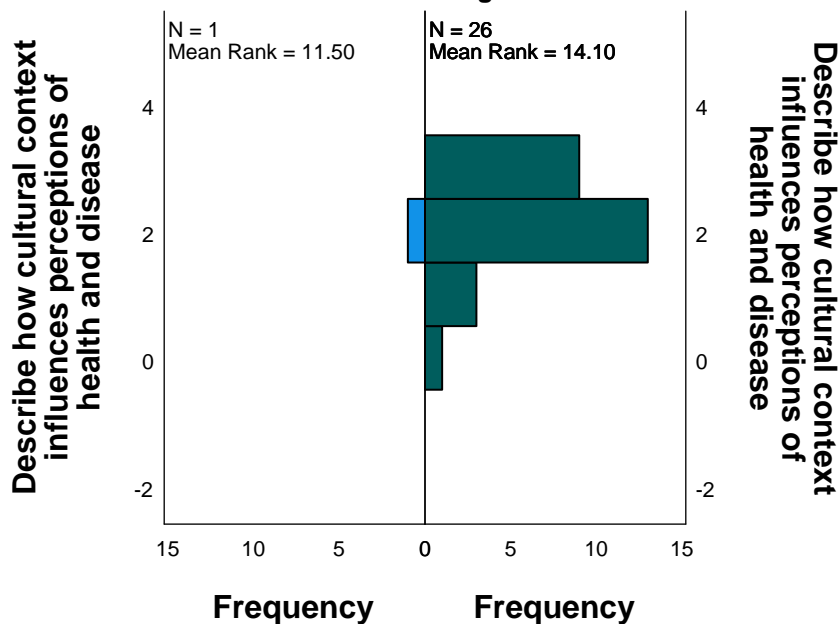


### Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	10.500
Wilcoxon W	11.500
Test Statistic	10.500
Standard Error	7.067
Standardized Test Statistic	-.354
Asymptotic Sig.(2-sided test)	.724
Exact Sig.(2-sided test)	.815

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an  
“x” beside all options that  
apply): equal to 61 or more  
moderate  
confidence

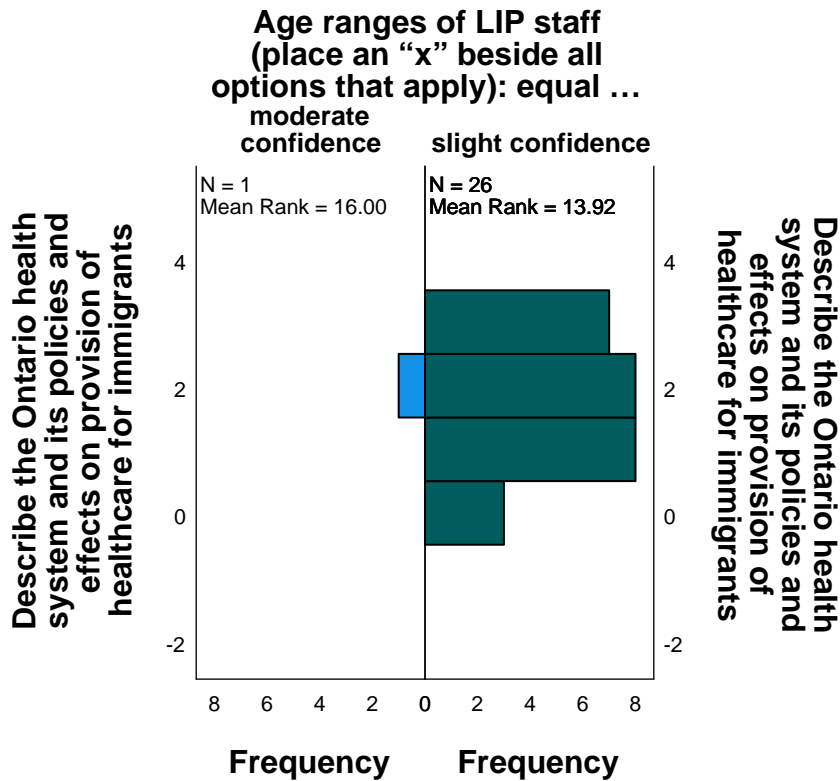


Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants across Age ranges of LIP staff (place an “x” beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	15.000
Wilcoxon W	16.000
Test Statistic	15.000
Standard Error	7.468
Standardized Test Statistic	.268
Asymptotic Sig.(2-sided test)	.789
Exact Sig.(2-sided test)	.889

### Independent-Samples Mann-Whitney U Test

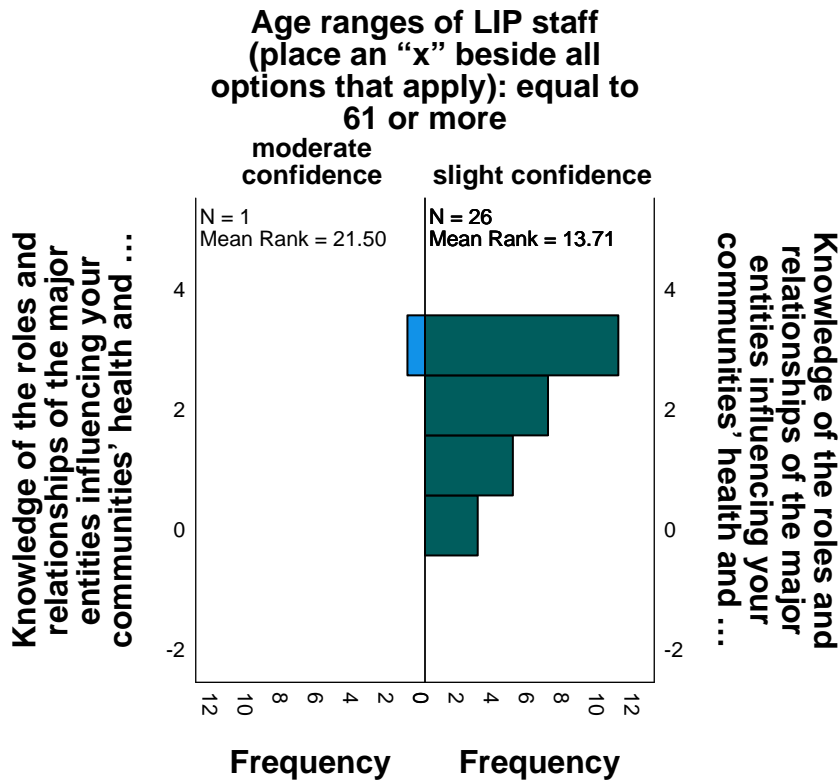


Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	20.500
Wilcoxon W	21.500
Test Statistic	20.500
Standard Error	7.341
Standardized Test Statistic	1.022
Asymptotic Sig.(2-sided test)	.307
Exact Sig.(2-sided test)	.444

### Independent-Samples Mann-Whitney U Test

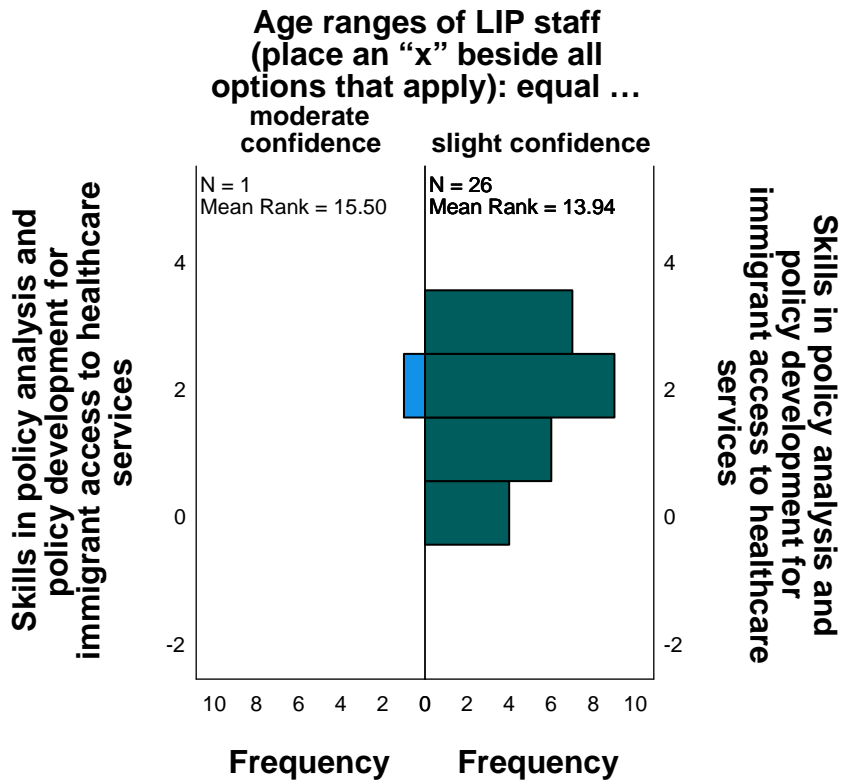


**Skills in policy analysis and policy development for immigrant access to healthcare services across Age ranges of LIP staff** (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	14.500
Wilcoxon W	15.500
Test Statistic	14.500
Standard Error	7.466
Standardized Test Statistic	.201
Asymptotic Sig.(2-sided test)	.841
Exact Sig.(2-sided test)	.889

### Independent-Samples Mann-Whitney U Test



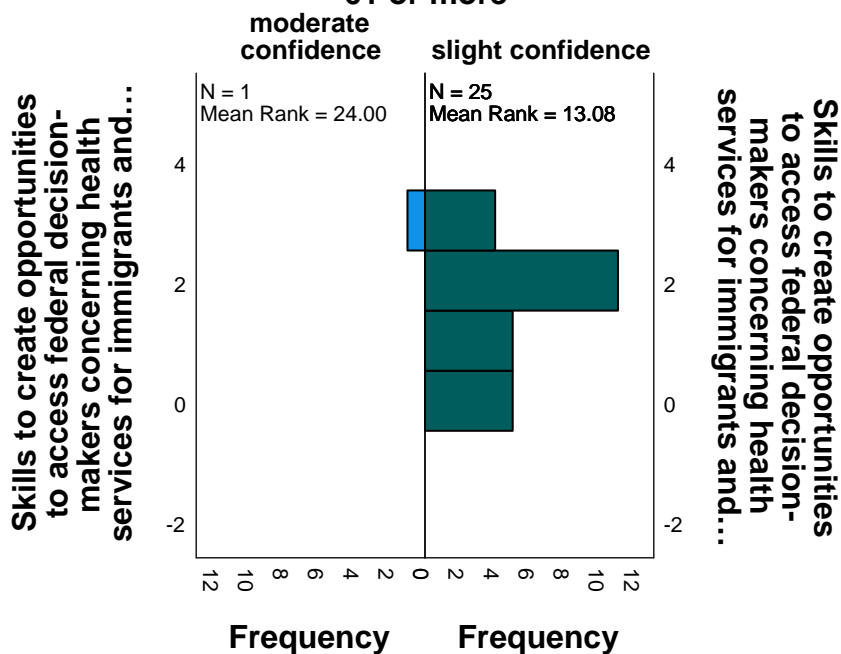
**Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more**

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

Total N	26
Mann-Whitney U	23.000
Wilcoxon W	24.000
Test Statistic	23.000
Standard Error	7.132
Standardized Test Statistic	1.472
Asymptotic Sig.(2-sided test)	.141
Exact Sig.(2-sided test)	.231

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff  
(place an "x" beside all  
options that apply): equal to  
61 or more

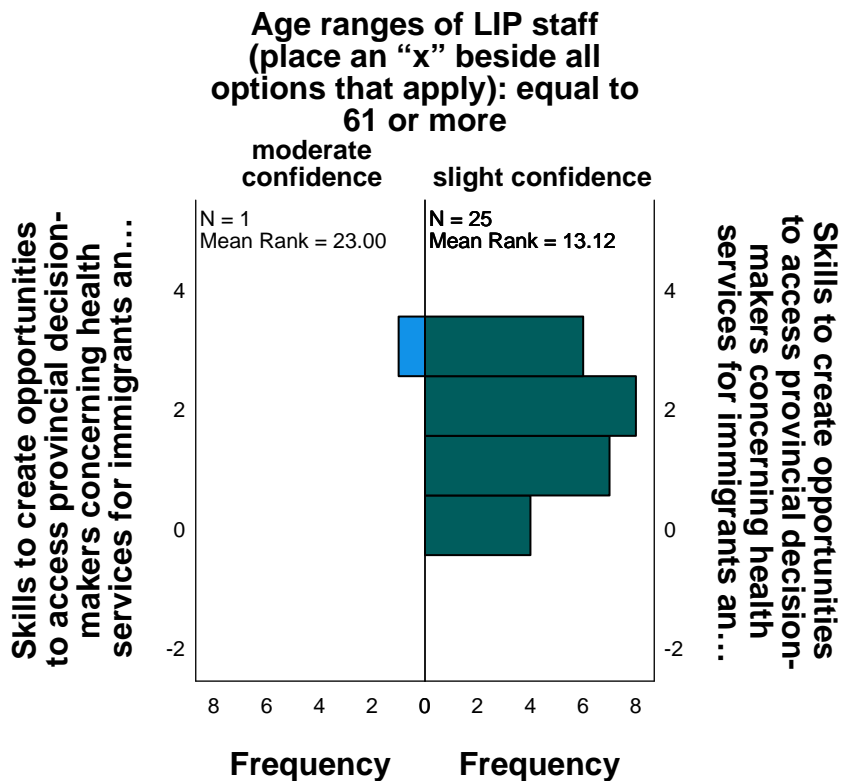


Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	26
Mann-Whitney U	22.000
Wilcoxon W	23.000
Test Statistic	22.000
Standard Error	7.231
Standardized Test Statistic	1.314
Asymptotic Sig.(2-sided test)	.189
Exact Sig.(2-sided test)	.308

### Independent-Samples Mann-Whitney U Test



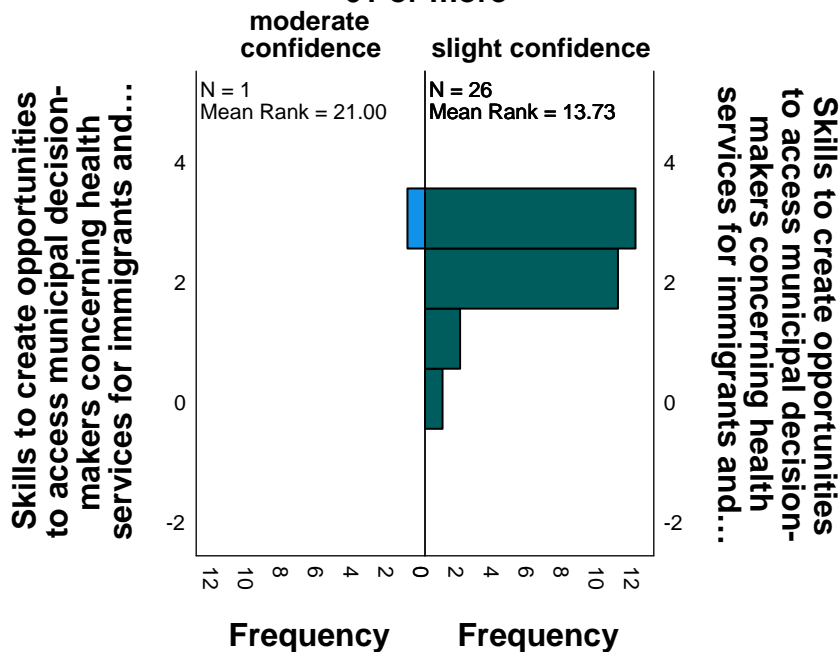
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	20.000
Wilcoxon W	21.000
Test Statistic	20.000
Standard Error	7.059
Standardized Test Statistic	.992
Asymptotic Sig.(2-sided test)	.321
Exact Sig.(2-sided test)	.519

### Independent-Samples Mann-Whitney U Test

**Age ranges of LIP staff  
(place an "x" beside all  
options that apply): equal to  
61 or more**

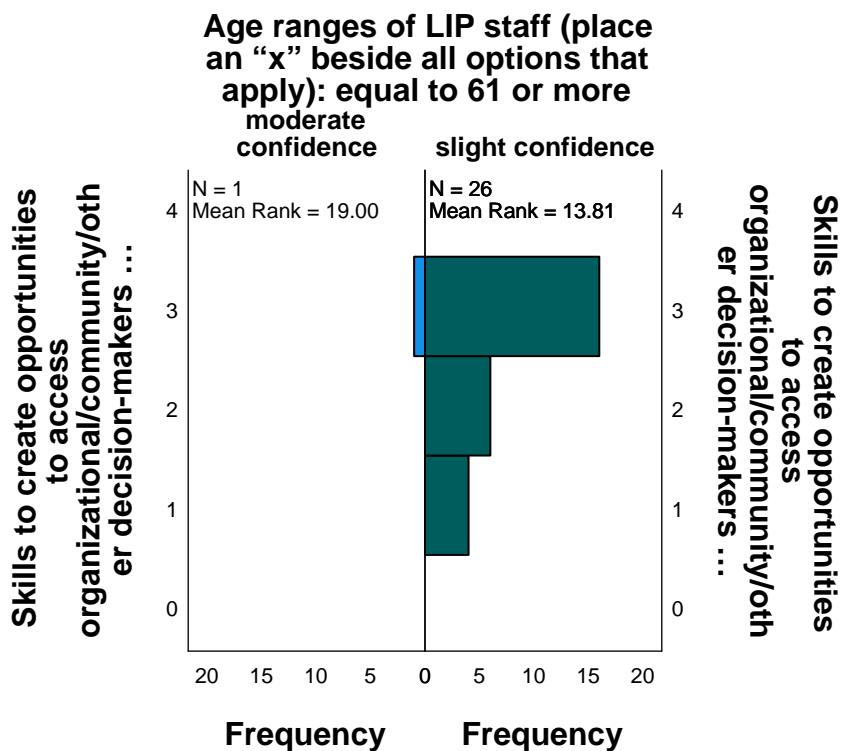


**Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more**

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

Total N	27
Mann-Whitney U	18.000
Wilcoxon W	19.000
Test Statistic	18.000
Standard Error	6.687
Standardized Test Statistic	.748
Asymptotic Sig.(2-sided test)	.455
Exact Sig.(2-sided test)	.667

### Independent-Samples Mann-Whitney U Test



Develop approaches to gain access to immigrant communities served across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

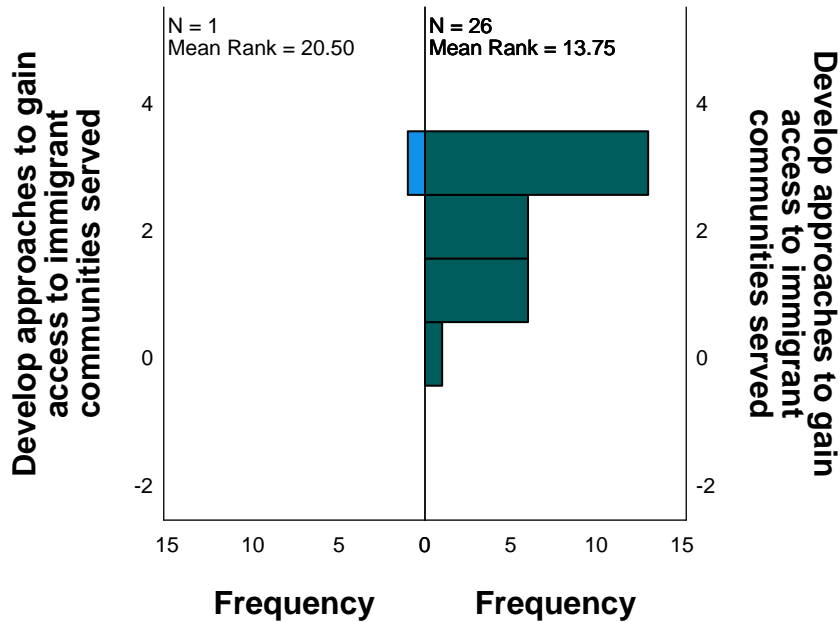


### Independent-Samples Mann-Whitney U Test Summary

Total N	27
Mann-Whitney U	19.500
Wilcoxon W	20.500
Test Statistic	19.500
Standard Error	7.138
Standardized Test Statistic	.911
Asymptotic Sig.(2-sided test)	.362
Exact Sig.(2-sided test)	.519

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an  
“x” beside all options that  
apply): equal to 61 or more  
moderate  
confidence slight confidence



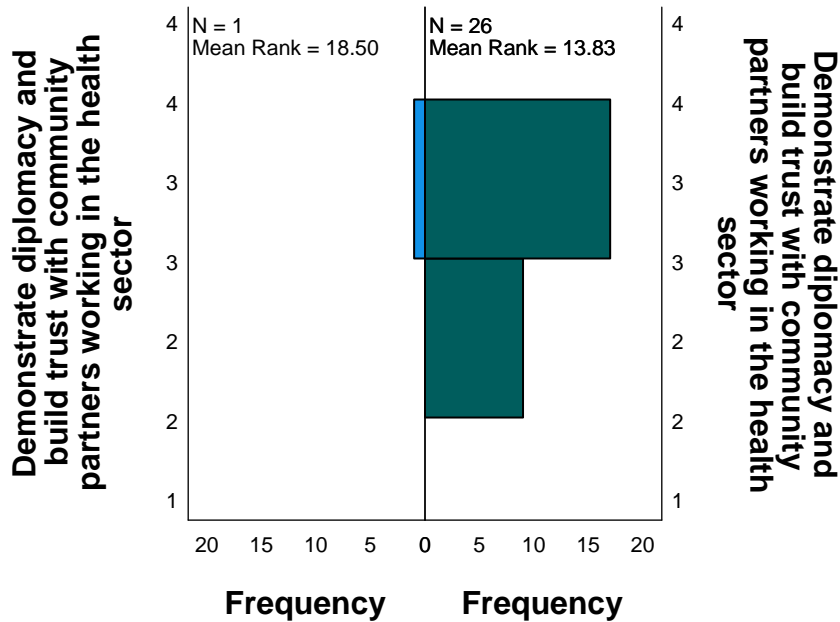
Demonstrate diplomacy and build trust with community partners working in the health sector across Age ranges of LIP staff (place an “x” beside all options that apply): equal to 61 or more  
1 or more

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

Total N	27
Mann-Whitney U	17.500
Wilcoxon W	18.500
Test Statistic	17.500
Standard Error	6.364
Standardized Test Statistic	.707
Asymptotic Sig.(2-sided test)	.480
Exact Sig.(2-sided test)	.667

### Independent-Samples Mann-Whitney U Test

**Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more**  
moderate confidence      slight confidence



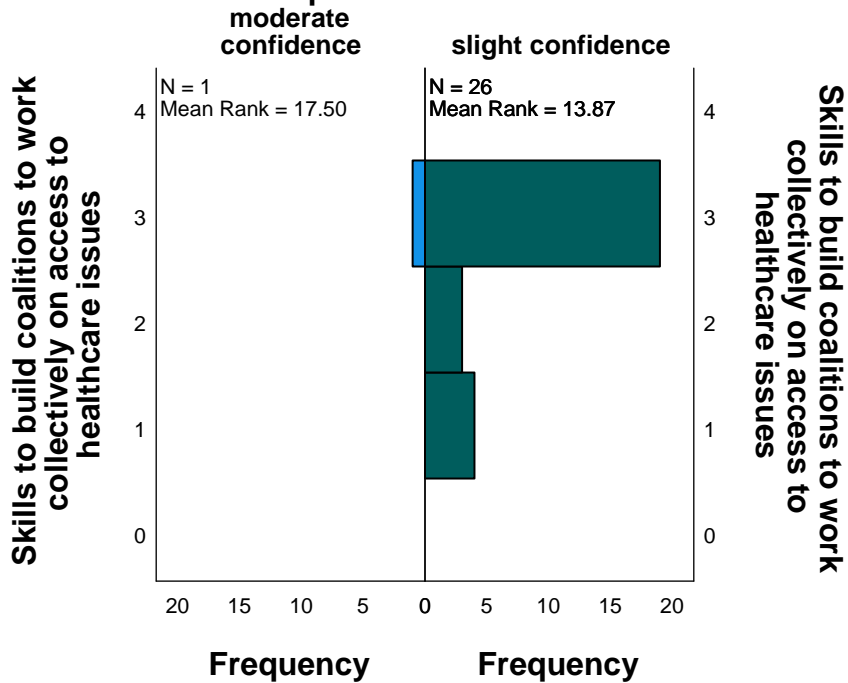
**Skills to build coalitions to work collectively on access to healthcare issues across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more**

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

Total N	27
Mann-Whitney U	16.500
Wilcoxon W	17.500
Test Statistic	16.500
Standard Error	5.981
Standardized Test Statistic	.585
Asymptotic Sig.(2-sided test)	.558
Exact Sig.(2-sided test)	.741

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an  
“x” beside all options that apply):  
equal to 61 or more

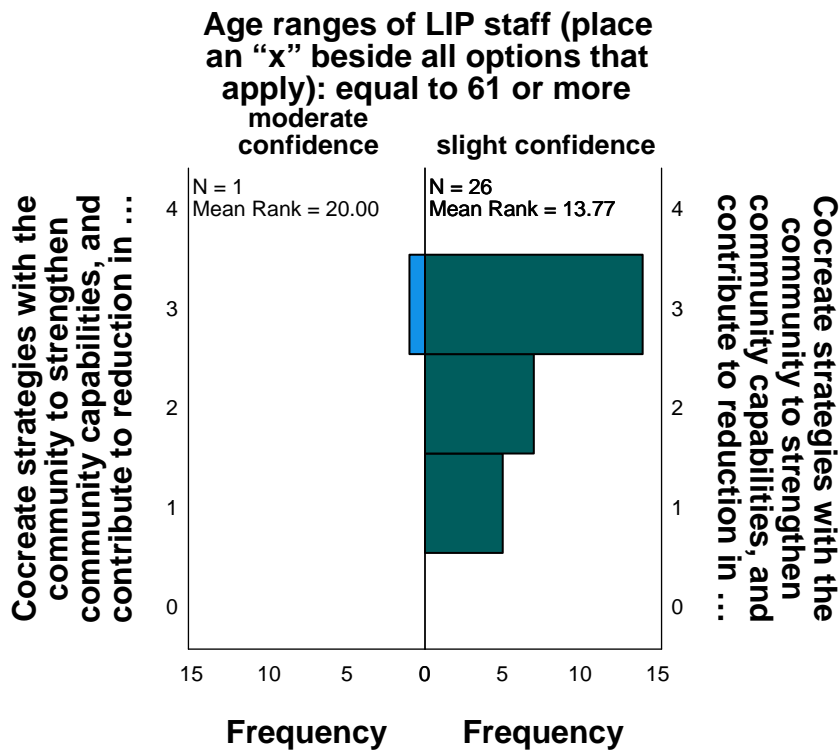


Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health across Age ranges of LIP staff (place an “x” beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	19.000
Wilcoxon W	20.000
Test Statistic	19.000
Standard Error	6.992
Standardized Test Statistic	.858
Asymptotic Sig.(2-sided test)	.391
Exact Sig.(2-sided test)	.593

### Independent-Samples Mann-Whitney U Test

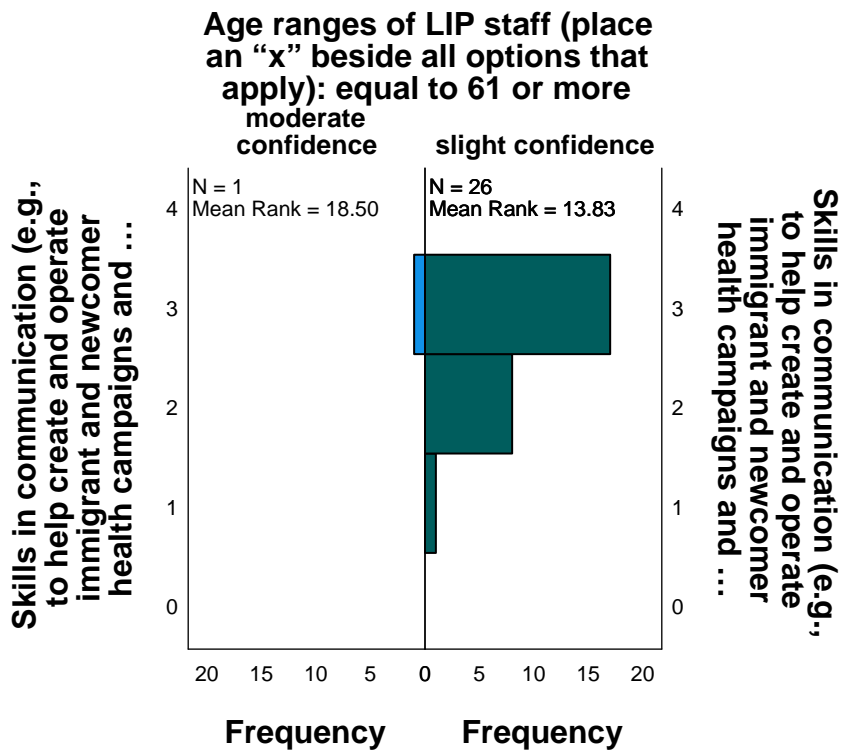


**Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more**

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

Total N	27
Mann-Whitney U	17.500
Wilcoxon W	18.500
Test Statistic	17.500
Standard Error	6.416
Standardized Test Statistic	.701
Asymptotic Sig.(2-sided test)	.483
Exact Sig.(2-sided test)	.667

### Independent-Samples Mann-Whitney U Test



**Skills for knowledge brokering across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more**

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

Total N	27
Mann-Whitney U	7.500
Wilcoxon W	8.500
Test Statistic	7.500
Standard Error	6.852
Standardized Test Statistic	-.803
Asymptotic Sig.(2-sided test)	.422
Exact Sig.(2-sided test)	.593

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

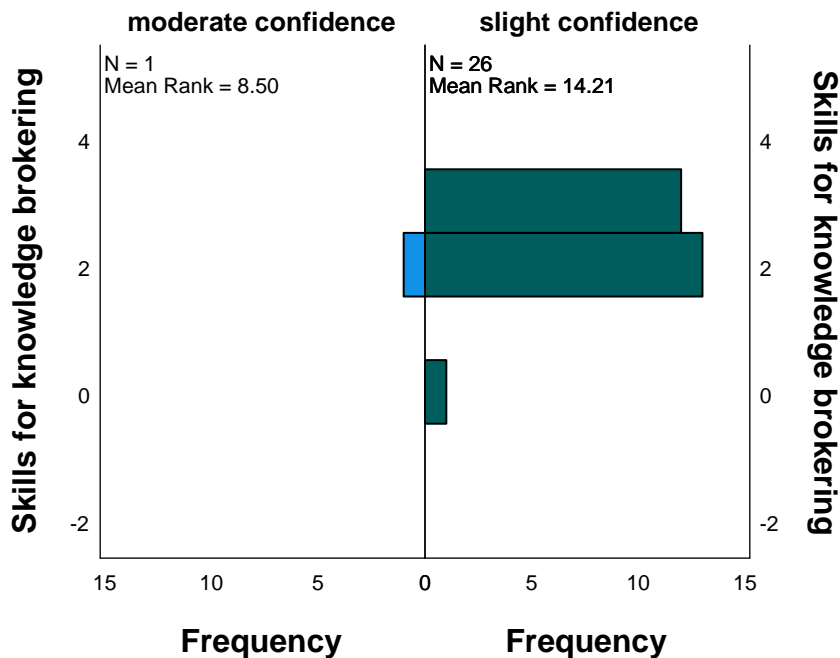
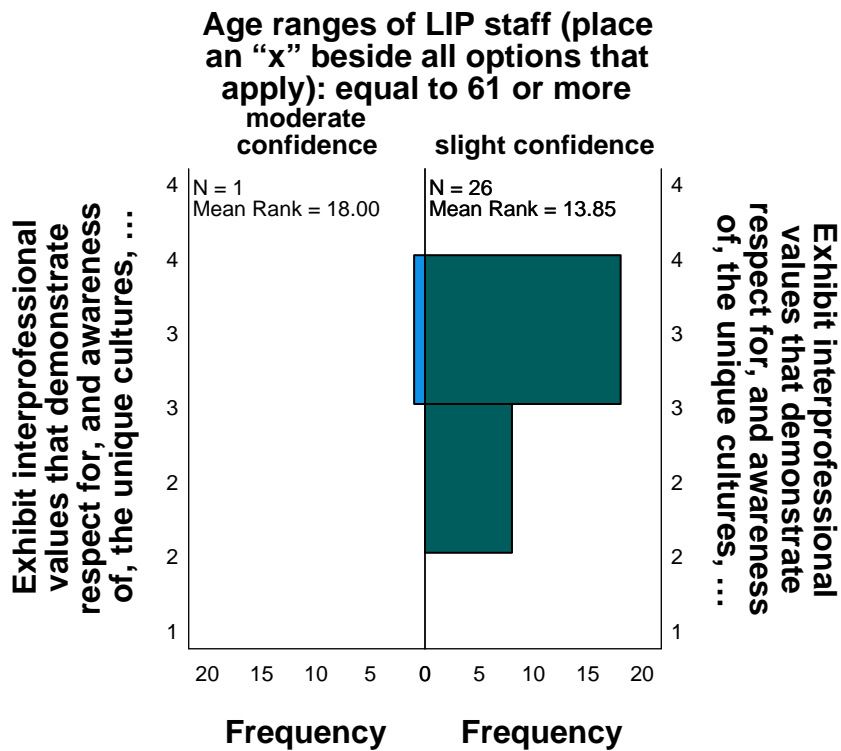


Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	17.000
Wilcoxon W	18.000
Test Statistic	17.000
Standard Error	6.164
Standardized Test Statistic	.649
Asymptotic Sig.(2-sided test)	.516
Exact Sig.(2-sided test)	.741

### Independent-Samples Mann-Whitney U Test



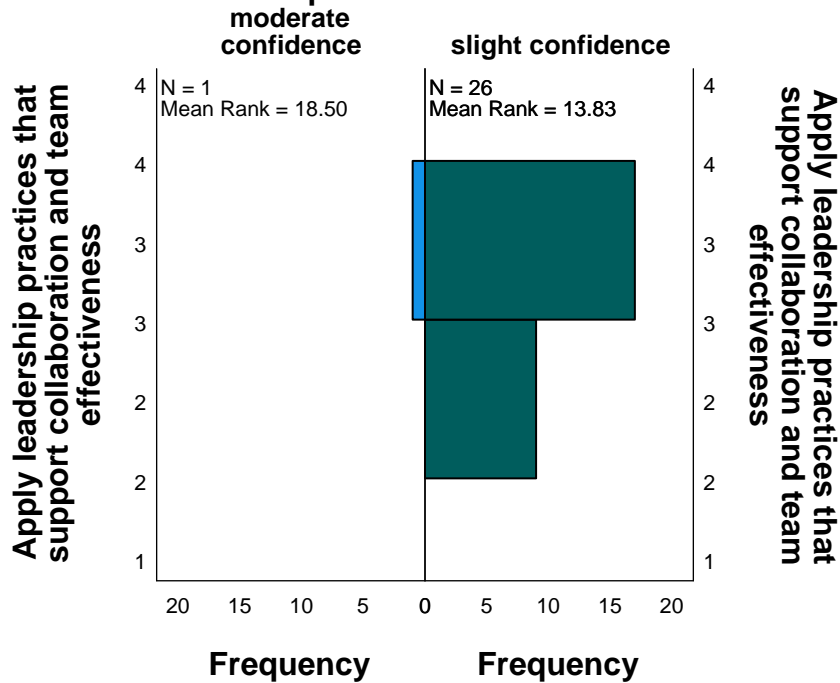
Apply leadership practices that support collaboration and team effectiveness across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	27
Mann-Whitney U	17.500
Wilcoxon W	18.500
Test Statistic	17.500
Standard Error	6.364
Standardized Test Statistic	.707
Asymptotic Sig.(2-sided test)	.480
Exact Sig.(2-sided test)	.667

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an  
“x” beside all options that apply):  
equal to 61 or more



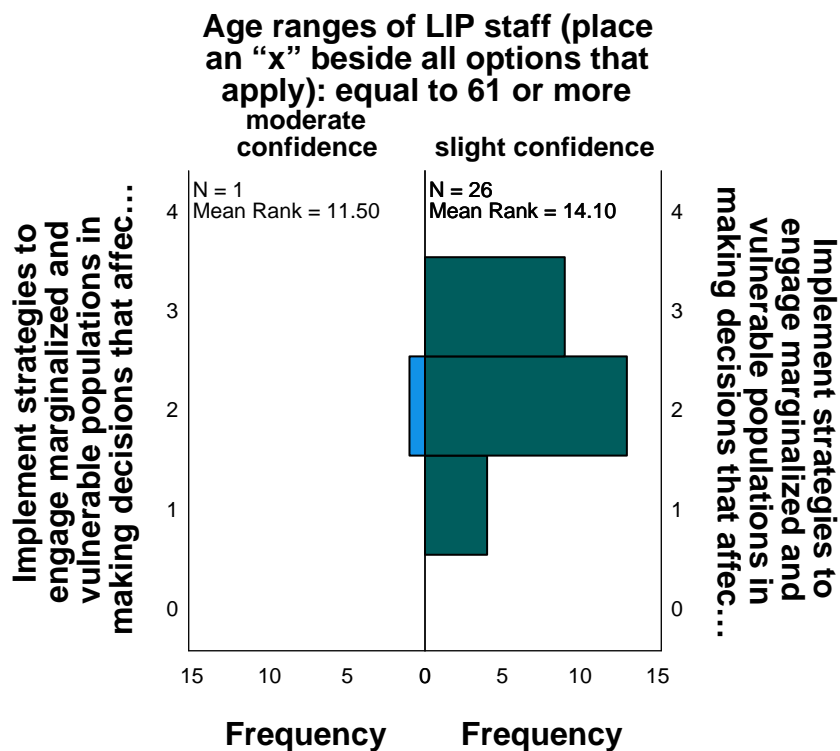
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being across Age ranges of LIP staff (place an “x” beside all options that apply): equal to 61 or more



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

Total N	27
Mann-Whitney U	10.500
Wilcoxon W	11.500
Test Statistic	10.500
Standard Error	7.059
Standardized Test Statistic	-.354
Asymptotic Sig.(2-sided test)	.723
Exact Sig.(2-sided test)	.815

### Independent-Samples Mann-Whitney U Test

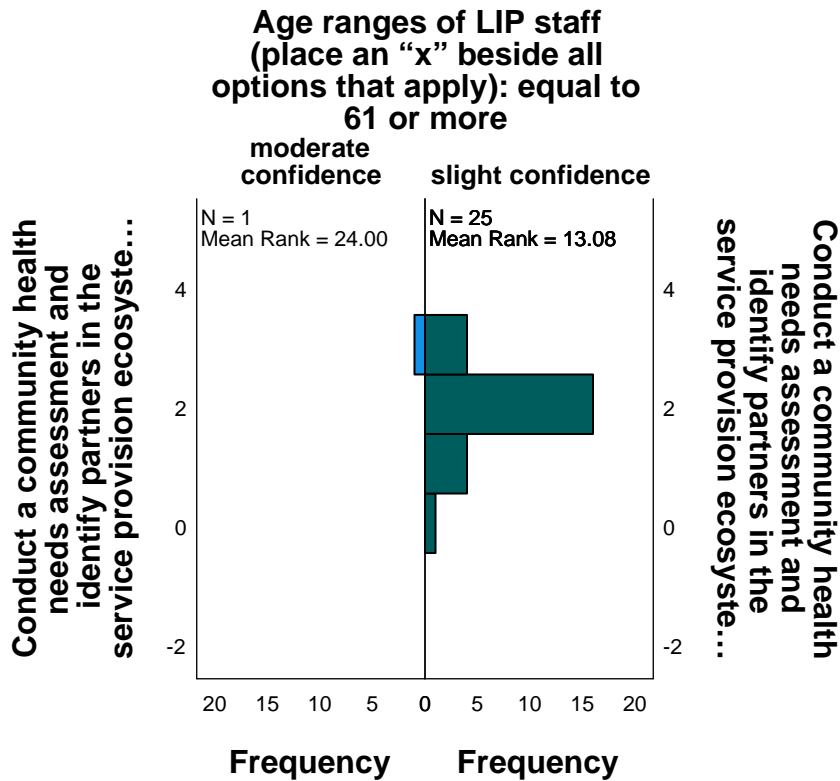


Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

Total N	26
Mann-Whitney U	23.000
Wilcoxon W	24.000
Test Statistic	23.000
Standard Error	6.527
Standardized Test Statistic	1.609
Asymptotic Sig.(2-sided test)	.108
Exact Sig.(2-sided test)	.231

### Independent-Samples Mann-Whitney U Test



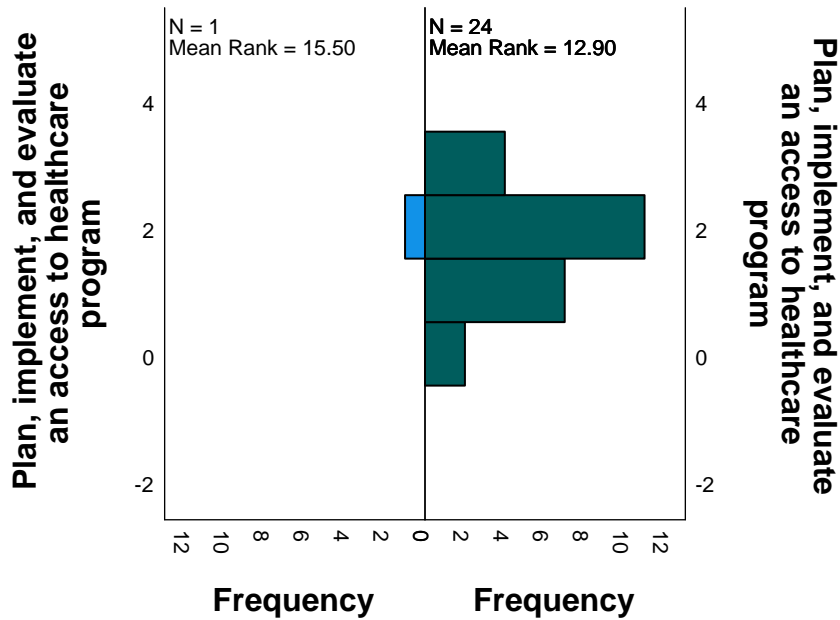
Plan, implement, and evaluate an access to healthcare program across Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more

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

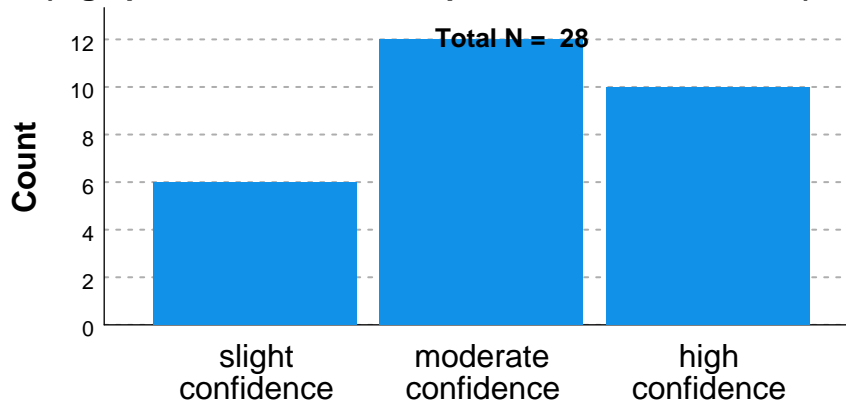
Total N	25
Mann-Whitney U	14.500
Wilcoxon W	15.500
Test Statistic	14.500
Standard Error	6.704
Standardized Test Statistic	.373
Asymptotic Sig.(2-sided test)	.709
Exact Sig.(2-sided test)	.800

### Independent-Samples Mann-Whitney U Test

Age ranges of LIP staff (place an  
"x" beside all options that  
apply): equal to 61 or more  
moderate  
confidence slight confidence



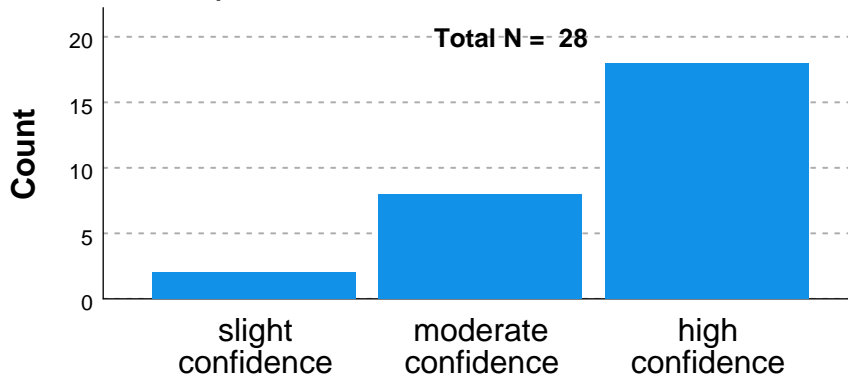
**Categorical Field Information Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)**



**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...

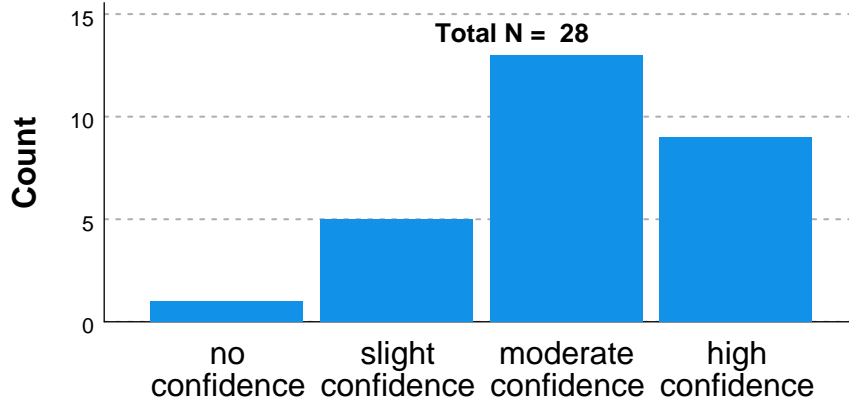
**Categorical Field Information Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence ...**



**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 ...

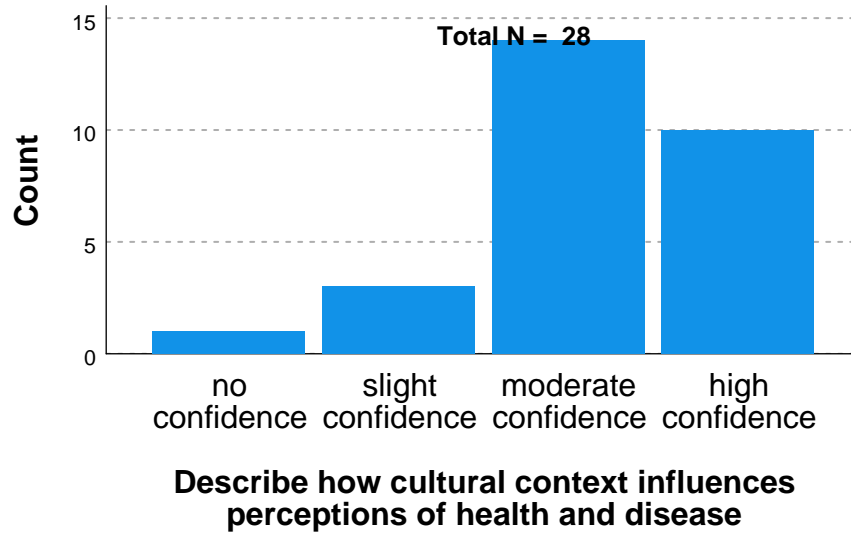
**Categorical Field Information Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address...**



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

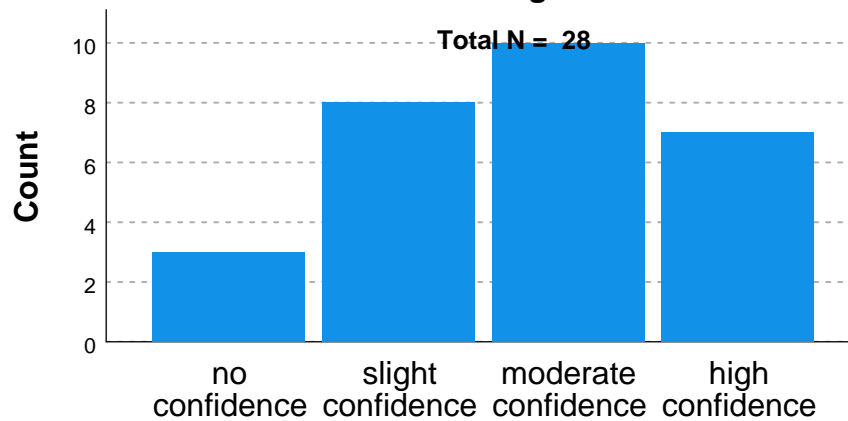
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem field is ordinal but is treated as continuous in the test.

**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**

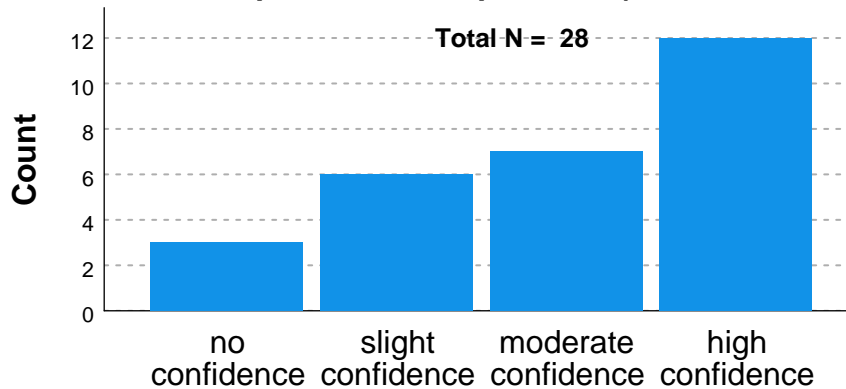


**Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants**

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



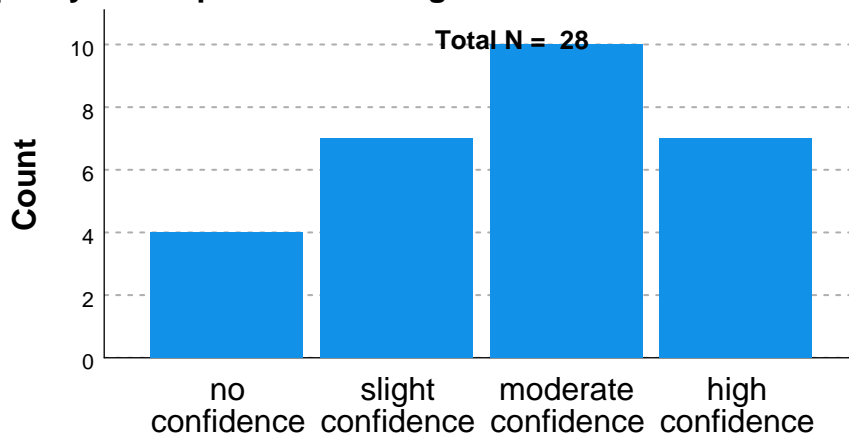
**Categorical Field Information Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)**



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

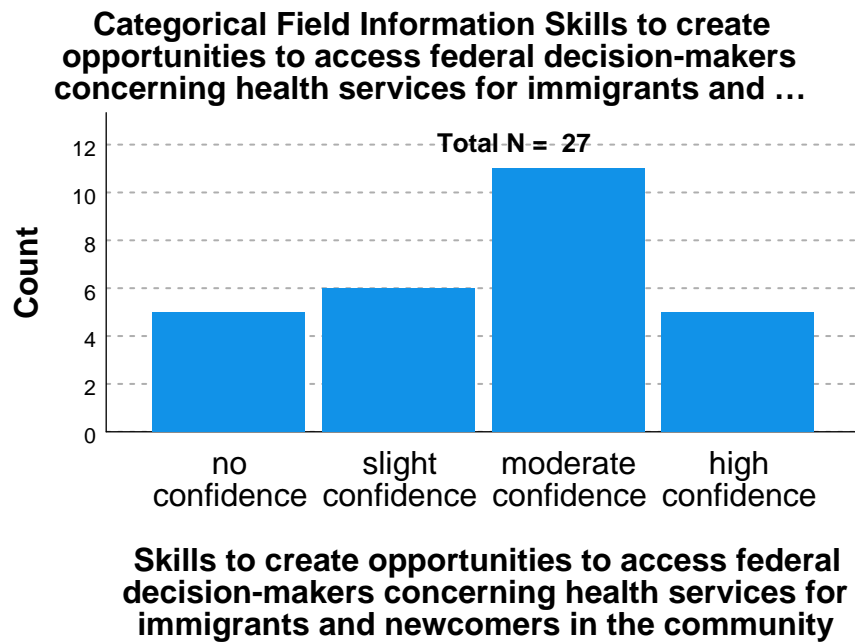
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) field is ordinal but is treated as continuous in the test.

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



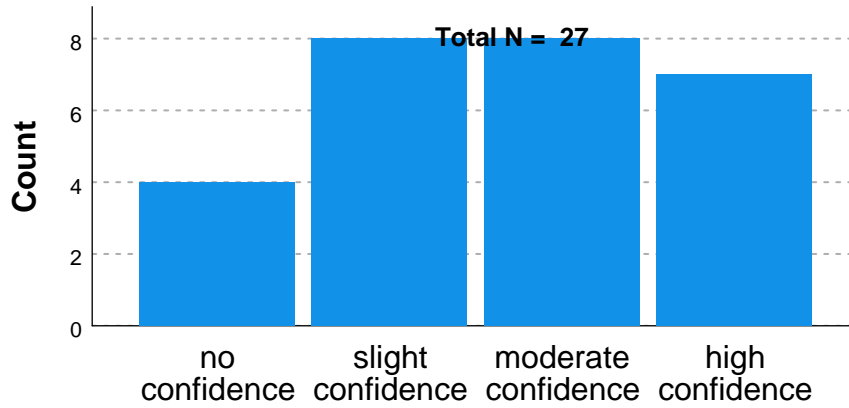
**Skills in policy analysis and policy development for immigrant access to healthcare services**

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.

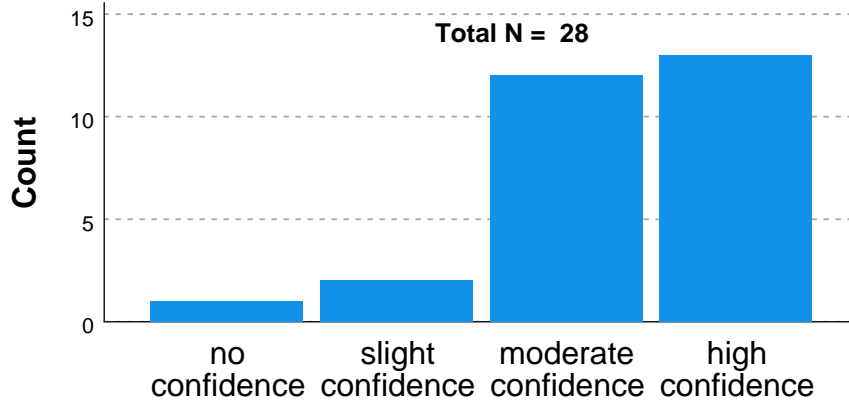
**Categorical Field Information Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and ...**



**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.

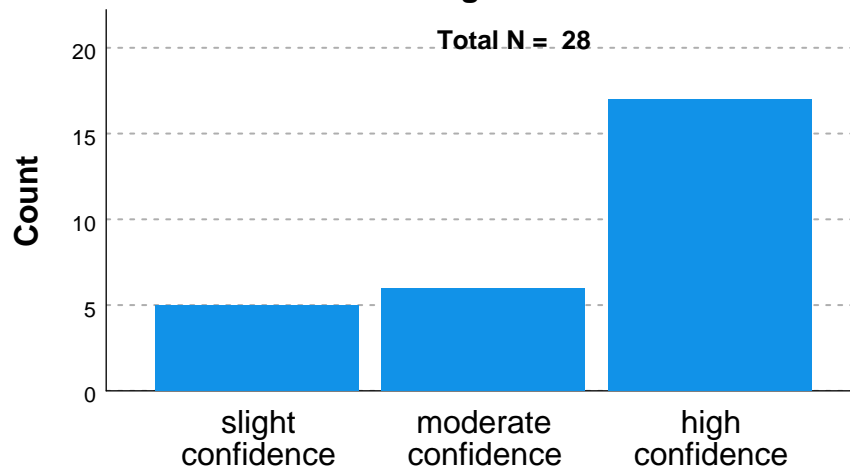
**Categorical Field Information Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and ...**



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

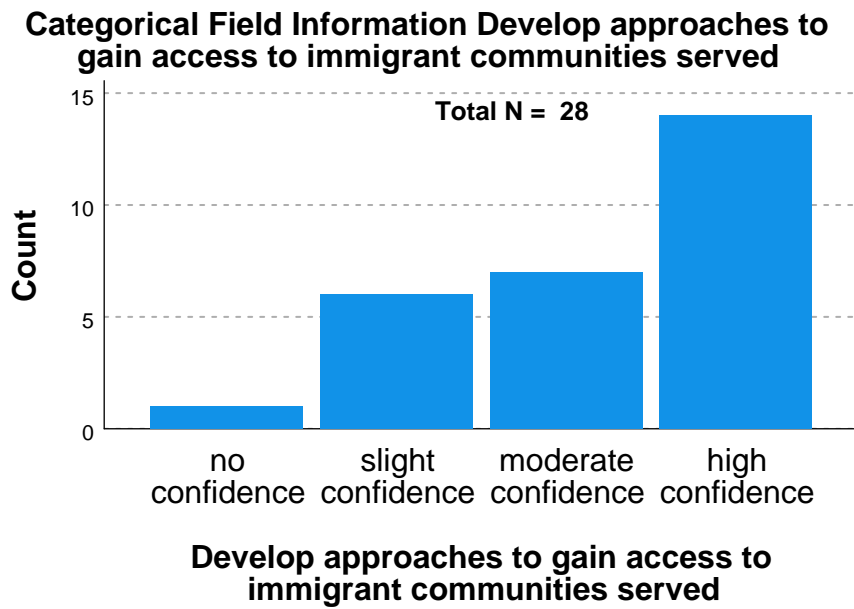
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community field is ordinal but is treated as continuous in the test.

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



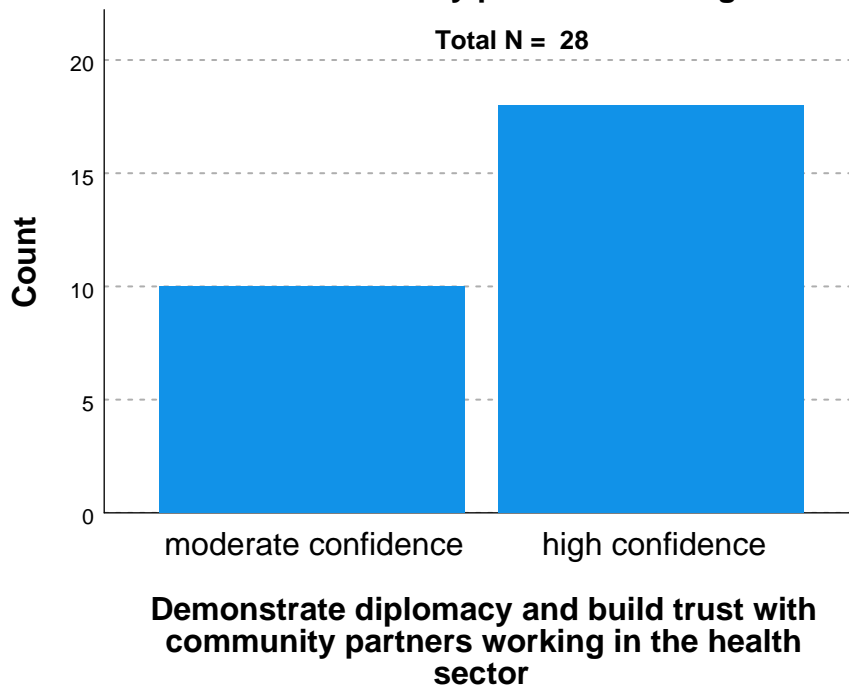
**Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers**

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.

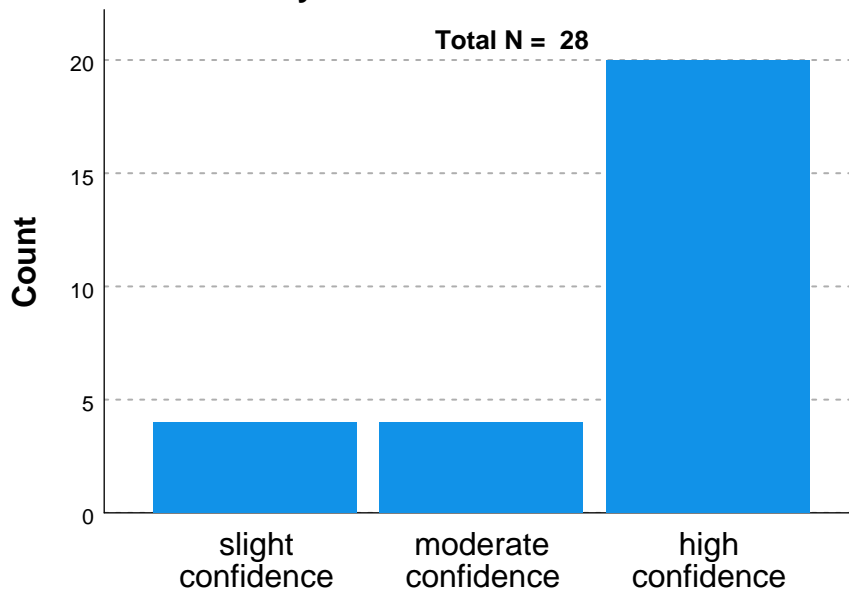
**Categorical Field Information Demonstrate diplomacy  
and build trust with community partners working in the...**



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



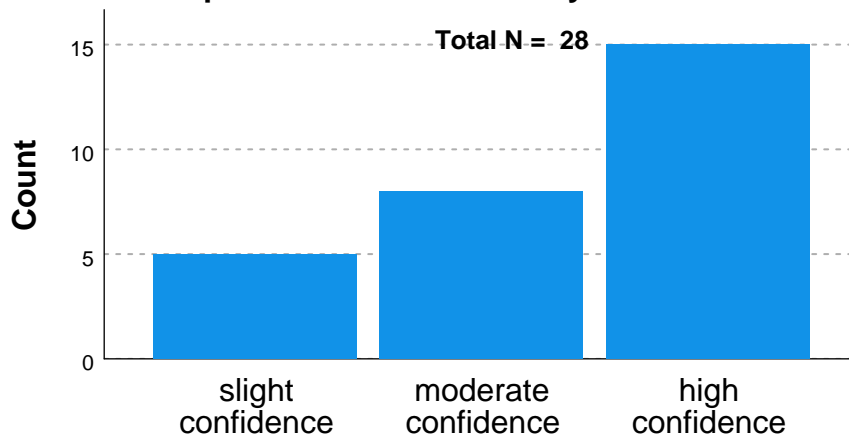
**Categorical Field Information Skills to build coalitions to work collectively on access to healthcare issues**



**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.

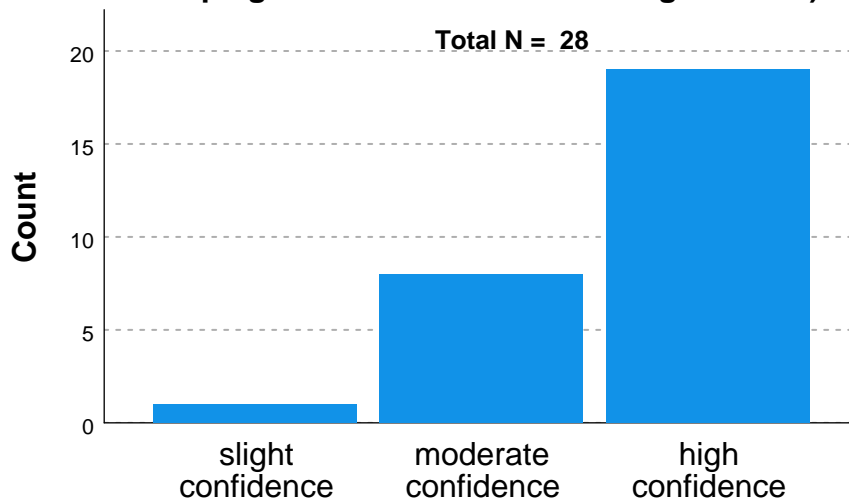
**Categorical Field Information Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health**



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

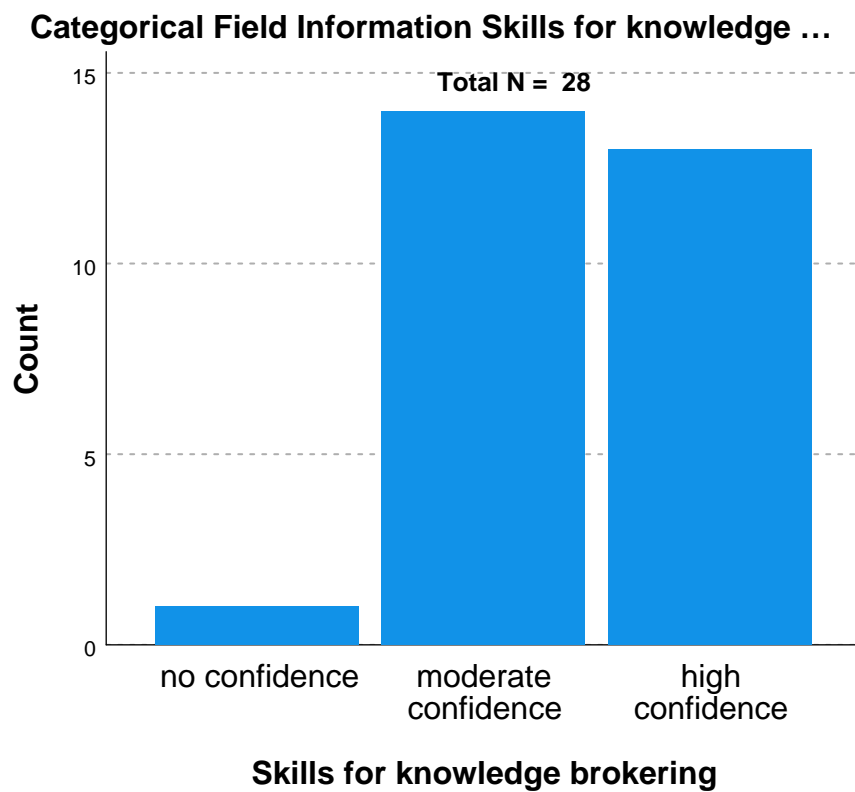
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health field is ordinal but is treated as ...

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



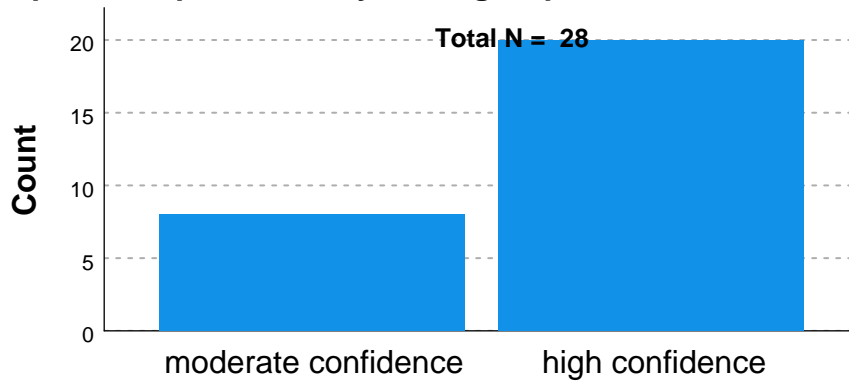
**Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)**

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...

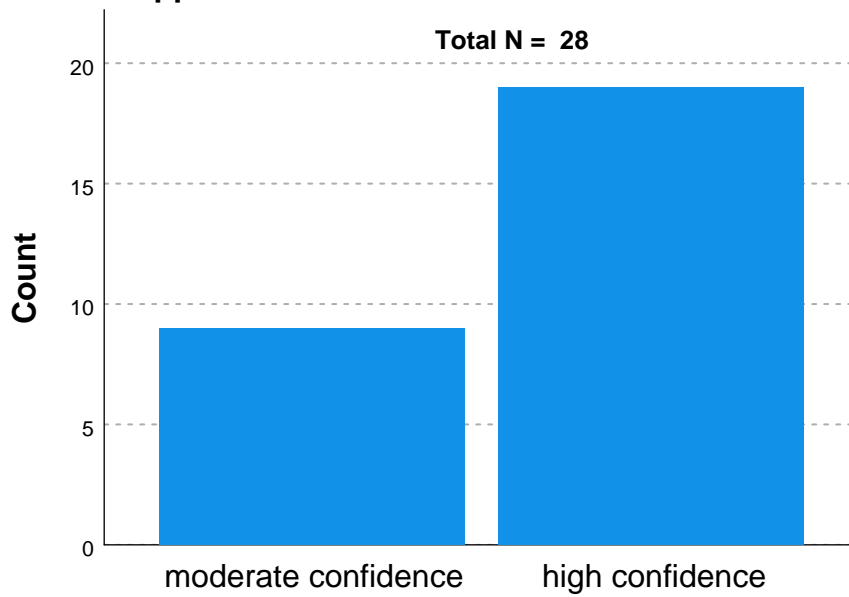
**Categorical Field Information Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the...**



**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.

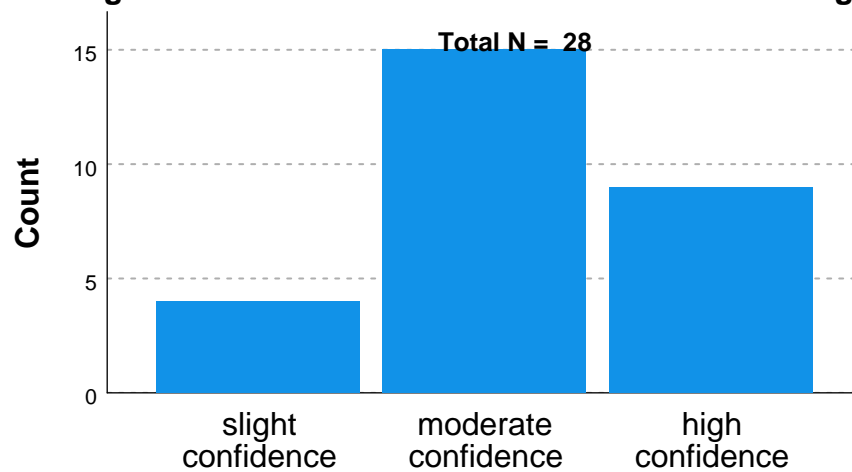
**Categorical Field Information Apply leadership practices that support collaboration and team effectiveness**



**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.

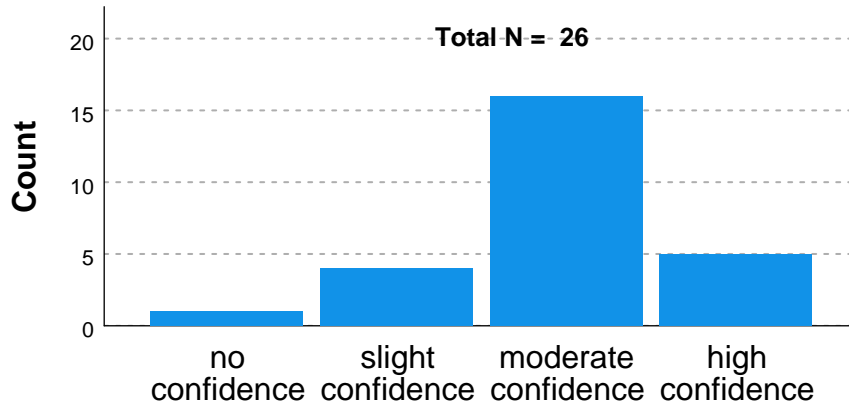
**Categorical Field Information Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being**



**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.

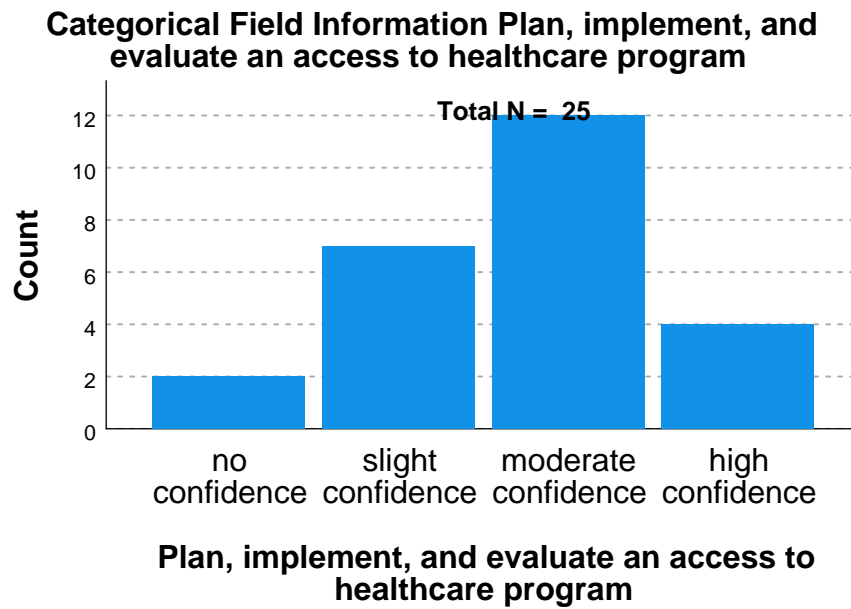
**Categorical Field Information Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned t...**



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

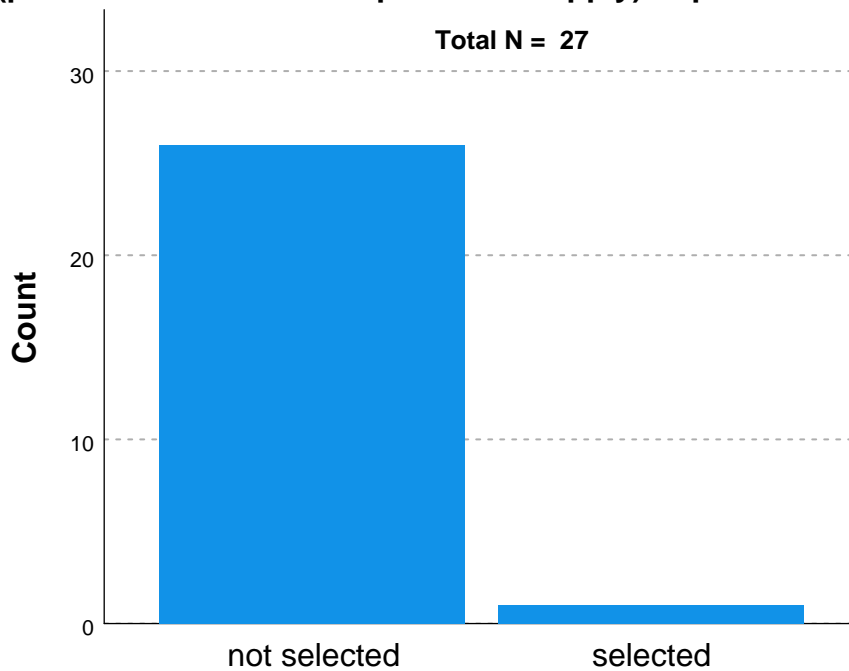
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task field is ordinal but is treated as continuous in the test.





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): equal to 61...**



**Age ranges of LIP staff (place an “x” beside all  
options that apply): equal to 61 or more**